1. Call to Order and Approval of Agenda.

2. Faculty Senate Chair’s Remarks – Professor Thaïsa Way. [Exhibit A]

   a. Report of the Secretary of the Faculty. [Exhibit B]
   b. Report of the Chair of the Senate on Planning and Budgeting. [Exhibit C]
   c. Report of the Faculty Legislative Representative. [Exhibit D]
   d. Report of the Faculty Council on Academic Affairs. [Exhibit E]

4. President’s Remarks– Ana Mari Cauce.

5. Requests for Information.
   Summary of Executive Committee Actions and Upcoming Issues of January 8, 2018.
   a. Approval of the November 13, 2017, Senate Executive Committee. b. Approval of November 30, 2017, Faculty Senate minutes; c. Special Olympics 2018 Policy Committee Update [Exhibit F]; d. Revised Classroom Scheduling Process; e. Elected Faculty Council Chair Representation on the Senate Executive Committee [Exhibit G].

6. Memorial Resolution.

7. Consent Agenda.

8. Announcements.


10. Discussion Items:
   a. Diversity Reports.
      Brenda Williams, Chair, Faculty Council on Multicultural Affairs. [Exhibit H]
      Angelisa Paladin, Chair, Faculty Council on Women in Academia. [Exhibit I]
      Bill Covington, Faculty Member, Board of Regents Diversity, Equity and Inclusion Advisory Committee. [Exhibit J]
   b. Laboratory Safety Initiative. [Exhibit K]
      Jude Van Buren, Senior Director, Environmental Health and Safety.


12. Good of the Order.


Prepared by: Mike Townsend
Secretary of the Faculty

Approved by: Thaïsa Way, Chair
Faculty Senate

NOTE: If a continuation meeting is necessary to conduct unfinished or special business, it will be held on Thursday, February 1 at 2:30 p.m. in Johnson Hall 102.
At this time of year our councils and faculty are busy with much going on. Please be sure to read the reports included in this agenda. I sent out the report from our Legislative Liaison, JoAnn Taricani, as it is an important time of year to stay up to date with discussions in Olympia.

Here are updates on just some of that work our councils and senators are focused on:

**Strengthening Shared Governance:** With the announcement of our new provost, Mark Richards, from UC Berkeley, we can begin to plan our transition (thank you to the search committee for doing such a stellar job of identifying great candidates). We will be building on the strengths of our current partnership with Provost Balsasty as we lay the groundwork for incoming Provost Richards. Richard’s experience with shared governance, his commitment to public education and the mission of public research institutions will contribute to what we hope will be a remarkable next era at UW. We are also deeply pleased to know that his commitment to a diverse community of faculty, staff, and students will build on our efforts from the Race & Equity Initiative to the “New Chairs Leadership in Diversity” program to the work of faculty who are deeply engaged in the scholarship of race, equity, gender, and justice.

Ongoing projects include Open Access legislation that is being developed in cooperation with the chairs of the FCFA, FCR, FCUL, ACIPPP, Library leadership, and Faculty Senate leadership. We will be presenting our approach to maximizing open access while respecting faculty control and choice over the coming months. Our plan is to present Class B legislation for approval to the SEC and then to Faculty Senate at the May 18th meeting, and should it be approved, shared with all faculty for comment.

We have launched our review of our faculty processes for resolving differences and disciplinary actions to assure that they reflect our mission to educate a diverse student body to become responsible global citizens and future leaders through a challenging learning environment informed by cutting-edge scholarship. This means assuring that our Faculty Code language related to the standard of conduct as well as the adjudicative and conciliatory proceedings for the resolution of differences reflects a process that is clear, timely, equitable, and just. Thank you to Secretary of the Faculty, Michael Townsend and immediate past chair of the Faculty Senate Zoe Barsness for their leadership, and thank you to all the UW members (faculty and staff) who are working hard to do this work.

**Diversity and Equity:** We have launched our Diversity Leadership Training (DLP) for 20 new chairs and program directors. The Race & Equity Initiative is in the midst of reviewing the training opportunities and beginning to plan for a next phase of engagement. The Faculty Council on Women in Academia has been working to support the expansion of lactation centers on our campuses. Like childcare, lactation centers are a critical part of making it possible for faculty, staff, and student parents to be full members of our community. The Faculty council on Multicultural Affairs is reviewing diversity hiring and retention numbers across units. While we continue to emphasize hiring faculty from diverse backgrounds, we are not doing as well on retention- something we will need to think hard about as our new provost joins us. As with our lecturers, much of this is about climate and culture and only a bit about code and policy. It is the responsibility of each of us to consider what we are doing every day to make the UW a supportive, inclusive, curious place for all of our faculty members, staff, and students.

