

MINUTES FOR SENATE EXECUTIVE COMMITTEE MEETING

May 4, 2009, 2:30 p.m.

142 Gerberding

Present: Lovell, Balick, Emmert, Ahmad, Rahn, Harrington, Zahorjan, Van Voorhis, Forman, Schaufelberger, Breitner, Kaminsky, Sjøvik, Haselkorn, Fabien, Primomo, Rorabaugh, Wilkinson, Silberstein, Luchtel, Killien, Fridley, Wise.

Absent: Wilcock, Huber, Chew, Landis, Jaffe, Demorest, Wenderoth, Odegaard, Bennett, Faleschini

Guests: Isaiah Billingsley for Anttimo Bennett; Josephine Ensign, Peter House, and Abigail Pearl for the Tent City Resolution; David Masuda and John Webster for the Citation Practices Resolution; Paul Jenny, Gary Quarfoth and Amy Floit for budget discussions; Sutapa Basu for report on Career Cycle of Female Faculty Project; and Patrick Dobel, Faculty Athletic Representative.

The meeting was called to order by Faculty Senate Chair David Lovell at 2:38 p.m.

1. Approval of Agenda.

The agenda was approved.

2. Approval of Minutes.

The minutes of the April 6, 2009, Senate Executive Committee meeting and the April 23, 2009, Faculty Senate meeting were approved.

3. Opening Remarks from the Chair.

David Lovell, Chair of the Faculty Senate.

Chair Lovell noted that this was the last Senate Executive Committee (SEC) meeting of a fast-paced and eventful year. He thanked members for their contributions to the work of the SEC and alerted them to the meeting for the University Faculty to be convened next Monday, May 11, at 3:30 p.m. in the HUB West Ballroom. President Emmert has called the meeting, but it will be chaired by Lovell.

4. Report from the President.

Mark Emmert, President.

The President remarked that he would not be making an elaborate presentation on the budget on the assumption that by now, most faculty were aware, at least in a general sense, of how their units would be affected. He and Lovell were in continuing discussions about the agenda for the May 11 meeting for University Faculty. This will include a comprehensive overview of the budget and its long-term implications. He briefly recounted the process that the Provost had employed to arrive at budget decisions for each of the academic and administrative units. In some cases cuts will be offset by the availability of \$10 million in the year-end fund balance. This will help buffer the cuts and allow for a less drastic transition for many academic units.

The response to the final budget was predictable; these are difficult cuts and will be hard to manage. They will require lay-offs, and although 60-day notice will be given whenever possible, receiving news of a lay-off is never easy.

In response to a question about the focus of his current planning activities the President reported that he is currently most busy with planning for the future and how to deal with replacing the lost 25% of state funding. Dealing with the current situation is more a matter of implementation than planning. Tuition is a key piece, which includes determining the best way to balance all the elements of that equation, .e.g., in-state vs. out-of-state; professional vs. academic units; graduate vs. undergraduate. How this all relates to financial aid resources is another key consideration.

He expects to be looking at possible new models for budgeting that will increase the connection between revenues and expenditures, a model that typically would be more common in a business setting. A decision to take such a step would need to be done in a relatively short time – over the

next two biennia. In that it's not likely that the UW will receive an increase in State funding anytime soon, it's time to start asking for different kinds of help from Olympia. For example, state rules for capital projects tend to restrict the UW capital projects office from operating in the most efficient and thrifty ways possible. One initiative would be to explore the possibility of being released from the requirement to do our capital projects under state rules.

The UW also needs to decide on new tactics and a new political agenda for working with the state. The UW's efforts in Olympia were more focused and effective this year than ever before, and still the state colleges and universities were treated more punitively than most other state institutions of higher education in the country.

In response to a question about future planning for the Bothell and Tacoma campuses, the President responded that his thinking and planning for the UW has been for the institution as an integrated whole, not of three separate campuses. The only specific, current needs for Bothell and Tacoma are reaching their target enrollment goals consistently, but he assured the inquirer that it is easier for him to segment-off the hospital and related programs from upper campus as he considers the future of the UW than it is to think of the campuses as three institutions with individual future needs.

Over the summer the staff will begin to address issues such as the UW's future relationship with the state, tuition-setting, and enrollment. The UW will certainly explore and study budget models that have worked at peer institutions, but any long-term plan must be UW-centric.

Lovell reminded SEC members that this is the beginning of discussions that will be on-going for some time.

5. Report from the Senate Committee on Planning and Budgeting.
Dan Luchtel, Faculty Senate Past Chair and Committee Chair.

Senate Committee on Planning and Budgeting (SCPB) Chair Dan Luchtel had two issues to discuss. The first concerned the budget cuts. They basically consist of differential cuts across the various academic and administrative units. The SCPB provided the Provost a set of three principles to apply when making the cuts. The Committee had long and vigorous discussions of these principles in its last few meetings, and he reported with appreciation that the Provost used these principles in making the cuts.

The first and most important principle was to protect the instructional units. Given the sharp increases in tuition, protecting the programs and classes that serve students who pay this tuition in the various academic units was of the highest priority.

SCPB assigned individual units to one of three categories—that is, low-, medium-, and high-percentage-cut categories.

The low-percentage-cut category included the instructional academic units, particularly those with a high number of undergraduate credit hours. The medium-percentage-cut category included the professional school academic units. The high-percentage-cut category included the administrative units and non-instructional academic units.

The range of cuts was 8% to 16%, with most of the academic cuts being 9 to 12% and most of the administrative cuts being 12% to 16%. Using \$10 million from the reserve fund will mitigate some cuts. Nevertheless, anything over 10% is a very difficult cut to make and may require consideration of making a vertical cut.

The TA's and RA's will be heavily impacted by the budget cuts and Luchtel's second issue concerned the possibility of providing tuition waivers for graduate TA's and RA's who are laid off. Presently, TA's and RA's receive a tuition waiver and a stipend. Along with the stipend come health benefits. The graduate students consider the health benefits as important as anything in this package.

For those TA's and RA's who are laid off, there is the possibility of being offered "naked" waivers, that is, not having to pay tuition. But lack of stipends and health benefits would remain as problems.

A task force within the Graduate School is working on this issue, and conversations are going on between the administration and the Faculty Senate leadership to see if something more can be done. That is, provide a tuition waiver and possibly, from either individual faculty or departments, funding each graduate student \$800 a month, a level at which graduate students could obtain health benefits.

6. Report on Legislative Affairs.
JW Harrington, Faculty Legislative Representative.

Although JW Harrington was present at the meeting, he had been out of town the previous week, and he introduced Jim Fridley, Deputy Legislative Representative, to give the report.

Fridley began by emphasizing just how large and complex the situation is in Olympia. Everyone knows how badly the UW has been hit with regard to the budget from reports in the newspapers, television and radio. But that's not the whole story. The UW has strong supporters in the legislature, mostly on the Senate side. There will be challenges ahead with the House, but the President and the UW Director of State Relations cannot handle this alone. Faculty, working collectively as well as individually, will be needed to establish an effective presence in Olympia.

Fridley admitted some ambivalence on the bill that would require a member of the faculty on the governing boards of the state's institutions of higher education. This bill made it as far as the Senate Committee on Higher Education and then stalled. All six institutions will work together on the best plan moving forward. More important at the time was the vote on tuition. These were hard votes to obtain, but the institutions prevailed. Even so, there was much more support for tuition than the votes demonstrated. This was a very hard decision to make for legislators facing re-election. Those who made the difficult, but right, decision for the tuition increase deserve the thanks of individual faculty members.

Fridley reiterated that the UW has significant support from other sectors. Many of the large number of supporters of K-12 in Olympia also advocated for higher education. Many of these parents are well-aware that the future lives of their children will be impacted by decisions made now. Support from the private sector is also strong.

Finally he expressed his appreciation for the energetic and effective presence in Olympia of President Emmert, Randy Hodgins, Director of State Relations, and JW Harrington, Faculty Legislative Representative. All three are well-known and respected by legislators and their staffs.

7. Report from the Secretary of the Faculty.
Marcia Killien, Secretary of the Faculty.

Secretary of the Faculty Marcia Killien reported that the Faculty Senate Office had taken a 16% budget cut. This required a decision to re-organize the office and its priorities – work that will be done over the summer. In the meantime, two staff members have been laid-off, and another, who had been hired this year on temporary money, was not renewed. Once the office reorganization is complete she expects to hire a third staff person to complete the staff before fall quarter.

