Minutes
Faculty Senate Meeting
Thursday, May 15, 2014, 2:30 p.m.
Gowen Hall, 301

1. Call to Order and Approval of Agenda.

Chair Jack Lee called the meeting to order at 2:34pm. The chair recognized Secretary of the Faculty Killien who requested an addition to the consent agenda, an addendum to Exhibit B, nominations for faculty members of councils and committees. The agenda was approved as amended.

2. Report of the Chair – Professor Jack Lee. [Exhibit A]

Chair Jack Lee welcomed members to the meeting and spoke briefly about his written report. He recalled his goals from the beginning of the year and said that some significant progress has been made. Lee gave an update on the faculty salary policy, which will be considered by the Faculty Council on Faculty Affairs. His hope was that a small group would meet over the summer to prepare the policy for consideration by the Faculty Senate in fall quarter.

Chair Lee updated the body on the status of other initiatives, including lecturer assignments, intellectual property, and online degrees.


Provost Cauce attended on behalf of President Young, who was out of town. She invited questions about faculty demographics, which were to be addressed at the end of the meeting.

4. Memorial Resolution

There was no memorial resolution.

5. Consent Agenda.

   a. Approve Nominations for Councils and Committees. [Exhibit B]
   b. Approve Nominations for 2014-15 Senate Executive Committee Positions. [Exhibit C]

There were no objections and the Consent Agenda was approved.

6. Announcements.

The election for 2014-15 SEC members will be conducted electronically via Catalyst and is due to begin next Friday, May 23. Please watch for your email message from the Secretary of the Faculty.

Rob Wood presented an AAUP award to the 2013-14 Faculty Senate recognizing their work on the academic freedom legislation.

7. Unfinished Business.

   a. Class A Legislation – Second Consideration. [Exhibit D]
      Title: Proposed new faculty position: Professor of Practice.
      Action: Conduct final review of proposal to submit legislation to the faculty for approval or rejection.

Senate Vice Chair Kate O’Neill moved the legislation as approved by the Senate Executive Committee, which included minor amendments made by President Young and the Advisory Committee on Faculty Code and Regulations following the first reading by the Faculty Senate on 5/1/14.

Leah Ceccarelli objected to the legislation due to a concern about giving the title of ‘professor’ to individuals potentially less deserving than some current faculty members who do not carry that title.
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The question was called and Chair Lee asked for those in favor of submitting the legislation to the faculty for approval or rejection. The legislation passed.

8. Opportunities for Questions and Requests for Information.
      i. Approval of the April 7, 2014, SEC minutes.
      ii. Approval of the April 24, 2014, Faculty Senate minutes.
      iii. Approval of 2014-2015 Schedule of Faculty Senate and Senate Executive Committee Meetings. [Exhibit E]
      iv. Report of the Faculty Council on Academic Standards – Status of Evening Degree Programs. [Exhibit F]
      v. NWCCU Accreditation Update. [Exhibit G]
      vi. Transfer the Special Committee on Intellectual Property and Commercialization as a subcommittee of the Faculty Council on Research. (Motion Failed) [Exhibit H]
   b. Report of the Secretary of the Faculty. [Exhibit I]
   c. Report of the Chair of the Senate Committee on Planning and Budgeting. [Exhibit J]
   d. Report of the Faculty Legislative Representative.

There were no questions.

9. New Business

There was no new business.

10. Discussion Item: Report on Faculty Demographics.

Jim Gregory, Susan Astley and Provost Ana Mari Cauce presented a report [Exhibit K] on faculty demographics in response to the Class C resolution passed in 2012. Gregory presented data that illustrated that the most recent growth in the faculty has been in instructional titles. This is especially apparent at UW Bothell and UW Tacoma where many new faculty have been added but the number of tenure-track faculty has remained fairly constant. There has been little change in the race and ethnic diversity of the faculty on all campuses. The data show small increases in Asian and Hispanic faculty but some decline in African American faculty. The College of Education exemplifies the most diverse faculty at the UW. The overall proportion of female faculty shows growth but the proportion of women in the full professor rank has not grown appreciably. Gregory pointed out that the Foster School of Business shows a particularly disturbing rate of gender distribution at all ranks with women representing only 21 percent of the faculty.

Susan Astley addressed what can be done to increase the diversity of faculty. Faculty and administration share this responsibility. The administration has improved the accessibility and availability of data on faculty demographics. Faculty need to analyze these data at the unit level and take steps to diversify the faculty through their efforts on search, appointment, and promotion committees. She provided an example from the School of Public Health, saying they found success by creating task forces within their units to address demographic inequities.

Provost Cauce emphasized the importance of monitoring the data in units, to identify inequities, and to make plans to address those inequities. She is having conversations with deans about this issue. She indicated that the WOT category of faculty has increased and may represent a strategy to divide tenure among several positions. She viewed these as local decisions of units. She commented about the large growth of enrollment at UWB and UWT and possible reasons for the slow growth of the tenure track faculty; she plans to encourage the chancellors at both campuses to proceed with hiring of tenure track faculty. She expressed concern about the gender and racial/ethnic diversity of the faculty and presented data about the effects of low diversity in engineering and the medical school on overall university diversity, areas where growth is expected in the coming years. She presented data on retirements and resignation which showed that we have an aging faculty. She noted an unexpected finding of a relatively
high proportion of resignations at the assistant professor level, accompanied by somewhat few hires at the assistant professor rank. She suggested that she will be encouraging deans to hire at the assistant professor level to prevent the university from continuing to be “top heavy” in the future. When we hire at the full professor level, the proportion of hires is about 84% male, while hires at the assistant professor are about 46% male. This pattern may also influence the data on salary inequities between men and women at the UW. She argued for the importance of monitoring and attending to these patterns.

The faculty discussion with the Provost focused on possible reasons for these patterns, ideas about what could be done, and debated the meaning of the data.

11. Good of the Order.

Professor Jim Gregory expressed thanks to Senate Chair Jack Lee for his hard work and leadership during the past year. Members of the Senate responded with enthusiastic applause.


The meeting was adjourned at 4:39pm.

Prepared by: Marcia Killien
Secretary of the Faculty

Approved by: Jack Lee, Chair
Faculty Senate
Welcome to the last faculty senate meeting of the year. It’s been an honor to serve you this year, and I hope to continue to help out with important issues next year as chair of SCPB. Thank you all for your service.

Let’s look back over the top-priority agenda items that I described when I started this job last September.

**Academic Freedom:** Thanks to the devoted efforts of Jim Gregory and the Faculty Council on Faculty Affairs, the faculty passed a major overhaul of the Faculty Code language on academic freedom this year.

**Faculty Salary Policy:** The President’s task force on faculty salary policy has almost finished its work, and a draft of its proposal has been available for some time for faculty feedback. Here’s what we expect to happen next. The Faculty Council on Faculty Affairs (FCFA) is currently working on code revisions to implement the proposed new faculty salary policy. Next fall, the policy will probably come to the senate in the form of Class A legislation. If it passes then and passes again in the second senate meeting in December, it will go out for a faculty vote. Once signed by the president, it will become part of the code, and we will have the winter and spring of 2015 to make the transition to the new policy.

**Contingent Faculty:** The tri-campus task force on lecturers is putting the finishing touches on a proposal to correct the pervasive problems with non-competitively hired lecturers. Their work is not finished, however, and we expect FCFA and the Senate to continue exploring ways that we might enhance the professional status of lecturers.

**Intellectual Property:** The Special Committee on Intellectual Property and Commercialization (SCIPC) has worked with the administration to draft an interim version of the Request for Approval of Outside Professional Work for Compensation, much improved from the previous one. The committee will continue its work next year, as the university tries to hammer out a new Intellectual Property Policy.

**Online Degrees:** We now have three approved undergraduate online degree completion programs: Early Childhood and Family Studies through the College of Education; Integrated Social Sciences through the College of Arts & Sciences; and Criminal Justice through UW Tacoma. The Online Education Joint Task Force, co-chaired by Professor Jim Gregory and Dean and Vice Provost Betsy Wilson, is developing guidelines for the approval and monitoring of any further such degree programs.

Meanwhile, here are other actions taken by the senate this year:

- A resolution concerning University of Washington International & English Language Programs Extension Lecturers
- Amendments to the student regulations to clarify the status of students with program-specific admission.
- Housekeeping amendments to the faculty code.
- The creation of a Professor of Practice title has been approved once by the senate, and we will take a second vote on it today.
- A resolution urging the state to provide appropriate benefits to transgender faculty.
2014 – 2015 Faculty Member Appointments to University and Senate Committees.