On a similar note- if you have heard of any concerns from faculty members, or staff or students, related to travel restrictions, please let me know – you can email me at tway@uw.edu.

**UW/Faculty 2050:** The most important outcome of these discussions has been a renewal by many of our faculty of our shared commitment to the UW as a public institution of higher education grounded in academic freedom, the high value we place on student experience and education, and our dedication to knowledge in all its forms. Our “Letter of Shared Values” remains a strong part of our discussions. To build out this work, we have compiled a solid list of the trends and challenges that we believe the UW as a public research and teaching institution will face in the coming decades. Our next step is to consider how we might respond in ways that would support our faculty- particularly our younger, newer, more recently hired faculty members who will be our future leaders. We will be sending out a survey soon to
ask each of you what is important to your career and what might you need from the UW community so that you can be most successful and have the most impact do the most public good. We will be developing documents to share with everyone soon so that you can keep tabs on our work.

Lecturer career paths: The FCFA is drafting legislation to clarify career paths for lecturers including hiring and promotion criteria, policies for multi-year competitively hired contracts, and how and by whom lecturers are reviewed. What has become increasingly clear, however, is that changes in the code and policies are only a part of the needed improvements. There are also the challenges of budgets and enrollment. It is hard to acknowledge that when enrollment drops in a program or budgets get tight, we are not always able to re-hire our lectures, or to keep them on 3 and 5 year contracts. While most of our chairs and deans work hard to retain long-term lecturers who have served us well, hard decisions are well, hard. Nevertheless, what is our larger challenge is how to create a culture that more fully, broadly, and inclusively respects, honors, and mentors our lecturers. As with stewarding a diverse faculty body, much of this is about culture and climate i.e. it is about us and the communities we foster around us.

Fiscal stability and faculty compensation: The Senate Committee on Planning and Budgeting is reviewing the Unit adjustment proposals by deans in partnership with each of their EFC chairs. Alongside these presentations, we are reviewing the UW budget priorities to ask questions and challenge assumptions in the framework of robust discussions. Stay up to date by reviewing the SCPB chair reports available as an attachment to the SEC and Senate meeting agendas; these are available via the Faculty Senate Website in advance of each SEC and Senate meeting: http://www.washington.edu/faculty/senate/minutes-agendas/.

I have had the pleasure of meeting a number of Faculty Senators over the fall and early winter and want to re-state my thank you to each of them and encourage everyone to actively participate in the Faculty Senate meetings. I know they are big, formal, and can be intimidating but these are important and your participation is critical. And if you would like to talk about any issue outside of the senate meeting, please reach out to me at tway@uw.edu.
Report of the Secretary of the Faculty
Mike Townsend, Associate Professor, School of Law

1. Faculty Senate Vice Chair Search Update: The Senate Vice Chair Nominating Committee is currently interviewing nominees for the 2018-19 Vice Chair. The Nominating Committee expects to recommend candidates to the Senate Executive Committee at its February 12 meeting.

2. Committee on Committees: The Committee on Committees will soon be seeking candidates for membership on various Faculty Councils and Committees. Contact Joey Burgess (jmbg@uw.edu) or Jordan Smith (jjsmith4@uw.edu) for further information.

3. Annual Faculty Lecture: The University Faculty Lecture Award Selection Committee is currently accepting nominations for the 2018-2019 University Faculty Lecture. The deadline for nominations is January 31, 2018. Please send applications to secfac@uw.edu.

The purpose of the University Faculty Lecture Award is twofold: to honor University of Washington faculty members whose scholarship or creative work is widely respected by their colleagues as original and important and to share those accomplishments with the community, both on and off the campus, through a public lecture. Each year since 1974, a distinguished member of our faculty has been chosen for this honor.
Report of the Chair of the Senate Committee on Planning and Budgeting
Zoe Barsness, Associate Professor, Milgard School of Business, UW Tacoma

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.

The Senate Committee on Planning and Budgeting (SCPB) has met three times since the last Senate meeting. The focus of our meetings has largely been on reviewing school, college and campus unit adjustment proposals. As I indicated in my last report, as part of the FY18 Compensation and Merit cycle, the Provost allocated extra unit adjustment funds to UW Seattle Schools and Colleges based on the number of senior faculty in the unit and augmented these funds with an additional $2 million from central funds (secured through central administrative cost savings) to match UW Seattle academic units’ self-funded unit adjustments in FY18. In addition, the Provost strongly encouraged all units at the UW, including UWT and UWB (for which any unit adjustments must be fully self-funded), to submit a unit adjustment proposal this academic year. With the exception of the Bothell campus, all UW schools, colleges and campuses have submitted, or are soon expected to submit, a unit adjustment proposal to the Provost.