She also reported that with the season for merit reviews approaching there's concern about how the Code language for merit reviews fits with the suspension of the 2% provision of the Faculty Salary Policy. She hopes that a memo will be coming out soon to guide faculty and administrators on the most appropriate way to conduct merit reviews this year. In any case, merit reviews still need to be done, regardless of the fact that there is no money for merit increases. Once merit money is available, eligibility will be based on current and past reviews, so although this year may not require the rigorous and comprehensive review done under ordinary circumstances, some indication of merit (or lack thereof) should be included in faculty files.

8. Unfinished Business.
 - a. Class C Resolution: Resolution in Support of the University of Washington Hosting Tent City III.
Action: Approve for Faculty Senate Consideration. **{Exhibit A}**

Chair David Lovell began by noting there were two items of unfinished business. The first was the Class C resolution in support of the UW hosting Tent City III attached to the agenda as Exhibit

A. At the April 6 SEC meeting, a motion was approved to postpone consideration of the resolution to today's meeting. The resolution was sent back to the authors to provide more detail about the proposal, including input from the UW police and Risk Management. The resolution remains at its first consideration.

He then invited Josephine Ensign, of Psychosocial and Community Health, to provide further information on the resolution. She distributed two handouts addressing the two concerns that had been raised at the previous SEC meeting: one addressing the educational benefits of hosting Tent City 3, and the other, a *Seattle Times* article, addressing safety issues. She mentioned that she hoped that SEC members would keep the University's values and mission statement in mind with regard to fostering the development of informed and engaged citizens as they approached this resolution, despite current budget concerns. She also reported that students had met that morning with the UW Police Department (UWPD). They found the Police to be supportive of the idea of hosting Tent City. Although UWPD is not responsible for the final decision, they had consulted with police at Seattle University about their experience working with Tent City, and UWPD assured the students that they would be able to gear up for any additional night patrols that may be needed. They anticipated that this would not amount to more than an additional \$5,000, and that amount may well be raised from outside donations.

Werner Kaminsky noted that although he supported the resolution, he would recommend that there also be an initiative to find ways to eliminate the need for Tent Cities.

A question was addressed to Abigail Pearl, a student who was involved in the proposal, concerning how her education would be enriched by hosting Tent City on the Seattle campus.

For students in general, Ms. Pearl felt that hosting Tent City would provide opportunities to break down barriers between the University community and Seattle's homeless community by debunking the myths that surround the issue of homelessness and getting past the fear associated with objections to the project. Approximately 5,000 students visited Tent City when it was on the Seattle University campus. One example of specific student activities would be the work of students from the College of Built Environments, who will be involved in the siting and set-up of Tent City when the time comes.

Other issues discussed were flexibility of the timing of this encampment (it would be better if it were to take place during the academic year) and location.

A friendly amendment was made (and accepted) to delete the word "faculty" from the line beginning "Be it further resolved."

The motion to approve this resolution as amended for Senate consideration was approved with one opposed and two abstentions.

- b. Class C Resolution: Resolution Concerning Citation Practices.
Action: Approve for Faculty Senate Consideration. **{Exhibit B}**

The second item of unfinished business was the Class C Resolution Concerning Citation Practices attached as Exhibit B to the agenda. This resolution was referred back to the Faculty Council on Educational Technology at the April 6 SEC meeting. Therefore, this resolution remained at its first consideration. Werner Kaminsky, Chair of the Faculty Council on Educational Technology (FCET), was there to provide information on the resolution. Kaminsky noted that although work continues on this resolution, a compromise has not yet been reached that satisfies all interested parties.

John Webster, Associate Professor of English and Director of the UW Writing Program spoke against the resolution, acknowledging the problem, but arguing that this resolution and its proposals do not constitute a solution. Reports from the online checking tools are ambiguous and would add considerable confusion and anxiety to students who may already be anxious about writing.

Sandra Silberstein noted that there's been a lot of research on this – that there are many on campus who care very deeply about this concern and would like to take part in further conversation before moving forward as a faculty.

Kaminsky noted that it was never his or the Council's intention that these tools be used by anyone except the students. This was not intended to be used by faculty in a punitive way – or in any way at all. Rather the Council's intention was to provide tools for students so that they are not drawn into punitive action by inadvertently violating citation practices.

David Masuda, an FCET member, added that the Council's goal was to come up with a mechanism to increase students' knowledge that these tools do exist – and to help them become familiar with their use. The Council acknowledges that the tools are very blunt instruments, and it would be important to advise student on what the tools can and cannot do effectively.

Webster chimed in that he agreed with the goal expressed by Masuda, but that the reports produced by the tools currently available to students are confusing at best. Part of teaching writing includes conveying the notion of inter-textuality - that nothing we write will be completely original. The relationship between this inter-textuality and citation practices is complex and does not lend itself easily to electronic tools. He understands the hope that some on-line tool would solve the problem of plagiarism, but it does not yet exist. If the Council wants to continue this discussion, he would be glad to participate, but he felt the resolution, as currently written, is a step backward.

The question was called, and the vote to send this resolution to the Faculty Senate for consideration failed. Lovell thanked Kaminsky and the FCET for the work they had done and for bringing attention to the importance of addressing plagiarism. He expressed hope that this does not indicate the end of the matter, and that work can continue in concert with the UW Writing Program.

9. Report from the Faculty Athletic Representative. **{Exhibit C }**

Patrick Dobel, Faculty Athletic Representative.

ACIA Web Site: <http://www.washington.edu/faculty/facsen/adhoc.html>.

Chair Lovell introduced Patrick Dobel, Faculty Athletic Representative, noting that Dobel's reports to the SEC are required twice a year to ensure that faculty have some oversight of programs in Intercollegiate Athletics (ICA).

Dobel referred to Exhibit C and reviewed the winter quarter academic results of student athletes and Special Admit Data, Fall 2005 – Fall 2008 Cohorts through Winter 2009. He then expressed his appreciation to the Faculty Senate and specifically to Nancy Bradshaw, assistant to the Chair of the Faculty Senate, for providing and maintaining a Website for the Advisory Committee on Intercollegiate Athletics (ACIA) on the Faculty Senate Website, under "Other Committees." ACIA has long been pushing for ways to become increasingly transparent to the University community, and this has taken it much closer to that goal. The current plan is to post every major piece of documentation from Intercollegiate Athletics that becomes available in order to ensure transparency with the program and with the work of the Committee.

Another improvement related to the management of ICA is the change in reporting for the Associate Athletic Director for Student Development, Kim Durand. ACIA had suggested to the Provost that this position be reportable to both ICA and the Provost's office, which is seen as a significant improvement by removing a potential conflict of interest. In addition, a half-time position will be created over the summer to assist Dobel in his job of determining student athlete eligibility. This position will be financed through ICA, but will report to the registrar.

He reported on the general excellent academic performance of UW student-athletes, but also mentioned special problems with the baseball program and its "culture." Finally, Dobel reported that athletics has not escaped the impact of the economic downturn. Two teams have been cut: men's and women's swimming. This decision was the result of two months of difficult deliberations involving the welfare and dreams of 19 and 20-year olds. In addition to the cut of the two swim teams, 4-5% of staff personnel have been cut and travel has been significantly curtailed.

10. Group Representatives: Concerns and Issues.
UW Budget Numbers – John Rahn, Group II Representative.

Chair Lovell then introduced John Rahn, Group II Representative, to lead a discussion concerning information provided to faculty about the budget. Rahn began by saying he had been impressed by the fact that reports from the SCPB consistently included a lament that the data provided by administration concerning the budget were hard to understand and interpret. Given the resources he assumes would be available to administration, he wonders why there's a disconnect that leaves faculty struggling with incomprehensible data.

Lovell suggested that although administration has been very forthcoming with lots of good data, it all involves a very fast moving and complex situation. Rahn responded that given some basic tools for calculating the impact of the budget, faculty would be better informed about the financial situation for their departments and for themselves.

Silberstein asked whether it would make sense to have an administrative group provide a debriefing for faculty on the budget. Lovell responded that there will be a debriefing that will include administration, the Board of Deans and Faculty Senate leadership. Discussions and debriefings will be on-going with everyone in agreement that there's a need to move forward consultatively.

In response to Rahn's reference to tuition, SCPB Chair Luchtel noted that there are approximately forty different fee and tuition rates. This is just one element of the discussion that makes this budget so complex.

11. Nominations and Appointments. **{Exhibit D }**

Lovell then referred SEC members to Exhibit D, nominations and appointments, saying that this long list represents the hard work of the Secretary of the Faculty in ensuring the on-going strength and vitality of the Faculty Councils. He thanked her for her efforts. There were no further nominations from the floor, and the motion to approve the nominations was approved with one abstention.

