

MINUTES FOR SENATE EXECUTIVE COMMITTEE MEETING
February 25, 2008, 2:30 p.m.
142 Gerberding

The meeting was called to order at 2:39 p.m.

1. Approval of Agenda. Approved.
2. Approval of Minutes of the January 14, 2008 SEC meeting and January 31, 2008 Faculty Senate meeting. Approved.
3. Opening Remarks from the Chair.
Dan Luchtel, Chair of the Faculty Senate.

Chair Dan Luchtel noted that today's meeting would mark the first time the faculty would elect the Secretary of the Faculty (instead of being appointed by the President) as a result of Senate legislation approved at the end of the last academic year. Today the Senate Executive Committee would also be asked to approve a candidate for Vice Chair of the Faculty Senate. Explaining that the President was unable to attend the meeting, the Chair introduced the Provost, Phyllis Wise.

4. Report from the Provost and Executive Vice President.
Phyllis Wise, Provost & Executive Vice President.

The Provost remarked that state support of the University of Washington was being significantly affected by the current state economy. Although the session is not yet over, it looks as if the University's budget request will, for the most part, be denied.

She reported on the status of administrative searches: The Law School has completed interviews of four final candidates for the position of Dean. The search committee will meet tomorrow and present the Provost and President with a list of strengths of each candidate. The Dean search committee for the School of Pharmacy has invited four candidates to interviews that will take place in the near future. Search committees for a new Ombudsman and a new Athletic Director are also now under way.

The Provost also commented on the increase in crime in the neighborhood north of 45th. After an extended period when those statistics were below average, the University is now faced with a period of increased crime in the neighborhood where many of its students reside. Administration has increased its UW Police Department presence in the neighborhood in hopes of stemming the trend.

In response to further questions about the budget, the Provost responded that there were no state funds allocated for student safety issues. \$100,000 was allocated for continued north campus planning; \$88,000 for one mental health counselor; \$150,000 for I-labs; and \$224,000 for the Ruckelshaus Center.

5. Report from the Senate Committee on Planning and Budgeting.
Gail Stygall, Faculty Senate Past Chair and Committee Chair.

Gail Stygall reported that the Senate Committee on Planning and Budgeting had been discussing issues of enrollment, tuition, and the size of the student body. As a result of these discussions, the Director of Financial Aid will begin reporting regularly to the SCPB. The Committee is currently discussing faculty salaries. The economic forecast does not bode well for any significant increases. Although faculty cannot count on any supplement to the anticipated 4.5% increases planned for this year, it is not likely to be decreased. Discussions at this point are focused on planning for salary adjustments in the next biennium.

Stygall alerted the SEC that they would soon be receiving a request from the SCPB, asking for a ruling from the Advisory Committee on *Faculty Code* and Regulations about of how the *Code* defines flexibility in use of salary funds, especially with regard to funds for recruitment and retention. In addition, SCPB will be addressing unit adjustments in the near future.

6. Report on Legislative Affairs.
James "J.W." Harrington, Faculty Legislative Representative.

Faculty Legislative Representative JW Harrington noted that today is the 43rd day of this year's 60-day state legislative session. It's been a busy session and he understands informally that a record number of bills have been considered, though as always, the large majority have not gotten very far.

Bills that have fallen by the wayside include a new campus for UW, and UW's request to allow King County to allocate a range of tourist tax revenues to Husky Stadium renovation.

Harrington co-chairs the Washington Council of Faculty Representatives, composed of fellow faculty representatives from the other five public baccalaureate institutions. Their greatest priority this session has been to increase legislators' appreciation for the value that faculty experience, expertise, and perspective can play in policy making. While the CFR's attempt to mandate gubernatorial appointment of faculty regents/trustees has failed for this session, the importance of faculty involvement is explicitly written into two bills that are still alive (HB 2641 and HB 3306).

CFR proposes that each institution's faculty governing body devise a process to nominate faculty members to the Governor for future positions on our board of regents/trustees. This may serve as a way to illustrate the qualities that particular faculty (or faculty emeriti) could bring to the Board of Regents.

While the biennial budget for the state was passed *last* session, UW had requested a number of items to be considered in this session's supplemental budget. *None* of these requests appear in the operating budget passed today by the House of Representatives. The House Capital Budget Committee has proposed \$3.3 million (not quite half the University's request) for UW-Tacoma land acquisition and remediation. The Senate Ways & Means Committee will release its budget proposals soon (probably tomorrow), and its proposals are often more conservative than the House.

Finally, Harrington reminded Committee members that the Faculty Senate is seeking nominations for the position of Deputy Faculty Legislative Representative, who would work with him next year and then would likely serve as the Representative. He emphasized that this is a great opportunity, and urged his colleagues to send recommendations to senate@u.washington.edu.

7. Report from the Secretary of the Faculty.
Gerry Philipsen, Secretary of the Faculty.

Secretary of the Faculty Gerry Philipsen reported that he and his staff were beginning to move toward annual faculty recruitment efforts to populate the numerous faculty councils and committees on which faculty serve. Part of that effort includes the annual recruitment solicitation included among the meeting handouts. In addition, the Office is in the process of completing a current list of faculty and administrative committees that include faculty representation. Now the task is to find key people. Philipsen encouraged SEC members to take some time to consider the areas of interest listed on the Blue Sheet, along with the names of colleagues – to complete these forms and return them promptly to the Faculty Senate Office. This is the first of several approaches to recruiting faculty for councils and committees that will be on-going through the spring and summer.

Philipsen also reported on the status of efforts to compile and post copies of *Code-compliant* College, School and Campus by-laws on the Faculty Senate website. He reminded SEC members that this effort had been the focus of his predecessor's work as Secretary of the Faculty. She had developed a very effective methodology and procedures for working with the schools, colleges and campuses to bring by-laws into compliance with the Faculty Code in a relatively uniform way. By the time she relinquished those duties to Philipsen, only two sets of by-laws had been posted to the web. However, as a result of the groundwork she and her assistant had laid, many other schools and colleges were well on their way to having drafted by-laws that would then be approved by a vote of the faculty and ultimately submitted to the Senate office for posting to the website. Since then, we have posted by-laws for twelve more schools, colleges and campuses for a total of twelve out of 18 schools, colleges and campuses.

Of the six remaining, at least one is very close to completion. Philipsen hopes to have come as close as possible to completion of this project by the time of the next transition of the Secretary of the Faculty in July/August of 2008.