The SCPB’s role in the unit adjustment process is to review each proposal and make a recommendation to the Provost as to whether or not the proposed unit adjustments should be approved. Ultimately, the approval decision is the Provost’s to make. As part of its continuing collaboration with the Provost, Board of Deans and Chancellors, and Elected Faculty Councils (EFCs) to support units’ budget analysis and compensation planning efforts, the SCPB is inviting the Deans/Chancellors and EFC chairs to attend the Senate Committee on Planning and Budgeting unit adjustment review meetings. SCPB members have found it extremely helpful to have the Deans/Chancellors and EFC chairs available to answer questions directly and provide any needed clarifications to their written proposals. It is important to emphasize that these SCPB discussions are intended to be supportive of the academic units’ planning compensation planning efforts. Thus, when reviewing each proposal, the SCPB is focused on assessing: (1) the alignment of the proposed unit adjustments to the unit’s stated strategic compensation goals and priorities, (2) the sustainability of the proposed increases to the unit’s overall compensation pool, and (3) the implications of the proposed unit adjustments for the proposing school, college or campus in regards to opportunities enabled and costs incurred.

The SCPB has completed its review of 8 unit adjustment proposals and anticipates wrapping up its review of outstanding proposals by the end of January. This timeline facilitates a February or March implementation for proposals ultimately approved by the Provost. To date, our reviews have been informative and SCPB members have found the unit adjustment proposals reviewed reflective of the unit compensation goals and priorities. The SCPB has also been positively impressed by the level of collaboration between the Deans/Chancellors and their respective EFCs that is evident in units’ compensation planning processes. Finally, we are happy to report that the proposals reviewed so far demonstrate an advance in sophistication and specificity of unit compensation planning efforts reported to SCPB last spring. The SCPB membership extends its thanks again to the Chancellor, Deans and Chairs of the elected faculty councils in each of these schools and colleges for the information they provided and their detailed and informative responses to our questions. We appreciate the time they made available to the committee.

In addition to reviewing unit adjustment proposals, the SCPB also received a report on Research funding and indirect cost recovery from Mary Lidstrom, Vice Provost for Research. Much of the content of this report was similar to that provided by Vice Provost Lidstrom in her presentation to the Senate on November 30, 2017. In her SCPB report, Vice Provost Lidstrom highlighted that approximately 50% of our grant funding is in Medicine while the other academic units combined account for the remaining 50%. She indicated that this diversity is a strength of the UW’s research portfolio and positions the institution better than others for weathering the ups and downs of research funding, especially in the current uncertain climate. She also highlighted the fact the 20% of our space for research is leased. In contrast to institutions with a primarily fixed research plant, this provides us some institutional flexibility to reduce overhead costs should we run into a situation where federal funding decreases.
The other topic we began to explore in SCPB at the close of the quarter and to which we will return again later this year was strategic enrollment management. The SCPB heard a report from Philip Ballinger, Associate Vice Provost for Enrollment Management, on emerging trends in UW enrollment at the Seattle campus in particular. The report looked closely at student admissions and enrollments over the past ten years highlighting those areas that have seen significant changes, whether increases or decreases in numbers of students. By reviewing admission data alongside that of enrollment in majors (competitive, capacity constrained, and open majors), the presentation emphasized the need for faculty to engage more fully in a broader discussion of academic planning and the need to address the student pipeline in its entirety, from application to admission to major and matriculation. This is particularly true as we move steadily toward more programs requesting freshman direct admissions. We have asked Associate Vice Provost Ballinger to present his report to the SEC and will be following up with this soon.

**Activity Based Budgeting Update**

In my last SEC report, I indicated that in line with recommendations of the [2017 ABB Oversight Committee](mailto:), the SCPB would review the impact changes in the ABB formulas effected last year have on unit funding, as well as the purpose and calculation of the ABB supplements. Given that the Board of Deans and Chancellors (BODC) was also planning on addressing this same issue, the Provost, BODC and SCPB will extend our collaborations to include this project. The Joint Task Force on Supplement Distribution, co-chaired by me, as Chair of the SCPB, and Mike Bragg, Dean of the College of Engineering has been charged by the Provost to design a forward-looking, realistic set of recommendations regarding supplement distribution that seeks to minimize financial duress to individual units and recognizes the significant circumstantial changes in tuition revenue distribution and program delivery. The remainder of the task force is composed of members of the SCPB, BODC and Office of Planning and Budgeting staff. The task force began its work in mid-January and we will be sure to share the results of task force’s work when it is complete.

