Minutes
Faculty Senate Meeting
Thursday, October 23, 2014, 2:30 p.m.
Savery Hall, Room 260

Faculty Senate Orientation [2:00 p.m.] – Marcia Killien, Secretary of the Faculty. [Exhibit A]

1. Call to Order and Approval of Agenda.

Chair Kate O’Neill called the meeting to order at 2:31pm. The agenda was approved as amended.

2. Faculty Senate Chair’s Remarks – Professor Kate O’Neill. [Exhibit B]

Chair O’Neill welcomed members to the first Faculty Senate meeting of the academic year. She pointed to her written report and encouraged Senators to interact with their colleagues and actively participate in the Senate. Chair O’Neill read a statement from Vice Chair Norm Beauchamp, who wasn’t able to attend this first meeting as he is fulfilling one of the things he committed in his speech last year, “wanting to bring the UW together with the community so that we can accomplish more together.” He is the medical director of the largest free clinic in Washington State being held over the next 4 days. Norm states, “Our clinic does exactly this. We will treat 4000 patients for free, the underinsured uninsured and undocumented. I could not be more proud of UW or our community. I wish I could be at the first faculty senate meeting but I am seeking to bring value to our constituents and community.

O’Neill pointed to issues currently facing the UW and other universities, namely the political climate in Olympia, shifts in how universities are funded, and emerging trends in the delivery of education. O’Neill stressed the importance of adequately compensating faculty members over the course of their careers. She advocated for a unified public voice advocating for faculty members and the importance of public education, but noted difficulties in attaining that goal.

O’Neill highlighted a few issues the Senate may address this year including faculty compensation, public relationships and faculty advocacy, research agendas, hiring and retention of lecturers, intellectual property, and faculty demographics and diversity.

O’Neill asked Professor Joe Janes to give a brief overview to his dual roles as both the Faculty Senate Parliamentarian and the chair of the Faculty Council on Faculty Affairs.

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

There were no questions. Faculty Legislative Representative JoAnn Taricani addressed the Senate to highlight some of the issues in front of the State Legislature, which included tuition increases and potential budget cuts. Taricani mentioned that the budget deficit, largely caused by the Washington Supreme Court decision in the McCleary case, is the main concern of legislators. Taricani said that her goal is to maintain affordable access to a competitive, world-class public research university. She invited questions:

Susan Astley asked about the 15% cut exercise and tracking which programs were identified for elimination. President Young responded that his administration is currently awaiting the Governor’s ‘book 2’ budget and that he, along with other public university presidents, did not participate in the cut exercise.

Responding to a question about advocacy, Taricani stressed the importance of advocating for public education as individual citizens and urged members to be aware of constraints on associating with the university or faculty titles.
4. **President’s Remarks – Michael K. Young.**

President Michael K. Young welcomed members to the first meeting and thanked them for their service. He commended Kate O’Neill for her exceptional start as Faculty Senate Chair, citing the ice cream she provided for the meeting. President Young commended the University for recent awards within the community and nationally. He asked the Senate to view his recent annual address, posted online here.

Young first spoke about the linkage between state funding and tuition and how sustained funding for the last couple years has made us successful in preventing tuition increases. He spoke about the push for revenue enhancements in Olympia, specifically how removing some tax loopholes could be the only way to increase revenue.

Young was asked about reserves within the University, and how we anticipate to use those funds. He responded that we have been attempting to minimize risk but he has found that some units at different levels have been saving money to minimize the same risk.

Q: Can you run through the difference in cost and expected state contribution to our medical program in Spokane?

A: Young responded that the UW plans to move forward with the resources already committed by the state, and will be asking for a small funding increase to expand the program. Negotiations with WSU regarding the WWAMI resources are underway.

5. **Requests for Information.**

Summary of Executive Committee Actions and Upcoming Issues of October 6, 2014.


b. Electronic approval of the May 15, 2014 Faculty Senate minutes.

c. SEC Summer approved Nominees for Faculty Councils and Committees. [Exhibit F]

d. Report of Faculty Council Activities – For reports on faculty council activities please refer to the Faculty Senate website (http://www.washington.edu/faculty/councils/) to find each councils’ 2013-14 annual report located alongside meeting minutes.

e. Faculty Code Interpretation: Eligibility of emeritus/retired faculty serving on faculty councils & adjudication panels. [Exhibit G]

There were no questions.

6. **Memorial Resolution.**

As Vice Chair Norm Beauchamp was unable to attend so Jack Lee, the Chair of the Senate Committee on Planning and Budgeting, read the memorial resolution:

**BE IT RESOLVED** that the minutes of this meeting record the sorrow of the entire faculty upon its loss by death of these friends and colleagues:

Professor Emeritus Richard John Holden Bollard of Aeronautics and Astronautics and past Secretary of the Faculty, who died on June 28, 2014, after having served the university since 1961.

Professor Emeritus Haig Aram Bosmajian of Communication, who died on June 17, 2014, after having served the university since 1965.

Professor Emeritus David Briggs of Environmental and Forest Sciences, who died on July 26, 2014, after having served the university since 1973.

Professor William T. Burke of Law, who died on July 4, 2014, after having served the university since 1965.

Professor Eliza T. Dresang of the Information School, who died on April 21, 2014, after having served the university since 2009.
Lecturer Jay O. Glerum of Drama, who died on June 26, 2014, after having served the university since 1986.