Faculty Council on Academic Standards (Meets Fridays at 1:30)
- Patricia Kramer, College of Arts and Sciences, Anthropology, as chair for a term beginning September 16, 2014, and ending September 15, 2015.
- Sarah Stroup, College of Arts and Sciences, Classics, as a member for a term beginning September 16, 2014, and ending September 15, 2017.
- Thaisa Way, College of Built Environments, Landscape Architecture, as a member for a term beginning September 16, 2014, and ending September 15, 2017.
- Donna Shores, Foster School of Business, Accounting, as a member for a term beginning September 16, 2014, and ending September 15, 2017.

Faculty Council on Benefits and Retirement (Meets Mondays at 2:30)
- Ashley Emery, College of Engineering, Mechanical Engineering, as chair for a term beginning September 16, 2014, and ending September 15, 2015.
- Gowri Shankar, Bothell, School of Business, as a member for a term beginning September 16, 2014, and ending September 15, 2017.
- Susan Spieker, School of Nursing, Family and Child Nursing, as a member for a term beginning September 16, 2014, and ending September 15, 2017.

Faculty Council on Faculty Affairs (Meets Tuesdays at 9:30)
- Alissa Ackerman, UW Tacoma, Social Work, as a member for a term beginning September 16, 2014, and ending September 15, 2017.
- Steven Buck, College of Arts and Sciences, Psychology, as a member for a term beginning September 16, 2014, and ending September 15, 2017.
- David Goldstein, UW Bothell, Interdisciplinary Arts and Sciences, as a member for a term beginning September 16, 2014, and ending September 15, 2017.
- Carol Landis, School of Nursing, as a member for a term beginning September 16, 2014, and ending September 15, 2017.
- Lisa Coutu, College of Arts and Sciences, Communication, as a member for a term beginning September 16, 2014, and ending September 15, 2017.

Faculty Council on Multicultural Affairs (Meets Wednesdays at 3:30)
- Brett Rubio, ROTC, as chair for a term beginning September 16, 2014, and ending September 15, 2015.
- Rachel Chapman, College of Arts and Sciences, Anthropology, as a member for a term beginning September 16, 2014, and ending September 15, 2017.
- James Gregory, College of Arts and Sciences, History, as a member for a term beginning September 16, 2014, and ending September 15, 2017.

Faculty Council on Research (Meets Wednesdays at 9:00)
- Michael Rosenfeld, School of Public Health, Environmental and Occupational Health, as chair for a term beginning September 16, 2014, and ending September 15, 2015.
- Michael Rosenfeld, School of Public Health, Environmental and Occupational Health, as a member for a term beginning September 16, 2014, and ending September 15, 2017.
- John Slattery, School of Medicine, Pharmacology, as a member for a term beginning September 16, 2014, and ending September 15, 2017.
- Benjamin Marwick, College of Arts and Sciences, Anthropology, as a member for a term beginning September 16, 2014, and ending September 15, 2017.
• Gina-Anne Levow, College of Arts and Sciences, Linguistics, as a member for a term beginning September 16, 2014, and ending September 15, 2017.
• Tueng Shen, School of Medicine, Ophthalmology, as a member for a term beginning September 16, 2014, and ending September 15, 2017.

Faculty Council on Student Affairs (Meets Tuesdays at 1:30)

• Anthony Gill, College of Arts and Sciences, Political Science, as a member for a term beginning September 16, 2014, and ending September 15, 2017.
• Chuck Treser, School of Public Health, Environmental and Occupational Health, as chair for a term beginning September 16, 2014, and ending September 15, 2015.
• Bruce Hevly, ROTC, History, as a member for a term beginning September 16, 2014, and ending September 15, 2017.

Faculty Council on Teaching and Learning (Meets Thursdays at 10:30)

• Richard Jeffrey Wilkes, College of Arts and Sciences, Physics, as chair for a term beginning September 16, 2014, and ending September 15, 2015.
• Richard Jeffrey Wilkes, College of Arts and Sciences, Physics, as a member for a term beginning September 16, 2014, and ending September 15, 2017.
• Jennifer Taggart, College of Arts and Sciences, Mathematics, as a member for a term beginning September 16, 2014, and ending September 15, 2017.
• Jaime Olavarria, College of Arts and Sciences, Psychology, as a member for a term beginning September 16, 2014, and ending September 15, 2017.

Faculty Council on Tri-Campus Policy (Meets Thursdays at 9:00)

• Bill Erdly, Bothell, CSS, as chair for a term beginning September 16, 2014, and ending September 15, 2015.

Faculty Council on University Facilities and Services (Meets Thursdays at 10:00)

• Bruce Balick, College of Arts and Sciences, Astronomy, as a member for a term beginning September 16, 2014, and ending September 15, 2017.
• Laura Little, College of Arts and Sciences, Psychology, as a member for a term beginning September 16, 2014, and ending September 15, 2017.
• Murray Maitland, School of Medicine, Rehabilitation Medicine, as a member for a term beginning September 16, 2014, and ending September 15, 2017.
• William Rorabaugh, College of Arts and Sciences, History, as a member for a term beginning September 16, 2014, and ending September 15, 2017.

Faculty Council on University Libraries (Meets Wednesdays at 2:30)

• Diane Lattemann, School of Medicine, Psychiatry and Behavioral Sciences, as chair for a term beginning September 16, 2014, and ending September 15, 2015.
• Clay Mountcastle, ROTC, Army, as a member for a term beginning September 16, 2014, and ending September 15, 2017.
• Barbara McCann, School of Medicine, Psychiatry, as a member for a term beginning September 16, 2014, and ending September 15, 2017.
• Lauro Flores, College of Arts and Sciences, American Ethnic Studies, as a member for a term beginning September 16, 2014, and ending September 15, 2017.
Faculty Council on Women in Academia (Meets Mondays at 12:30)

- Sarah Prager, School of Medicine, OBGYN, as a member for a term beginning September 16, 2014, and ending September 15, 2017.
- Michele Shaffer, School of Medicine, Pediatrics, as a member for a term beginning September 16, 2014, and ending September 15, 2017.

Senate Committee on Planning and Budgeting

- Dan Jacoby, UW Bothell, Interdisciplinary Arts and Sciences, as a member for a term beginning September 16, 2014, and ending September 15, 2017.
## Nominations for 2014-15 Senate Executive Committee Positions

### Open Seat Nominations

<table>
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<tr>
<th>Positions</th>
<th>Nominees</th>
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<tr>
<td><strong>Medicine – 2 positions</strong></td>
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<tr>
<td>Position 1</td>
<td>Kelly Edwards, Bioethics and Humanities</td>
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<td>Gautham Reddy, Radiology</td>
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<td>Tueng Shen, Ophthalmology/Bioengineering</td>
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<td>Position 2</td>
<td>Jeffrey Edelman, Medicine</td>
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<td>Sina Gharib, Medicine</td>
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<td>Chris Knight, Medicine</td>
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<td><strong>Arts and Sciences – 2 positions</strong></td>
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<tr>
<td>Position 1</td>
<td>Fred Bookstein, Statistics</td>
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<td>Paul Hopkins, Chemistry</td>
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<tr>
<td>Position 2</td>
<td>Leah Ceccarelli, Communication</td>
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<td>Sarah Stroup, Classics</td>
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<td><strong>Engineering – 1 position</strong></td>
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<td></td>
<td>Duane Storti, Mechanical Engineering</td>
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<td>John Zahorjan, Computer Science &amp; Engineering</td>
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<td><strong>Other health science colleges (^1) – 1 position</strong></td>
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<td></td>
<td>Susan Astley, Public Health</td>
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<td>Donald Chi, Dentistry</td>
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<td>Chuck Treser, Public Health</td>
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<td><strong>Environment and Built Environments – 1 position</strong></td>
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<td>Rob Wood, Atmospheric Sciences</td>
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<td><strong>Professional Schools(^2) – 1 position</strong></td>
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<td></td>
<td>Christina Fong, Business</td>
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<td></td>
<td>Brett Rubio, ROTC</td>
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### Faculty Council Nominations

1. Faculty Council on Faculty Affairs
2. Faculty Council on Teaching and Learning
3. Faculty Council on Research

**Nominating Committee:** Norman Beauchamp, Medicine; Jim Gregory, Arts and Sciences; Diane Morrison, Social Work; JoAnn Taricani, Arts and Sciences.

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\(^1\) Public Health, Dentistry, Pharmacy, Nursing, Social Work
\(^2\) Business, Education, Evans, Information, Law, ROTC
Charge
Nominate at least one candidate for each of the eight Executive Committee positions and the three Faculty Council Chairs.