In closing, I encourage any SEC member, Senator or faculty who has questions about the budget or finances to submit his or her questions to me as Chair of SCPB at: [senate@uw.edu](mailto:). The SCPB is currently collecting data in response to a number of questions that were forwarded to the committee at the close of the fall quarter and over the break. As soon as we finish collecting data and reviewing relevant analyses, we will be sure to include answers to your queries and a summary of any related SCPB discussions and materials in my upcoming regular reports.
Report of the Faculty Legislative Representative
JoAnn Taricani, Associate Professor, Music History

I am pleased to provide an update on some legislation that has moved quickly, as well as a reminder of our priorities for the session. There has been rapid action this week on the faculty regent bill, financial aid for health care graduates, and the capital budget for 2017-19. Information on contacting your legislators is below, which I enthusiastically encourage you to do. While I cannot advocate pro or con on our UW email server, I can provide information on pending legislation related to our interests. I am happy to answer questions at the Faculty Senate meeting or via email.

Fast-tracking of legislation: I am writing this report a week prior to the January Faculty Senate meeting, so I will offer updates then. But here are three bills being fast-tracked that are of significant interest to UW faculty: (1) The bill that would create a faculty Regent position at the UW and WSU (HB 1437) will pass the full House of Representatives before our Faculty Senate meets, having quickly moved through the House process. It proceeded this far in 2017, and as I said last year, this is the first major approval in a longer path, but it is helpful to have it passed in the first wave of bills to pass the House this session. (2) A bill for financial aid for medical students and graduate students in health care fields is also has already passed a vote of the full House (HB 2143; this bill came close to final passage in 2017 and has strong State Senate support). It would offer access to Opportunity Scholarships to medical students and students in graduate health care programs who agree to provide service in rural areas of the state. (3) Also moving forward is the capital budget (SB 6090), with a unanimous bipartisan vote of the Senate budget committee of this bill and the necessary bonds bill. The bonds for the state capital budget will need strong bipartisan support for the bonds component, which requires a supermajority.

New legislation introduced: A number of new bills address student loans and financial aid, the needs of students emerging from the foster care system, and homeless students (SB 6029, SB 5074, SB 6274, HB 1488, HB 2386, 2513, HB 2464, and many more). With new leadership in the State Senate, some new priorities are emerging, such as creating a task force to look at the capacity for creating degree programs in the outdoor recreational industry (SB 6092, such as exists in Colorado), creating a new scholarship program (Evergreen Investment Scholarship) that would expand the State Need Grant program (SB 6101), reporting on incidents where the expression of free speech has been impeded (HB 2324, particularly focused on outside speakers), and creating a loan repayment program for graduates of social work programs who enter public service (SB 6259). I am following well over 60 bills introduced with the potential to move forward; typically, around 10% get enacted into law.

Contacting legislators: I strongly encourage you to contact your own district’s legislators; messages from constituents always gets the most attention. You can find your district and links to your legislators at http://app.leg.wa.gov/DistrictFinder/ As always, we must use non-UW email accounts when contacting legislators about campaigns, fundraising, or lobbying.

Priorities: We are still at least a month away from receiving the House and Senate proposed budgets in late February. This is a supplemental session of sixty days, which means that *new* budget requests are not a priority; but adjusting the current budget is the primary focus of budget committees in the Legislature. The main priority of the university, discussed in the UW Senate Committee on Planning and Budgeting (SCPB) in October and presented at the December Faculty Senate meeting, is the need to obtain full funding for the salary increases allocated for 2018-19 academic year: 4% total, provided as two 2% increases in July 2018 and January 2019. Our SCPB is discussing the timing of these raises internally. The main issue we are taking to the Legislature is what is called the “fund split,” or the amount of the salary increase funded by tuition versus state appropriation. We are requesting that the fund split be adjusted to 50%/50% (tuition ratio to appropriation; currently set in the budget law as 66%/34%). We need an additional $9.5 million appropriated to our budget to pay for the salary increases and other central expenses charged by the state. This request is outlined in our budget request to the Office of Financial Management (OFM) in this document:
The 2017-19 capital budget, as noted above, is moving toward a final vote.

**Governor's budget:** The Governor's proposed budget came out in mid-December. The big UW item was $3 million for increased enrollment in computer science. This proposal did not fund the faculty salary increase, and in fact removed the $9 million of excess funding for staff salary increases (which we want to shift over to the faculty salary increases). This is not a surprising budget; the Office of Financial Management drafts the Governor's budget, and usually the UW does much better working with legislators on the House and Senate budgets. We hope to see this funded in the House and Senate budgets; legislators have been receptive to the “fund shift” concept, and most legislators had no idea that staff wrote the budget with only 34% of our increases coming from the state.