Affiliate Associate Professor Louis Bernard Gratzer of Aeronautics and Astronautics, who died on May 30, 2014, after having served the university since 1986.

Clinical Assistant Professor Paul Edward Hardy of Medicine, who died on August 5, 2014, after having served the university since 1965.


Clinical Associate Professor Emeritus James Thomas Kilduff of Medicine, who died on August 28, 2014, after having served the university since 1967.

Clinical Assistant Professor Harry Kraft of Dentistry, who died on August 5, 2014, after having served the university since 1956.

Professor Emeritus Sambasiva Lakshminarayan of Medicine, who died on June 9, 2014, after having served the university since 1975.

Research Associate Professor Patricia “Penny” MacElveen-Hoehn of Nursing, who died on May 22, 2014, after having served the university since 1982.

Professor Emeritus Betty Phelps Mathews of Arts and Sciences, who died on May 8, 2014, after having served the university since 1954.

Professor Emeritus Alan Hanson Mattock of Civil and Environmental Engineering, who died on June 6, 2014, after having served the university since 1964.

Associate Professor Marguerite McNeely of Medicine, who died on July 2, 2014, after having served the university since 1991.

Associate Professor Emeritus Jerrold Marshall Milstein of Neurology, who died on July 12, 2014, after having served the university since 1977.


Clinical Associate Professor James Thomas Ogilvie of Medicine, who died on July 11, 2014, after having served the university since 1963.

Associate Professor Emeritus Lyle Ostlund of Dentistry, who died on June 17, 2014, after having served the university since 1950.

Clinical Associate Professor Stephen H. Petersdorf of Medicine, who died on June 28, 2014, after having served the university since 1983.

Professor Emeritus Benton Seymour Rabinovitch of Chemistry, who died on August 2, 2014, after having served the university since 1948.

Teaching Associate Sally Arlene Scott of Social Work, who died on April 2, 2014, after having served the university since 1983.

Associate Professor Emeritus Stanton P. Thalberg of Education, who died on August 2, 2014, after having served the university since 1965.

Professor Emeritus Philip Thiel of Architecture, who died on May 10, 2014, after having served the university since 1961.

Professor Donald Howard Wollett of Law, who died on September 23, 2014, after having served the university since 1946.

7. Consent Agenda.
   a. Approve Nominees for Faculty Councils and Committees. [Exhibit H]
   b. Approve nomination for the 2014-15 Senate Executive Committee: Christina Fong, Business representing professional schools to replace Brett Rubio (ROTC).

There were no objections and the consent agenda was approved.

8. Announcements.

There were no announcements.


There was no unfinished business.


There was no new business.

11. Invited Guests [Exhibit I]


Scott Preston thanked the Senate for the opportunity to attend. Preston indicated that his role in the University is to ensure the continuity of operations for the academic and research missions of the university. Preston mentioned the Husky Ready program as a free resource for faculty members during a disruptive event. He asked what we can do now to ensure continuity and mitigate losses and disruption, as opposed to relying on rebuilding and insurance funds after the fact. Preston highlighted his connections to resources to assist faculty in planning. Contact: disaster@uw.edu.

12. Discussion: Proposed Faculty Salary Policy Update – Jack Lee, Professor, Mathematics and Bob Stacey, Dean, College of Arts and Sciences. [Exhibit J]

The current proposal and supporting documents can be found on our website here.

Jack Lee introduced a discussion about the current proposal for a Faculty Salary Policy update and was joined by Bob Stacey. Lee summarized the proposal as it stands. He asked Senators to do their representative duty by polling colleagues and bringing back questions and concerns, which he hoped would result in increased support for the proposal.

There were questions:

Where would the money come from and who might benefit the most?
How would this policy apply to lecturers?
How would this policy increase salaries to be commiserate with our peers?
How would this policy address gender equity? How would this compare to ways other institutions have answered these problems? Is it possible we have a largely working system, which was weakened by tough financial years?

Answers to these questions, and other discussion, can be found on the salary policy discussion board. Note: the discussion board may not be available after the current academic year.

Provost Cauce spoke briefly when asked about her stance on the policy. Cauce indicated that she and President Young are officially neutral. She added that any proposal needs significant open discussion, more than can happen in a few Faculty Senate meetings.

13. Good of the Order.

There was no good of the order.

14. Adjournment

The meeting was adjourned at 4:40pm.

Prepared by: Marcia Killien
Secretary of the Faculty

Approved by: Kate O’Neill, Chair
Faculty Senate
Faculty Senate Orientation 2014-15
Marcia Killien
Secretary of the Faculty

The Faculty Code
Adopted 1956
Outlines faculty rights & responsibilities
Describes shared governance with administration
Describes faculty organization, including Senate & SEC
Part of the UW Policy Directory
Available online: http://www.washington.edu/admin/rules/policies/FAC/FACSTOC.html

UW Faculty Code Organization & Governance

A university is a community of scholars contributing, each according to his own talents and interests, to the transmission and advancement of knowledge. Because of its diversity of interests, a university is a complex organization, not quite like any other in its management, which requires the understanding and good faith of people dedicated to a common purpose.

A university administration must seek wisely and diligently to advance the common effort, and the strength of a university is greatest when its faculty and administration join for the advancement of common objectives. Much of the faculty-administration relationship has been established through long experience, and has the weight and good sense of academic form and tradition. But the terms of this relationship are essentially those of spirit, mutual respect, and good faith, and thus must be flexible to meet changing needs.

