1. **Call to Order and Approval of Agenda.**

Chair Lee called the meeting to order at 2:34 p.m. The agenda was approved.

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

Chair Jack Lee welcomed members to the meeting and spoke briefly about his report. He highlighted important legislation and encouraged input in the search for the next Vice Provost for UW Educational Outreach.

Lee updated the group about the salary policy timeline, mainly that the first and second consideration of the legislation will need to happen next year because both need to take place in the same ‘session’ of the Faculty Senate. Lee planned to bring an updated proposal to the Senate for discussion at the next meeting and asked members to bring ongoing feedback from their units.

3. **Report of the Provost and Executive Vice President – Ana Mari Cauce.**

Provost Cauce gave a final update on the legislative session. Cauce expressed that the budget didn’t do much damage and that some targeted investments, including planning for a law school campus at UW-Tacoma, were appreciated.

She spoke briefly about Provost reinvestment funds. Requests from units for Provost reinvestment funds far exceed the available funds and resources for capital improvements are badly needed. Specifically, the Bothell campus is struggling with space needs, and some units at the Seattle campus are affected by the construction of the new light rail.

A member asked if the window for salary adjustments was closed for the year. Provost Cauce said that it was, but the mechanism would be available in the following year.

4. **Opportunity for Questions.**
   a. Report of the Secretary of the Faculty. [Exhibit B]
   b. Report of the Chair of the Senate Committee on Planning and Budgeting. No report.
   c. Report of the Faculty Legislative Representative. [Exhibit C]
   d. Faculty Council Activities. [Exhibit D]

There were no questions.

5. **Invited Guests.**

Search Committee for the Vice Provost of UW Educational Outreach. [Exhibit E]
Jerry Baldasty, Senior Vice Provost for Academic and Student Affairs and Search Committee Chair; Judy Howard, Divisional Dean of Social Sciences and Search Committee Member.

Chair Lee invited Jerry Baldasty and Judy Howard to the table and introduced them. Baldasty mentioned that they are visiting various groups around campus to seek advice on the search for the next Vice Provost for Educational Outreach.
Questions and comments included:

How will UWEO respond to decreases in enrollment in evening degree and summer quarter classes?
Baldasty said the response would vary by candidate but will certainly be asked.

A question was asked about the appropriate balance between the successful candidate’s experience in academics and business. Baldasty said it was clear through other universities’ searches that the trend is toward someone with heavy educational background as well as an entrepreneurial spirit.

Finalists will be on campus and available for vetting by the campus community, members of faculty councils, and students, all of whom are included on the search committee. Baldasty stressed the importance of the new Vice Provost of EO having a close relationship with campus and involvement in faculty governance and the academic enterprise. There was a brief discussion about if UWEO’s traditional position, as an entity generally non-integrated into the rest of the university, is an ideal model to be continued. Some expressed that intellectual property issues should be part of the conversation with candidates.

6. Consent Agenda.
   b. Approval of the February 27, 2014, Faculty Senate Minutes.
   a. Approve for Faculty Senate consideration, JoAnn Taricani, Professor, Music History, as the 2014-15 Faculty Legislative Representative.

There were no objections so the Consent Agenda was approved.

7. Announcements.

There were no announcements.

8. Unfinished Business.

There was no unfinished business.

   a. Class A Legislation – First Consideration. [Exhibit F]
      Faculty Council on Faculty Affairs
      Title: Proposed new faculty position: Professor of Practice.
      Action: Approve for Faculty Senate Consideration.

Chair Lee spoke briefly about the process, Gordon Watts, chair of FCFA, introduced the legislation. Watts first said that the Professor of Practice position is not intended to be tenured or career position.

The strongest feedback was that this proposal gave voting rights to a Professor of Practice, many of whom would not have experience in academia. Provost Cauce recalled two situations back when she was Dean of the College of Arts and Sciences; the Department of Economics wanted to hire a famous economist and at some point the Jackson School of International Studies wanted to hire a judge who was recently expelled by Spain. Both potential appointments did not have experience in academia.