Here is one new article and an article I previously provided to the Faculty Senate about the caution expected in Olympia this session: “Here’s why Democrats in Olympia will avoid making waves in 2018” https://www.seattletimes.com/opinion/heres-why-democrats-in-olympia-will-avoid-making-waves-in-2018/

I sent a similar piece to the full Faculty Senate back in December: “Democrats may control the Legislature, but moderates will set the agenda” https://www.seattletimes.com/opinion/editorials/democrats-may-control-the-legislature-but-moderates-will-set-the-agenda/
Faculty Council on Academic Standards
2017 – 2018 Mid-Year Report
Submitted by Sarah Stroup, Chair / 18 January 2018

Summary:

During the first third of the 2017 – 2018 academic year (October through early January), the Faculty Council on Academic Standards (FCAS) met six times in regular meetings, conducting its routine business of approval of new (or changed) undergraduate degrees, majors and minors for the University of Washington Seattle campus; evaluation of admissions and graduation requirements; and the selection of honors medalists and GPA cutoffs. Details of all of these actions may be found in the meeting minutes, which are located on the council’s page on the UW Faculty Senate website. The FCAS Subcommittee on Admissions and Programs (SCAP) met five times in this period, conducting its routine business of reviewing all new 1503 proposals (i.e., for new or changed degrees, majors, minors, and programs) arising the Seattle campus; the FCAS Subcommittee on Admissions and Graduation (SCG) also met five times in this period, conducting its routine business of overseeing all changes to UWS admissions and graduation requirements, as well as reviewing petitions. Finally, the FCAS Subcommittee on Honors met twice to (1) establish our University Honors GPA cut offs and (2) pick our junior and senior medalists.

In addition to the routine business outlined above, the following non-routine business was completed or is in progress:

- **Computer Science and Engineering (CSE) shift to 65% Direct-to-Major admissions**
- **College of Arts and Sciences (CAS) move to Direct-to-Division admissions**
- **FCAS is working closely with the Undergraduate Enrollment Management (UEM) task force to completely review and revise the enrollment practices—both of freshmen and of students transferring in—at UWS.**
- **In AU term, and at the request of CAS leadership, FCAS created policy on what constitutes a “C” course.**
- **In AU term, FCAS created a policy on the use of residency status for admission of UW Matriculated students to Majors or Programs.**
- **At the request of FCSA and Hall Health leadership, in late AU 17, FCAS voted to create a UWS policy on the use of Medical Excuse Notes. A working group of members from FCSA (Chris Laws) and FCAS (faculty, the Registrar, and our ASUW and GPSS representatives), was charged to investigate best practices for this policy, and to propose both policy language and means of notification to students and faculty.**
- **At the request of Advising, in late AU 17 FCAS voted to create formal policy on the requirements of AoK (Areas of Knowledge: VLPA, I&S, NW), as no such formal language exists at present. At the first FCAS meeting of January, I established a working group consisting of Dan Feetham (Advising), Janice DeCosmo (Associate Vice Provost for Undergraduate Research), and Tina Miller (Registrar’s Office) to work on this language.**
- **FCAS continues to work with Patricia Kramer and Phil Reid’s office on the creation of a new set of “experience-based” Interdisciplinary Minors. I hope to see the first proposals for such later in WI quarter.**
- **FCAS has begun to work on policy language for “Syllabus Best Practices” focusing especially on the need to include clear grading rubric and grade scales (when applicable) on all undergraduate syllabi.**
- **On the request of Patricia Kramer, Chair of UEM, FCAS is in the process of passing policy language on “Best Practices” for any future Colleges, Schools, or Programs proposing any shift to “Direct-To” admissions.**
January 8, 2018 Faculty Senate Executive update
Murray Maitland mmaitlan@uw.edu

**Special Olympics USA Games**
July 1 – July 7, 2018

The University of Washington is the primary venue for the 2018 Special Olympics USA Games. There is a cost-recovery relationship. All expenses will be covered by SOUSA. In addition, the Washington State Legislature has appropriated $3.2 million in the July 1, 2018 budget to help SOUSA pay for UW services. Contracts with SOUSA and the UW are being developed with various UW entities, such as Housing and Food Services through the Attorney General’s office.

The largest event will be the Sunday, July 1 opening ceremonies from noon to 3 p.m. Attendance at the opening ceremonies is limited to 24,000. The UW will inform campus and surrounding communities about what to expect for traffic and parking that day, similar to what is done now for weeknight football games.

There will be 4,000 athletes and coaches participating in 14 sports, with seven sports venues on east campus. At any point in time, half the athletes will be competing at other venues in the greater Seattle area.

The SOUSA event is looking to recruit 10,000 volunteers. The volunteer website (see below) is now open for registration for positions from June 29th to July 7th.

- UW Special Olympics webpage - [http://fa.uw.edu/special-olympics](http://fa.uw.edu/special-olympics).
- Special Olympics Seattle webpage and volunteer registration [https://www.specialolympicsusagames.org/](https://www.specialolympicsusagames.org/).