Senate Chair Luchtel congratulated Philipsen on these efforts. He noted that the process in his home school had served to demonstrate to faculty how shared governance can work effectively.

8. Group Representatives: Concerns and Issues.

No concerns had been submitted prior to the meeting.

9. Nominations and Appointments.

a. **Action:** Secretary of the Faculty Election. **{Exhibit A}**

Chair Luchtel introduced this topic by saying that the current Secretary of the Faculty, Gerry Philipsen, had chosen not to run for election.

Gail Stygall, chair of the search committee, then briefly reported that the committee had worked together effectively to modify the position description (to reflect recent legislative changes). It also solicited, identified and selected candidates to be interviewed. There were four finalists, and the committee chose to forward two names to the Senate Executive Committee for consideration: Marcia Killien (School of Nursing) and Tom Andrews (School of Law). The action today is to determine which of these should go to the Senate for confirmation. This is a major change in the selection process for the Secretary of the Faculty, who previously was chosen by the President. The committee was uniformly impressed by the quality of the four finalists, and it was a difficult choice to narrow the field to two. She then introduced the first finalist, Tom Andrews:

Tom Andrews thanked the Committee for the opportunity to speak with them about this position, and told members that he considered it an honor to be asked. He began by reviewing the three areas of expertise that address the question of how he is qualified for this position:

The first area addresses the requirement that the Secretary of the Faculty “keeper of the record.” He has an appreciation for the importance of establishing and maintaining an accurate record of the workings of the Senate and the Faculty Council. He also has a proven track record in attention to detail and timely reporting.

The second area is support of the work of the Faculty Councils, which he sees as essential to ensure faculty governance is well-managed. Having served as member for several years and as chair of the Faculty Council on Faculty Affairs, he feels he has a solid understanding of the needs.

And the third is acting as liaison and gatekeeper to the adjudication process. Having served as Chair of the Adjudication Panel – both currently and at an earlier time in his career, and having worked with two Secretaries of the Faculty during those times, he feels confident of his understanding of the needs in this area as well.

In response to questions from the Committee, Andrews elaborated on his experience with the adjudication process – noting that although it is essential to have this available to faculty members, it is very important to explore any and all alternatives before resorting to adjudication, which is costly in terms of funding and faculty time – but ultimately costly to all involved at personal and professional levels. Faculty inquiring about disputes should be carefully advised. He is a strong proponent of alternative dispute resolution and participated in mediation training recently in anticipation for the possibility of taking on this appointment.

He spoke of work with the Faculty Councils as a part of the job that is both challenging and exciting. With everything going on at the UW, the Secretary of the Faculty needs to be alert to ensure that issues are being addressed by the Council best suited to deal with them. Another aspect of this position is keeping the Councils adequately populated and well staffed.

Related to this is the importance of making Deans and Chairs aware of the importance of faculty service on councils and committees. Andrews sees this as key to the position of Secretary of the

Faculty and he would devote the time required to systematically visit the Campuses, Schools and Colleges – attending faculty meetings whenever possible.

He concluded his remarks by saying that as a faculty member in a fairly insular School, it has been his work with the Faculty Council on Faculty Affairs and the Adjudication Panel that has given him a sense of being a part of the larger University. He would welcome the opportunity to continue serving that larger University as Secretary of the Faculty and enticing others to participate in shared governance as well. He then asked for questions.

In response to a question about his management experience, Andrews described his experience as Associate Dean at two different times during his career at the Law School.

Another question pertained to his background in Philosophy. Andrews replied that his study of philosophy focused on applied legal ethics, which ought to be the model on which the University is run. It also relates to how rules are established and maintained in an ethical way.

He was asked about his experience in outreach and his plans on how he would approach outreach as Secretary of the Faculty. He began by reiterating his experience as Chair of the Faculty Council (during very active times) and of the Adjudication Panel. He was also a part of the team that explored the possibility of establishing a law school at UWT.

Marcia Killien began her remarks by saying that it was an honor and privilege to be under consideration for this position, and she appreciated the measure of respect demonstrated by this invitation. She noted that everyone had seen her statement, and that after she had made just a couple of comments she would open the floor to questions.

She has been at the University of Washington for a very long time, starting with graduate school, and has been committed to excellence at every step of the way, including postings as department chair and in committee and council work. She stressed that excellence is dependent on a good relationship between administration and faculty. As Secretary of the Faculty she would hope to strengthen the faculty side of that equation and to influence the University in a number of ways. She has had experience in most all of the facets of the position. In areas where she has no experience, she feels confident that she could easily come up to speed. She then asked Committee members what they would like to know about her skills and experience.

In response to a question about what she would bring to the position, she responded that when she had met with the current Secretary, he had told her the position includes three things: the Code, Councils and conflict. But it is also about schools, colleges and campuses as well. Having been a department chair, a participant in the faculty advisory board at the departmental level, the chair of the APT committee, and a member (and chair-elect) of the School of Nursing Council, she has been integrally involved in what is seen (in the School of Nursing) as something of a model of shared governance – a place where shared governance works effectively.

Outside of the School of Nursing she has served on Faculty Councils on Women in Academia, Retirement and Benefits, and is currently on Tri-Campus Policy (chairing that Council last year). She is in her third year as a member of the Senate Committee on Planning and Budgeting and has served on a number of Adjudication Panels. In addition, she has participated as a respondent in an adjudication hearing while serving as Chair of her department, so she has seen how adjudications work from both sides of the table.

In response to a question about special or unique gifts she might bring to the Office, she responded that her work on various promotion and tenure committees and search committees has given her insight into what's needed on our newer campuses. In addition, she would be the first Secretary of the Faculty coming from the Health Sciences, regardless of the fact that most faculty at the UW are from Health Sciences.

When asked to address her approach to reorganization, consolidation and elimination of programs (RCEP) procedures, she recounted her own history of involvement with the procedures within her own School which underwent a modified RCEP procedure. It was very challenging and as an administrator she learned a lot about the process and the importance of transparency. There were

things that she would not do again, but the School (and she) survived. It's not a procedure to be taken on casually.