Section 22-63 of the Faculty Code provides guidance: “The Chair and immediate past Chair of the Faculty Senate shall appoint a nominating committee that shall nominate at least one candidate for each Executive Committee position. Nominations of Faculty Council Chairs shall consider the relationship of the Council’s work to the Senate’s upcoming agenda. The nominations as a whole shall provide broad representation across academic disciplines, such as Health Sciences, Arts and Sciences, and other schools and colleges, and shall endeavor to balance continuity and turnover of representation.”

How Nominees were selected

Executive Committee seats were allocated on the basis of academic geography. The eight elected SEC positions were allocated as follows:

- School of Medicine – 2 positions
- College of Arts and Sciences – 2 positions
- College Engineering – 1 position
- Other health science colleges (Public Health, Dentistry, Pharmacy, Nursing, Social Work) – 1 position
- College of the Environment and College of Built Environment – 1 position
- Professional schools (Law, Business, Education, Evans, Information, ROTC) – 1 position

The Nominating Committee sent a request for nominations to all current and incoming Senators, listing the eight contested positions; self-nominations were received, all were placed in their corresponding positions. The Committee then added to the list as needed.

The faculty council chairs were selected based on a list of upcoming issues that were given to us by the faculty senate vice chair.
Class A Legislation
Faculty Code Sections 21 and 24, Professor of Practice
Justification Statement and Proposed Language

Introduction

The Faculty Council on Faculty Affairs (FCFA) voted on April 1st, 2014 to forward proposed code changes to add the rank of Professor of Practice to the faculty code.

Reasons for Proposed Changes

There are a large number of people outside the academy that have made significant and groundbreaking contributions to their field (e.g., distinguished). Their presence as part of the faculty would contribute to the quality of the university.

There is no easy way for the university to invite these people into the academy to teach a special topics course, help start a program, or collaborate on some research with a title commensurate with their standing in the field.

Background

The request for these changes started with a group of deans getting in touch with the FCFA to propose the changes. Several members of the FCFA also discussed how a position like this would be beneficial to their units. This type of appointment is currently used at peer institutions including Harvard, Tufts, Penn State, and Arizona State University (See examples on the Senate Website, Issues Under Consideration).

The deans and FCFA envision there would be few of these positions in a unit or department at any one time. These positions are meant to be for highly distinguished individuals, at the top of their respective fields. No explicit limit is set in the proposed legislation on the number of such positions in a unit, though it is expected that there would be no more than one or two without a careful review.

Extensive discussions occurred within the FCFA addressing potential arguments against adding this position to the faculty including tenure erosion and allocation of funds away from new hires or increases in salaries of ladder faculty. The proposed legislation reflects attempts to minimize these potential risks. Additional concerns were raised about the voting status of individuals appointed to this position and it is anticipated an amendment will be proposed to SEC to remove the voting rights that are part of the current proposed legislation.
Section 21-31 Membership in the Faculty

The University faculty consists of:

- The president,
- The vice presidents,
- The professors,
- The associate professors,
- The assistant professors,
- The principal lecturers,
- The senior lecturers and senior artists in residence,
- The professors of practice
- The lecturers and artists in residence,
- The instructors,
- The teaching and research associates,
- Whether serving under visiting, acting, research, clinical, or affiliate appointment, whether serving part-time or full-time, and whether serving in an active or emeritus capacity. The faculty, beginning with the professor, are listed in order for purposes of determining voting eligibility based on superior rank.


Section 21-32 Voting Membership in the Faculty

A. Except as provided in Subsection B of this section the voting members of the University faculty are those faculty members holding the rank and/or title of:

- Professor, 50% appointment or greater,
- Research professor, 50% appointment or greater,
- Associate professor, 50% appointment or greater,
- Research associate professor, 50% appointment or greater,
- Assistant professor, 50% appointment or greater,
- Research assistant professor, 50% appointment or greater,
- Full-time principal lecturer,
- Full-time senior lecturer,
- Full-time senior artist in residence,
- Full-time lecturer,
- Full-time artist in residence, or
- A retired assistant professor, associate professor, or professor during the quarter(s) he or she is serving on a part-time basis, or a retired research assistant professor, research associate professor, or research professor during the quarter(s) he or she is serving on a part-time basis.

B. Notwithstanding the rank or title held, the following are not voting members of the faculty:

- Persons serving under acting or visiting appointments,
- Persons on leave of absence,
- Persons serving under clinical or affiliate appointments,
- Persons serving under professor of practice appointments,
- Persons of emeritus status unless serving on a part-time basis,
- Persons serving under adjunct appointments insofar as their adjunct appointments are concerned.

[For definitions of faculty titles, see Section 24-34.]
C. Research faculty may vote on all personnel matters as described in the *Faculty Code* except those relating to the promotion to and/or tenure of faculty to the following ranks and titles:

- Senior artist in residence
- Senior lecturer,
- Principal Lecturer,
- Associate professor,
- Professor,
- Associate professor WOT,
- Professor WOT.


**Section 24–34 Qualifications for Appointment at Specific Ranks and Titles**

**A. Qualifications for Appointment at Specific Ranks**

1. Appointment with the rank of assistant professor requires completion of professional training, in many fields marked by the Ph.D., and a demonstration of teaching and research ability that evidences promise of a successful career.

2. Appointment to the rank of associate professor requires a record of substantial success in both teaching and research, except that in unusual cases an outstanding record in one of these activities may be considered sufficient.

3. Appointment to the rank of professor requires outstanding, mature scholarship as evidenced by accomplishments in teaching, and in research as evaluated in terms of national or international recognition.

**B. Qualifications for Appointments with Specific Titles**

1. Lecturer and artist in residence are *instructional* titles that may be conferred on persons who have special instructional roles. Appointments may be renewed pursuant to Section 24–53.

2. Senior lecturer and senior artist in residence are *instructional* titles that may be conferred on persons who have special instructional roles and who have extensive training, competence, and experience in their discipline. Appointments may be renewed pursuant to Section 24–53.

3. Principal lecturer is an *instructional* title that may be conferred on persons whose excellence in instruction is recognized through appropriate awards, distinctions, or major contributions to their field. Appointments may be renewed pursuant to Section 24–53.

4. Appointment to one of the ranks in Subsection A with a *research* title requires qualifications corresponding to those prescribed for that rank, with primary emphasis upon research. Tenure is not acquired through service in research appointments.

Research professor and research associate professor appointments are term appointments for a period not to exceed five years. The question of their renewal shall be considered by the voting faculty who are superior in academic rank to the person being considered and are faculty of the department (or undepartmentalized college or school) in which the appointments are held, except that the voting faculty at rank of professor shall consider whether to recommend renewal or non-renewal of the appointment of a research professor. Such consideration shall be conducted in accord with the provisions of Section 24–53.
Research assistant professor appointments are for a term not to exceed three years with renewals and extensions to a maximum of eight years (see Section 24–41, Subsection G.) The question of their renewal shall be considered by the faculty who are superior in academic rank to the person being considered and are faculty of the department (or undepartmentalized college or school) in which the appointments are held. Such consideration shall be conducted in accord with the provisions of Section 24–41.

Research associate appointments are for a term not to exceed three years, with renewals to a maximum of six years. The question of their renewal shall be considered by the faculty who are superior in academic rank to the person being considered and are faculty of the department (or undepartmentalized college or school) in which the appointments are held. Such consideration shall be conducted in accord with the provisions of Section 24–53.

Research faculty titles and the qualifications for them are described in Section 24–35.

5. Appointment with the title of Professor of practice is made to a person who is a distinguished practitioner or distinguished academician, and who has had a major impact on a field important to the University’s teaching, research, and/or service mission.

Professor of practice appointments are term appointments for a period not to exceed five years. The question of their renewal shall be considered by the voting faculty who are superior in academic rank and are faculty of the department (or undepartmentalized college or school) in which the appointments are held. Such consideration shall be conducted in accord with the provisions of Section 24–53. This title is available to address a unique appointment need and is intended to be sparingly used. Tenure is not acquired through service in this title.

6. Appointment with the title of instructor is made to a person who has completed professional training, in many fields marked by the Ph.D., and is fulfilling a temporary, clinical, or affiliate instructional need, or is in a temporary transition period between post-doctoral training and mentoring and entry into the professorial ranks. These appointments are limited to acting, affiliate, or clinical.

7. An affiliate appointment requires qualifications comparable to those required for appointment to the corresponding rank or title. It recognizes the professional contribution of an individual whose principal employment responsibilities lie outside the colleges or schools of the University. Affiliate appointments are annual; the question of their renewal shall be considered each year by the faculty of the department (or undepartmentalized college or school) in which they are held.