There has been communication in:

Communications with the campus and surrounding communities are ramping up.

Students are involved:
- Special Olympics has a focus on making these “green games” and partnered with the College of Environment Sustainability Lab last quarter.

Special Olympics Washington Training Day Nov. 16, 2017 co-hosted by the UW Combined Fund Drive and The Whole U Raised $3,315

For more information: Kerry Kahl, UW Special Olympics Project Manager, [kkahl@uw.edu](mailto:kkahl@uw.edu)
Proposal to add Elected Faculty Council Chair’s to the Senate Executive Committee
Thaïsa Way, Faculty Senate Chair

Background:

As we seek to strengthen shared governance, attention must be paid to the role of faculty leadership at all levels. Elected Faculty Councils (EFC) and their chairs are an important part of shared governance as they address the governance of the university’s schools, colleges, and campuses.

While the university’s faculty senate and its councils have been a priority, in the past three years the senate leadership has sought to strengthen shared governance at the unit level. A specific example of this are recent efforts to work with the EFCs in each unit to support partnerships with their respective deans to address budget issues and faculty compensation plans. Additionally the faculty senate leadership has established an annual retreat and quarterly meetings with the EFC chairs. Finally, this winter the senate leadership has launched a review of the EFC membership and procedures to assure that all councils adhere to the guidelines as provided. This will help assure that all EFCs are strong and able to be appropriately productive.

Proposal:

To support the work of the EFC’s, we propose to add two EFC chairs as voting members to the Senate Executive Committee (SEC) every year, a position that would rotate among the unit EFCs on the Seattle campus only. The EFC chair equivalent from UW Bothell and UW Tacoma already serve on SEC. These two new positions would:

- Strengthen the connection between the EFCs and the UW Faculty Senate
- Provide a strong link between the EFCs and faculty senate leadership
- Expand access of EFC leadership to university leadership including the president and provost
- Broaden knowledge of the SEC of EFC efforts and accomplishments
- Increased faculty engagement in the leadership of the UW
- Mentor faculty leaders from the units in university-wide leadership

Rotating positions to be determined.
At the Faculty Council on Multicultural Affairs initial meeting in October 2017, the council reviewed recommended goals from Senate Chair Thaisa Way and developed supplemental topic areas and goals for the council’s work.

- Evaluate relevant sections of the Faculty Code and associated practices through the lens of multicultural affairs, diversity, and difference, with the objectives of strengthening equity and fairness

During the fall quarter meetings, the Council reviewed various sections of the Faculty Code, paying particular attention to topics that would impact issues relevant to the council. Ultimately, the FCMA honed in on specific sections of the code within chapter 24. Specifically, section 24.32 of the faculty code, Scholarly and Professional Qualifications of Faculty Members and the discretionary language utilized for the consideration of contributions “in scholarship and research, teaching, and service that address diversity and equal opportunity” in appointment and promotion decisions. The Council will consider recommending Class A legislation that proposes modifying “may be included” to “shall be” included among the professional and scholarly qualifications for appointment and promotion.

- Remain current on diversity/equity/inclusion matters by receiving external reports from relevant administrators and campus bodies.

Chief Diversity Officer Rickey Hall joined the FCMA’s December 14, 2017 meeting and reported out on diversity matters. He described minority affairs as a broad-based office, that is primarily undergraduate-focused. He works with the senior administrators in the colleges, schools, on each of the three campuses. This year’s focus has been diversity education and training, as well as diversity and inclusion seed grants. Additionally, efforts have now turned to the topic of a climate assessment at the UW. While many of the colleges and schools are already doing internal climate assessments, but a systematic campus wide survey is under consideration.

- Identify more organic solutions the Council might consider for improving matters of policy relating to the interests of faculty of color at the UW.

During the fall meetings, faculty demographic trends became a topic of interest for the council. The Council has begun to analyze the data contained in the Tableau Academic Personnel Tool. A draft report is under development, and will segregate the data from each of the three campuses, in order to allow members of the Faculty Senate to easily reference graphs and data pulled from this tool. The report will document the Academic Personnel Demographic Trends by campus, 2007 – Fall 2016.
Report of the Faculty Council on Women in Academia Chair
Angelisa Paladin, Professor, School of Medicine

The Faculty Council on Women in Academia has so far met three times during the 2017-2018 academic year, and has worked to address areas of importance for women in academia:

- **Wellness rooms (aka nursing stations) for nursing mothers.**

  The council has compiled a significant data set and illustrated it by overlaying the information on a UW Seattle campus map via use of data-visualization tool, Tableau. The data includes an inventory of publically-listed wellness rooms on the UW Seattle campus relative to the number of people regularly residing in various campus buildings/regions as an attempt to identify severe gaps in service. Using this information, FCWA has found that the current population is not being well-served by the level of wellness rooms on the campus. The council is working to develop a Class C resolution to spread awareness of the issue and to request that all newly-constructed buildings on the UW Seattle campus include at least one wellness room (aka. nursing station). FCWA is also engaged in discovering/developing best practices on the offering of wellness rooms on university campuses in order to inform future efforts.