With regard to conflict resolution, she is committed to settling disputes at the lowest level possible. Having sat on adjudication panels, she has been impressed by how costly it is in terms of morale for the faculty member and administrators involved. She would be committed to having an open door to faculty – encouraging them to seek her out at the early stages of a problem. She has been surprised to learn how naïve and trusting faculty members can be. Killien would hope to work closely with the Ombudsman to strengthen the relationship between that office and the Secretary's. Conflict is a part of daily life and cannot be avoided. It's good to have Adjudication Procedures in place when they are needed, but it is not in the interest of or to the benefit of faculty to use it except as a last resort.

Ensuing SEC discussion about the two candidates included deep regard and appreciation for both these colleagues who had been willing to go through this comprehensive application and interview process.

Staff collected ballots from voting members of the SEC for counting. Once counted, Chair Dan Luchtel announced the winner of the election: Marcia Killien.

b. Nominees for Faculty Councils and Committees.

Action: Approve for Faculty Senate consideration. **{Exhibit B}**.
Nominations were approved.

c. **Action:** Approve 2008-2009 Candidate for Vice Chair.

Chair Luchtel reported that the nominating committee for Faculty Senate Vice Chair had recommended one candidate for consideration by the SEC: Professor Bruce Balick (Astronomy). There were no further nominations from the floor, and the candidate was approved to forward for Faculty Senate consideration.

10. Reports from Councils and Committees.

a. Faculty Council on Research: Cathryn Booth-LaForce, Council Chair.

Council Chair Booth-LaForce reported that she has been on the Council for seven years. It is a very different operation now than it was when she was first on the Council. She now works closely with Mary Lidstrom (Vice Provost for Research) on agendas, and there is currently a high level of collaboration between the Council and the Research Advisory Board (RAB). The Council has reviewed and approved three proposals for classified and proprietary research. Agendas have also included how to deal with payout on leave balances when grants end, grants reporting, issues related to the Human Subjects Division, interdisciplinary research and the Royalty Research Fund (RRF).

SEC discussion then focused on whether to allow research grants from the RRF to be given to people from departments that do not generate much, if any amount, in royalties. Some of the members of FCR feel that the RRF should go only to research that might reasonably be expected to generate royalty income; others think the fund should be used to support research across the spectrum of the type of research that the University is pledged to support.

One Committee member brought up the point that when the RRF was created, it replaced the old Graduate School Research Fund (GSRF). The GSRF was open to faculty throughout the University with no preference to any particular area of study. The decision to eliminate the GSRF and go with the RRF as the sole, generic, universally available fund for supporting faculty, was premised on the idea that now the RRF would, like the old GSRF that it was replacing, in principle be available to all faculty regardless of whether they are in a highly fundable area of research.

b. Faculty Council on Women in Academia: Sandy Silberstein, Council Chair

Council Chair Sandra Silberstien reported that the Council has addressed two categories of issues (both of which have benefited from partnering with other units on campus).

1. The Council has been approached by women in two colleges inquiring where to take issues of perceived systemic gender bias. The Council has worked with Cheryl Cameron and the Secretary of the Faculty to put faculty in touch with the right people and offices. The Secretary of the Faculty is preparing a document that will indicate to faculty the range of campus resources that deal with faculty concerns and complaints.
2. The major thrust of Council activity has been to take a fresh look at issues of special concern to women, particularly issues that the institution seems to address over and over again. The Council realizes that it's difficult to make progress without a clear sense of the scope of the problems the UW is facing, which involves substantial partnering for data collection. A first step has been to reconceptualize how we think about research, and track women in the academy. The Council is working to benchmark the "Life Cycle of a Female Faculty Member," from searches/hires through retirement/resignation. It's working to monitor two parallel areas: the actual benchmarks (e.g., promotion and tenure) and areas that affect career trajectories (e.g., mentoring). The former are largely quantitative, the latter will entail some self-reported (often qualitative) data. The Council has already partnered with the President's Advisory Committee on Women and the LCVI survey to generate data they need and they anticipate a great deal more partnering. If the Council can develop a template for the categories and data sources, the institution can operationalize ongoing, transparent examination of what and how we are doing.

c. Faculty Council on Educational Technology: Werner Kaminsky, Council Chair. **{Exhibit C}**

Council Chair Kaminsky gave an update on FCET activities concerning plagiarism. The Council continues its planning for a micro symposium on the topic. Part of the preparation for this symposium includes interviewing the key players who would be involved in FCET's proposal and convincing them of its value.

FCET is working on a set of recommendations on the use of webcams that will eventually come to the SEC as a Class C Resolution. It is also continuing to test surveys and other tools from Catalyst before they make these tools public. Possible future agenda items for FCET include research into how educational technology is funded and how data generated by students can be made accessible to other students.

d. Faculty Council on Multicultural Affairs: Tom Colonnese, Council Chair.

Professor Tom Colonnese, Chair of the Faculty Council on Multicultural Affairs, reported that the Council is working closely with Vice Provost Luis Fraga, collecting baseline information on ladder faculty of color for all three campuses. The data presented at the meeting indicates that increases in the number of faculty of color are taking place, although numbers of Black faculty have remained static, and numbers of Native American faculty have remained very low.

Colonnese reported that the FCMA is also seeking to gather information on student athletes of color and is interested in co-hosting a reception for faculty of color with an emphasis on mentoring of junior faculty. It is also interested in gathering information about the recruitment and retention of undergraduate and graduate students of color.

11. Information. No new information was announced.

12. Announcements.

Chair Luchtel announced that recruitment for a Deputy Legislative Representative is underway. He encouraged Committee members to consider this opportunity for themselves or colleagues and to contact the Senate office with names of potential candidates.

13. Unfinished Business. There was none.

14. New Business.

a. **Class C Resolution. {Exhibit D}**

Cathryn Booth-LaForce, Chair, Faculty Council on Research.

Title: Resolution Concerning Fostering Multi-Unit Interdisciplinary Research.

Action: Approve for Faculty Senate Consideration.

After the motion to approve this resolution for Faculty Senate consideration was made and seconded, Professor Mark Haselkorn from the Faculty Council on Research introduced discussion of the resolution, which focused on two issues: 1. whether or not this went too far in assessing academic administrators on how well they fostered multi-unit interdisciplinary research, and 2. Whether it should cover interdisciplinary research outside the university as well as within.

In the last line of the resolution, the word “compelling” was deleted, and the word “and” was changed to “or,” as shown in **Exhibit D**.

With these changes, the resolution was approved unanimously.

b. Action: Approve the March 13 Faculty Senate agenda for distribution to faculty. **{Exhibit E}**

The agenda for the March 13 Faculty Senate meeting was approved.