8. An adjunct appointment is made only to a faculty member (including one in a research professorial rank) already holding a primary appointment in another department. This appointment recognizes the contributions of a member of the faculty to a secondary department. Adjunct appointments do not confer governance or voting privileges or eligibility for tenure in the secondary department. These appointments are annual; the question of their renewal shall be considered each year by the faculty of the secondary department.

9. A joint appointment recognizes a faculty member’s long-term commitment to, and participation in, two or more departments. A joint appointment may be discontinued only with the concurrence of the faculty member and the appointing departments. One department shall be designated the primary department and the others secondary, and this designation can be changed only with the concurrence of the faculty member and the appointing departments. Personnel determinations (salaries, promotions, leave, etc.) originate with the primary department, but may be proposed by the secondary department(s), and all actions must have the concurrence of the secondary department(s). A faculty member who has the privilege of participation in governance and voting in the primary department may arrange with the secondary department(s) either to participate or not to participate in governance and voting in the secondary department(s). This agreement must be in writing and will be used for determining the quorum for faculty votes. The agreement can be revised with the concurrence of the faculty member and the department involved.
10. A clinical appointment in the appropriate rank or title is usually made to a person who holds a primary appointment with an outside agency or non–academic unit of the University, or who is in private practice. Clinical faculty make substantial contributions to University programs through their expertise, interest, and motivation to work with the faculty in preparing and assisting with the instruction of students in practicum settings. Clinical appointments are annual; the question of their renewal shall be considered each year by the faculty of the department (or undepartmentalized college or school) in which they are held.

11. Appointment with the title of teaching associate is made to a non–student with credentials more limited than those required of an instructor. Teaching associate appointments are annual, or shorter; the question of their renewal shall be considered each year by the faculty of the department (or undepartmentalized college or school) in which they are held.

12. The emeritus appointment is recommended by departmental action for a regular, WOT, research or clinical faculty member who has retired under the UW Retirement Plan or is receiving benefits as if he or she retired under another state of Washington retirement plan and whose scholarly, teaching, or service record has been meritorious. Such a recommendation requires approval by the college dean and the President of the University. The normal criteria for appointment with the emeritus title are at least ten years of prior service as a member of the faculty and achievement of the rank of professor or associate professor. Under certain circumstances the President may grant emeritus status to an administrator at the level of dean or vice president, or at other levels if deemed appropriate.

13. The acting title denotes a temporary appointment for properly qualified persons in the instructor title or at the professorial ranks. It commonly is used for persons who are on the faculty for a year or less or for persons who have not yet completed the requirements for a regular appointment. In the latter case, the acting title is dropped when the requirements are completed. The total service of a faculty member with an acting appointment may not exceed four years in any single rank or title, or six years in any combination of ranks or titles. A faculty member whose appointment as assistant professor has not been renewed may not be given an acting appointment.

14. Appointment to one of the ranks in Subsection A with a visiting title indicates that the appointee holds a professorial position at another institution of higher learning and is temporarily employed by the University. An employee who does not hold a professorial position elsewhere, but who is otherwise qualified, may be designated as a visiting lecturer.

15. The visiting scholar title is an honorary title awarded to persons who hold professorial (including research titles) positions at other institutions and who are visiting the University but who are not employed by the University during their stay. The purpose of this title is recognition of the visitor's presence at the University, and to make University facilities and privileges (library, etc.) available.

Section 24–41 Duration of Nontenure Appointments

A. The first appointment or the reappointment of an assistant professor is for a basic period of three years, subject to earlier dismissal for cause. Although neither appointment period shall extend beyond the academic year in which a decision on tenure is required, the year in which a negative tenure decision is made must be followed by a terminal year of appointment. If the assistant professor is reappointed, the period of reappointment must include a tenure decision. Assistant professors holding positions funded by other than state funds shall be treated in the same way except that the appointment may be to a position without tenure by reason of funding as provided in Subsection D. Procedures governing the reappointment of assistant professors are as follows:

1. During the second year of the initial appointment, the dean of the assistant professor's college or school shall decide whether:
   a. The appointment is to be renewed under the above provision for reappointment;
   b. The appointment is not to be renewed beyond the initial three–year period, in which case the appointment will terminate at the end of the third year; or
   c. The decision concerning the appointment is to be postponed to the following year.

2. Should the above decision result in a postponement, during the third year of the initial appointment the dean shall decide whether:
   a. The appointment is to be renewed under the above provision for reappointment, or
   b. the appointment is not to be renewed; if it is not, the basic appointment is extended to include a fourth and terminal year.

3. The dean shall inform the professor in writing within 30 days of any decision made pursuant to this section.

B. Lecturer and Artist in Residence

1. Appointment as a full–time lecturer or artist in residence shall be for a term not to exceed five years.

   The normal appointment period of a part–time lecturer or artist in residence shall be for one year or less with exceptions to be reviewed by the Provost.

2. Appointment as a full–time senior lecturer, principal lecturer, or senior artist in residence shall be for a term not to exceed five years. The normal appointment period of senior and principal lecturers shall be for a minimum of three years with exceptions to be reviewed by the Provost.

   The normal appointment period of a part–time senior lecturer, principal lecturer, or senior artist in residence shall be for one year or less with exceptions to be reviewed by the Provost.

3. Except as provided in Subsection B.4 below, at least six months (or three months in the case of an initial annual appointment) before the expiration date of an appointment of a full–time lecturer, artist in residence, senior lecturer, principal lecturer, or senior artist in residence, the dean shall determine, pursuant to Section 24–53, whether this appointment shall be renewed and shall inform the faculty member in writing of the decision.

4. A renewal decision in accord with Subsection B.3 above is not required where an initial appointment of a full–time lecturer, artist in residence, senior artist in residence, senior lecturer, or principal lecturer is for one year or less and the appointment is identified at the time of appointment as not eligible for renewal.
5. Part–time appointments as lecturer, artist in residence, senior lecturer, principal lecturer, and
senior artist in residence are for the period stated in the letter of appointment. If such
appointments are to be renewed the procedures in Section 24–53 shall be followed in a timely
manner with knowledge of funding availability and staffing needs.

C. A full–time lecturer, artist in residence, or senior lecturer may, prior to expiration of an existing
appointment, be considered for appointment as, or promotion to, a senior lecturer, senior artist in
residence, or principal lecturer, respectively.

D. Notwithstanding the provisions of Subsection A, appointments of assistant professors who are
supported by other than state–appropriated funds are subject to termination should the supporting
agency fail to continue the funding for the appointment, provided that the assistant professor
supported by other than state–appropriated funds is advised in writing prior to commencement of his
or her appointment that such appointment is at all times subject to the continued availability of grant
or contract funds.

E. The first appointment or the reappointment of a faculty member to less than 50% of full–time status
shall be made on an annual, or shorter, basis. A faculty member who is appointed to a position with
less than 50% of full–time status shall not accumulate eligibility toward tenure.

F. The first appointment or the reappointment of a research assistant professor is for a basic period of
three years, subject to earlier dismissal for cause. Research assistant professors may not be
reappointed more than once, except that a research assistant professor who does not receive
promotion in rank must receive a terminal year of appointment. Procedures governing the
reappointment of research assistant professors are as follows:

1. During the second year of the initial appointment, the dean of the research assistant professor's
college or school shall decide whether:
   a. The appointment is to be renewed under the above provision for reappointment;
   b. The appointment is not to be renewed beyond the initial three–year period, in which case the
      appointment will cease at the end of the third year; or
   c. The decision concerning the appointment is to be postponed to the following year.

2. Should the above decision result in a postponement, during the third year of the initial
   appointment the dean shall decide whether:
   a. The appointment is to be renewed under the above provision for reappointment or
   b. The appointment is not to be renewed; if it is not renewed, the basic appointment is extended
      to include a fourth and terminal year.

3. Not later than the end of the third year of a second appointment, the dean of the research
   assistant professor's college or school shall decide whether:
   a. The research assistant professor is to be appointed as research associate professor,
      associate professor without tenure by reason of funding or associate professor with tenure;
   b. The appointment is to cease at the end of the following year; or
   c. The decision concerning the appointment is to be postponed to the following year. In cases b
      and c the appointment is extended by one year.

4. Should the above decision result in a postponement, during the extension year of a second
   appointment, the dean of the research assistant professor's college or school shall decide
   whether:
a. The research assistant professor is to be appointed as research associate professor, associate professor without tenure by reason of funding or associate professor with tenure, or

b. The appointment is to cease; in which case the basic appointment is extended by one year.