[Updated: About April 16, 1956]
Faculty Code & Governance, Section 13-20

Authorization for the Faculty to Share in the Formulation of Rules

. . . the President authorizes the faculty to share with him and the academic deans responsibility for the formulation of rules for the immediate government of the University,...

Executive Order (unnumbered) of the President, May 31, 1956
Faculty Code, Section 13-21

University Faculty Leadership

- President
- Vice-President
- Secretary
- Faculty Senate Leadership

- Chair
- Vice-Chair
- Legislative Rep
October 23, 2014, Faculty Senate Minutes

Exhibit A

Professional Staff Support for Shared Governance

Nancy Bradshaw
Assistant to the Chair
Faculty Senate

Jed Bradley
Assistant to the Secretary of the Faculty

Grayson Court
Faculty Council Support Analyst

Faculty Committees and Councils

- Faculty Senate
- University Faculty Councils
- Senate Executive Committee (SEC)
- Senate Committee on Planning & Budget (SCPB)
- Academic Standards, Benefits and Retirement
- Faculty Affairs
- Multicultural Affairs
- Research
- Student Affairs
- InCamp
- Faculty
- Library
- Facilities & University Libraries
- Women in Academic Teaching & Learning
- Student Governance
- Faculty Governance
- Governance of Graduate Programs
- Governance of Student Affairs
- Governance of University Libraries
- Governance of Multicultural Affairs
- Governance of Research
- Governance of Faculty
- Governance of Student
- Governance of Libraries
- Governance of Facilities
- Governance of Law
- Governance of School of Medicine
- Governance of College of Education
- Governance of College of Law
- Governance of College of Humanities
- Governance of College of Arts

Faculty Senate: Elected Senators

- Ratio of representation 1:40 faculty
- Senators elected by & represent their academic unit (School, College, or Campus) through process determined by the Elected Faculty Council
- Senators elected for 2 year term, with half of Schools/Colleges/Campuses conducting elections each year

Composition of the Senate: With Vote

- University President
- Elected Senators
- Chairs of University Faculty Councils
- Chairs of UWB & UWT faculty organizations
- Chair of Senate, Vice-Chair of Senate

Composition of the Senate: Without Vote

- Chairs of Elected College Councils
- Deans of Schools & Colleges, Dean of University Libraries
- Presidents of ASUW & GPSS
- Secretary of the Faculty
- Faculty & Deputy Faculty Legislative Representative

Faculty Senate: Legislative Arm

- “The primary concern of the Senate is the general welfare of the University.”
- The Senate shall consider the views of all.
- Senators are responsible to the University, the Faculty, and the Academic Unit they represent.

Chapter 22-37
Classes of Legislation

- Class A: Amends Faculty Code
- Class B: Amends non-Faculty Code policies (e.g., Academic requirements-diversity)
- Class C: Non-legalistic actions such as Resolutions; Approval of Committee Reports

Most formality required for Class A Legislation.

Recent Examples of Class A Legislation

- Multi-Year Part Time Lecturer Appointments (2012)
- Increased disclosure during promotion process (2013)
- Academic freedom (2013)

Logistics #1

Rule 5 from Faculty Senate By-Laws

A quorum for each Senate meeting consists of a majority of the voting members, except that voting members who have notified the Secretary of the Faculty prior to a Senate meeting of their inability to attend shall not be included in the determination of a quorum for that meeting.

Logistics #2

If a Senator is unable to attend a Senate meeting, he or she may ask a colleague to attend the meeting to take notes, but these colleagues cannot be considered "proxies" and will not be allowed to vote.

Effective Senate Meetings

Attendance!
Logistics #3 Meeting Format

The consent agenda: noncontroversial matters that can be adopted by unanimous consent; these are proposed as a group, and will be approved unless any member objects. Any objection removes an item from the consent agenda and places it first under Unfinished Business.

The report format: most regular reports will be attached to the agenda, and distributed prior to each meeting; though, authors of reports will be available at the meeting to answer questions.

The Good of the Order: an opportunity for the Senate to discuss matters freely, without the strict requirements of having a main motion before it.

ALERT!! Materials Provided Electronically

- Printed agendas or reports are not provided at meetings.
- Please bring laptop or tablet, or print out materials

Discussing Proposed Legislation

Prior to the Meeting:
- Review legislation and its history/rationale
- Discuss with colleagues in your academic unit
- Seek information if you have questions
- Prepare, in writing, proposed amendments

At the meeting:
- Acknowledge preparatory work of Faculty Council, SEC
- Participate in substantive discussion
- Avoid “editing on the fly”

Effective Senate Meetings

Productive discussions
Adhere to parliamentary procedures (“Roberts Rules”)

Orientation Packet

Packet mailed via e-mail that includes:
- Roster of the Senate
- Schedule of Senate and SEC Meetings
- General Information about the Senate
- Explanation of Class A, B, and C legislation
- Glossary
- List of Faculty Councils
- Some basics of Parliamentary Procedure

Comments & Questions
Report of the Faculty Senate Chair
Kate O’Neill, Professor, Law

Welcome to the Faculty Senate this year. Welcome to new and returning senators, council chairs and elected faculty representatives from the colleges and schools. Welcome to the student representatives from ASUW and GPSS. Welcome our President Mike Young and Provost Ana Mari Cauce. We appreciate each of you and your time and attention as we strive to determine the nature of this university for the next decade or two.