15. Adjournment.

The meeting was adjourned at 5:00 p.m.

PREPARED BY: Gerry Philipsen, Secretary of the Faculty

APPROVED BY: Dan Luchtel, Chair, Faculty Senate

POSITION ANNOUNCEMENT SECRETARY OF THE FACULTY

The Senate Executive Committee seeks applications and nominations from faculty on all three University of Washington campuses for the vital position of Secretary of the Faculty. The term for the new Secretary begins summer 2008.

The Secretary of the Faculty oversees the operations of the Faculty Senate and Faculty Councils, and manages the faculty's adjudicative proceedings. He or she also serves as Secretary of the Faculty Senate and in this capacity records meetings of the Senate and the Senate Executive Committee and supervises the work of the Senate Office staff. The Secretary of the Faculty also takes an active role in attempts to resolve collegial disagreements before they invoke formal adjudication. Of singular importance to this pivotal university position, the Secretary of the Faculty guides and oversees additions and changes to the *University Handbook*, and particularly to the *Faculty Code* – our faculty's "constitution" which has been often viewed as an exemplary model by colleagues at other large universities.

The Secretary provides continuity in deliberations regarding shared faculty governance at all three UW campuses and provides a critically important sense of the political and legislative context of the *Code* to Faculty Council and Senate Chairs. He or she does this, in part, through personal experience and the memory of faculty deliberations and actions and, also, by maintaining the archives of the Faculty Senate and Councils. As a repository of the faculty's "collective memory," the Secretary assists in orienting new Faculty Senate and Faculty Council Chairs toward the most effective ways to work together with their colleagues in the faculty and the university administration.

The Secretary acts as an advisor and provides counsel to the Senate and faculty leadership regarding existing and newly proposed *Code* proposals and of Senate proceedings. As manager of the legislative procedures of the faculty, the Secretary meets on an almost daily basis with a wide array of faculty, staff, and administration, and provides advice to individual faculty and groups who have inquiries or concerns about university policy.

To carry out these duties successfully, the Secretary of the Faculty should be an experienced faculty member with tenure who displays an informed interest in faculty affairs and university governance. Strong oral and written communication skills are required for success in this job, as is an ability to work with and supervise the work of others. Candidates for the position should be personable and have the patience and diplomacy to work comfortably with individual faculty colleagues in times of great pressure and stress.

The Secretary is elected by the Senate Executive Committee and confirmed by the Faculty Senate for a five-year term. He or she will be elected by the Senate Executive Committee following recommendations from the Nominating Committee. The past eight Secretaries include Gerry Philipsen (Communication), Donna Kerr (Educational Leadership and Policy Studies), Lea Vaughn (Law School), Mícheál Vaughan (English and Comparative Literature), John Bollard (Aeronautics and Astronautics), Don Williams (Education), William Phillips (English), and Laurel Lewis (Electrical Engineering).

The position requires and is fully funded for a seventy-five percent appointment during the academic year and an additional two months, full-time, during the summer. Appropriate arrangements for released time and salary are made through the President's Office.

Letters of interest, application or nomination should be sent to the Secretary of the Faculty Nominating Committee, c/o Nancy Bradshaw, Faculty Senate Office, Box 351271. The Nominating Committee will begin considering applications and nominations on November 30, 2007, and hopes to forward its recommendations to the Senate Executive committee in January 2008.

Candidates for Secretary of the Faculty:

Marcia Killien, Professor
Family and Child Nursing

Thomas R. Andrews, Professor
Law School

Killien Remarks:

February 20, 2008

To: Senate Executive Committee

From: Marcia Killien, PhD, RN, FAAN
Professor, Family & Child Nursing

RE: Secretary of the Faculty

I am honored to have been selected as a final candidate for the position of Secretary of the Faculty of the University of Washington (UW). The position offers the opportunity to advance the role of faculty in the shared leadership and governance of the University and to contribute to the ongoing excellence of the University.

Among the key issues the incoming Secretary of the Faculty will need to address are 1) strengthening the faculty's involvement in shared governance through faculty councils at the College as well as the University level, 2) providing leadership in the development of shared governance on the newer campuses, UWT and UWB, 3) working with the staff of the office of university committees to provide effective support to the University Councils and committees, 4) promoting effective resolution of conflicts through informal and formal mechanisms including working with the Ombudsman and the Adjudication process, and 5) implementing the new structure and relationships associated with the recent legislative changes in the position of Secretary of the Faculty.

Below is a summary of the background and experiences that I would bring to these issues as well as ongoing functions as Secretary of the Faculty.

Academic Background.

I have been a member of the University community since 1973 when I came to the UW as a graduate student in the School of Nursing. I subsequently earned my master's (1974) and doctoral (1982) degrees here. I held a joint appointment between the School of Nursing (Lecturer, then Associate Professor WOT) and University of Washington Medical Center (Associate Director for Research and Quality Assurance) for several years. I joined the faculty of the School of Nursing as an Associate Professor with tenure in 1985 and currently hold the rank of Professor in Family and Child Nursing as well as an adjunct appointment in Women Studies. My area of research is women's health, specifically health outcomes for women related to employment and family roles. I currently am the PI of an NIH research training grant in Women's Health Research (T32 NR07039) and Co-director of the Center for Women's Health and Gender Research (P30 NR04001) as well as co-investigator on several other interdisciplinary research grants.

Administrative Experience

I chaired the Department of Family and Child Nursing from 1990-1999. My department included about 70 tenured, non-tenured, and research faculty and staff, and 5 graduate academic programs, as well as contributing to the School's undergraduate and PhD program. As Chair, I was responsible for allocating budget and personnel support for a variety of programs, managing departmental staff, handling personnel issues, and mediating conflicts. During this time I provided leadership during a reorganization of the School under the RCEP procedure. I have continued with administrative responsibilities in my role as PI of grants and research centers, including interdisciplinary projects.