5. The dean shall inform the professor in writing within 30 days of any decision made pursuant to this section.

G. At least six months (or three months in the case of an initial annual appointment) before the expiration date of an appointment of a Research Associate Professor, Research Professor, or Professor of Practice, the dean shall determine, pursuant to Section 24-53, whether this appointment shall be renewed and shall inform the faculty member in writing of the decision. A renewal decision is not required where an initial appointment of a Research Associate Professor, Research Professor, or Professor of Practice is for one year or less and the appointment is identified at the time of appointment as not eligible for renewal.

H. Notwithstanding the provisions of this subsection, research assistant professors are subject to removal during the term of their appointment for cause (see Chapter 25, Section 25–51), for termination of funding, or for reasons of program elimination (see Chapter 25, Section 25–52.)

I. Research professors and research associate professors are not subject to removal during the term of their appointment except by removal for cause (see Chapter 25, Section 25–51), for termination of funding as defined in Subsection I, or for reasons of program elimination (see Chapter 25, Section 25–52.)

J. Termination of funding is defined as failure, for a continuous period of more than 12 months, to obtain funding sufficient to provide at least 50% of the faculty member’s base annual salary. The University is not obligated to provide replacement funding during lapses of a faculty member’s external support.

K. In unusual cases, an individual may be appointed to the title of research assistant professor when there is no known funding to support the appointment. The department and dean shall determine that the individual will seek external funding to support his or her appointment. Such appointments shall be made on an annual or shorter basis, and may be renewed annually upon evidence of research grant or contract pursuit activity. Upon receipt of salary funding support, said appointments shall be converted to initial three-year appointments in conformance with Subsection G.

L. The procedures prescribed in Section 24–53 for renewal of appointments and in Section 24–54 for Procedure for Promotion shall govern actions taken under this section.

Section 24–53 Procedure for Renewal of Appointments

When it is time to decide upon renewal of a nontenure appointment to the faculty (Section 24–41), the procedure described below shall be followed.

A. The voting members of the appropriate department (or undepartmentalized college or school) who are superior in academic rank or title to the person under consideration shall decide whether to recommend renewal or termination of the appointment. Research faculty shall be considered by voting faculty who are superior in rank to the person under consideration, except that the voting faculty at rank of professor shall consider whether to recommend renewal or non–renewal of the
appointment of a research professor. Faculty with instructional titles outlined in Section 24–34, Subsection B shall be considered by voting faculty who hold a professorial rank or instructional title superior to the person under consideration. The voting faculty of an academic unit may, by majority vote, delegate authority to recommend the renewal of affiliate or clinical faculty, research associate, or annual or quarterly part-time lecturer appointments to an elected committee of its voting faculty. In an undepartmentalized college or school, this delegation may be made to an elected committee of its voting faculty. The delegation:

1. Does not alter faculty rank requirements for considering appointment renewals, and

2. Shall expire one calendar year after it is made.

B. If this recommendation is a departmental one, the chair shall transmit it to the dean. If the chair does not concur in the recommendation he or she may also submit a separate recommendation.

C. The dean shall decide the matter within the time prescribed in Section 24–41 and inform the faculty member concerned of the decision.

D. If a faculty member requests a written statement of the reasons for the non–renewal of his or her appointment, the dean shall supply such a written statement within 30 days.

Section 13–31, April 16, 1956; S–A 41, April 3, 1972; S–A 60, June 25, 1979; S–A 81, January 30, 1990; S–A 94, October 24, 1995; S–A 124, July 5, 2011; S–A 126, June 11, 2012: all with Presidential approval.

Section 24–57 Procedural Safeguards for Promotion, Merit–Based Salary, and Tenure Considerations

All procedures regarding promotion, merit–based salary, and tenure considerations outlined in the relevant sections of the Faculty Code must be followed. Open communication among faculty, and between faculty and administration, must be maintained in order to insure informed decision making, to protect the rights of the individual and to aid the faculty in the development of their professional and scholarly careers.

Each faculty member must be allowed to pursue those areas of inquiry which are of personal scholarly interest; at the same time, however, each faculty member must be informed of the expectations a department holds for him or her and of the manner in which his or her activities contribute to the current and future goals of the department, school, college, and University. In order to enable the faculty member to establish priorities in the overall effort of professional career development and to fulfill the University’s obligations of fair appraisal and continual monitoring of faculty development, the following procedural safeguards shall be adopted in each department, school, or college.

A. Assessment of Teaching Effectiveness

To implement the provision stipulated in Section 24–32, Subsection C, the standardized student assessment of teaching procedure which the University makes available may be used for obtaining student evaluation of teaching effectiveness, unless the college, school, or department has adopted an alternate procedure for student evaluation, in which case the latter may be used. Each faculty member shall have at least one course evaluated by students in any academic year during which that member teaches one or more courses. The teaching effectiveness of each faculty member also shall be evaluated by colleagues using procedures adopted within the appropriate department, school, or college.

The collegial evaluation of teaching effectiveness shall be conducted prior to recommending any renewal of appointment or promotion of a faculty member. In addition, for faculty at the rank of assistant professor, or associate professor or professor “without tenure” under Chapter 25, Section 25-32, Subsection D, or with the instructional title of lecturer the collegial evaluation shall be conducted every year. For other faculty at the rank of associate professor or professor or with the
Exhibit D

instructional title of senior lecturer, or principal lecturer, or professor of practice, the collegial evaluation shall be conducted at least every three years. A written report of this evaluation shall be maintained and shared with the faculty member.

B. Yearly Activity Report

Each department (or undepartmentalized college) shall adopt a suggested format by which each faculty member will have the opportunity to provide information on professional activities carried out during the prior year. These reports shall be prepared in writing by each faculty member and submitted to the chair (or dean) in a timely fashion each year, and shall be used as reference and as a source of information for consideration of promotion, merit salary, or tenure. These forms shall be used as evidence for recommendations of promotion, merit salary, or tenure. Such information may be updated by a faculty member at any time during the academic year.

C. Regular Conference with Faculty

Each year the chair, or where appropriate the dean, or his or her designee, shall confer individually with all full-time lecturers, assistant professors, and associate professors and professors "without tenure" appointed under Chapter 25, Section 25-32, Subsection D. The chair (or dean or his or her designee) shall confer individually with the other associate professors and senior lecturers at least every two years, and with the other professors, and principal lecturers, and professors of practice at least every three years. The purpose of the regular conference is to help individual faculty members plan and document their career goals. While the documentation of those goals will be part of the faculty member’s record for subsequent determinations of merit, the regular conference should be distinct from the merit review pursuant to Section 24–55.

At each such conference, the chair, dean, or his or her designee, and the faculty members shall discuss:

1. The department's present needs and goals with respect to the department's mission statement and the faculty member's present teaching, scholarly and service responsibilities and accomplishments;

2. Shared goals for the faculty member's teaching, scholarship and service in the forthcoming year (or years, as appropriate) in keeping with the department's needs and goals for the same period; and

3. A shared strategy for achieving those goals.

The chair, dean, or his or her designee and the faculty member shall discuss and identify any specific duties and responsibilities expected of, and resources available to, the faculty member during the coming year(s), taking into account the academic functions described in Section 24–32. The chair, dean or his or her designee should make specific suggestions, as necessary, to improve or aid the faculty member's work.

Section 25-32 Criteria for Tenure

A. Unless he or she is disqualified under any other provision of this section, a full-time member of the faculty has tenure if:

1. He or she is a professor or associate professor; or

2. He or she has held full-time rank as assistant professor in the University for seven or more years and has not had his or her term of appointment extended by the Provost or received notice terminating his or her appointment.
B. Generally, recommendation for tenure (Section 25-41) is made concurrently with recommendation for promotion to the rank of associate professor (except in the circumstances listed in the subsequent paragraphs of this section.)

C. A faculty member does not acquire tenure under:

1. An acting appointment, or
2. A visiting appointment, or
3. Any appointment as lecturer, artist in residence, senior lecturer, senior artist in residence, principal lecturer, or
4. An appointment as teaching associate, or
5. An appointment as professor of practice, or
6. Any appointment specified to be without tenure, or
7. An adjunct appointment, or
8. A research appointment, or
9. A clinical appointment, or
10. An affiliate appointment, or
11. Any other appointment for which the University does not provide the salary from its regularly appropriated funds, unless the President notifies the appointee in writing that tenure may be acquired under such appointment.
2014-2015
Schedule of Senate and Executive Committee Meetings

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<th>Autumn Quarter, 2014</th>
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<td>Executive Committee Meeting</td>
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<td>Faculty Senate Meeting</td>
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<td>Executive Committee Agenda Deadline</td>
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<td>Faculty Senate Meeting</td>
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<td>Faculty Senate Meeting</td>
<td>May 21</td>
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Senate meetings will be held at 2:30 p.m. in Savery 260.