I would like to introduce my colleagues: Dr. Norm Beauchamp (Radiology), who is vice chair this year and will be chair next year; Professor Jack Lee (Mathematics) who is my predecessor here and who currently chairs the very important Senate Committee on Planning and Budgeting (SCPB); Professor Marcia Killien (Nursing), who is the Secretary of the Faculty, and the Senate Office Staff, Nancy Bradshaw, Jed Bradley, and Grayson Court. Professor JoAnn Taricani (Music) is the Faculty Legislative Representative to Olympia. She will report to you today on issues and developments in this biennial budget year for the state.

All of you play an important part representing the faculty in meaningful shared governance. I know that some of you are here simply because somebody told you it was your turn. I realize that cynics lurk in our midst, doubting the utility of the Senate. If any of you are harboring such dark thoughts, it is my personal goal to enlighten you and to persuade you that our work here is interesting and valuable.

Successful shared governance depends upon diverse representation and wide-spread participation. If you were to read the bios of all the chairs and members of faculty councils, the faculty members on administrative committees, and of yourselves here today, you would be wowed by the sheer number and diversity of faculty who give their time to preserve and advance our missions here. Even so, the Senate can only be a representative body for a very large faculty. Therefore, we need you to do two things this year. First, please do the reading before each Senate meeting. If you read the reports in advance and form questions and comments, we can reduce how much we talk at you so that we can hear from you and you can hear from each other. Second, please share the information you learn here with your colleagues, chair, and deans. Collect their views and report back. Urge them to communicate directly as well – post comments on catalyst sites, send email to the appropriate senate officer or council chair, etc. We know your time is precious and so is ours. Therefore, let’s all pull together to make this Senate as productive as possible.

So much for process. Now for substance.

First, the Senate has a new website – loaded with useful information and is much easier to navigate. If you haven’t done so, take a look. Among other things, please read my remarks – listed under the Senate Chair tab on the left. I describe the major issues I see for this year in more detail than I will say here.

They are:

1. A proposal to amend the faculty code to provide for a new faculty salary policy. Jack Lee will describe that in greater detail later today.

2. Improved policies and practices for the hiring, retention, and promotion of excellent instructional faculty. The senate leadership, the Senate Executive Committee (SEC), and the SCPB will be following up on reports done last year gathering more data, reporting to you on the issues, and proposing best practices for appointing units and possibly amendments to the faculty code.

3. Improved policies and practices for the hiring, retention, and promotion of diverse faculty. This body received a report on faculty demographics last year. It showed that we have much more work to do. The faculty councils on Women in Academia and on Multicultural Affairs are together committed to tracking the data and developing practices that will actually make a difference. I met last week with Professor Rachel Chapman, who has agreed to chair those councils, and I am so grateful to her and the many faculty members who have agreed to serve on those councils.
4. Ensuring that revisions to the UW’s intellectual property and commercialization policies and practices reflect the needs of faculties in all disciplines, preserve the values of disinterested research agendas and retain faculty control over the management and dissemination of our work, while at the same time ensuring that commercial applications are realized and that faculty and the university are appropriately rewarded and compensated for their contributions. We have taken steps this summer to insure that the senate’s Special Committee on Intellectual Property and Commercialization (SCIPC) is at the table before new policies are adopted. Under the able leadership of Dr. Tueng Shen, SCIPC will be working closely with the Faculty Council on Research, the President’s Intellectual Property Management Advisory Committee (IPMAC) and the Center for Commercialization (C4C) to adopt intellectual property and commercialization policies and practices that efficiently facilitate teaching, research and dissemination in light of our technological and financial realities.

5. Finally, Norm and I are particularly devoted to increasing faculty and student opportunities for creative and productive interdisciplinary research, teaching, and service across our three campuses and with our communities. We hope that you, the Senate, will help us dismantle barriers to novel and creative collaborations.

In closing, I’d like to return to the reason I ran for this office. I think we must devote some serious effort and creativity to advocating more effectively for the faculty’s vision and values – to the public. We are a disaggregated bunch – properly so – each off doing wonderful research, teaching and service in our respective fields. The consequence, however, is that our collective contributions and our potential contributions are rarely articulated, understood, or particularly valued outside our own community. It behooves us to change that. I’m not talking about lobbying. I’m talking about changing the public discourse about investment in public goods – education and research, in particular. I don’t pretend that we’ll have a measurable impact this year or next, but I think we might have an impact out a decade. I think we have a fiduciary obligation to our future students to try. I welcome your ideas and help.

Thank you for your service.
Report of the Secretary of the Faculty
Marcia Killien, Professor, Family and Child Nursing

1. Over the summer the Secretary has met with individual faculty and administrators seeking advice on a variety of matters, including possible RCEP proposals and further development of the faculty salary policy proposal.

2. All Faculty Councils have nearly full membership and chairs appointed. Welcome to all returning and new members! The list of members, along with meeting minutes and schedules can be found on our website at http://www.washington.edu/faculty/councils/.

3. The Senate Leadership will be meeting regularly throughout the year with Faculty Council Chairs and Chairs of the Elected Faculty Councils of Schools, Colleges, and Campuses (i.e. “college councils”) for coordination and information sharing. Specific invitations to these meetings will be forthcoming.
Report of the Chair of the Senate Committee on Planning and Budgeting
Jack Lee, Professor, Mathematics

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 SCPB has had two meetings so far this quarter.