- **Faculty 2050 Initiative.**

  FCWA has engaged in developing input for the Faculty 2050 Initiative during several meetings, specifically from the perspective of women in academia. Recommendations for change by the year 2050 have been developed and are currently being organized into various categories. Some of these categories include: “disseminating information on impacts of inequalities, leadership/promotion, pay/benefits, and work/life integration.” The council will continue to refine and add input for the initiative.
Diversity, Equity, and Inclusion Advisory Committee Report
Bill Covington, Senior Lecturer, School of Law

According to its Vision Statement; the Regents Diversity, Equity and Inclusion Committee (DEI) “strives to achieve a truly inclusive and equitable environment for learning, research, service, and procurement/contracting opportunities.” Over the course of eight meetings DEI regularly monitors the campus climate, has closely scrutinized and critiqued a variety of University activities ranging from the Diversity Blueprint, University procurement and contracting and has called for presentations on diversity, equity and inclusion activities by the University of Washington Foundation, the Athletics Department and the Alumni Association. The DEI has now turned its attention to a close examination of staff diversity. Members of the DEI are regularly apprised of faculty efforts to further diversity, equity and inclusion.
Laboratory Safety Initiative

ENHANCING A CULTURE OF LAB SAFETY AT THE UW

Faculty Senate Meeting
January 25, 2018
Jude Van Buren Dr.PH, MPH – Senior Director
Tracy Harvey PhD – Program Manager
Environmental Health and Safety Department

DO LAB ACCIDENTS OCCUR AT UW? **YES!**

Ten years of data collection demonstrates multiple:
• Laboratory fires
• Near miss incidents
• Chemical spills
• Severe employee injuries

~ 20 lab-related accidents/injuries reported per month

All data provided by EH&S and Risk Services - UW
CASE IN POINT: MAY 9, 2017 EVACUATION OF RESEARCH & TEACHING BUILDING

- Graduate student working alone
  - Improper procedure resulted in explosion
  - Building evacuated for several hours
  - 16 SFD units (HAZMAT) arrived with media
  - Interior road closures

- Other potential adverse effects:
  - Injuries
  - Loss of research and bench time to PI and occupants
  - Loss of resources due to repairs
  - Media attention; loss of trust by public

ENVIRONMENTAL HEALTH & SAFETY
UNIVERSITY of WASHINGTON
THE EH&S APPROACH TO ENHANCING A SAFETY CULTURE IN UW LABS

LAB SAFETY INITIATIVE (LSI)

ENVIROMENTAL HEALTH & SAFETY
UNIVERSITY OF WASHINGTON

LSI GOALS

Improve lab Safety:
- Provide objective evaluation in two year pilot (6/2016-6/2018)
- Improve safety rating of the pilot high risk labs
- Engage leadership support
- Identify and remove barriers to safety practices
- Develop and share best practices

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LSI STUDY DESIGN

- Validate lab survey (audit) tool
  - Create reliable, recognized laboratory safety metrics (n=30)
- Create pilot and control groups (for comparisons)
- Gather demographics of each PI and PI group via Catalyst tool
- Determine status of safety in labs in more frequent audits- 3 surveys over 24 months (current schedule is x1 over 18 months)
- Determine barriers and solutions to enhancing safety in labs
- Provide support to reduce barriers
- Share results with leadership to enhance awareness and support

LABORATORY SAFETY RATING

Why 30 questions?
- Commonly asked among national peers
- Accepted as reasonable expectations
  - Advisory Taskforce
- Higher risk issues
- Represents broad subject areas

Score calculation
- Rating = Y/ (Y+N)
- NA questions don’t affect score
- UW goal: 85%
PILOT GROUP SELECTION CRITERIA

- Selected 90 of the ~1011 labs based on:
  - Lab survey audit rating scores < 75% (Range 27 - 74%)
  - Significant chemical inventory of hazardous chemicals

- Outcome of selection criteria
  - Diverse representation of campus
  - 35 scientific departments (of about 80 total)

LSI FOCUS: PRIMARILY CHEMICAL MANAGEMENT

Research using biological and radiological hazards:
- Have guidelines and laws
- Have faculty peer and institutional oversight

Research using chemicals has less governance, standard practice & regulations
EH&S ASKED: BARRIERS TO A CULTURE OF LAB SAFETY?