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

Special Meetings will occur if necessary to conduct unfinished business or special business of the SEC or Senate.
Status of Evening Degree Program (EDP)
Patricia Kramer, Chair, Faculty Council on Academic Standards (pakreamer@uw.edu)

With the advent of the program-specific student category and inauguration of the first undergraduate, fee-based, online major (Early Childhood Family Studies) in Autumn 2013, the Faculty Council on Academic Standards (FCAS) recognized that the Evening Degree Program needed to be reviewed academically to make sure that it conformed to the requirements of the Student Regulations. Discussions began at the end of Summer 2013 with UWEEO and the College of Arts & Sciences (A&S), where four of the five EDP majors are housed. Given the level of effort that creating the second UW Seattle major (Integrated Social Science) was anticipated to require, agreement was reached between FCAS and A&S that the review of their majors would occur as soon as possible.

FCAS is responsible for University policy relative to, among other things, scholastic standards and reviews all creations and changes to majors via a process that requires completion of a UW form 1503. The approval process varies depending on whether or not the Bothell and Tacoma campuses are affected, but always requires review by a subcommittee of FCAS and the full committee. One aspect of scholastic standards is admission to major policy, including the temporary suspension of admissions to a major. FCAS policy allows for the suspension of majors for a maximum period of a year so that organizations can review structural aspects of their program. After a year, FCAS requires that the organization re-instate admissions (with any appropriate modifications submitted through a 1503) or begin the RCEP process. If an RCEP is undertaken and the program is targeted for elimination or change, a 1503 is submitted for review and approval at conclusion of the RCEP. This 1503 details any decisions regarding academic matters, such as how long courses will be offered to the final cohort of admitted students.

In Autumn 2013, A&S requested that they be given approval to “suspend” admissions to the Humanities major, due to substantial concern about its organization and long-term financial viability. The suspension was to give A&S time to review the major and decide its fate without admitting (a few) additional students, whose presence in the program would produce a responsibility for the University to maintain coursework in EDP for several years. FCAS approved the 1503 to suspend admissions to the Humanities major for the 2013-2014 academic year.

After the approval of ISS in March of 2014, review of the A&S EDP majors began in earnest. This review is ongoing and A&S has been in contact with FCAS regarding policy and procedure.

Given that the decisions regarding suspensions to these majors may occur after the last Faculty Senate meeting of the 2013-2014 academic and that the fate of EDP is of interest to many faculty, FCAS is providing this update. It seems likely that the other three A&S EDP majors (Social Science, English and Communication) will request suspensions to admission to those majors. Further, initiation of an RCEP in Autumn 2014 to eliminate all four A&S EDP majors is also likely. Note that two of the four require the elimination of majors on the Seattle campus (Humanities and Social Science), while two require the elimination of an instructional delivery method (English and Communication). In this case, the “delivery method” for these majors is evening courses. The other currently implemented delivery methods on the Seattle campus are day courses and distance learning courses. The daytime versions of the English and Communication majors will not be subject to these possible suspensions and are presumed to be affected by any possible elimination of the EDP versions only peripherally. (The RCEP, should it be initiated, will engage with many thorny issues, not the least of which is how elimination of the A&S EDP majors impacts either A&S programs.)

FCAS will monitor these developments and report to the Faculty Senate leadership as appropriate.

(The final EDP major is Health Informatics and Health Information Management (HIHIM) and it is administered by the School of Public Health. As the name implies, this is a targeted program with strict admission and graduation requirements. Although small tweaks may be required, FCAS anticipates no major academic changes to this major at this time.)
Year 1 Accreditation Report - Prioritizing the University's Goals

As part of our university's accreditation work, we need to identify a series of 3-4 goals in each of three areas: Research/scholarship, Teaching/Learning, and Service/Community Engagement.

The core accreditation team, which supervised our self-study for last year's accreditation review, has compiled a list of possible goals for the UW. We want to get advice on these goals (which ones do you prefer? Which do you not prefer at all?), and we also welcome advice on other goals we might pursue. During May, we are meeting with a wide array of UW stakeholders -- Senate Executive Committee, Faculty Council on Research, Faculty Council on Teaching and Learning, the President's Cabinet, Board of Deans and Chancellors, and with the Provost's Advisory Council for Students (PACS). We would very much like your advice and good ideas.

Jerry Baldasty and Patricia Moy

Preliminary Goals for Year 1 Accreditation Report

Research and Scholarship Goals
1. Maximize institutional support for research and creative activity.
2. Support diverse types of scholarship.
3. Maximize publicly and privately funded research and creative activities. Increase funded research and creative activities at the Bothell and Tacoma campuses.
4. Enhance the student learning experience through engagement in research.
5. Support entrepreneurial activities and increase commercialization and licensing of UW-based technology to solve problems and attract/retain researchers, faculty and staff.
6. Establish new and strategic partnerships and collaborations to support discovery and solve problems.
7. Achieve operational and organizational efficiencies to better support the research enterprise and improve productivity.
8. Strengthen information technologies for increased efficiencies and effectiveness.
9. Adopt best practices to maximize efficient utilization of remodeled and newly constructed space.

Teaching and Learning Goals
1. Maximize institutional support for student learning.
2. Improve access and enhance the quality and scope of curricular and co-curricular learning experiences.
3. Invest in diversity-related efforts that further the UW’s teaching mission.
4. Enhance the student learning experience through engagement in research.
5. Increase access to UW degrees and programs.
6. Increase enrollment in STEM and other high-demand fields.
7. Invest in and reward collaborative education.
8. Establish new and strategic partnerships and collaborations to support curricular and co-curricular learning experiences.
9. Optimize curricular management.
10. Strengthen operational and organizational efficiencies.
11. Develop effective online pedagogical tools and teaching platforms.
12. Adopt best practices to maximize efficient utilization of remodeled and newly constructed space.

Service and Engagement Goals
1. Increase collaborations between university and community in areas that enhance community development.
2. Improve UW environmental sustainability.
3. Increase community access to university experiences and events.
4. Increase faculty-led, community-based partnerships that connect the university with local stakeholders.
5. Increase consideration of faculty service to external communities, based on professional expertise, as a component in evaluating faculty accomplishments.
6. Provide the highest quality healthcare in the region.
YEAR 1 REPORT (2015): Standard 1, Eligibility Requirements 2 and 3

ACCREDITATION CRITERIA: 5 standards and 24 eligibility requirements

STANDARDS: (1) mission and core themes; (2) resources and capacity; (3) planning and implementation; (4) effectiveness and improvement; and (5) mission fulfillment, sustainability, and adaptation.

ELIGIBILITY REQUIREMENTS: (1) operational status; (2) authority; (3) mission and core themes; (4) operational focus and independence; (5) nondiscrimination; (6) institutional integrity; (7) governing board; (8) CEO; (9) administration; (10) faculty; (11) educational program; (12) general education and related instruction; (13) library and information resources; (14) physical/technological infrastructure; (15) academic freedom; (16) admissions; (17) public information; (18) financial resources; (19) financial accountability; (20) disclosure; (21) relations with accreditation commission; (22) student achievement; (23) institutional effectiveness; and (24) scale and sustainability.

YEAR 7 REPORT (2021): Standards 3-5, Eligibility Requirements 22-24, plus update of Year 1 criteria, plus update of Year 3 criteria

YEAR 3 REPORT (2017): Standard 2, Eligibility Requirements 4-21, plus update of Year 1 criteria

YEAR 1 REPORT (2015)
Mission and Core Themes

University Goals: Sustainable Academic Business Plan; President’s Administrative Roadmap; Washington Futures Committee Report

Research & Scholarship Goals and Metrics
Teaching & Learning Goals and Metrics
Service & Engagement Goals and Metrics

Research & Scholarship Committee
Teaching & Learning Committee
Service & Engagement Committee

Accreditation Working Team

In input from key individuals and units across campuses

Broad consultation across the university
Transfer the Special Committee on Intellectual Property and Commercialization as a subcommittee of the Faculty Council on Research.
Action Item: Motion Failed.

Background:
On November 5, 2012, the SEC created a Special Committee on Intellectual Property and Commercialization.

Committee Charge:
The Special Committee on Intellectual Property and Commercialization is charged to review all University of Washington policies and practices related to faculty Intellectual Property, including its management and commercialization. These policies are broadly outlined in EO 36 and APS 59.4, and managed in part through C4C. Any proposed changes to such policies/practices shall be brought to this Special Committee as a part of shared governance. This special committee shall report to the Senate Executive Committee.

The committee will consist of five or more faculty members (voting) and a presidential designee (nonvoting). One of the faculty members will be the Chair of the Faculty Council on Research. Members will normally serve a three year term but the initial terms will be staggered.