October 6: Our first meeting was devoted to an overview of the UW budgeting process, and a look at the proposed 2015-2017 operating and capital budget proposals that have been recently submitted to the state Office of Financial Management. These budgets can be seen on the website of the Office of Planning and Budgeting here:


October 13: We were given a brief overview of the Global Innovation Project, which is a newly proposed Master’s program that might be developed in partnership with other universities in Asia and Europe, as well as with local high-tech companies like Microsoft. SCPB will be having a more extensive discussion about this project in the winter with its director, Professor Daniel T. Schwartz.

Then we spent most of the meeting discussing the Provost’s budget letter, which was recently sent out to all deans and chancellors. The budget letter and supporting information can be seen here:

- [http://opb.washington.edu/content/fy16-budget-development](http://opb.washington.edu/content/fy16-budget-development)

Here are the topics we plan to discuss in future meetings this fall quarter:

- Self-sustaining program conversions (SHB 1669)
- Incoming student demographics
- Enrollment planning
- HR/Payroll modernization
- Internal lending program
- College of Arts & Sciences budget and strategic plan
- WWAMI
- Legislative updates
- State audit
- Proposed new faculty salary policy
- Learning spaces.
- Pay it forward proposal
- ASUW report on student debt
- Faculty demographics
- Faculty salary survey
Happening next in the legislative process:

**November 4:** General election, which will determine the majorities in the State House and Senate. On the ballot is Initiative 1351, the Washington Class Size Reduction Measure, which mandates smaller class sizes in K-12. Because no revenue source is provided in the initiative language, passage of this initiative will place more pressure on the overall state budget, along with the requirements of the McCleary ruling (see below).

**November 19:** Public meeting and adoption of the Official Forecast by the Economic and Revenue Forecast Council (linked below). Why is the forecast important? This forecast is used by the Governor to create his budgets.

**Overview of legislative issues:** At the state legislative level, the focus of attention is on funding in odd-numbered years, when the biennial budget is established. 2015 is a budget-writing session for the Legislature, when the 2015-17 budget for all state agencies is negotiated between the Governor, Senate, and House of Representatives in a series of budget proposals and compromises. The result will be a budget approved by both chambers and the Governor, possibly by late April, and hopefully by late June. While the regular legislative session concludes in mid-April, there is always the possibility of extension of the process via special sessions, which have occurred in many recent budget-writing years. The budget request process of the University of Washington has included many discussions with the Senate Committee on Planning and Budgeting in the past academic year.

Many policy issues always are considered as bills that are heard in the session, introduced by all legislators through the committees that hold hearings and advance bills to the full House or Senate. Any bill enacted into law by the end of the session, like the budget, needs the approval of both chambers and the Governor. These proposed policies affect many areas of higher education, from textbook costs, to accountability (of time to degree, for example), to the financing issues that support the operational infrastructure of the university. I will focus on which bills are advancing, and their potential impact, once the session starts in January. The majority of bills introduced are never enacted as law by the end of the session.

I have established a UW informational website – [http://www.tinyurl.com/uwolympia](http://www.tinyurl.com/uwolympia) – to provide links to articles on issues related to higher education and the state legislature. Some of these issues include: the McCleary ruling of the state Supreme Court (requiring a significant increase in K-12 spending to meet the constitutional duty of the state); future directions for medical education (expansion of the current WWAMI five-state program and the question of whether Washington State University should be authorized to create a medical school); and the position of the university presidents of four-year public universities, declining to offer cuts as part of the budget process – cuts of 15% had been requested of all state agencies by the state Office of Financial Management. Another key area directly affecting the students of the university is the lack of full funding for students eligible for the state need grant program, which offers support to students with demonstrated need and which is critical to providing access to students with limited resources. Articles on these issues and more can be found at the website linked above – which has a selective list of publications, providing viewpoints around the state.

As citizens of the State of Washington, you may contact elected officials to register your support or opposition to state policy. You can locate your district representatives at: [http://app.leg.wa.gov/districtfinder/](http://app.leg.wa.gov/districtfinder/).

We all receive messages at our UW email accounts periodically, reminding us that state ethics regulations prohibit the use of state resources for advocacy or campaigning on candidates or issues on the state ballot. But state employees may use their private email addresses and personal devices to contact elected state officials on legislative issues. Your greatest impact will be on the legislators from your district, who are elected to represent you.
2014 – 2015 Appointments to University and Senate Committees
Appointments approved by the SEC over the summer

Faculty Code Section 22-60.B.12: The Executive Committee of the Senate: (12.) Shall act for the Senate during the period from the last Senate meeting in the Spring Quarter until the first meeting in the Autumn Quarter, and shall report such actions at the first Senate meeting in the Autumn Quarter.

Faculty Council on Academic Standards (Meets Fridays at 1:30)

- Don Janssen, College of Engineering, Civil and Environmental Engineering, as a retired ex-officio member with vote for a term beginning September 16, 2014, and ending September 15, 2015.
- Dan Ratner, College of Engineering, Bioengineering, 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)

- Charles Chamberlain, UWRA, University Libraries, as an ex-officio member with vote for a term beginning September 16, 2014, and ending September 15, 2015.

Faculty Council on Faculty Affairs (Meets Tuesdays at 9:30)

- Chandan Reddy, College of Arts and Sciences, English, 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)

- Ralina Joseph, College of Arts and Sciences, Communications, as a member for a term beginning September 16, 2014, and ending September 15, 2017.
- Delphine Yung, School of Medicine, Pediatrics, 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)

- Joseph Tennis, Information School, as a member for a term beginning September 16, 2014, and ending September 15, 2017.