Members asked how the proposal differs from an affiliate appointment or ‘without tenure’ (WOT) categories. It was determined that an affiliate appointment would not be appropriate as it is traditionally given to faculty members employed at another institution and that the Professor of Practice appointment is intended to be termed. Additionally, faculty members in a Professor of Practice appointment may not have traditional academic backgrounds and would therefore not be eligible for WOT appointments. The title ‘Artist in Residence’ was also determined to not be appropriate, due to its intent to be used only for artists.

The legislation intends that the review process will be the same as the usual appointment process outlined in the Faculty Code. Members expressed concern over giving Professors of Practice voting rights, including possible quorum issues and short-term faculty being included in merit reviews of longer term faculty.
The body discussed the salary and funding of Professor of Practice appointments. Specifically, some were concerned that the funding of appointments by donation could lead to conflict of interest, given that external sources would likely be used to fund positions. Others were concerned about erosion of tenure if certain departments use this position more than intended. Watts said that the Faculty Council on Faculty Affairs discussed this at length and recommended monitoring and reporting on the use of Professor of Practice appointments in the future.

Watts moved an amendment to remove voting rights from Professors of Practice in Section 21-32 and change the wording in 24-34.B.5. from "rarely used" to "used judiciously."

The amendment was discussed. The argument in favor of the amendment was to limit the influence of the Professors of Practice in units where they represented a large proportion of the faculty. Some members were concerned that some Professors of Practice may not have an academic background and would not be suited to be involved in all the matters of the unit that would involve a vote. An argument against the amendment was that individuals who could be full time employees should be voting.

Jim Gregory moved to divide the question. The motion passed.

Chair Lee asked to discuss the amendment to 24-34.B.5. first. Gregory advocated keeping the original language of ‘rarely used’. The question was called and the amendment failed, so that the original language from FCFA remained.

Chair Lee moved to the second amendment, to remove voting rights for Professors of Practice. The amendment passed.

Ceccarelli moved to amend 21-31 so that Professor of Practice would be on the same line as lecturers and artists in residence so that it would read “The lecturers, artists in residence, and professors of practice.” The argument was that it should be similar to those positions and changes nothing procedurally. An argument against was that the position is unique and should be listed separately. The amendment failed.

Chair Lee asked for those in favor of submitting the legislation to the Faculty Senate for consideration. The legislation passed as amended.

b. Class C Resolution. [Exhibit G]
Faculty Council on Benefits and Retirement
Title: Resolution concerning transgender coverage.
Action: Approve for Faculty Senate Consideration.

Ashley Emery from FCBR introduced the legislation and was joined by Roberta Dalley. Dalley originally pushed for the legislation and spoke about similar plans in other states and universities. Dalley mentioned that while we don’t have direct influence on the Public Employees Benefits Board to change the practice, this will be a good show of support for a change in policy.

Killien recommended a rewording to eliminate “faculty” as the faculty do not vote on Class C legislation. Gregory introduced the amendment, which passed.

A motion was made to send the amended legislation to the Faculty Senate for a vote. The motion was approved.

c. Approval of the April 24, 2014, Faculty Senate Agenda. [Exhibit H]
Action: Approve for distribution to Faculty Senators.

The April 24, 2014 Faculty Senate Agenda was approved.
10. Good of the Order.

Gregory asked Watts about the salary proposal code language. Watts said that the drafting will begin at the next meeting.

11. Adjournment.

The meeting was adjourned at 4:32pm.

Prepared by: Marcia Killien
Secretary of the Faculty

Approved by: Jack Lee, Chair
Faculty Senate
Here’s an update on some of the main things we’re working on.

**Professor of Practice:** The Faculty Council on Faculty Affairs has proposed Class A legislation (Exhibit F) creating a new faculty title, “Professor of Practice.” The proposed code language is attached to this agenda. Note that the proposed language includes voting rights for faculty members with this new title, with a rank below all faculty except Lecturers, Artists in Residence, and retired faculty on 40% rehire. However, since the FCFA approved this language, there’s been a continuing discussion about whether the position should have voting rights or not. Gordon Watts (chair of FCFA) will present an amendment that removes the voting rights, and it will be up to the SEC which (if either) of these versions to send on to the Senate for a vote. I encourage you to look closely at the proposed legislation, talk with your departmental colleagues, and think carefully about the issues.