12. Reports from Councils and Committees.
a. Faculty Council Issues as of May 4, 2009. **{Exhibit E}**

Exhibit E, Faculty Council Issues as of May 4, 2009, was brought to the attention of the SEC. One member commented that with diminishing resources, perhaps a Committee on Committees should be formed to determine how to restructure the Faculty Councils more efficiently. In response, Secretary of the Faculty Marcia Killien reported that there is a plan to convene an *ad hoc* committee over the summer to do just that.

- b. Career Cycle of Female Faculty Project. **{Exhibit F}**
Sandra Silberstein, Chair, Faculty Council on Women in Academia.

After an introduction by the Senate Chair, Sandra Silberstein, Chair of the Faculty Council on Women in Academia (FCWA) introduced Sutapa Basu, Director of the Women's Center, and Marjorie Olmstead, Professor of Physics – both members of FCWA.

Silberstein reported that FCWA has been working for about eighteen months on the research that led to the findings in this report. It attempts to explain why the same issues of concern to women come up decade after decade, and to address that, the Council needed baseline data. This data was drawn from various sources, including the climate survey distributed last year and a survey distributed by FCWA more recently. She then quickly reviewed the Summary of Findings and the Recommendations in the attached report.

Although much progress has been made – women are now included in upper administration and women are being hired into assistant and acting assistant professor positions in rates similar to men – still, women are substantially underrepresented in department leadership, are taking a little longer toward tenure, and the majority of non-ladder track faculty are women. There remain climate issues for faculty of color, and women seem less satisfied with opportunities for career advancement, particularly in south campus.

A motion was made and seconded to endorse this report and forward it to the President and the Provost. The motion was approved.

13. Information.

There was no new information.

14. Announcements.

There were no announcements.

15. New Business.

- a. Class C Resolution: Resolution Concerning Observance of Central Cultural and Religious Practices.

Action: Approve for Faculty Senate Consideration. **{Exhibit G}**

After introducing the issue concerning observance of central cultural and religious practices, a motion was made and seconded to submit the resolution in Exhibit G for Faculty Senate approval.

SEC member Sandra Silberstein submitted this resolution out of concern for diversity and for those whose cultural and religious practices sometimes conflict with the calendar of classes and activities scheduled at the UW. The resolution does not require that all requests for accommodation be granted, but its intent is to open the discussion and encourage students, staff and faculty to feel comfortable making a request for accommodation, on a case-by-case basis.

Jan Sjøvik expressed his hope that his colleagues would not ignore the fact that this resolution also gives cover to faculty who would like to support a student's request for religious accommodation, and added that he was in favor of the resolution.

The resolution was approved with four abstentions.

- b. Meeting Calendar for 2009-2010.

Action: Approve dates for 2009-2010 meetings of the Senate Executive Committee and Faculty Senate. **{Exhibit H}**

The meeting calendar for the next academic year was approved.

- c. **Discussion:** Plans for May 11 University Faculty Meeting.

Chair David Lovell opened the discussion by saying that this idea makes use of a very infrequently invoked provision in the Faculty Code that allows for a yearly meeting of the University Faculty (Section 21.51-53). Rather than strict adherence to a format of presenting information and then asking for a response (though this certainly will be part of the agenda), the real intent of the meeting is to provide for an exchange among faculty colleagues. Lovell encouraged SEC members to communicate with their Senate constituents and department colleague to come to the meeting prepared to engage in a discussion about the future health and well-being of this University.

The meeting will begin with the President giving an overview of the budget situation, including visual aids and with back-up from the Provost and Vice-Provost for Planning and Budgeting. The agenda will then go through a series of topics designed to encourage discussion among the faculty. The President is convening the meeting and Lovell will preside. He assured SEC members that an agenda would soon be circulated via e-mail to all faculty members.

- d. May 21, 2009, Faculty Senate Agenda.

Action: Approve for distribution to Faculty Senators. **{Exhibit I}**

With the deletion of item #13.b (Resolution Concerning Citation Practices), the agenda for the May 21, 2009 Faculty Senate meeting was approved.

16. Adjournment.

The meeting was adjourned at 5:04 p.m.

PREPARED BY: Marcia Killien, Secretary of the Faculty

APPROVED BY: David Lovell, Chair, Faculty Senate

Class C Resolution in Support of the University of Washington Hosting Tent City III

WHEREAS, a resolution in support of the University of Washington hosting Tent City passed 03/01/05 by the Associated Students of the University of Washington (R-11-25); and

WHEREAS, according to a King County Survey, an estimated 8,000 people are homeless on any given day; and

WHEREAS, approximately 6,000 people are faced with finding shelter night after night, or are on waiting lists for transitional housing programs; and

WHEREAS, 30% of the single individuals who are homeless are women; and

WHEREAS, 30% of the people who used King County shelters/transitional housing were children; and

WHEREAS, in 2009, the annual One Night Count found 2,827 sleeping outside without shelter, and of that group, 30% spent the night in their cars; and

WHEREAS, South King County homeless population increased by 68% more than last year; and

WHEREAS, throughout King County only 32.4% of rental housing is affordable for low-income families. Only 12.6% of rental housing in Bothell is affordable, and 9% of rental housing in Kirkland; and

WHEREAS, Tent City III offers a temporary fix to the problem of homelessness here in King County by providing temporary housing to those without housing for a minimal cost; and

WHEREAS, an August 2004 report made by the Citizens' Advisory Commission on Homeless Encampments (CACHE) to King County officials said that tent cities are a necessary, yet temporary fix to the greater problem of homelessness that King County has not yet fully addressed; and

WHEREAS, Seattle University hosted Tent City III in February 2005; and

WHEREAS, Tent City III has moved 35 times since 2000 to different host places; and

WHEREAS, Tent City III is currently staying at St. Mark's Cathedral in Seattle, Wa; and

WHEREAS, Tent City III will soon need a new host to allow them use of land on which to live for a period of time not to exceed 90 days; and

WHEREAS, as faculty at a major public university located inside of King County within the greater state of Washington, we are intimately involved with the problems of poverty and homelessness; therefore,

BE IT RESOLVED BY THE FACULTY SENATE -OF THE UNIVERSITY OF WASHINGTON, that in an effort to promote social justice and community outreach, the faculty of the University of Washington support the university in hosting Tent City III for a period of time between 30 and 90 days; and

BE IT FURTHER RESOLVED, that the decision on where to locate Tent City should involve significant input from across the campus community.

*Approved by:
Senate Executive Committee
May 4, 2009*

*Submitted by:
Josephine Ensign, Faculty Senator, Group Eight
Associate Professor, School of Nursing
April 6, 2009*

For your review prior to the May 4 SEC meeting, the FAQ section of the student's Web site addresses many of the concerns about security. That address is <http://sites.google.com/site/tc3atuw/>.

Sponsors: Health Services Class 572: Lauren Applewood, Chami Arachchi, Emiko Atherton, Noah Barclay-Derman, Shelan Debesai, Sage Emry-Smith, Richa Kumar, Odile Lallemand, Tracy Lantow, Marisa Laufer, Jamie Lee, Shannon Marsh, Maggie Milcarek, Jessica Nguyen, Kathlyn Paananen, Abigail Pearl, David Smolker, Amanda Wysocki.

Resolution Concerning Information Literacy and Citation Practices.

WHEREAS, the University of Washington has pedagogical and ethical responsibilities to teach students about information literacy and the appropriate use of intellectual property; and

WHEREAS, effective assignment design can greatly reduce instances of student plagiarism; and

WHEREAS, online similarity checking tools can help in finding missed or improper citations; and

WHEREAS, such checking tools could contribute to the University's endeavor to make academic conduct a matter of achievement and skill acquisition PRIOR to the evaluation of student work product rather than relying on an environment of policing and punishment once work has been submitted; and

WHEREAS, the University has a responsibility to provide students with guidelines for interpreting and using the results of such similarity checking tools; therefore

BE IT RESOLVED THAT, the following practices should be readily available to UW faculty, staff, and students:

1. The University will promote information literacy among students and faculty by providing guidelines for best practices in assigning and managing student writing that take advantage of online technology while respecting intellectual property.
2. In case online similarity checking tools are considered to be compatible with a class or program, and if used appropriately, faculty members may choose to
 - a. make students aware of such instruments, and
 - b. advise students on proper interpretation of the findings of such instruments.