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

- Sarah Nash Gates, College of Arts and Sciences, Drama, as a retired ex-officio member with vote for a term beginning September 16, 2014, and ending September 15, 2015.
- Carrie Sturts Dossick, College of Built Environments, Construction Management, as a member for a term beginning September 16, 2014, and ending September 15, 2017.
- Giovanni Migliaccio, College of Built Environments, Construction Management, as a member for a term beginning September 16, 2014, and ending September 15, 2017.
- Steve Goldblatt, UWRA, Construction Management, as an ex-officio member with vote for a term beginning September 16, 2014, and ending September 15, 2015.

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

- Beth Kerr, UWRA, Psychology, as an ex-officio member with vote for a term beginning September 16, 2014, and ending September 15, 2015.
Adjudication Panel

- Deborah Maranville, School of Law, as chair for a term beginning September 16, 2014 and ending September 15, 2015
- Tom Andrews, School of Law, as vice-chair for a term beginning September 16, 2014 and ending September 15, 2015
- Deborah Maranville, School of Law, as a member for a term beginning September 16, 2014 and ending September 15, 2017
- Jamie Mayerfeld, College of Arts and Sciences, Political Science, as a member for a term beginning September 16, 2014 and ending September 15, 2017.
- Jamie Shirley, UW Bothell, Nursing, as a member for a term beginning September 16, 2014, and ending September 15, 2017.
- Thomas Hazlet, School of Pharmacy, Pharmacy, as a member for a term beginning September 16, 2014, and ending September 15, 2017.
- Ehsan Feroz, UW Tacoma, Milgard School of Business, Accounting, as a member for a term beginning September 16, 2014, and ending September 15, 2017.
- Kimberlee Gillis-Bridges, College of Arts and Sciences, English, as a member for a term beginning September 16, 2014, and ending September 15, 2017.
- Harris Baden, School of Medicine, Pediatrics, as a member for a term beginning September 16, 2014, and ending September 15, 2017.

Advisory Committee on Faculty Code and Regulations

- Joe Janes, Information School, as a member for a term beginning September 16, 2014, and ending September 15, 2017.

Special Committee on Intellectual Property and Commercialization

- Tueng Shen, School of Medicine, Ophthalmology and Bioengineering, as chair for a term beginning September 16, 2014 and ending September 15, 2015.
- Tom Andrews, School of Law, as a member for a term beginning September 16, 2014 and ending September 15, 2017.
- Gerald Miller, College of Arts and Sciences, Physics, as a member for a term beginning September 16, 2014 and ending September 15, 2015.
- Duane Storti, College of Engineering, Mechanical Engineering, as a member for a term beginning September 16, 2014 and ending September 15, 2015.
Dear Marcia,

You recently asked the Advisory Committee for advice on the roles of emeritus faculty in proceedings under Chapter 28. We have discussed a number of issues regarding emeritus and retired faculty and their eligibility under terms of our Adjudication Procedures.

We have arrived at the following conclusions, and advice.

First, Chapter 28 of the Faculty Code: Section 28-31.L invokes Section 21-31 for its definition of ‘faculty member’:

*Faculty member* is any person who, at the time of the decision, action or inaction being contested, meets the definition of faculty member as set forth in Chapter 21, Section 21-31 and would be eligible to invoke the adjudication procedures of this chapter for resolution of a grievance described in Section 28-32, Subsection B.

In addition, the referenced Section 21-31 explicitly includes ‘emeritus’ as one of the categories for membership in the University faculty:

*The University faculty consists of:*

- The President,
- The Provost,
- 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. (emphasis added)*

(Note that the following Section [21-32] is the one that defines membership in the ‘voting’ faculty, and this is *not* the section referred to in 28-31.L.)

From consideration of these sections, we consider the following incontrovertible:

A faculty member with an ‘emeritus’ title is eligible:

1. for appointment to and continued service on the Adjudication Panel (and therefore on any Hearing Panel he or she may be assigned to); and
2. to initiate an adjudication.
To elaborate (slightly), Section 28-33.B identifies the Adjudication Panel as made of ‘At least 24 members of the faculty’ (again without any mention of ‘voting’ status). And it follows that the same would apply to any Hearing Panel.

In the second, the qualifying phrase ‘eligible to invoke the adjudication procedures’ (in 28-31.L) should not be interpreted to imply that emeritus faculty are not ‘eligible,’ since other parts of Section 28-32.B would determine eligibility, not the status as an emeritus faculty member. For this reason, we think ‘eligible to invoke the adjudication procedures’ somewhat redundant here, and perhaps at some point thought might be given to excising it.

Furthermore, appointment to the emeritus title is not automatic upon retirement, but is the result of action by the faculty and the President (see Section 24-34.B.12). It would therefore follow that a faculty member who retires but has not been appointed ‘emeritus’ would not be eligible for appointment to, or continued service on, the Adjudication (or Hearing) Panel. We recognize the possible awkwardness of having to replace a faculty member on an active Hearing Panel, but we favor a conservative reading of the Code, and particularly of Chapter 28.

Retired faculty are not included as members of the University faculty (in Section 21-31) and it would require amendment of the Faculty Code to extend to a retired (not ‘emeritus’) faculty member the right to serve on the Panel OR to initiate an adjudication.