What we’re proposing:

The Senate leadership proposes that, beginning in the 2014 – 15 academic year, the Faculty Council on Research (FCR) form a permanent subcommittee whose charge will be to represent the faculty in shared governance in developing policies and practices for the ownership and management of all types of intellectual property generated by faculty at the University. The goals are two: 1) to constitute a committee representing diverse kinds of faculty from all three campuses who have either interest or expertise in the relevant issues, and 2) to promote efficient communication and effective consultation on these issues among multiple Senate councils and with the UW administration. All current members of the Senate’s Special Committee on Intellectual Property and Commercialization (SCIPC) would be invited to become members of the subcommittee. In addition, the subcommittee should have at least one faculty member who is also a member of the President’s Intellectual Property Management Advisory Committee (IPMAC), a faculty member who is or has been a member of the Provost’s Online Education Joint Task Force, and a faculty member who is a member of the Faculty Council on Teaching and Learning (FCTL).

The leadership has consulted with SCIPC’s and IPMAC’s current chairs and they concur that it would improve communication and efficiency to place SCIPC’s responsibilities under the umbrella of a permanent and long-standing faculty council. SCIPC was formed in response to a particular issue that arose in the wake of a U.S. Supreme Court decision regarding patent assignments and that provoked a unilateral administrative requirement that faculty who request permission for paid outside work assign all their interests in inventions to the UW as one of the conditions of the permission. SCIPC has been working on that issue for over a year. It appears that it is close to a resolution so that the particular urgency that inspired SCIPC’s creation has passed. Nevertheless, other important issues for faculty concerning intellectual property remain and new ones are likely to emerge, and these issues seem to deserve a dedicated body within the framework of shared governance. The outstanding issues include ownership and licensing of course materials, especially on-line materials, and affect faculty teaching in the humanities and social sciences, who generate materials eligible for copyright and trademark. There are also significant uncertainties involving computer software that can involve patents, copyright, trademark and trade secrets. There are ongoing challenges concerning the role and funding of the Center for Commercialization (C4C).

At present, many faculty councils and university committees are working on issues that implicate faculty interests in intellectual property. The subcommittee would provide a faculty body to gather and organize the intellectual property issues emerging from diverse initiatives. The Senate leadership believes that
faculty interests in these issues will receive sustained attention if they are placed within the framework of a permanent council. We have chosen FCR because that council has traditionally engaged with issues about intellectual property, among other tasks. Although in recent years it has devoted more attention to patenting and commercialization of inventions, its charter includes oversight of faculty research and scholarship and thus can extend to other forms of intellectual property that faculty may generate as they generate traditional and novel forms of scholarship, traditional and on-line course materials, software, websites, performances, etc. A subcommittee will enhance FCR's capacity to deal with the numerous and complicated issues without diluting FCR's attention to the rest of its mission.
1. Senate Executive Committee elections will begin after the May Faculty Senate meeting.

2. Should the Class A legislation regarding the professor of practice title pass at the May Faculty Senate meeting, it will then be sent to the faculty for vote.

3. A survey regarding interest in Faculty Governance service was sent out in April, and we received an excellent response and have been using it to identify new members for 2014-15 Faculty Councils and Committees. If you indicated an interest and are not invited to serve immediately, please be aware that we preserve the interest survey to fill future vacancies. We attempt to achieve diversity of schools/colleges/campuses in the membership of councils and committees and also stagger terms of members.

4. Thanks to everyone who has participated in faculty governance activities during this past academic year. Your service is essential for the wellbeing of our university.
Report of the Senate Committee on Planning and Budgeting Chair
James Gregory, Professor of History

The Senate Committee on Planning and Budget meets weekly with the Provost, the Vice-Provost for Planning and Budget, and the head of the Board of Deans. SCPB is charged with consulting on all matters relating to the University budget and on a wide range of program and policy decisions. Meetings since my last report have dealt with the following matters:

**Budget discussions:** Budget planning is the major focus of spring quarter meetings. SCPB has been discussing priorities for the Provost’s Reinvestment Funds, which derive from the 30% portion of new tuition dollars (state dollars this year) that are not allocated to academic units under the ABB system. This year the Fund will have roughly $10 million to allocate. Deans and directors of nonacademic units have submitted requests totaling nearly $40 million. Requests can be viewed on the Office of Planning and Budget website: [http://opb.washington.edu/content/fy15-budget-development](http://opb.washington.edu/content/fy15-budget-development)

The Committee will soon begin discussing the University's legislative strategy and the FY2015-17 operating and capital budget requests that will be forwarded to the governor and legislature this summer.

**Faculty Demographics:** In response to a Senate resolution passed in FY13, the Office of Planning and Budget is creating a longitudinal database that will allow SCPB to monitor several dimensions of faculty demographics at department, college, campus, and university levels. In a preliminary presentation, the committee noted that women remain disturbingly underrepresented in some colleges at every rank and in most colleges at the full professor rank. Also of concern, there has been no slowing in the trend toward hiring lecturers rather than tenure track or WOT faculty, notably at Bothell and Tacoma which are already overbalanced with lecturers. The Faculty Senate will receive an oral report on trends at its May 15 meeting.

**Building Plans:** Since the budget cutbacks, little state money has been available for new construction. UW has been financing buildings with private donations and by increasing borrowing debt. Planning procedures have also changed and opportunities for faculty input on planning decisions have diminished. SCPB has negotiated a new arrangement that will allow the Faculty Council on University Facilities and Services to play a role in planning. In the meantime, SCPB is playing catch up. Plans for phase 2 of the Molecular Engineering building were briefly reviewed. Review of other building plans will take place later in spring quarter.

**Upcoming meetings** will look into the following:

- Classroom space recommendations
- Capital projects and planning for FY 15-17
- Activity Based Budget planning
- Information Technology plans and costs
Faculty Demography Report 2007-2013

Compiled by James Gregory from charts and data developed by Carol Diem, Office of Planning and Budget

Observation:
Faculty numbers have increased modestly, mostly in the lecturer categories
Professioral and instructional faculty – all UW

Overall Trend - Number of Faculty by Category
3912 total

<table>
<thead>
<tr>
<th>Year</th>
<th>Lecturers and Acting Positions</th>
<th>WOT - Tenured, Tenure track, Research</th>
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<tbody>
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<td>2002</td>
<td>13.9%</td>
<td>20.7%</td>
</tr>
<tr>
<td>2003</td>
<td>13.9%</td>
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<td>2005</td>
<td>13.9%</td>
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<td>2006</td>
<td>13.9%</td>
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<tr>
<td>2013</td>
<td>13.9%</td>
<td>20.7%</td>
</tr>
</tbody>
</table>

05/15/2014
Observation:
Lecturer category has been overused at Bothell and Tacoma

Professorial and Instructional – Bothell & Tacoma

Faculty by detailed type - Bothell
Faculty by detailed type - Tacoma

Observation:
In Medicine: WOT and salaried Clinical positions have increased
Faculty by detailed type - Medicine
Observation:
We have made little progress toward diversifying the faculty

Race/Ethnicity—all UW

2013 Faculty of Color—all UW and Professorial ranks

<table>
<thead>
<tr>
<th>American Indian</th>
<th>Asian</th>
<th>Black</th>
<th>Hispanic</th>
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</thead>
<tbody>
<tr>
<td>2013 All</td>
<td>2013 All</td>
<td>2013 All</td>
<td>2013 All</td>
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<tr>
<td>16</td>
<td>13</td>
<td>677</td>
<td>536</td>
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<tr>
<td>0.3%</td>
<td>13.9%</td>
<td>1.7%</td>
<td>4.0%</td>
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</table>

05/15/2014
Observation:
We are getting older
Age – percentage of total UW faculty by age cohort

Observation:
Women hold 42% of faculty positions
Gender – all UW

05/15/2014
Women are seriously underrepresented at the top rank

Gender – full professors

Overall Trend - Number of Faculty by Sex

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<tr>
<th>Year</th>
<th>Female</th>
<th>Male</th>
<th>Total</th>
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<tr>
<td>2014</td>
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Trend by Category - Number of Faculty by Sex

Female | Male | Total

Does the Foster School of Business have a problem?

Gender – Business full profs

Overall Trend - Number of Faculty by Sex

<table>
<thead>
<tr>
<th>Year</th>
<th>Female</th>
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<tr>
<td>2014</td>
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</table>

Trend by Category - Number of Faculty by Sex

Female | Male | Total

05/15/2014
Does the Foster School of Business have a problem?
Gender — Business all Tenured/tenure track

Gender/Racial Inequities in Rank, Tenure, Salary, and Leadership
What Faculty and Administration Can Do to Affect Change

Susan Astley PhD
Senate, May 15, 2014
What can the Administration Do?

