

ADVANCE Leadership Workshop:
Detox Your Department: Handling & Managing Your Faculty

Panelists:

Office for Faculty Advancement

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The Office for Faculty Advancement (OFA) promotes the hiring, retention, and success of a diverse and inclusive faculty at the University of Washington. The Associate Vice Provost works closely with the Office of the Provost and the Office of Minority Affairs and Diversity to implement recruitment and retention goals articulated in the university-wide Diversity Blueprint and to support recent provisions of the Faculty Code that recognize excellence in research, teaching, and service that promotes diversity and equal opportunity.

The Associate Vice Provost regularly consults with deans, department chairs and directors, and other academic leaders across the three campuses of the UW to disseminate best practices for conducting inclusive faculty searches and for fostering supportive collegial environments. He is also available to consult with academic units, search committees, and individual faculty.

<http://www.washington.edu/diversity/faculty-advancement/>

College of Arts & Sciences, Social Sciences

Judith A. Howard

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The Division of Social Sciences includes thirteen academic departments and programs, three division-wide research centers, and a number of other departmentally-based centers and institutes. Divisional Deans are responsible for all aspects of the scholarly, instructional, and service activities within their divisions. They work very closely with unit Chairs and Directors, as well as with the leadership in the College of Arts & Sciences, including the Advancement and Marketing and Communications staff.

<https://artsci.washington.edu/divisions/social-sciences>

Office of Academic Personnel

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The Office of the Vice Provost for Academic Personnel serves as the UW's central resource for academic personnel (i.e., faculty, librarians, medical residents, senior fellows, and academic staff) administration. In partnership with schools, colleges and campuses, this office, among other things, works to fulfill the University's mission, vision, and values by providing information and guidance on University policies and procedures which impact academic personnel. In addition, the Office of Equal Opportunity and Affirmative Action supports the UW's compliance with the law and spirit of equal opportunity and affirmative action.

University Complaint Investigation and Resolution Office (UCIRO)

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The University Complaint Investigation and Resolution Office (UCIRO) is responsible for investigating complaints that a University employee has violated Executive Order 31, the University's non-discrimination and/or non-retaliation policy. UCIRO investigators act as objective, neutral factfinders and do not take the side of either a complainant or the University. A UCIRO investigation may be requested either by an individual or by the administrative head of a University organization. An individual complainant may be anyone—a University employee, a student, or a member of the public—who raises concerns that an employee at the University has violated Executive Order 31.

In addition, UCIRO is responsible for investigating and responding to most Charges of Discrimination filed by individuals with external agencies, such as the Equal Employment Opportunity Commission (EEOC) and the Washington State Human Rights Commission (WSHRC).

<https://compliance.uw.edu/UCIRO/FAQs>

Office of the Ombud

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The Office of the Ombud is a place where all members of the University of Washington community can seek information, consultation, and assistance. Each year, the Ombud Office collaborates with hundreds of individuals who are facing challenges. We provide a safe environment to voice concerns and develop constructive options to successfully address your situation.

www.washington.edu/ombud/

Faculty Senate

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The Secretary of the Faculty is elected by the Faculty Senate and manages an office that facilitates faculty governance by:

- Advising individual faculty and administrators on faculty rights and responsibilities as outlined in the Faculty Code.
- Providing support staff and meeting spaces for the Faculty Senate and its leadership, the Senate Executive Committee (SEC) and the Senate Committee on Planning and Budgeting.
- Developing slates of candidates for the university faculty councils for SEC nomination and senate confirmation.
- Providing orientations and staff coordination for meetings, materials and records.
- Advising the 18 faculty councils in the schools, colleges, UW Bothell, and UW Tacoma in their efforts to implement shared governance and to develop Faculty Code-compliant bylaws.