**Transgender Coverage:** The Faculty Council on Benefits and Retirement has proposed a Class C Resolution (Exhibit G) urging the state to provide appropriate benefits to transgender faculty, analogous to benefits that are already provided to undergraduate students, faculty in a number of other universities, and residents of a number of other states.

**Educational Outreach Search:** With the retirement of David Szatmary, the university is in the process of searching for his replacement as Vice Provost of UW Educational Outreach. Search committee members Jerry Baldasty (chair) and Judy Howard will speak to us today about the search process and solicit your advice on the search process (see Exhibit E). Because of the increasingly important role being played in the university by online courses and degrees, this is a crucial position. If you know of a university where the educational outreach operation seems to work particularly well in supporting the academic goals of the faculty, I encourage you to express this to the search committee, and to suggest individuals who might be good candidates for the position if you know of any.

**The Legislative Session:** As Faculty Legislative Representative Jim Fridley reports (Exhibit C), the state legislative session ended on March 13 with a budget that, thankfully, was very nearly unchanged from the original biennial budget. Jim will be giving an oral report to the Senate on April 24, but I encourage you to carefully read his written report before then. Meanwhile, since this is Jim’s last year as Faculty Legislative Rep, please join me in extending our sincere thanks to Jim for his five years of service as FLR. Today we will vote on sending JoAnn Taricani’s name to the Senate as a nominee for next year’s FLR.

**Next Year’s SEC:** As Marcia Killien explains in her report (Exhibit B), Faculty Senate elections in Environments, Education, I-School, Law, Medicine, Pharmacy, ROTC, Evans School, and UW Bothell are underway, and are expected to be completed by the end of this month. We’ve appointed a nominating committee for next year’s SEC (Jim Gregory, JoAnn Taricani, Norm Beauchamp, and Diane Morrison), and as soon as the elections are completed, I encourage you to tell them if you’re interested in serving next year on the SEC (if you’ll be a senator next year), or if you have any good candidates to recommend.

**Committees and Councils:** Marcia also points out in her report that we’re seeking nominations of new members for university faculty committees and councils for the academic year 2014-15. These positions are central to the effective functioning of shared governance, because a lot of the fundamental work of shared governance is done in committees and councils. I encourage you to consider volunteering for one or more of these bodies, and to recommend colleagues who would be effective members.

At least two Faculty Councils will have significant new responsibilities next year: The Faculty Council on Academic Standards will be taking on new oversight of policy issues surrounding proposals for new and modified courses; and the Faculty Council on University Facilities and Services will be participating much more closely with the Office of Planning and Budgeting in the early stages of planning and prioritizing new buildings and other capital projects. This is important stuff – let’s ensure that we are well represented on these councils.
Faculty Salary Policy: Because the new faculty salary proposal is not yet ready for a vote, and parliamentary rules prevent us from having the first vote on Class A legislation at the last meeting before summer, the salary policy will not be officially coming to SEC until the fall. There will still be time then for it to be voted on twice before winter break, and then if it passes we will be able to carry out the transition process in winter & spring 2015, with the new policy going into effect in the summer of 2015.

As you probably know, a description of the proposal has been posted for faculty feedback on catalyst.uw.edu/gopost/board/senate/35848/, and other members of the salary policy working group and I have been talking to various groups of faculty around campus. Meanwhile, the drafting process for amending the faculty code is well underway, and both the working group and FCFA have started looking carefully at the proposed code revisions. With luck, we might have a draft of the code revisions to show to the faculty in a month or so. I will be leading a discussion of the proposal at the April 24 Faculty Senate meeting, so I urge you to continue encouraging members of your department to read the proposal and give their feedback, and encourage the other senators you know to do the same.
Report of the Secretary of the Faculty
Marcia Killien, Professor, Family and Child Nursing

1. The election of the Vice Chair of the Faculty Senate has been completed; Professor Norm Beauchamp was elected for a term beginning August of 2014.