It may be wise to make these latter points explicit—either by means of an SEC ‘interpretation,’ or by proposing for vote an amendment, of the relevant sections of the Code.

I will plan to be at the SEC meeting on Monday (6 October) to respond to any questions that might come up about these matters.

Collegially,

Mícheál Vaughan
Chair, Advisory Committee on Faculty Code and Regulations
2014 – 2015 Appointments to University and Senate Committees.

Faculty Council on Academic Standards (Meets Fridays at 1:30)

- Hailey Badger, ASUW, as an ex-officio member with vote for a term beginning September 16, 2014 and ending September 15, 2015.
- LeAnne Jones Wiles, PSO, as an ex-officio member with vote for a term beginning September 16, 2014 and ending September 15, 2015.
- Robin Chin Roemer, ALUW, as an ex-officio member with vote for a term beginning September 16, 2014 and ending September 15, 2015.*

Faculty Council on Benefits and Retirement (Meets Mondays at 2:30)

- Alison Navarrete, PSO, as an ex-officio member with vote for a term beginning September 16, 2014 and ending September 15, 2015.
- Thomas Deardorff, ALUW, as an ex-officio member with vote for a term beginning September 16, 2014 and ending September 15, 2015.*

Faculty Council on Faculty Affairs (Meets Tuesdays at 9:30)

- Julian Rees, GPSS, as an ex-officio member without vote for a term beginning September 16, 2014 and ending September 15, 2015.
- Shannon Harris, ASUW, as an ex-officio member without vote for a term beginning September 16, 2014 and ending September 15, 2015.*
- Judith Henchy, ALUW, as an ex-officio member without vote for a term beginning September 16, 2014 and ending September 15, 2015.*

Faculty Council on Multicultural Affairs (Meets Mondays at 12:30)

- Rachel Chapman, Arts and Sciences, Anthropology, as chair for a term beginning September 16, 2014 and ending September 15, 2015.
- Katie Woods, PSO, as an ex-officio member without vote for a term beginning September 16, 2014 and ending September 15, 2015.
- Eloise Kim, GPSS, as an ex-officio member without vote for a term beginning September 16, 2014 and ending September 15, 2015.
- Patricia Devine, ALUW, as an ex-officio member without vote for a term beginning September 16, 2014 and ending September 15, 2015.*
- Allison Chan, ASUW, as an ex-officio member without vote for a term beginning September 16, 2014 and ending September 15, 2015.*

Faculty Council on Research (Meets Wednesdays at 9:00)

- Stephen Carlin, GPSS, as an ex-officio member without vote for a term beginning September 16, 2014 and ending September 15, 2015.*
- Diana Louden, ALUW, as an ex-officio member without vote for a term beginning September 16, 2014 and ending September 15, 2015.*
- Tom Gebert, ASUW, as an ex-officio member without vote for a term beginning September 16, 2014 and ending September 15, 2015.*

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

- Hailey Badger, ASUW, as an ex-officio member with vote for a term beginning September 16, 2014 and ending September 15, 2015.
- Martha Chan, PSO, as an ex-officio member with vote for a term beginning September 16, 2014 and ending September 15, 2015.
• Christine Tawatao, ALUW, as an ex-officio member with vote for a term beginning September 16, 2014 and ending September 15, 2015.*

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

• Hailey Badger, ASUW, as an ex-officio member with vote for a term beginning September 16, 2014 and ending September 15, 2015.
• Robert Corbett, PSO, as an ex-officio member without vote for a term beginning September 16, 2014 and ending September 15, 2015.*
• Terry Ann Jankowski, ALUW, as an ex-officio member with vote for a term beginning September 16, 2014 and ending September 15, 2015.*

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

• Luther Adams, IAS, UW Tacoma, as a member for a term beginning September 16, 2014 and ending September 15, 2017.*
• Rebecca Deardorff, PSO, as an ex-officio member without vote for a term beginning September 16, 2014 and ending September 15, 2015.
• Jennifer Sundheim, ALUW, as an ex-officio member without vote for a term beginning September 16, 2014 and ending September 15, 2015.*

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

• John Carroll, PSO, as an ex-officio member with vote for a term beginning September 16, 2014 and ending September 15, 2015.
• Chris Byrne, ALUW, as an ex-officio member with vote for a term beginning September 16, 2014 and ending September 15, 2015.*
• Adam Khan, ASUW, as an ex-officio member with vote for a term beginning September 16, 2014 and ending September 15, 2015.*

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

• Jevin West, Information School, as a member for a term beginning September 16, 2014 and ending September 15, 2017*
• Ellen Barker, PSO, as an ex-officio member with vote for a term beginning September 16, 2014 and ending September 15, 2015.
• Juliya Ziskina, GPSS, as an ex-officio member with vote for a term beginning September 16, 2014 and ending September 15, 2015.
• Katherine Sims, ASUW, as an ex-officio member with vote for a term beginning September 16, 2014 and ending September 15, 2015.*
• Susanne Redalje, ALUW, as an ex-officio member with vote for a term beginning September 16, 2014 and ending September 15, 2015.*

Faculty Council on Women in Academia (Meets Mondays at 12:30)

• Claudia Frere, PSO, as an ex-officio member with vote for a term beginning September 16, 2014 and ending September 15, 2015.
• Alison Mehravari, GPSS, as an ex-officio member with vote for a term beginning September 16, 2014 and ending September 15, 2015.
• Maureen Nolan, ALUW, as an ex-officio member with vote for a term beginning September 16, 2014 and ending September 15, 2015.*
• Varsha Govindaraju, ASUW, as an ex-officio member with vote for a term beginning September 16, 2014 and ending September 15, 2015.*
Senate Committee on Planning and Budgeting

- Ashley Sonoff, ASUW/GPSS joint student appointment, as a member with vote for a term beginning September 16, 2014 and ending September 15, 2015.