Faculty and Shared Governance Experience

I have been actively involved in Departmental, School, and University governance throughout my career at the University of Washington. In doing so, I have become familiar with and an advocate for the University Handbook and Faculty Code. I have chaired my school's appointment, promotion, and tenure committee and currently serve on our college council. These experiences have highlighted to me the importance of the Faculty Code in guiding our work as faculty and our relationships with administration at all levels. In the past five years I have become increasingly involved in faculty leadership at the University level. I served as the Group VIII representative to the Senate Executive Committee, chaired the Faculty Council on Tri-Campus Policy, and currently serve on the adjudication committee, the Senate Planning and Budget committee, the Advisory Committee on Intercollegiate Athletics, and am chair of the President's Advisory Committee on Women (PACW). I have also served on a number of university level task forces, search committees, and review committees, so bring a history of working effectively with the President and Provost and with faculty across our Schools, Colleges, and Campuses. My involvement in these various groups has given me insight into how the University functions and how the faculty and administration can work together on shared goals. I believe I have provided effective leadership in my various roles through my strong organizational skills, sense of justice and equity, and effective collaborative and interpersonal skills.

I believe I offer to the position of Secretary of the Faculty experience in shared governance, effective leadership skills, and commitment to the welfare of the faculty. In particular, I bring strong experience working across all three campuses of the UW and the perspective of a faculty member (and former department chair) from a health sciences school. I have enjoyed a productive and satisfying career as a member of the faculty of the University of Washington. It would be a privilege to give back to the University and to my faculty colleagues by serving as the Secretary of the Faculty.

Andrews Remarks:

University of Washington School of Law
William H. Gates Hall
Box 353020
Seattle, WA 98195-3020
206-543-2644
Fax 206-543-5671
email: tra@u.washington.edu

November 29, 2007

Secretary of the Faculty Nominating Committee
c/o Nancy Bradshaw,
Faculty Senate Office,
Box 351271.

Dear Committee Members:

I would like to be considered for the position of Secretary of the Faculty. I am attaching a copy of my curriculum vitae for more detailed information. Here I will just summarize my career at the UW and try to indicate why the Committee may wish to consider me.

I have been a full time faculty member at the UW School of Law since August 1985, having practiced law in Washington, D.C., for five years before entering academia.

I received tenure and was promoted to the rank of professor in 1990. In the same year, I became an Associate Dean at the law school under Dean Wallace Loh a position I held for three years. I stepped down from that position for the last two years of Loh's deanship, but became Associate Dean again under Dean Ron Hjorth in 1995 and served in that position for another three years. In each case, I stepped down from the position of Associate Dean at my own initiative, rather than that of the deans. Each of them indicated he would be happy to have me continue. Since 1998, I have been a regular faculty member. I have been quite active at a service level at the law school and have served on important law school committees, chairing several of them. This past summer, the Interim Dean asked me to take responsibility for implementing a new two week academic orientation ("Foundations for Legal Study") for our incoming first year law students this fall, and I did so.

In the wider university community, I have had a fair amount of experience relative to the job of the Secretary of the Faculty. In 1990-93, I served on the Faculty Council for Faculty Affairs and, during 1992-3 I was chair of the Council. That was the year in which the current adjudication procedures under chapter 28 were drafted, proposed, and adopted by the faculty senate. In 1992-4 I served a two-year term as a law school faculty representative on the Faculty Senate. Prior to taking a sabbatical in 2002-3, I served as Chair of the Adjudication Panel and during that period I served on a Hearing Panel. After returning from my sabbatical, I became a member of the Adjudication Panel and served on a Hearing Panel of a case that settled. I became Chair of the Panel again when Gerry Philipsen assumed his current job as Secretary.

Apart from adjudication activities, I have had a few other university-wide responsibilities. While Associate Dean in 1995-7, I chaired a Faculty Work Group on the Interdisciplinary Teaching of Ethics which reported to the Provost. In 2000-2002, I also served as a co-chair of a task force set up to determine whether the UW should open a law school at the Tacoma branch campus. ("Tacoma Legal Education Workgroup") (We recommended against it.)

In the community outside the law school, my principal service work has been with the Washington state bar association. I took the state bar exam and was licensed to practice in Washington state the year after coming to the UW, but I do not actively practice law. Instead, I have been active in state bar committee work. My most significant bar work in recent years has been in the context of the bar's disciplinary

system. (This is a good fit for me since one of my primary teaching and scholarly interests is legal ethics and professional responsibility.) I was a member of the Discipline 2000 Task Force which proposed (and saw adopted) a new set of disciplinary rules for lawyers in Washington. Currently, I am in my third year on the Disciplinary Board which is an intermediate administrative "court of appeals" which is a key institutional player in cases of bar discipline. Our most important work is to review the findings and recommendations of hearing officers who have found lawyers guilty of misconduct and have recommended sanctions such as disbarment or suspension, and to make recommendations to the state Supreme Court on these cases.

In all these activities, I have been told that I have good interpersonal skills; that I am fair; that I listen well; that I am conscientious; and that I am reasonably effective at helping groups arrive at a consensus and taking action. I think I have a good reputation for honesty and integrity.

I have read the job description that was posted on the request for applications and I have talked at some length with the current Secretary and a past Secretary of the Faculty (Professor Lea Vaughn). I feel that I have a pretty good idea of what the position involves. There are clearly aspects of the position which would be new to me. I would need to learn a lot. There are unique challenges to every new job. Only time would tell how I would respond to those challenges. But I think I have experience and skills that would equip me well to meet those challenges.

If you wanted to talk to folks that have worked with me and know me best, I would suggest the Ron Hjorth, Rob Aronson, Greg Hicks, and Lea Vaughn (all on the law faculty) would be able to provide you with helpful information. Please let me know if I can provide further information.

Very truly yours,

Tom Andrews
Professor of Law

CURRICULUM VITAE**THOMAS R. ANDREWS****April 8, 2008**

Born: July 11, 1947
Portland, Oregon

Business Address: University of Washington
School of Law
William H. Gates Hall
Box 353020
Seattle, WA 98195-3020
(206) 543-2644
tra@u.washington.edu

Home Address: 5035 N.E. 180th St.
Seattle, WA 98155
(206) 365-2194

Education: UNIVERSITY OF WASHINGTON SCHOOL OF LAW
PROFESSIONAL MEDIATION SKILLS TRAINING PROGRAM
Certificate of Completion (February 2008)

UNIVERSITY OF PENNSYLVANIA LAW SCHOOL
Philadelphia, Pennsylvania
September 8, 1976-May 21, 1979
Degree: J.D. May 21, 1979 Cum Laude.
Activities: Law Review: Associate Editor 1977-78
Executive Editor 1978-79

Honors: Order of the Coif
Fred G. Leebron Award for
Constitutional Law
Henry C. Loughlin Prize for
Legal Ethics

NORTHWESTERN UNIVERSITY
Evanston, Illinois
September 25, 1972 - August 20, 1976.
Degree: M.A. August 31, 1973 - Philosophy
In addition, all but dissertation completed for Ph.D. in Philosophy
with concentration on law and ethics.