*Submitted by:
Werner Kaminsky, Chair
Faculty Council on Educational Technology
May 4, 2009*

Rationale, increasing awareness of information literacy and citation practices:

With the increasing prominence of the Internet in the life of students and faculty alike, and the changes the Internet makes to how we access and use information, the need for exercising responsibility in using this technology effectively and ethically has increased. In 2000, the Association of College and Research Libraries published its Information Literacy Competency Standards for Higher Education, which defines information literacy as “a set of abilities requiring individuals to ‘recognize when information is needed and have the ability to locate, evaluate, and use effectively the needed information.’” This ability is connected to information technology skills and includes understanding “the economic, legal, and social issues surrounding the use of information,” and the need to “access and use information ethically and legally” (<http://www.ala.org/ala/mgrps/divs/acrl/standards/informationliteracycompetency.cfm>).

The University has an important legal and ethical responsibility to teach students about appropriate use of intellectual property, implications of copyright, and the consequences of violating University rules on these issues. We also have an opportunity to take a leading role among our peer institutions to promote information literacy that faculty and students learn from and participate in. Working to instill ethical conduct, provide training, and create acceptance of intellectual property rights among our students will positively impact our graduates' future careers and ethical behavior.

Toward these ends, the Faculty Council on Educational Technology recommends the implementation of guidelines for promoting information literacy, as well as the use by faculty of pedagogical strategies for assigning and managing student writing that takes advantage of online technologies while also respecting intellectual property rights. In the context of such guidelines and strategies, FCET also recommends the appropriate use of online "similarity detection" tools by students and faculty to help in creating and maintaining proper scholarly standards, provided that the implementation of such tools does not interfere with the syllabus of the programs. With guidance, students can use such tools to identify potential similarities between parts of their writing and material on the Internet, thereby helping them make decisions about what might need to be cited. Students will need guidance in interpreting the results produced by such tools, since similarity is not necessarily plagiarism, and is in fact often a result of the use of common phrases, jargon, etc. It is crucial, then, to provide students with guidelines to help them interpret the results so that they can make effective (and not counter-productive) use of such tools. Some online tools are available at no costs, others may charge for their services.



University of Washington Athletics
Academic Results – Winter 2009

- Seventeen teams were above a 3.00 gpa

Men's Crew	3.12	
Women's Crew	3.08	
Men's Cross Country	3.25	
Women's Cross Country	3.41	(>20 student-athletes)
Men's Golf	3.12	
Women's Golf	3.07	
Gymnastics	3.46	(<20 student-athletes)
Men's Soccer	3.07	
Women's Soccer	3.17	
Softball	3.15	
Men's Swimming	3.38	
Women's Swimming	3.41	
Men's Tennis	3.57	(<20 student-athletes)
Women's Tennis	3.21	
Men's Track & Field	3.13	(>20 student-athletes)
Women's Track & Field	3.23	
Volleyball	3.12	

Average Team GPA for department: 3.08

- Most Improved Teams

Men's Swimming	3.10 to 3.38
Women's Swimming	3.12 to 3.41
- 125 student-athletes made the Dean's List
- 355 student-athletes earned a 3.00 or better (629 total SA)
- 3 student-athletes earned a 4.00 g.p.a (minimum of 12 graded credits)

Amanda Hacking	Women's Crew
Tobias Obenaus	Men's Tennis
Alex Rosinski	Men's Tennis

Special Admit Data
Fall 2005 - Fall 2008 Cohorts Through Winter 2009

Sport	1st term	Fall 05	Win 05	Spr 06	Fall 06	Win 07	Spr 07	Fall 07	Win 08	Spr 08	Fall 08	Win 09	Total Units	CUM
MBA	Fall 05	2.4	2.33	2.9	3.37	2.23	1.77	2.57	2.23	1.93	1.8	2.4	148	2.35
MBA	Fall 05	2.4	1.5	2.31	2.33	1.63	0.85						83	1.91
MBA	Fall 05	2.6	1.8	3.2	2.5	3	1.5	3.2	2.17	2	2.13	2.43	150	2.44
MBK	Fall 05	2.45	2.9	2.53	2.83	3.23	3.15	3.1	2.83	2.17	2.57	1.4	173	2.65
MBK	Fall 05	3	2.8	2.3	2.4	WD							68	2.64
MBK	Fall 05	3.22	3.23	2.77	3.05	2.85	2.7	2.8	1.5	2.15	1.64	2	167	2.42
MCR	Win 06		2.7	1.56	1.37	2.43	2.07	2.67	3.3	1.61	2.2	2.86	132	2.18
MFB	Spr 06			1.67	2.95	1.3	2.35						50	2.04
MFB	Spr 06			2.4	1.83	2	2.9	3.23	3.47	2.8			180	2.71
MFB	Fall 05	0	2.67	1.37	3.03	2.4	2.43	1.7	2.5	2.7			121	2.42
MFB	Fall 05	2.55	1.87	1.77	3.3	1.97	2.25	1.83	2.57	2.5	2	1.35	163	2.29
MFB	Win 06		2.45	1.53	1.3	2.5	2.4	2.6	2.8	1.5	2.53	0	135	2.24
MFB	Fall 05	2.1	2.17	2.47	2.83	1.17	1.85	2.35	2.53	2.2	2.5	3	150	2.21
MFB	Fall 05	3	3.6	Med.	2.7	2.63	2.97	2.6	3.47	3.3	3.13	3.3	178	3.02
MFB	Fall 05	3.2	3.23	2.51	1.96	2.35	2.13	3.05	1.89	2.82	2.52	2.3	155	2.55
MFB	Fall 05	3.05	3	3	2.9	3.27	1.3	3.4	3.2	2.7	2.7	3.55	167	2.9
MFB	Fall 05	1.65	1.33	3.53	2.33	1.25	1.4						80	2.04
MFB	Fall 05	2.35	0.93	2.77	2.77	2.53	2.85						180	2.32
MFB	Fall 05	1.57	2.3	1.73	1.85	dlem.	dlem.	dlem.	2.5	2.33	1.5	1.6	105	1.96
M50	Fall 05	0.88	1.4	0									23	0.85
M50	Fall 05	3	3.23	2.64	2.93	2.55	2.3	2.37	1.67	2.43	2.3	2.45	160	2.54
M50	Spr 06			2.23	1.67	2.17	2.17	2.95	3.5	2.25			103	2.5
MTK	Fall 05	2.6	2.07	3.35	0	WD							42	2.59
MTK	Fall 05	2.8	2.67	2.03	WD								40	2.46
WGO	Fall 05	3.15	3.53	2.6	2.73	3.43	2.37	2.9	3.43	3.03	2.9	3.4	174	3.09
W50	Fall 05	3.45	3.31	3.11	2.93	2.23	2.2	1.6	2.97	2.7	2.67	2.65	167	2.75
W50	Fall 05	3.15	2.91	2.13	3.38	1.37	2.8	1.9	3.2	3.3	2.2	3.2	141	2.64
W50	Fall 05	1.6	2.6	1.97	2.57	3.13	2.95	2.53	2.87	2.93	2.5	3.1	162	2.66
WTE	Win 06		1.63	2	2.5	1.75	1.85						66	1.97