- Provide the faculty with more consistent, comprehensive, and informative demographic data and post it in ONE location.

What can the faculty do?

- Establish Task Forces through their Faculty Councils to identify, track, and address gender/racial inequities in rank, tenure, salary and leadership.

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![Faculty Statistics by Rank as of 10/31/2012](image)

**Faculty Statistics by Rank as of 10/31/2012**

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<thead>
<tr>
<th>Rank</th>
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<th>Hispanic</th>
<th>Pacific Islander</th>
<th>White</th>
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<td>744</td>
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<td>53</td>
<td>4</td>
<td>185</td>
<td>24</td>
<td>13</td>
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<td>955</td>
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<td>216</td>
<td>27</td>
<td>62</td>
<td>1</td>
<td>958</td>
<td>19</td>
<td>13</td>
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<tr>
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<td>1</td>
<td>37</td>
<td>4</td>
<td>18</td>
<td>1</td>
<td>512</td>
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<td>18</td>
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<td>0</td>
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<td>1</td>
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<tr>
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<td>166</td>
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<td>113</td>
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<td>11</td>
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<td>1500</td>
<td>12</td>
<td>575</td>
<td>77</td>
<td>136</td>
<td>3</td>
<td>3306</td>
<td>54</td>
<td>122</td>
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</table>

*The Council of graduate programs (COP) reports excluded from these data include clinical faculty (KACH), affiliate faculty (KACH), and other faculty and academic programs (KACH).
Example of an annual Workforce Analysis Report

- Each report is over 50 pages long and data is presented in PDF format.
- It would take an inordinate amount of time to transfer this data into a database for analysis.
Gender and Rank (2012)
An example of a more informative format

Gender and Rank (2013)
Proportion of UW Professors that are Female
Is any progress being made over time?

Proportion of UW Full Professor Positions held by Women and Men from 2007 to 2013. (Example of new Tableau interface)

Proportion of UW Assistant, Associate, and Full Professor Positions held by Women and Men from 2007 to 2013
Proportion of UW Tenure-Track and Tenured Positions held by Women and Men from 2007 to 2013

What Female Faculty Earn Relative to Male Faculty (UW: 1997-2012)

<table>
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<td>97</td>
<td>93</td>
<td>92</td>
<td>92</td>
<td>93</td>
</tr>
<tr>
<td>Assistant</td>
<td>127</td>
<td>112</td>
<td>105</td>
<td>99</td>
<td>99</td>
<td>92</td>
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<tr>
<td><strong>Tenured</strong></td>
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<tr>
<td>Full</td>
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<td>86</td>
<td>85</td>
<td>86</td>
<td>86</td>
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<tr>
<td>Associate</td>
<td>90</td>
<td>95</td>
<td>92</td>
<td>92</td>
<td>90</td>
<td>93</td>
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<tr>
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<td>80</td>
<td>88</td>
<td>81</td>
<td>91</td>
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<tr>
<td><strong>WOT &amp; Research</strong></td>
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<tr>
<td>Full</td>
<td>85</td>
<td>89</td>
<td>88</td>
<td>91</td>
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<tr>
<td>Associate</td>
<td>104</td>
<td>99</td>
<td>97</td>
<td>96</td>
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<tr>
<td>Assistant</td>
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<td>100</td>
<td>100</td>
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</tbody>
</table>

UW data from Senate Dataset;
AAUP: https://chronicle.com/article/2013-14-AAUP-Faculty-Salary/149679/Editable
UW: Mean Salary by Rank and Gender from 1997 to 2012

WOT and Research Faculty

Tenure-Track and Tenured Faculty

05/15/2014
Gender and UW Leadership

Data are not readily available. Here are a few examples:

University of Washington (2014)
• 21 Deans: 7 women (33%)
• 30 Presidents over 153 years: 1 woman for 1 year (3%)

School of Medicine (2014)
• 29 Chairs: 4 women (13%)

School of Public Health
• 5 Departments: 0 women (0%) over 44 year history

Recommendations for Posting Faculty Demographic Data

Post faculty demographics on the UW website as follows:
1. Post under one URL.
2. Post in excel format that enables one to work with the data.
3. Post in a format that readily reveals contrasts and trends.
4. Have the Faculty Senate/Council propose excel templates (data tables and graphs) to ensure comprehensive and consistent content and format over time.
6. Post annual data by Campus, School, Department.
7. Post data trends over time by Campus, School, Department.
8. Post comparisons with Peer Institutions (as appropriate).
9. Present data in aggregate format to prevent identification of individual faculty members.

This may look like a tall order, but all of this data is presented somewhere in some format every year. Presenting it in a consistent format in one place every year will save time and better inform.
Example of What Faculty Can Do

Establishment of the School of Public Health
Faculty Equity Task Force (2013)

Issue:
Gender and racial/ethnic inequities in faculty hires, promotion, tenure, leadership roles, and salary have existed at the University of Washington since its inception. This issue was brought before the Board of Regents and Faculty Senate most recently by Senate Chair Susan Astley in June 2012. Data documenting the magnitude and breadth of the inequities is summarized in Professor Astley’s final Report of the Chair of the SCPB to the Faculty Senate (Exhibit D) in May 2013. In November, 2012, the Senate adopted Class C Bulletin No. 525: A Resolution Addressing Faculty Demographic Concerns. The Faculty Senate posted Faculty Demographic Resources on their ‘Issues Under Consideration’ website to support Academic Units’ efforts to address this topic. These campus-wide resources document inequities across most schools including the School of Public Health. In the spirit of faculty Class C Resolution No. 525, it was proposed and approved by the SPH Faculty Council in June 2013 that the School of Public Health convene an ad-hoc Committee on Faculty Equity.

School of Public Health
Faculty Equity Task Force

Task Force Charge:

1. Document the presence and magnitude, breadth, and trends over time in gender and racial/ethnic equities and inequities in faculty hires, promotion, tenure, leadership roles, and salary in the School of Public Health.

2. Identify factors that may be contributing to equities and inequities.

3. Propose immediate and longer term actions to achieve equity.
Key School of Public Health Findings to Date

- Women in 2012 held only 27% of the tenured positions. Women held 30% of the tenured positions in the year 2000.
- Women in 2012 held only 35% of the Full Professor positions. Women held 32% of the Full Professor positions in the year 2000.
- Women’s annual salaries in 2012 were, on average, $10,472 lower than men’s (after adjustment for rank, years since highest degree earned, department, and MD/PhD).
- A woman has never been appointed Chair in any of the 6 Departments in the School’s 44 year history. There have been 26 male Chairs.
- The proportion of non-white faculty in 2012 (15.8%) falls well below State (27.5%) and U.S. (36.2%) distributions.
- These key findings vary considerably across Departments.

School of Public Health Faculty Equity Task Force Recommendations

- Begin a school-wide conversation among colleagues about equity issues.
- SPH must prioritize and reassess its policies for recruitment, advancement, and compensation of under-represented faculty (women and/or persons of color). The Diversity at the UVa website offers resources/tools for addressing these issues.
- Identify the factors contributing to the inequities.
- Propose and implement immediate and long term actions to achieve equity. Conduct annual reviews to assess and report progress.
- Take advantage of three current/upcoming opportunities to address equity in the SPH:
  1. Merit increases are slated for July 2014. This presents an opportunity for Departments to address rank, tenure, and salary equity.
  2. SPH is currently reviewing the option to implement Prevent-approved unit adjustments. This presents an opportunity to address salary equity.
  3. Searches are currently underway for 3 Department Chair positions (Environmental and Occupational Health, Biostatics, and Global Health). This presents an opportunity to address leadership equity.

05/15/2014
## Provost Report – Slides

### Summary Profile of Appointment Tracks

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<th></th>
<th>Type</th>
<th>1Y Faculty</th>
<th>1Y Rehired</th>
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<td>1804</td>
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</table>

*Instructional appointments in this report include Principal Lecturers, Senior Lecturers, and Full-time Lecturers.*
New Professorial Hires*
by School/College/Campus**

<table>
<thead>
<tr>
<th>School/College/Campus</th>
<th>Fall 13</th>
<th>Spring 13</th>
<th>Fall 14</th>
<th>Spring 14</th>
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<td>2</td>
</tr>
</tbody>
</table>

* Three traditional, coterminal new hires for spring semester 2014.
** New hires in School of Business not included for 2014 report.
*** Includes Forest Resources and State & Fishery Sciences.
**** Includes new hires in spring semester 2014.