Advisory Committee on Faculty Code and Regulations

- Rich Christie, College of Engineering, as a member for a term beginning September 16, 2014 and ending September 15, 2017
- Michael Townsend, School of Law, as a member for a term beginning September 16, 2014 and ending September 15, 2017
- Vincent Gallucci, College of the Environment, as a member for a term beginning September 16, 2014 and ending September 15, 2017

*added after the 10/6/2014 SEC meeting
Academic and Research Continuity for the University of Washington

Overview

Academic and Research activities at the University are a vital part of the University’s mission and value to the community. Central campus leadership will support, but cannot lead the effort to identify and protect critical academic and research efforts (See APS13.2). This must come from the University’s Academic and Research Community itself to ensure that the efforts are appropriate to the current needs for that Community.

University Academic and Research Continuity Needs

- Affirmation of the importance of the resilience and continuity for Academic and Research operations.
- Collaborative efforts with UW departments tasked with emergency planning such as UW Emergency Management (UWEM).
- Active Partnership and Representation for Academic and Research interests in the UW Emergency Operations Center.

University Resources Available

- Husky Ready as an online continuity planning tool with free consultative support by UW Emergency Management https://us.ready.kuali.org/kcpt/login/ready?sdname=uw
- Coordination of information and resources through the UW Emergency Operations Center for larger incidents.
- 24/7 notification of disruptive academic or research incidents to the UWEM Duty Officer (206-765-7192).

Major Contemporary Planning Gaps for the UW

- No campus-wide care and shelter plan for UW students, staff or faculty.
- Reliable utilities (electric, steam, HVAC) are not ensured and researchers must plan for possible prolonged outages.
- No internal capability to provide emergency medical support and fire suppression to the campus in the absence of the Seattle Fire Department.
- Decentralized Public Safety efforts means that UWPD, UWEM and EH&S all report through different administrators. This is less resilient, less efficient and makes mutual support difficult.

Real-World Examples that Impact Academic and Research Continuity

- Shift from public support to tuition revenue: Refund tuition for force majeure incidents?
- May 21, 2001 University of Washington Urban Horticulture Arson ($4.1 million in damage. Irreplaceable research lost).
- June 9, 2001 Houston Advanced Research Center Flooding (Tropical Storm Allison- $225 million of sponsored research projects affected).
- August 25, 2009 LSU and Tulane Universities Flooding/Power Outage/Property Destruction (Hurricane Katrina lead to loss of students, staff, faculty, research and termination of appointments).
- November 2012 NYU Langone Medical Center Flooding/Power Outage (Superstorm Sandy cost year’s of research and the loss of irreplaceable samples).

Proactive collaboration with an impact-oriented focus is the best way to ensure the best resilience and the most efficient response and recovery.

www.huskyem.org
www.washington.edu/Safety
A Proposed Faculty Salary System

October 23, 2014

The 2000 Faculty Salary System

“The fundamental purpose of the University of Washington Faculty Salary Policy is to allow the University to recruit and retain the best faculty.”

Executive Order 64, January 7, 2000

A Proposed Faculty Salary System

“The fundamental purpose of the University of Washington Faculty Salary Policy is to allow the University to recruit, retain, the best faculty.”

motivate, and reward
A Proposed Faculty Salary System

The Four Pillars:

- Rank Promotion Raises (12%)
- Tiers Within Ranks (significant performance-based raises, every four years for average faculty)
- Market Adjustments (annually to all satisfactorily performing faculty, based on CPI)
- Variable Adjustments (flexible, approximately 1% per year on average)

Advantages

- Motivate and reward outstanding performance throughout a faculty member’s career, not just at two promotion times
- Replace annual merit reviews with less frequent but more meaningful reviews, coupled to significant rewards
- Give units more flexibility to appropriately reward excellence
- Reduce reliance on retention raises, especially preemptive ones
- Easily affordable when growth in salary pool is comparable to past history
- Still affordable when resources are tight, but will require placing higher priority on career salary growth for continuing faculty
- Make the university more competitive

The Big Question:

Do we believe (along with the president, the provost, the regents, and the accreditation Committee) that the biggest challenge facing UW is to find a way to make faculty salaries more competitive?

Next Steps

- Learn about the details of the proposal
  - uw.edu/faculty/senate/issues/
- Discuss the proposal with your constituents
  - What are their concerns and suggestions?
    - Take a straw poll
    - Bring back comments, concerns, suggestions to the next meeting
- Meanwhile, FCFA is drafting detailed code language
  - Should be ready for comment sometime in winter quarter
- Senate vote will probably occur in spring
  - Class A legislation must be passed by senate twice
  - Then goes out to voting faculty
  - Finally, goes to president for signature
- Transition to new policy
  - Transition year will be 2016-17 or 2017-18
  - Policy goes fully into effect after transition year
For More Information:

[ uwedu/faculty/senate/issues ]

Questions, Comments, Suggestions?

senate@uwedu