Special Admit Data

Fall 2005 - Fall 2008 Cohorts Through Winter 2009

Sport	1st term	Fall 05	Win 06	Spr 06	Fall 06	Win 07	Spr 07	Fall 07	Win 08	Spr 08	Fall 08	Win 09	Total Units	CUM
MBA	Fall 06				2.47	2.97	1.2	2.8	2.13	1.37	2.15	1.43	107	2.06
MBK	Sum 06				2.63	2.77	1.3						50	2.31
MBK	Sum 06				2.45	2.27	1.25	2.47					73	2.39
MBK	Sum 06				3	3.17	2.87	2.6	3.1	2.37	3.2	2.4	138	2.62
MCR	Fall 06				2.23	1.77	2.37	1.9	2.6	3	WD		80	2.27
MCR	Fall 06				3.8	3.15	3.67	3.07	3.67	3.71	3.47	3.8	127	3.47
MFB	Spr 07						2.12	2.7	2.18	2	1.6	0.87	89	2
MFB	Fall 06				2.85	3.27	2.87	2.97	3.12	2.7	2.84	3.16	115	2.99
MFB	Fall 06				3.2	3.45	2.1	2.33	2.27	2.1	2.37	2.6	113	2.49
MFB	Fall 06				3.05	3.2	3.03	2.83	3.25	2.9	2.51	3.45	118	3.06
MFB	Fall 06				3.05	3.53	1.95	1.3	1.5	3.03	3.15	2.74	122	2.5
MFB	Fall 06				3.1	2.73	2.7						40	2.86
MFB	Fall 06				1.65	2.45	2.67	1.34					57	2.01
MFB	Fall 06				2.4	2.03	2.6	1.27	3.07	2.4			90	2.28
MFB	Fall 06				3.1	3.45	3.12	3.4	2.2	3.03	2.15	1.93	119	2.75
MFB	Sum 06				2.27	1.67	2.03	2.57	2.2	2.75			101	2.46
MFB	Fall 06				3.4	2.67	2.9	2.7	1.97	1.76	2.15	2.13	126	2.45
MFB	Fall 06				2.7	3.2	2.3	1.96	3.13	1.93	2.77	2.42	118	2.55
MFB	Fall 06				2.15	2.57	2.23	0.7	0.9	2.75	1.45	2.47	98	2.03
MGO	Fall 06				1.27	1.53	1.83						35	1.54
MSW	Fall 06				3.15	2.4	2.5	3.27	2.3	3.77	3.42	3.27	107	3.02
MTE	Fall 06				2.7	2.73	2.47	2.7	2.27	2.67	2.3	3.2	112	2.63
MTR	Spr 07						3.23	2.6	2.9	2.53	2.57	3.4	88	2.88
WBK	Fall 06				2.53	2.3	1.5	1.6	2.4	2.7	3.17	2	123	2.28
WSO	Fall 06				2.57	2.7	2.7	2.1	2.23	2.57	2.8	2.57	114	2.52
WSO	Fall 06				2.34	2.5	2.57	2.77	2.93	2.4	1.97	2.98	131	2.55
WSW	Fall 06				0.33	1.43							15	0.88
WTE	Fall 06				3.6	3.45	3.73						47	3.63
WTE	Win 07					3.47	3.9	2.67	3.67	3.4	3.87	3.53	114	3.51
WVB	Win 07					2.53	2.1	0.7	3.47	2.92	2.9	2.5	90	2.53

Special Admit Data
Fall 2005 - Fall 2008 Cohorts Through Winter 2009

Sport	1st term	Fall 05	Win 06	Spr 06	Fall 06	Win 07	Spr 07	Fall 07	Win 08	Spr 08	Fall 08	Win 09	Total Units	CUM
MBA	Fall 07							2.19	2.5	1.95	2.5	2.77	75	2.4
MBK	Fall 07							2.93	3.3	1.7	1.83	1.8	76	2.39
MBK	Fall 07							2.72	2.47	2.35	2.1	2.73	81	2.53
MBK	Fall 07							2.66	3.3	1.68	1.66	2.6	86	2.58
MBK	Fall 07							2.27	2.55	3.2	2.1	3	75	2.51
MCR	Fall 07							2.95	3.43	2.87	3.1	3.4	67	3.17
MFB	Win 08								2.95	2.85	2.2	3.1	49	2.81
MFB	Fall 07							3.6	3.63	3.77	3.27	3.05	80	3.49
MFB	Fall 07							2.43	1.13	2.55	2.4	2.63	67	2.27
MFB	Fall 07							2.51	1.27	2.43	H WD	2.37	64	2.21
MFB	Win 08								2.8	2.53	1.05	2.33	55	2.23
MFB	Fall 07							0.77	2.95	2.33	2.7	2.78	86	2.4
MFB	Fall 07							2.91	2	2.9	1.9	2.07	73	2.37
MFB	Fall 07							3.03	0.86	2.8	1.39	0.93	53	1.85
MFB	Fall 07							3.02	1.6	2.9	2.23	2.93	72	2.53
MFB	Fall 07							1.97	2	1.45	2	0.6	68	1.73
MFB	Fall 07							3.07	1.63	2.45	2.09	2.61	73	2.34
MFB	Fall 07							3.13	2.53	2.9	3.47	2.91	82	3.02
MFB	Win 08								1.8	0.7			14	1.25
MFB	Fall 07							2.49	1.33	2.9	2.5	1.43	68	2.07
MFB	Fall 07							2.65	1.3	3	H WD	2.47	51	2.35
MFB	Fall 07							2.7	1.9	2.83	3	2.3	78	2.52
MFB	Fall 07							2.33	1.37	2.85	2.35	2.05	62	2.2
MSO	Fall 07							3.23	3	2.9	HW	0	38	2.19
MSO	Fall 07							3.14	WD				8	3.14
MTE	Fall 07							2.83	3.13	3.8	3.17	3.8	75	3.31
WBK	Fall 07							3.1	3.3				35	3.19
WBK	Fall 07							3.13	WD				19	3.13
WCR	Fall 07							3.48	3.2	2.7	2.33	2.6	79	2.89
WCR	Fall 07							2.4	3.9	3.6	2.8	3.2	67	3.24
WSB	Fall 07							1.67	2.45	1.8			37	2.04
WSW	Fall 07							2.05	2.87	2.1	1.73	3.13	65	2.38

2009-2012 Faculty Member Appointments to University and Faculty Senate Committees.**Faculty Council on Academic Standards**

- Susanna Cunningham, Group 8, Biobehavioral Nursing and Health Systems, for a term beginning September 16, 2009, and ending September 15, 2012.
- Richard Keil, Group 3, Oceanography, for a term beginning September 16, 2009, and ending September 15, 2012.
- Patricia Kramer, Group 4, Anthropology, for a term beginning September 16, 2009, and ending September 15, 2012.
- David Pengra, Group 3, Physics, for a term beginning September 16, 2009, and ending September 15, 2012.

Faculty Council on Benefits and Retirement

- Robert Breidenthal, Group 6, Aeronautics and Astronautics, as Chair, for a term beginning September 16, 2009 and ending September 15, 2010.
- Jon Brock, Group 4, Evans School of Public Affairs, for a term beginning September 16, 2009, and ending September 15, 2012.

Faculty Council on Educational Outreach

- Bill Erdly, Group 9, UWB Computing & Software Systems, for a term beginning September 16, 2009, and ending September 15, 2012.

Faculty Council on Educational Technology

- Werner Kaminisky, as Chair, for a term beginning September 16, 2009, and ending September 15, 2010.

Faculty Council on Faculty Affairs

- Rich Christie, Group 6, Electrical Engineering, for a term beginning September 16, 2009, and ending September 15, 2012; and as Chair, for a term beginning September 16, 2009, and ending September 15, 2011.
- Zoe Barsness, Group 10, UWT Milgard School of Business, for a term beginning September 16, 2009, and ending September 15, 2012.

Faculty Council on Instructional Quality

- Mary Pat Wenderoth, Group 3, Biology, as chair, for a term beginning September 16, 2009, and ending September 15, 2010.
- Eugene Edgar, Group 5, Education, for a term beginning September 16, 2009, and ending September 15, 2012.
- Barbara Henry, Group 1, Slavic Languages and Literature, for a term beginning September 16, 2009, and ending September 15, 2012.
- Bruce Nelson, Group 3, Earth and Space Sciences, for a term beginning September 16, 2009, and ending September 15, 2012.
- Albert Merati, Group 7, Laryngology/Otolaryngology, for a term beginning September 16, 2009, and ending September 15, 2012.

Faculty Council on Research

- Gerald Miller, Group 3, Physics, as chair, for a term beginning September 16, 2009, and ending September 15, 2010.
- Ronald Stenkamp, Group 7, Biological Structure, for a term beginning September 16, 2009, and ending September 15, 2012.

Faculty Council on Student Affairs

- Brian Fabien, Group 6, Mechanical Engineering, for a term beginning September 16, 2009, and ending September 15, 2012; and as Chair, for a term beginning September 16, 2009, and ending September 15, 2010.
- Jordanna Bailkin, Group 4, History, for a term beginning September 16, 2009, and ending September 15, 2012.

Faculty Council on Tri-Campus Policy

- Steve Collins, Group 9, UWB Interdisciplinary Arts & Sciences, for a term beginning September 16, 2009, and ending September 15, 2012; and as chair, for a term beginning September 16, 2009 and ending September 15, 2010.

Faculty Council on University Facilities and Services

- Charles Treser, Group 7, Environmental Health, for a term beginning September 16, 2009, and ending September 15, 2012.

Faculty Council on University Libraries

- Margaret Laird, Group 2, Art History, for a term beginning September 16, 2009, and ending September 15, 2012.
- Mark Kot, Group 3, Applied Mathematics, for a term beginning September 16, 2009, and ending September 15, 2012.
- Sonnet Retman, Group 4, for a term beginning September 16, 2009, and ending September 15, 2012.
- Bill Seaburg, Group 9, for a term beginning September 16, 2009, and ending September 15, 2012.