STRATEGIES TO ENHANCE LAB SAFETY

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CATALYST SURVEYS IDENTIFIED SAFETY BARRIERS

Sept. 2016 (N= 75 of 90)

1 - Unclear roles and responsibilities (109 pts)
2 - Lack of resources or tools (98 pts)
3 - Inadequate facilities/maintenance (90 pts)

Sept. 2017 (N= 60 of 86)

1 - Lack of resources or tools (85 pts)
2 - High turnover of staff/students (61 pts)
3 - Shared spaces (54 pts)
4 - Unclear roles and responsibilities (47 pts)
5 - Inadequate facilities/maintenance (44 pts)
6 - Inadequate training, education, or safety strategies (28 pts)

Catalyst Survey: What poses the greatest barrier to safety in your laboratory? (top choice = 3pts, second choice = 2pts, third choice = 1pt)
LABORATORY DEMOGRAPHIC - YEARS AS A PI

Pilot Average = 16.77 years

<table>
<thead>
<tr>
<th>Years RP Has Been a PI</th>
<th>#</th>
<th>Years RP Has Been a PI</th>
<th>#</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-5 yrs.</td>
<td>19%</td>
<td>0-5 yrs.</td>
<td>10%</td>
</tr>
<tr>
<td>6-10 yrs.</td>
<td>14%</td>
<td>6-10 yrs.</td>
<td>27%</td>
</tr>
<tr>
<td>11-20 yrs.</td>
<td>32%</td>
<td>11-20 yrs.</td>
<td>39%</td>
</tr>
<tr>
<td>&gt;20 yrs.</td>
<td>33%</td>
<td>&gt;20 yrs.</td>
<td>34%</td>
</tr>
</tbody>
</table>

Control Average = 16.19 years

<table>
<thead>
<tr>
<th>Years RP Has Been a PI</th>
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<th>#</th>
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<td>10%</td>
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<td>11-20 yrs.</td>
<td>39%</td>
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<tr>
<td>&gt;20 yrs.</td>
<td>34%</td>
<td>&gt;20 yrs.</td>
<td>34%</td>
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</table>

STRATEGIES TO REMOVE BARRIERS

- Clarified training requirement
  - ONLY 14% of PIs in the pilot group had taken the Lab Safety & Compliance class
- Developed responsibility matrix
- Encouraged lab “chemical hygiene officer” to enhance safety focus
- Collected legacy hazardous and unknown chemicals (1.5 tons)
- Developed Lab Safety Recognition Awards
- Held innovation events (best practices)
STRATEGIES (CONTINUED)

- Increased technical service to labs
- Provided mentoring and consultative support
- Introduced new tools
- Utilized Advisory Task Force ideas and review
- Facilitated the transmission of data to academic leadership
- Streamlined processes to decrease administrative burden
  - Electronic transmissions
  - Referring to other EH&S staff for needs

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Charts and data from Lab Safety Dashboard 1/12/2018

LAB SAFETY INITIATIVE OUTCOMES

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**LSI PILOT**
90% NEARING OR MEETING SAFETY RATING

<table>
<thead>
<tr>
<th>Before LSI (06/16)</th>
<th>1st Survey</th>
<th>2nd Survey</th>
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</thead>
<tbody>
<tr>
<td>1%</td>
<td>9%</td>
<td>30%</td>
</tr>
<tr>
<td></td>
<td>17%</td>
<td>34%</td>
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</tbody>
</table>

Meeting | Nearing

**LABORATORY DEMOGRAPHIC: HAS LAB MANAGER**

<table>
<thead>
<tr>
<th>Control Group 2016</th>
<th>Pilot Group 2016</th>
<th>Pilot Group 2017</th>
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<tbody>
<tr>
<td>76%</td>
<td>54%</td>
<td>74%</td>
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</table>

**ENVIRONMENTAL HEALTH & SAFETY**
UNIVERSITY of WASHINGTON
INITIATIVE INDICATIONS

- Executive leadership and support is essential
- Continue to partner frequently (as resources allow)
- Additional safety trainings are in demand (tailor to research needs)
- PI training is a key factor in clarifying roles and responsibilities
- Incentives can garner positive behavior change (lab award, safety rating)
- The dashboard is an effective way to communicate with the labs
- EH&S must engage academic leadership to get results

WHAT IS UW LAB SAFETY RATING NOW?
WHAT CAN THE FACULTY SENATE DO?

THE GAP
GOAL: 100% OF ALL UW LABS MEET 85% TARGET

HOW CAN UW MOVE FROM 59.7% TO 100%?

- Operationalize the success of the Lab Safety Initiative work
  - Funding ends June 2018

- Recognize that ultimate authority for lab safety lies in academic structure
  - Gain Faculty Senate support for lab safety accountability
  - Gain executive leadership support for accountability at all levels
THANK YOU!

QUESTIONS OR COMMENTS?

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