UNIVERSITY OF PITTSBURGH
Pittsburgh, Pennsylvania
September 18, 1967 - April 18, 1969
Degree: B.A. April 18, 1969 Summa Cum Laude.
Major: Philosophy
Honors: Phi Beta Kappa 1969.

Academy of the New Church College
Bryn Athyn, Pennsylvania
September 14, 1965-June 9, 1967
(Junior College)

Employment:

**December 1, 2002 –
February 28, 2003:** Visiting Professor of Law, Hitotsubashi University, Kunitachi, Japan.

**September 16, 1985-
Present** University of Washington School of Law
Seattle, Washington

As follows:

September 16, 1990-
Present Professor of Law

September 1, 1995-
June 15, 1998 Professor of Law and Associate Dean of School of Law

July 1, 1990-
June 15, 1993 Professor of Law (after Sept. 16, 1990) and Associate Dean of
School of Law

September 16, 1985-
September 15, 1990 Assistant Professor of Law

**September 2, 1980-
June 28, 1985:** Shea & Gardner
1800 Massachusetts Ave. N.W.
Washington, D.C. 20036
Private Practice of Law

**July 30, 1979-
July 31, 1980** The Honorable Louis H. Pollak
United States District Court
for the Eastern District of Pennsylvania
Law Clerk
Philadelphia, Pennsylvania

**May 15, 1978-
July 28, 1978** Wilmer, Cutler & Pickering
Washington, D.C.
Summer associate

**September 3, 1977-
March 7, 1978 :** Academy of the New Church College
Bryn Athyn, Pennsylvania
Part-time instructor of philosophy,
teaching two-term History of Western Philosophy course

**June 9, 1977-
July 28, 1977** Professor Gerald Frug
University of Pennsylvania Law School
Research Assistant

**1973-76: Northwestern University
Evanston, Illinois
Part-time instructor of philosophy,
teaching courses in Philosophy of Law,
Law and Ethics, and Medical Ethics.****

Courses Taught While Employed by University of Washington:

Transmission of Wealth	1990-Present (Basic trusts and estates course) 5 credits)
Property II	1985-90 (Basic trusts and estates course) 8 credits)
Professional Responsibility	1986-Present (4 credits)
Community Property	1988-1994, 1997, 2000, 2003, 2006 (3 credits)
Torts	1993-1995, 1998-2000, 2003-4 (8 credits)
Property I	2000-02, 2004-06 (8 credits)(first year property)
General Externship Seminar	1998-2000, 2007 (2 credits)
Access to Justice Seminar	2002 (2 credits)
Freshman Seminar	2003-06 (1 credit, quarterly)
Law & Ethics of Charitable Giving	2007 (spring 4 credits)

Bar Admissions/Memberships:

District of Columbia (1980)

Washington State (1986)

United States District Court
for the District of Columbia (1982)

United States Court of Appeals
for the District of Columbia Circuit (1982)

Professional Organization Memberships:

American Bar Association

American College of Trust and Estate Counsel

Estate Planning Council of Seattle

Service:**University of Washington:**

1990-93, 1995-98	Associate Dean, University of Washington School of Law
1985-present	Various Committees, University of Washington School of Law
1990-93	Faculty Council for Faculty Affairs (Chair 1992-93)
1992-4	Faculty Senate
1995-7	Chair, Faculty Working Group on Interdisciplinary Teaching of Ethics
2000-01	Faculty Council for Educational Outreach
2000-02	Chair, Faculty Adjudication Panel
2000-02	Co-Chair, Tacoma Legal Education Work Group
2004-Present	Faculty Adjudication Panel
2004-Present	UW/Bergen Exchange Program Committee

State Bar Committees, Boards, Study Groups, Task Forces:

1987-88	WSBA Real Property, Probate and Trust Section Ad Hoc Committee on Amending the Quasi-Community Property Act: (Technical corrections enacted in 1988).
1988-95	WSBA Probate Law Task Force (Review and revision of the Washington law of testate and intestate succession and related statutes)(major legislation enacted 1995).
1995-98, 2004-05	WSBA Rules of Professional Conduct Committee
2000-01	WSBA Disciplinary 2000 Task Force
2000-01	WSBA Futures of the Profession Study Group
2005-Present	WSBA Disciplinary Board
2007-Present	Discipline Task Force #1 to Consider ABA Report on Washington Disciplinary System

National Bar and/or Professional Committees:

1996-99	AALS Committee on Bar Admission and Lawyer Performance
1999-2000	ABA Committee on Law School Administration
2005-Present	ACTEC Professional Responsibility Committee

Community Organizations

- 2003-Present Board of Directors of Firland Foundation (Seattle)
- 1997-2003 Board of Directors, General Church of the New Jerusalem (Worldwide Organization)
- 1992-Present Board of Directors, Cascade New Church (Edmonds)(Currently Vice-Chair)

Publications:**Book Chapters and Supplements:**

WSBA, COMMUNITY PROPERTY DESKBOOK (1999) (co-editor/author)
Author: Supplements to Chapters 3, 6 and 8.

WSBA, COMMUNITY PROPERTY DESKBOOK (3d ed)(2003)(co-editor).
Author: Revisions and updates to Chapters 1, 3, 6, and 8.

WSBA, PROBATE DESKBOOK (2005)(co-editor in chief):
Author: Ch 3: "Professional Responsibility"

WSBA ESTATE PLANNING DESKBOOK (2005)(co-editor in chief).
Author
Ch. 2: "Estate Planning Representation"
Ch. 4: "Characterization of Property" (with Gary Randall)
Ch. 10 "Migratory and Conflict Issues"

Published Articles:

Comment: "The Free Exercise Clause, the NLRA, and Parochial School Teachers," 126 University of Pennsylvania L. Rev. 631 (1978).

"Washington's new quasi-community property act: Protecting the Immigrant Spouse," 15 Community Property Journal 50 (1988). 24pp.

"Nonlawyers in the Business of Law: Does the One Who Has the Gold Really Make the Rules?" 40 Hastings Law Journal 577 (1989). 79pp.