2. The process of electing Senators for the 2014-16 term is underway. Those schools/colleges/campuses that are due to elect new senators have been notified and most have completed electing senators. We are hoping to complete the elections entirely by late April. The following units are up for election this year: Built Environments, Education, I-School, Law, Medicine, Pharmacy, ROTC, Evans School, UW Bothell. Education, Law, Pharmacy, ROTC, Evans School, UW Bothell, and most units from Medicine have completed elections as of the end of March.

3. Nine nominations were received for the 39th University Faculty Lecturer and a recommendation has been sent by the nominating committee to the President.

4. Nominations are being accepted for appointments to university faculty committees and councils for the academic year 2014-15. If you are interested in serving on a faculty council, or would like to nominate a colleague, please contact me at secfac@uw.edu.
The 2014 Regular Session of the 63rd Washington State Legislature convened on January 13, 2014 for sixty days and adjourned sine die as scheduled on March 13, 2014. It was a “short” session in which the legislature supposedly aims only to take corrective action on the previously approved biennial budget and undertake limited policy change. However, at the beginning of the short session all bills that were introduced in the prior year’s 110-day session (but were not passed and delivered to the governor) are returned to their body of origin to be reconsidered if desired. Many new bills can and are introduced in short sessions as well.

The legislature addresses a very wide range of policy topics through its approximately 16 house policy committees and 13 senate policy committees. There are also several fiscal committees that deal only with budgets and other fiscal matters. The breadth of topics addressed through legislation is demonstrated by the list of over 600 subjects/keywords a user chooses among in order to conduct a search of bills by topic using the legislature’s website.

This year action in one form or another was taken by the state house on about 900 of its own policy and budget bills while the state senate acted on about 850 of its own bills. This excludes the various resolutions and many gubernatorial appointments that were considered. Of the approximately 1,750 bills there were about 230 that were eventually passed in both bodies and delivered to the governor.

Higher education and the University of Washington are understood to be important to our state, enough so to warrant dedicated policy committees in both the house and the senate, and they represent an increasing (albeit still relatively small) fraction of the time and energy of the legislature. Yet they continue to see a long term decreasing share of the state budget. Supporters of the fate of public higher education in the legislative process would undoubtedly prefer to instead see a decreasing fraction of the legislature’s time and energy directed at higher education and an increasing level of state funding in the budget. But the legislative behavior “when you can’t fund it, ‘fix’ it” is seemingly unavoidable in our state.

There were about 40 house bills referred to the house higher education committee and about 50 senate bills referred to the senate higher education committee this session. Ten of the higher education specific bills were ultimately passed in both the house and the senate and delivered to the governor.

Three bills that could directly affect us or our work are HB 1669 that requires a number of steps be followed if state supported programs are changed to fee-based programs, SB 5969 requires public universities to develop policies for awarding academic credit for military courses or programs and provide the policies to all students who list military service on their application, and HB 2613 that allows universities to pay employees every two weeks instead of the current state mandated twice a month.

Many faculty have expressed interest in the “Washington DREAM Act” legislation that was ultimately passed as the “Real Hope Act” (SB 6358) and signed into law on February 26. For more information see ReadySetGrad.org/WASFA.

In addition to addressing policy the legislature passed a supplemental operating budget, amending the biennial budget that was passed last June in the 2013 third special session. Please see the brief on the 2014 Supplemental Budget prepared by UW’s Office of Planning and Budgeting (OPB) (http://opb.washington.edu/sites/default/files/opb/Policy/Final_Supp_Budget_2014.pdf) for more detailed information. The University’s budget was largely unchanged from the original biennial budget although new funding was provided to support the Institute for Protein Design and planning for a law school at UW Tacoma. Budgeted funds were reduced to correspond to reductions in the cost of healthcare – the intention is to reduce the funds appropriated to the university by exactly the same amount that the state would be reducing the amount the University is charged for healthcare benefits provided through the Public Employee Benefit Board. The budget also reduced the appropriation to the University for “lean agency reductions.” The lean agency reductions are purportedly intended to capture savings for the state
that result from more efficient business operations achieved by adopting “lean business practices” (UW’s OPB indicates a brief on lean agency reductions is coming soon). The lack of specificity in the budget line “lean agency reductions” leaves ample room for interpretations that equate these reductions to a directive to “provide the current level of accomplishment and productivity but do it with less state money.”