Faculty Council on Women in Academia

- Sandra Silberstein, Group 1, English, for a term beginning September 16, 2009, and ending September 15, 2012; and as Chair, for a term beginning September 16, 2009, and ending September 15, 2010.
- Dorothy Paun, Group 6, Forest Resources, for a term beginning September 16, 2009, and ending September 15, 2012.
- Michelle Habell-Pallan, Group 4, American Ethnic Studies, for a term beginning September 16, 2009, and ending September 15, 2012.
- Ann Mescher, Group 6, Mechanical Engineering, for a term beginning September 16, 2009, and ending September 15, 2012.

Conciliation Board *"Conciliation Officers may be reappointed to successive terms by mutual consent of the President and the Senate Executive Committee."* Faculty Code, Section 27-41.A.3.

- Gerry Philipsen, Group 2, Communication, for reappointment to a term beginning September 16, 2009, and ending September 15, 2012.
- Rose Anne Cattolico, Group 3, Biology, for reappointment to a term beginning September 16, 2009, and ending September 15, 2012.

Adjudication Panel

- Lea Vaughn, Group 5, Law, as Chair, for a term beginning September 16, 2009, and ending September 15, 2010.
- Lisa Coutu, Group 2, Communication, for a term beginning September 16, 2009, and ending September 15, 2012.
- Arnold Berger, Group 9, UWB Computing, for a term beginning September 16, 2009, and ending September 15, 2012.
- Clare Ryan, Group 6, Forest Resources, for a term beginning September 16, 2009, and ending September 15, 2012.
- Jan Sjavik, Group 1, Scandinavian Studies, for a term beginning September 16, 2009, and ending September 15, 2012.

- Thomas Cobb, Group 5, Law, for a term beginning September 16, 2009, and ending September 15, 2012.
- Kenneth Krohn, Group 7, Radiology, for a term beginning September 16, 2009, and ending September 15, 2012.
- Gautham Reddy, Group 7, Radiology, for a term beginning September 16, 2009, and ending September 15, 2012.

Advisory Committee on Faculty Code and Regulations

- Karen Boxx, Group 5, Law, as Chair, for a term beginning September 16, 2009, and ending September 15, 2010.

Faculty Council Issues
For Distribution: May 4, 2009
Faculty Senate Executive Committee Meeting

1. Academic Standards
 - a. Academic Rigor Committee (Joint with FCIQ). The committee is currently crafting proposed guidance for independent study and special topics courses.
 - b. Provost's Working Group on English Proficiency. The working group submitted a progress report to the President and Provost recommending revised policies relative to English language proficiency and proposing additional resources for students needing support in improving their English skills.
 - c. Review of departmental grade-based graduation requirements.
 - d. Review of Handbook language relative to graduation and application for degree process.
2. Benefits and Retirement
 - a. Conversion of opt-in system for UWRP contributions to an automatic-enrollment (opt-out) system (i) upon initial employment and (ii) for the increase in contributions from 7.5% to 10% at age 50. The University has decided to convert to automatic enrollment at 10% for those turning 50 (requires SCPB follow-up.). The council feels that one can still opt-out, but would be a bad idea financially as one would give up the University match on the incremental 2.5% contribution. The group was also told that the auto-enrollment at initial employment was meritorious but too expensive to implement at this point.
 - b. Continue to advocate the council's proposal that dependents of faculty, professional staff and librarians receive a discount in the base undergraduate UW tuition.
 - c. Review a communication plan for the supplemental benefit.
 - d. Review retirement fund options, possibly meet with fund reps, and review the committee charged with evaluating such funds.
 - e. Explore ways to better understand communicate the "total compensation" faculty receive, that is, the value of their salary plus benefits.
 - f. Look into an easier way for faculty to distribute their salary and benefits contributions over 12 months.
3. Educational Outreach
 - a. FCEO Charge: A challenge the Council faces this year is deciding where to focus its attention. The challenge results in part from the fact that there may be overlapping issues among Councils. Council chairs will meet this fall to discuss potentially common issues. It may be that the Faculty Senate leadership will wish to consider whether the Council's charge is still appropriate.
 - b. Identification of University-wide "outreach programs" through development of a database of all fee-based, state-funded, degree/non-degree, and certificate programs with a goal of developing the means to support distance learning.
 - c. Departmental level support for faculty using instructional technology. This would be different from the proposed support for faculty who teach distance learning courses through UWEO.
 - d. Concern about what happens to the work of each year. For example, there is no indication of what happened to the request from last year's work, summarized in the Annual Report, and submitted to the Chairs (current and incoming) of the Faculty Senate as well as the Provost.
4. Educational Technology
 - a. The Faculty Council on Educational Technology requests a stable source of financial support for contemporary teaching technology to be made available for the 'Technology Consortium'* to innovate teaching capabilities to meet and satisfy student's and faculty's expectations and learning experience as well as sustain the University of Washington's position as a center of teaching excellence. * The Teaching Consortium consists of: Classroom Support Services; Health Sciences Classroom Services; University Libraries; Catalyst.
 - b. Continues to address issues of plagiarism. This issue will hopefully be broadened to include FCUL, FCIQ, and FCAS.
 - c. Investigating current practices in research data archiving. FCET will continue to follow this issue in the coming year and to set the direction for providing more contemporary forms of data storage. FCET is seeking collaboration with FCUL.

- d. 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. This class C resolution was presented to the Senate Executive Meeting and is currently under revision. The issue seems to cross path with item b from FCIQ as it affects campus photos used on the internet in general.
5. Faculty Affairs
 - a. Revisions to Section 26-41 of the *Faculty Code*, Procedures for Reorganization, Consolidation, and Elimination of Programs (RCEP).
 - b. Revisions to Section 27-41 of the *Faculty Code* concerning the conciliation procedures, with a view to revitalizing the mechanism for resolving differences. Although the section was extensively revised during the 2007-2008 academic year, the council is currently working on additional modifications to the text.
 - c. Restructure Proposal – the Council will continue consideration of the most recent version of this proposal, which was distributed at the SEC orientation.
 6. Instructional Quality
 - a. Ad hoc Committee on Academic Rigor: Committee was created to address the issue of academic rigor of UW courses. Committee members were drawn from FCAS and FCIQ. The committee began the process of establishing criteria to assess 'academic rigor' and applying those criteria to a systematic review of data from UW courses. The committee will continue this process in 2008-09.
 - b. Student photos attached to class lists: The council began looking at the possible benefits of the University providing student photos with class lists. FCIQ will continue to work with the Registrar and ASUW to help make student class photos a reality for faculty at the UW.
 - c. 10-year Review Process: FCIQ began an in-depth investigation of the purpose, aims and outcomes of the current 10-year review process as it is conducted by the Graduate School. The Graduate School welcomed input into the process and plans were made to begin work over the summer.
 - d. Summer school tuition rates and faculty pay: Members reviewed information concerning the comparison of tuition rates that students pay for summer school versus the academic year. In 2008-09, tuition is \$2,219 for 10-18 credits during the academic year and \$2,088 for 10-18 credits for residents during summer quarter. It was noted that the tuition cost are very comparable yet faculty who teach in the summer are only paid 2 months of salary whereas they are paid 3 months of salary for the same course during the academic year. As many lecturers teach during the summer months this could be a form of rank discrimination. Further information is sought as to why faculty are paid different rates for classes taught during the school year and during summer. This discrepancy will continue to be pursued during the next academic year.
 - e. Summer school: Exam period and A and B terms. Members are concerned that the current policy of having exams on the last day of class rather than on a final's week does not allow students enough time to gain a deep understanding of the material but rather encourages superficial understanding. We are pursuing the idea of an abbreviated exam week (M-T-W) following the last week of class.

Members are also concerned that the shortened terms (A &B) may encourage students to view courses as something to check off as quickly as possible rather than invest in building deep understanding.
 - f. Review of the general education requirements: How well do they prepare students for their majors? What are the proposed learning outcomes for these courses? What is the academic rigor of these courses?
 - g. Review of course approval form: Are learning outcomes clearly stated, how are learning outcomes assessed, create a 5 year review of courses to confirm that the course still meets the requirements established in the original course approval, this would also be an opportunity to modify course approval entry to better reflect the evolution of the course.
 - h. Teaching challenges for future faculty hires: Given the ever-increasing size of the student body and the need for large classes to meet this increasing student demand, are we recruiting faculty who are prepared to teach these classes and what support is the University offering faculty to help them attain teaching and learning excellence in the large class format?