"Creditors' Rights Against Nonprobate Assets in Washington: Time for Reform," 65 Washington Law Review 73 (1990). 58pp.

"Income from Separate Property: Towards a Theoretical Foundation," 56 Law and Cont. Probs. 171 (1993). 45 pp.

"Challenges to the Legal Profession in the New Millenium," 32 Hitotsubashi J. Law & Politics 37 (2004), 30 pp. (Also translated in Japanese for a sister publication at Hitotsubashi Law School.)

"The Limits of Confidentiality: Recent Developments in the United States Relating to a Lawyer's Right to Disclose Confidences to Prevent Property Damage and Fraud," 21 Ritsumeikan L. Rev. 19 (2004), 28 pp. + appendix.

Papers:

"Creditors' Rights to Nonprobate Assets." Paper presented as part of CLE: Creditors' Claims in Decedents' Estates (Univ. of Wash., Feb. 8, 1986). 54pp.

"The New Quasi-Community Property Act." Paper presented as part of 31st Estate Planning Seminar (Seattle, Oct. 24, 1986). 34pp.

"Recurring Ethical Concerns in Estate Planning." Paper presented as part of CLE: Basic Estate Planning (Univ. of Wash., April 4, 1987, May 14, 1988, April 8, 1989, October 1994; Spring 2004. Approx. 50pp. Updated, expanded and presented as "Ethics and Estate Planning" as part of CLE: Basic Estate Planning Skills Certificate Program (Univ. of Wash, Oct. 28, 1994, updated and represented Fall 1998 and Spring 2000).

"Supervision of Lawyer and Nonlawyer Employees." Paper presented as part of CLE: Prosecuting, Defending and Avoiding Malpractice Claims (Univ. of Wash., Oct. 3, 1987). 30 pp.

"The Last Five Years: A Review of Significant Washington Case Law Affecting Your Estate Planning." Paper presented as part of 34th Estate Planning Seminar (Seattle, Oct. 19, 1989). 40 pp.

"The Ethics of Law Firm Diversification." Paper presented as part of CLE: Professional Responsibility (Univ. of Wash., Nov. 17, 1989). 30 pp.

"Ethical Issues in Estate Planning." Paper presented for use as part of a Panel on "'Real Life' Ethical Issues You May Have to Confront During Estate Planning" at 35th Estate Planning Seminar (Seattle, Nov. 8, 1990). 39pp.

"Washington's Wills Act: Some of the Snares and Pitfalls." Paper presented as part of CLE: Basic Estate Planning (Univ. of Wash., April 21, 1990). 20 pp.

"Ethical Issues in Family Law Practice." Paper presented as part of CLE: Fourth Annual Family Law Institute (Univ. of Wash., May 5, 1990). 34 pp.

"Planning in the Shadow of the Statute of Descent and Distribution," Paper presented as part of CLE: Basic Estate Planning Skills Certificate Program (Univ. of Wash, Oct. 28, 1994)(updated and represented through Spring 2004).

Reflections on a Lawyer's Duty to Keep Confidences, delivered at the University of British Columbia on April 7, 1995.

Conflict of Laws and Choice of Law: Probate and Ownership Issues, Paper presented as part of part of the 1995 Real Property, Probate and Trust Midyear Meeting (June 4, 1995, Stevenson, Washington). 36pp.

Ablamis, Boggs and Other Developments in Employee Benefits, Including Related Federal Issues, prepared for WSBA CLE: Community Property Law & Developments: The Impact on Your Practice (Oct. 10, 1997).

Legal Ethics According to John Grisham: `The Rainmaker, Paper presented at UW CLE 6th Annual Professional Responsibility Institute (December 1998) 20 pp.

Can Community Property and Nonmarital Relationships Cohabit? A Selective Survey of Significant Developments in Washington Community Property Law, Paper presented as part of the 1999 WSBA RPPT Section Midyear Meetings (June 1999) 31 pp..

Ethical Issues in Probate and Post-Mortem Planning, Paper presented at WSBA CLE Program on Advanced Probate (July 21, 1999). 31 pp.

The Changing Landscape of Professional Responsibility: What Should the Estate Planner Know? Paper presented at 44th Annual Estate Planning Seminar (October 1999). 29 pp.

"The Role of the Attorney and Ethical Concern": Paper presented at UW CLE "Capacity & Undue Influence" (November 2000), 11pp.

"Ethical Issues Under TEDRA": Paper presented at KCBA CLE "Trust & Estate Dispute Resolution Act (TEDRA): Nuts & Bolts and Beyond" (February 2002). 15 pp.

"The Limits of Confidentiality: Recent Developments in the United States (and Beyond) Relating to a Lawyer's Right to Disclose Confidences to Prevent Property Damage and Fraud." Presentation given at Ritsumeikan University, Kyoto, Japan (January 2003), and again (in a revised form) for a Japan Federation of Bar Association "International Symposium on Gatekeeper Regulation of Practicing Attorneys" (February 15, 2003)(Tokyo). 16 pp. Led to published article of same name listed under articles.

"Challenges to the Legal Profession in the New Millenium," Public Lecture Jointly Sponsored by the Japan Federation of Bar Associations and Hitotsubashi University (Tokyo February 21, 2003). 31 pp. Published as article of the same name listed under articles.

"Property Rights of Domestic Partners in the United States and Scandinavia: A Comparative Study," (August 2003).

"The Ethics of Saying No to Clients: Tax Shelters and Other Opportunities to Earn your Fee the Hard Way," presented at the 49th Annual Estate Planning Seminar (Seattle)(Nov. 16, 2004). 14 pp plus appendices.

"Trask Updated: Duties to Nonclients in Washington and Beyond," presented as part of Advanced Probate: Special Issues in Administration (Seattle July 20, 2005).

Book Reviews:

The Moral Criticism of Law, David A.J. Richards, 126 U.Pa.L.Rev. 1447 (1978).

Tributes:

"Robert Lieser Fletcher," 65 Washington Law Review 269 (1990) 4 pp.

"The Most Important Publications by UW Law Faculty" in UW Law School Profile (2001)(Centennial Edition), vol XI, pages 63-71.

Works in Progress:

Washington Law of Lawyering (with Aronson, Fucile & Lachman)(scheduled for completion Summer 2008).

Nominations and Appointments.

