

Year 2 Public Description of Work for Action Collaborative on Preventing Sexual Harassment in Higher Education

University of Washington

Faculty Senate Legislation

Relevant Rubric Area(s): Response d) improved communication and transparency; Response a) improved policies; Prevention a) embedding the values of diversity, inclusion, and respect into recruitment, hiring, admissions, retention, promotion, and advancement.

Description of Work:

The UW Faculty Senate successfully passed four pieces of legislation in the last academic year that further embed the values of diversity, inclusion, and respect into hiring and promotion and have the potential to reduce and acknowledge power differentials that often contribute to sexual harassment. Overall, this body of legislation aims to 1) promote social justice for marginalized groups within our university and to 2) assist those who have experienced negative outcomes as a result of the COVID-19 pandemic or economic crises. The work of the Faculty Senate on these topics is in alignment with the findings and recommendations of the 2018 NASEM report which address the intersection of broader diversity, equity, and inclusion work with the prevention of sexual harassment.

Successfully passing the legislation listed below required coordination of various stakeholders including, but not limited to – a) [UW faculty councils](#) (e.g., Faculty Council on Gender, Equity, and Justice and Faculty Council on Race, Equity, and Justice), b) UW senior executive leadership including the chair and vice chair of the Faculty Senate, provost, and president, and c) administrative units (e.g., academic human resources). This work began within the UW faculty councils, and membership of the councils engaged with the above-listed stakeholders to craft the legislation. The process of crafting and gaining support included an interactive series of meetings with stakeholder groups and amending the final legislation to be inclusive of all parties' feedback and interests.

These senate actions can be classified as mandatory (i.e., mandated change to the UW Faculty Code) and highly suggested (i.e., not mandatory but strongly encouraged by the UW Faculty Senate). Below, we review each of these actions.

- **Mandatory legislation**

- [Class A 153](#): Diversity statement. This legislation mandates that all candidates for initial faculty appointment will need to submit a statement of past and planned contributions to diversity, equity, and inclusion, and academic units and search committees shall consider this statement as part of a comprehensive evaluation of the candidate. This legislation has the potential to demonstrate to all applicants and evaluators that diversity, equity, and inclusion are important

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values at this institution. This initiative will be evaluated by academic human resources to ensure that all candidates have submitted the appropriate documentation.

- [Class A 148](#): Improving transparency in the promotion and tenure process. This legislation requires all academic units to publish tenure and promotion guidelines for faculty such that those who are applying for jobs and current employees at UW will have the ability to easily view these criteria. This legislation increases transparency of promotion guidelines – making these criteria more visible for those within and outside of the university system. This initiative will be evaluated by academic human resources to ensure that all colleges provide the promotion and tenure guidelines online.
- **Suggested legislation:** Two pieces of legislation were passed in the UW Faculty Senate that help to address equity challenges that have been exacerbated by the COVID pandemic and subsequent social injustice and economic crises that disproportionately impact individuals from underrepresented and marginalized groups (e.g., those who share identities based on race/ethnicity, gender, disability status, and those who are caregivers).
 - [Class C Resolution Regarding Reconceptualizing Merit](#). This legislation strongly suggested that UW leadership create broad and flexible interpretations of what constitutes “meritorious achievement” for faculty as well as targeted supports for faculty who may be disproportionately impacted by current and potential future crises. The legislation also strongly encourages a comprehensive review of the merit and review process. This initiative will be evaluated by deans and department heads to ensure that performance is evaluated in a flexible way during the pandemic.
 - [Class C Resolution Regarding Equity for Caregivers](#). This legislation strongly suggested UW unit leaders (i.e., deans, department heads) provide meaningful redistribution of teaching and reduction of service and research expectations for caregivers during the COVID crisis, and for other groups who are disproportionately impacted during this crisis (e.g., those who share identities based on race/ethnicity, gender, and/or disability status). To provide information regarding if equity goals are being translated into meaningful outcomes, the legislation also strongly encouraged the university leadership to publicize data to the UW community showing salient outcomes (promotion, pay, performance evaluations, teaching evaluations) by COVID caregiver status, gender, race, ethnicity, disability status, and other groups disproportionately influenced by the COVID crisis.

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Website for further information (if applicable):

[Class A Legislation 153](#): Diversity statement

[Class A Legislation 148](#): Improving transparency in the promotion and tenure process

[Class C Resolution](#): Concerning reconceptualizing merit

[Class C Resolution](#): Concerning equity for caregivers at UW

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