- i. Inventory and publish best teaching and learning practices: Conduct a study of faculty to ascertain their best teaching and learning practice. Highlight and display the results of this study on a Learning at the UW site where written and videotape reports of teaching innovations will be stored.
 - j. Identify teaching challenges and solutions of 21st Century: Some topics could include; teaching students with disabilities, interdisciplinary teaching, technology in the classroom, helping students prioritize their time, etc.
 - k. Documenting impacts on educational quality that are a result of the budgetary issues of 2010.
7. Multicultural Affairs
 - a. FCMA began looking at first steps toward creating an exchange program with schools from the Black College and University Consortium. This project will continue during the next academic year.
 8. Research
 - a. Classified, Proprietary and Restricted Research: review, and if appropriate, approve applications for grants and contracts. Consider the mechanisms by which classified, proprietary and restricted research is accepted into the University.
 - b. Faculty Effort Reporting: including consideration of related issues such as the inability of research faculty to write new grants under funding from current grants.
 - c. Senate Interdisciplinary Research Committee (SIRC): This group proposed a class C resolution concerning fostering multi-unit interdisciplinary research adopted by the Faculty Senate spring of 2008, and is a first in a series of proposals that will be forthcoming.
 - d. Royalty Research Fund (RRF): participate in a comprehensive review of the RRF via an *ad hoc* committee including FCR members and others across campus. The ad hoc committee will report to FCR, which will make final recommendations and forward them to the Research Advisory Board and, if appropriate, to the Board of Deans and Faculty Senate.
 - e. Scholarly Communication Committee (joint with University Libraries): address issues of open access with the goal of encouraging and facilitating faculty publishing rights at the University of Washington.
 9. Student Affairs
 - a. North of 45th Street and Campus Safety issues require continuing attention and oversight, including tracking the Administration's implementation of recommendations of the North of 45th Street Working Group.
 - b. Review of efforts to streamline and coordinate the activities of the Mental Health Clinic at Hall Health Center and the Counseling Center in Schmitz Hall.
 - c. FCSA notes that the current policy regarding the admission of "special" and "priority" student athletes has expired and strongly suggests that the ACIA present a revised policy to the Faculty Senate.
 10. Tri-campus Policy
 - a. The Tri-Campus Relations Work Group was able to secure funding from the UWB and UWT Vice Chancellors and Vice Provost Doug Wadden for a Research Assistant this quarter. Through a literature and web search, the RA will address questions about multi-campus governance models and systems. We anticipate having a report that includes a bibliography and web links by the end of the quarter.
 - b. A subcommittee of student representatives is working on examining access to the IMA for UWB/UWT students. They will report back to FCTCP later in the quarter.
 - c. We continue to be in touch with the Faculty Council on Educational Outreach about educational outreach issues that affect all three campuses.
 11. University Facilities and Services
 - a. Stewardship and Sustainability: FCUFS devoted much of its time this year to the implementation of sustainable operations practices and the implementation of best practices on the Seattle campus. FCUFS developed a class-C resolution praising the Environmental Stewardship Advisory Council (ESAC) and the Administration for their efforts and pressing for more support for future activities under consideration by ESAC. It is clear that the low-hanging fruit has been

harvested in the greening of the campus, and that future progress will take more effort and collaboration, especially in areas of controlling atmospheric carbon (i.e., commuting, air flights, and campus heating). FCUFS went on record as wanting to remain an active collaborator with ESAC through frequent liaison as new programs reach the implementation stage.

- b. Sound Transit.
- c. Husky Stadium.
- d. Expansion of UW medical facility; proposed new Molecular Engineering Building.
- e. Parking
- f. Longhouse

12. University Libraries

- a. Scholarly communication: The Scholarly Communication Committee (joint with Faculty Council on Research) adopted a resolution addressing issues of escalating online and print journal costs for UW Libraries, publishing options open to faculty members and the importance of informed choices, preservation of faculty members' rights to the products of their work, and use of ResearchWorks, the UW institutional repository for published papers. The FCUL unanimously passed a motion approving the SCC's resolution.
- b. Libraries' budget: Review with Libraries' leadership of impending serials cancellations, potential reductions in Libraries' hours, and possible closures of branch libraries in light of budget constraints.
- c. Development of ResearchWorks: discussions with Libraries' leadership regarding plans and priorities for future development of the institutional repository.
- d. Faculty access to information about journal costs and publishing policies: discussion of collection and organization of resources by Libraries' staff to aid faculty in identifying policies of individual publishers and journals.
- e. Survey of UW faculty in editorial positions: FCUL is co-sponsoring, with the UW Libraries, the Graduate School, the College of Arts and Sciences, and the Office of Research a survey designed to identify faculty members with editorial responsibilities to facilitate communication about common concerns.
- f. Status of librarians in relation to faculty: Librarians are currently classified as academic staff in a separate category from faculty. Possible alternate forms of categorization for UW Librarians have been discussed, as well as increased participation of librarians in faculty governance. The FCUL unanimously passed a motion in favor of pursuing the representation of librarians on the Faculty Senate as full voting members.

13. University Relations

- a. Ongoing issues: SR 520 and Sound Transit Issues.
- b. UW North Campus.
- c. The issue of the Honorary Degree nomination from UW Bothell was discussed at length. The submission of this nomination is unique and raises governance issues and concerns relating to a tri-campus university. It was suggested that faculty representation from UW Bothell and UW Tacoma might be added to the Faculty Council on University Relations.
- d. The Council is currently actively soliciting nominations for honorary degrees.

14. Women in Academia

Completing the report on the "Career Cycle of Female Faculty Members."

BASELINE REPORT FOR THE FCWA CAREER CYCLE OF FEMALE FACULTY PROJECT
by
The Faculty Council on Women in Academe
29 April 2009

EXECUTIVE SUMMARY

This report compiles data from several recent studies¹ to provide a baseline for the FCWA Career Cycle of Female Faculty Project, which explores the career trajectory of UW women faculty. Stages examined comprise being hired, being promoted and attaining tenure, being promoted to full professor, and assuming leadership roles. Particular focus is given factors that cross career stages and affect the retention and overall success of women faculty: mentoring; family leave, career flexibility, and work-life support; service commitments; and teaching load. The purpose of this summary is to provide a baseline for future analysis on the status of women faculty.

There is much to be proud of in these findings. We find women at the highest levels of the institution, and women are being hired into assistant and acting assistant professor positions in rates similar to men. Moreover, the same proportion of women and men are gaining tenure. In surveys, both men and women see the UW as supportive of work-family flexibility. Perhaps most impressive is how few gender differences arose in STEM (science, technology, engineering, and mathematics). We see this as a testament to good leadership and the role of institutional initiatives like ADVANCE, whose goal has been "increasing the participation and advancement of women in academic science and engineering careers." It is clear that institutional commitments can change perceptions.

At the same time, there are findings that raise concerns. The majority of non-ladder faculty positions are held by women. In a period of financial exigency, this can create a gendered at-risk population. There remain climate challenges for women and faculty of color: Men agree more than women that the tenure and promotion processes at UW are fair and straightforward; women and faculty of color report higher service loads overall; women faculty in general are less satisfied with prospects for career advancement or advancement to date than their male counterparts. And, as we go into a period of reduced resources, work-life issues are already affecting everyone. Almost 40% of all faculty who responded to the 2008 LCVI survey reported being impacted by a lack of childcare during the previous 12 months. A quarter of all faculty respondents indicate being impacted by adult care. In both cases, percentages are higher for women. More women than men indicate experiencing work-family conflict, and more men than women see the environment as supportive. But lest we think that childcare affects only women: more than half of the men responding who had children under the age of 18 indicated experiencing decreased productivity (63%), work-life imbalance (60%), and work-life stress (73%). And many faculty believe that their departments would not be supportive if they used various flexible options. Finally, the discussion of findings and recommendations below flags key areas where our institutional data is inadequate.

Summary of Findings

- A 13-year study (1995-2008) shows women and men hired at similar rates into assistant professor and acting assistant professor positions. The Council had no data available on the pools from which hiring took place nor the disciplines into which women were hired.
- The same proportion of male and female junior faculty gain tenure; however, women take slightly longer. Men agree more than women that the tenure and promotion processes at UW are fair and straightforward. More women than men tend to leave before the tenure decision (30% vs. 24%); perhaps because more women leave earlier, more men than women are denied tenure (5% vs. 1%). We need more data on why so many people leave before tenure.