Nominate, for Senate appointment, effective immediately, representative members of Faculty Councils and Committees for terms ending September 15, 2008, with voting rights to be determined by the SEC through the Faculty Councils:

Representatives of the Graduate and Professional Student Senate:

- Faculty Council on Instructional Quality: -----Delonna Zarelli
- Faculty Council on Academic Standards:-----Dave Iseminger
- Faculty Council on University Libraries-----Katherine Thornton

FCET activities in 2007/2008

Werner Kaminsky, Chair

FCET is continuing to address issues on Plagiarism and is currently organizing a micro-conference on this topic. With this conference FCET hopes to initiate a pilot study to evaluate how students use and react to automated citation test tools, including Turnitin (Turnitin.com), DOC Cop Plagiarism Detection (doccop.com) and EVE2 (www.canexus.com).

FCET looked into the possible benefits of using cameras connected to the internet for educational purposes, as these cameras are inexpensive and easily installed. A list of recommendations was devised that should be considered by those using such cameras (attachment 1).

FCET has listened to presentations on internet tools and surveys by Catalyst, and has tested such tools in the pre-release phase, looking for any possible problems and making helpful comments.

Future issues that will be looked at include educational technology funding and research data archiving. The latter is of interest, as it concerns the works and original data of masters or PhD theses, as well as other research results that are not readily available in full-detail to the student body. It is not clear who determines priorities in educational technology funding, and the committee wishes to probe for more detail, in order to make qualified suggestions on the handling of funds in this field.

Attachment 1

Live Webcams on UW campuses - attempt at a draft of guidelines.

By FCET

a) Definition: UW-Webcam

A website published on the internet to which a digital camera is linked which shows in regular intervals or on request images of sites on the UW campuses.

b) Benefits of UW-Webcams

Students can see environments / experimental settings / equipment / buildings / specialists at work / lectures in real time. Additional information given on such websites will enhance the learning experience. The UW can use these sites to attract interest from outside.

c) Possible problems

UW-Webcams are cheap and easy to install. Possible misuse could include people being seen on the internet without their consent, unwelcome interactions initiated by people being seen on the internet, or restricted equipment and locations being seen publicly and worldwide. The individuals running UW-Webcams could become subject of retaliations or complaints.

d) Guidelines

Webmasters of UW-Webcams should consider the following guidelines before going online with a UW-Webcam:

- 1) The content seen through the camera should be beneficial to the mission of the University of Washington to serve education and research.
- 2) The content seen on a webpage must not be restricted by Federal Export Control laws (restricted technology).
- 3) If the UW-Webcam is capable of identifying individual persons, either a sign should notify of its existence or those individuals should be asked for their consent to be seen (if no consent is given, the location of the camera should be revised accordingly).
- 4) Records Retention law must be considered if UW-Webcam images are recorded.
- 5) Consideration should be given to not identifying the location of the Webcam to reduce the chances of unwelcome visitors.
- 6) Help in establishing a Webcam might be found with your unit's Webmaster or at help@cac.washington.edu.
- 7) A link to the webmaster responsible for the website should be included on the UW-Webcam website.

Faculty Senate Resolution Concerning Fostering Multi-Unit Interdisciplinary Research

WHEREAS, UW President Emmert has stated that because of interdisciplinary research "the UW is one of the few places that can tackle the biggest, most complex, and most challenging problems of all time." (<http://www.washington.edu/research/impact/index.php>); and,

WHEREAS, the University of Washington's statement of vision and values states that "We foster creativity, challenge the boundaries of knowledge, and cultivate independence of mind through unique interdisciplinary partnerships." (<http://www.washington.edu/discovery/discover.pdf>); and,

WHEREAS, the National Academies report on *Facilitating Interdisciplinary Research* states that "Interdisciplinary research can be one of the most productive and inspiring of human pursuits that lead to new knowledge" and that "Despite the apparent benefits of interdisciplinary research, researchers pursuing it often face daunting obstacles and disincentives" including: "culture barriers" and "the traditions of organizing research by discipline-based departments . . . commonly mirrored in funding organizations, professional societies, and journals" and that "Good leadership can assist interdepartmental interactions, which are often hindered by organizational structures." (http://books.nap.edu/openbook.php?record_id=11153&page=16); therefore,

BE IT RESOLVED, that the following shall be a formal consideration in the evaluation of all academic administrators (e.g., Deans, Department Chairs): **compelling evidence of initiating, fostering and or supporting interdisciplinary activities involving their unit with other units across the university.**

*Amended and approved for submittal to the Faculty Senate by:
Senate Executive Committee
February 25, 2008*

*Submitted by:
Faculty Council on Research
Senate Sub-Committee on Cross-Campus Interdisciplinary Research
February 25, 2008*

AGENDA
FACULTY SENATE MEETING
THURSDAY, 13 March 2008
Gowen Hall, Room 301, 2:30 p.m.

1. Call to Order and Approval of Agenda.
2. Introductory Comments – Professor Dan Luchtel, Chair, Faculty Senate.
3. Report of the President / Opportunity for Questions – President Mark A. Emmert.
4. Report from the Senate Committee on Planning and Budgeting – Professor Gail Stygall, Committee Chair.
5. Legislative Report – Professor James “J.W.” Harrington, Faculty Legislative Representative.
6. Summary of Executive Committee Actions and Upcoming Issues and Actions of February 25, 2008.
7. Announcements.
8. Requests for Information.
9. Statement from Candidate for 2008-09 Faculty Senate Vice Chair.
10. Nominations and Appointments.
Action: Election of the 2008-09 Faculty Senate Vice Chair.
Action: Confirm Secretary of the Faculty.
Action: Approve nominees for Faculty Councils and Committees.
11. Memorial Resolution.
12. Unfinished Business.
13. New Business.
Class C Resolution.
Title: Resolution Concerning Fostering Multi-Unit Interdisciplinary Research.
Action: Approve for distribution to the faculty.

Motions involving Class C actions should be available in written form by incorporation in the agenda or distribution at the meeting. It is preferable that any resolution be submitted to the Senate Chair and Secretary of the Faculty no later than the Monday preceding a Senate meeting.
14. Adjournment.

PREPARED BY: Gerry Philipsen, Secretary of the Faculty
APPROVED BY: Dan Luchtel, Chair, Faculty Senate

NOTE: If a continuation meeting is necessary, it will be held on Thursday, March 20 at 2:30 p.m. in Gowen 301.