

**Dan Luchtel, Chair  
University of Washington Faculty Senate  
Remarks at October 18, 2007 Board of Regents**

I want to begin with a description of some faculty issues that are priorities for me. When I was a candidate for the Vice Chair of the Faculty Senate over a year ago, I proposed several action items that I wanted to accomplish if elected. At that time, I was young and idealistic. Now that I am Chair of the Faculty Senate, I am now old and cynical and can see I then spoke with some naivety. So I have modified my priorities.

Priority #1 is a restructured faculty salary policy. Last year's Chair of the Faculty Senate, Gail Stygall, formed a Salary Committee to work on salary policy and by the end of the academic year, the Senate came close to passing legislation. But after an extended discussion in the second to last Senate Executive Committee of the year, it was decided to table further action. I am forming a new Senate Committee on Salary Policy to continue work on this issue with the goal that such a revised policy will satisfy you, the regents, the administration, and the faculty.

Priority #2 is improved childcare facilities at the University of Washington. The students have taken the lead on this issue and the Faculty Senate strongly supports this effort. I am happy to see that one of the items on the State Supplemental Budget Request is expanded access to childcare. At the beginning of this academic year, I sat down with the chairs of each of the 14 Faculty Councils to discuss progress made during the past year and what they wanted to accomplish this year. It turns out that 3 of the Councils (Student Affairs, Women in Academia, Benefits and Retirement) had considered childcare in one way or the other. For faculty, childcare facilities have become a recruitment and retention issue.

Priority #3 is a review of the Faculty Grievance Procedure. The problem here may not be the procedure itself but faculty not knowing what needs to be done before filing a grievance. What may be the most useful would be to prepare something like a *Best Practices* or a *Standard Operating Procedures* or a *Frequently Asked Questions* document that would be available online on the Faculty Senate website to help faculty understand grievance procedures, who to talk to, and mostly importantly, the pros and cons of pursuing such a process.

Priority #4 is the appointment of a faculty member to the Board of Regents. J.W. Harrington, the Faculty Legislative Representative, will oversee this effort. For the faculty, it is a matter of having a seat at the table. A bill was introduced during the last session of the State Legislature to appoint a faculty member to the Board of Regents. It died in committee but a compromise bill will be resubmitted this year.

Earlier in today's Regents meeting, Regent Barer proposed that the meetings of the Regents be reorganized to allow for more discussion and questions. This is very similar to my Priority #5, which is to begin a discussion about the structure of the Senate and the SEC and possible ways to modify these bodies to stimulate more engaged input by the Senators, including more debate of the issues. Such discussion could lead to legislative action by the end of this year or next year. Talking points would be the optimal number of Senators, how often the Senate should meet, and what issues should be on the agenda.

When I ran for the position of Vice Chair, I spoke in favor of a policy that the Faculty Senate be involved in the appointment of the Secretary of the Faculty rather than the President appointing this person who then served at the pleasure of the President. Class A legislation was passed last year that the Secretary of the Faculty be elected by the Senate Executive Committee and confirmed by the Faculty Senate. Once this change was in place it was later realized that there is not now a procedure in place to remove the Secretary of the Faculty if that seemed necessary. Last week, the Senate Executive Committee passed Class A legislation for a procedure to remove not only the Secretary of the Faculty, but also the Senate Chair and Vice Chair before the conclusion of their terms. So it is quite ironic that the first piece of legislation that will likely be passed during my watch is a procedure on how to get rid of me. A striking example of unintended consequences!

Other issues will come up, particularly those coming from the Faculty Councils that I will bring to your attention during the year. For example, an issue concerned with installation of seat belts in University-operated buses has recently generated notable support from Senators in the Medical School probably because most such buses are Health Sciences buses.

To end on a philosophical note, I will give you my perception of a major problem with the Faculty Senate. And it relates to Regent Cole's earlier comment about there be a "value added" component for our work here. That is, the Faculty Senate is viewed as ineffectual by some faculty and viewed as being run by a bunch of amateurs by the administration. An overall goal I have is for the Senate is that it will be viewed as an entity that adds value to the process of shared governance. But it will take sustained leadership and communication among us to get there.

Thank you for your attention.