¹ First source is a synthesis of reports by Kate Quinn (undertaken at Balance@UW) on UW hiring, retention, and work-life policies. Second is the 2007 report of the President's Advisory Council on Women (PACW). Third are secondary analyses of data collected from the 2005 and 2008 LCVI surveys, including questions FCWA was able to add to the 2008 survey. Finally, we also use results from the Spring 2008 FCWA electronic survey sent to all voting faculty. Statistical analyses were not performed on small samples; statistical analysis is provided only for studies with samples larger than 200 faculty.

- The Council found no data on promotion rates of women to full professor.
- Negative factors in women's decisions to come to the University of Washington (e.g., affordable housing and childcare) can prove to be reasons why the university is unable to retain them. We do not have exit interviews.
- Almost 40% of all faculty who responded to the 2008 LCVI survey reported being impacted by a lack of childcare during the previous 12 months, including many faculty without children younger than 18. A quarter of all faculty respondents indicate being impacted by adult care. In both cases, percentages are higher for women.
- Women faculty are less satisfied with prospects for career advancement or advancement to date than their male counterparts and indicate lower levels of agreement than men with the proposition that they could move into a leadership position. This gender effect is particularly strong for faculty in professional schools and the School of Medicine.
- Overall, fewer women than men report serving on committees with budgetary authority; the difference is largest in the professional and medical schools and is not present in STEM fields. Women in SOM (School of Medicine) also report less hiring authority and fewer committee assignments at university and department levels than do their male colleagues.
- Although (outside the professional schools and SOM) women report similar committee service loads to men, some women and faculty of color report higher service loads overall; we have limited data on the range of additional kinds of service and outreach women and faculty of color perform.
- Faculty across the career cycle report wanting more mentoring. Overall, women indicate lower levels of satisfaction with mentoring on both professional and work/life issues, with the largest and most significant difference occurring for women in the professional schools. Not satisfied with the mentoring they've received, female respondents report working to provide it for others.
- Most respondents to the FCWA survey are satisfied with their teaching loads. Of those who are unhappy with their teaching load, the majority are women as well as those in lecturer and instructor ranks (more of whom are women).
- The ACE-Sloan survey found that both men and women saw the UW as supportive of work-family flexibility. However, multiple surveys find men are more satisfied than women with our flexible policies, and women report higher levels of work-life conflict. Women are more likely to use flexible policies.
- Work-life issues, particularly lack of childcare, can negatively affect the climate and productivity of all faculty and create retention issues for some.
- There are significant gaps in the data describing the full pallet of issues facing women faculty. In some cases the data is simply not there (e.g., with respect to promotion to full professor), in others the data lack nuance (e.g., are women being hired in fields where traditionally they have been underrepresented? In what ways are faculty being impacted by elder care?)

Recommendations

- Data with respect to these baseline categories should be collected on an ongoing basis, and these results should be updated regularly. This requires research capacity. This report, like the PCWA data would benefit from an administrative home.
- Gaps in data (either because we lack data or nuance concerning what we have) should be addressed in future research. Note that these data largely describe tenure-stream faculty. Richer data on lecturers and other faculty categories should be added to future studies.
- Every effort should be made to increase the availability of quality affordable childcare and elder care.
- The university needs to remedy the discrepancy between the percentage of women in central leadership positions (which we applaud) and those at the college and (especially the) department level by increasing the latter.
- To maximize potential for faculty success in all arenas, professional and work-life mentoring should be provided across career stages.
- The difference in perception of climate documented for women and minority faculty in the LCVI (2005, 2008) and FCWA (2008) surveys needs to be addressed.
- The university needs to prevent or remedy situations in which women and/or minority faculty bear a disproportionate burden of instructional budget cuts (e.g., in terms of teaching load, layoffs of non-tenure-stream faculty, etc.)
- The university should enhance the visibility and consistent implementation of flexible policies.

REFERENCED REPORTS

- President's Advisory Committee on Women [PACW]. (2007). 2007 report on women at UW. from <http://depts.washington.edu/pacw/reports/women2007/index.shtml>
- Quinn, K. (2007). Baseline data from the ACE-Sloan faculty survey. from http://faculty.washington.edu/kquinn/Kate/Baseline_Executive_Summary.pdf
- Quinn, K. (2008a). Highlights from a recruitment and retention study. from <http://faculty.washington.edu/kquinn/Kate/RecruitmentXRetentionStudy.pdf>
- Quinn, K. (2008b). Impacts of care and the work-life opinions of faculty: Findings from the 2008 LCVI. from <http://faculty.washington.edu/kquinn/Kate/2008%20Faculty%20Work-Life.pdf>
- Quinn, K. (Under Review). Flexible options for faculty: Who uses them and to what effect?
- Quinn, K., & Abel, A. (2009). *Preliminary report: FCWA survey of UW faculty careers and workload*
- Quinn, K., & Blair, M. (2008). University of Washington faculty hiring practices: Study results from a 13-year faculty cohort. from <http://faculty.washington.edu/kquinn/Kate/UW.Faculty.Hiring.Trends.pdf>

APPENDIX ACRONYMS

ADVANCE: UW initiative whose goal is "increasing the participation and advancement of women in academic science and engineering careers."

AHSS: Arts, humanities, social sciences.

FMLA: Family Medical Leave Act.

LCVI: Leadership, Community, and Values initiative.

PACW: President's Advisory Committee on Women.

PROF: Professional schools.

SOM: School of Medicine.

STEM: Science, technology, engineering, and mathematics.

Endorsed by the Senate Executive Committee:

For transmittal to the President and Provost

Class C Resolution Concerning Observance of Central Cultural and Religious Practices

WHEREAS, the University of Washington takes pride in being a diverse community; therefore

BE IT RESOLVED, that to foster success for all students we urge faculty and students to work together to accommodate students' ability to observe their central cultural and religious practices, and

BE IT FURTHER RESOLVED, that in the same spirit, the University should support the ability of faculty and staff to observe central cultural and religious practices.

*Approved by:
Senate Executive Committee
May 4, 2009*

*Submitted by:
Sandra Silberstein
Professor, English*

2009-2010

Schedule of Senate and Executive Committee Meetings

Autumn Quarter, 2009

Executive Committee Agenda Deadline-----	October 2
Executive Committee Meeting-----	October 12 *
SENATE Meeting-----	October 29**
Executive Committee Agenda Deadline-----	November 6
Executive Committee Meeting-----	November 16 *
SENATE Meeting-----	December 3 **

Winter Quarter, 2010

Executive Committee Agenda Deadline-----	January 4
Executive Committee Meeting-----	January 11 ***
SENATE Meeting-----	January 28 **
Executive Committee Agenda Deadline-----	February 12
Executive Committee Meeting-----	February 22 *
SENATE Meeting-----	March 11**

Spring Quarter, 2010

Executive Committee Agenda Deadline-----	March 29
Executive Committee Meeting-----	April 5 *
SENATE Meeting-----	April 22 **
Executive Committee Agenda Deadline-----	April 30
Executive Committee Meeting-----	May 3 *
SENATE Meeting-----	May 20 **

Senate meetings will be held at 2:30 p.m. in Gowen 301.

Executive Committee meetings will be held at 2:30 p.m. in 142 Gerberding Hall.

- * A continuation meeting may be held on the following Monday.
- ** A continuation meeting may be held on the following Thursday.
- *** A continuation meeting may be held on the following Tuesday.

AGENDA
FACULTY SENATE MEETING
THURSDAY, May 21 2009
Gowen Hall, Room 301, 2:30 p.m.

1. Call to Order and Approval of Agenda.
2. Introductory Comments – Professor David Lovell, 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 Dan Luchtel, Committee Chair.
5. Legislative Report – Professor James “JW” Harrington, Faculty Legislative Representative.
6. Requests for Information.

Institute for National Security Education and Research – Stephen Hanson, Vice Provost for Global Affairs.
7. Report from the Faculty Athletic Representative – Patrick Dobel, Faculty Athletic Representative.
8. Summary of Executive Committee Actions and Upcoming Issues and Actions of May 4, 2009.
9. Announcements.
10. Nominations and Appointments.
11. Memorial Resolution.
12. Unfinished Business.
13. New Business.
 - a. Class C Resolution: Resolution in Support of the University of Washington Hosting Tent City III.
Action: Approve for distribution to the faculty.
 - b. Class C Resolution: Resolution Concerning Observance of Central Cultural and Religious Practices.
Action: Approve for distribution to faculty.
14. Adjournment.

PREPARED BY: Marcia Killien, Secretary of the Faculty
APPROVED BY: David Lovell, Chair, Faculty Senate

NOTE: If a continuation meeting is necessary, it will be held on Thursday, May 28 at 2:30 p.m. in Gowen 301.