The faculty, through its faculty senate, councils and committees, should review the budget and higher education bills passed in the 2014 regular session. Particular attention should be paid to the three bills mentioned above.

The legislature will next convene for a regular session on Monday January 12, 2015. It will be a 110 day session in which they will need to pass operating, capital and transportation budgets for the 2015-17 biennium. It is pretty likely to be a difficult session for everybody, especially the legislators themselves, but also the higher education sector. As the state economy gradually recovers from the recession and economic doldrums of the past several years the many business and social service sectors have been looking ahead to the 2015 session as the time when their interests will finally be addressed. But education, namely K-12 through the McCleary decision, will be continuing to put enormous pressure on the budget writers to fully fund basic education and early learning. It will therefore be a session where it is extremely important that the University’s administration, students and faculty be able to speak with very consistent messages. It will also be a session where the University must be clear about where, and how, its message harmonizes with the higher education sector as a whole and where, due to its unique abilities to do enormous good for the people and businesses of the state and its unique characteristics that make that possible, warrant a different message and different treatment from the legislature.
Report of Faculty Council Activities

Faculty Council on Academic Standards

In addition to normal business reviewing curriculum changes, major topics that FCAS is undertaking are:

1. Creation of an ad hoc subcommittee on questions associated with courses, joint with FCTL
2. Participating in 2 taskforces: Taskforce on Enrollment and Taskforce on Online Education

Faculty Council on Benefits and Retirement

1. Advocate changing increased faculty contributions at age 50 from “opt-in” to “opt-out.”
2. Provide through the faculty senate process information to faculty regarding benefits and retirement.

Faculty Council on Faculty Affairs

FCFA is addressing the following issues:

1. Code Cleanup Issues
   a. Minor changes to remove out of date terminology & clarify the code in some places are in progress
   b. Changes to bring some of the code into line with reality are in progress
   c. Adjustments to deal with the modern electronic world
2. Professor of Practice
   a. Should (and how) we add a new rank for people distinguished in their accomplishments outside the academy that wish to join us on a temporary basis to help with our teaching mission.
3. Faculty salary policy

Faculty Council on Multicultural Affairs

FCMA is holding joint meetings with the Faculty Council on Women in Academia to address specific issues that impact faculty demographics, including:

- Tenure demographics
- Lecturers
- Mentoring
- Data
- Faculty salary policy

Faculty Council on Research

The general concern of the FCR is to discuss ways to improve the UW research environment with various administrative units. FCR will review proposals from UW researchers containing restrictions of various sorts (publication policies personnel, data transfer etc.). We will be discussing proposed changes in UW rules regarding the outside activities form and proposed changes in UW rules are published. We will also be concerned with emerging issues regarding OMB, NIH/HHS and NSF and with rules regarding export controls.

Faculty Council on Student Affairs

The Faculty Council on Student Affairs (FCSA) is "responsible for all matters of policy relating to non-academic student affairs such as financial aid, housing, regulation of social affairs, eligibility rules, intercollegiate athletics, and general student welfare." (Faculty Code, Sec 42-38.)
The FCSA continues to conduct discussions on issues pertinent to students, including: recent Senate action on admissions policies and standards; on-going and planned campus renovations; revisions of the Student Conduct Code; the Online Undergraduate Degree Completion initiative; and, staffing the faculty appeal board. Among the topics discussed during the Council meetings this quarter were the following.

7 January: Ann Browning, Director Academic Support Programs, was present to discuss student tutoring centers. Browning works with the Center for Learning and Undergraduate Enrichment (CLUE) within UW Academic Support Programs. We also heard reports from the President's designee and the PSO representative to the Council.

4 February: Melanie Mayock (External Affairs Specialist for Transportation Services) discussed recent transit developments affecting UW. As a result of the recession Seattle revenues have been dropping over the past few years. Since then Metro has been relying on reserve funds, raised fares and temporary funding in the form of the $20 annual license renewal fee. This cut in funding is similar to other regional transportation districts which are cutting back on service areas and bus routes. Last November King County announced its proposed cuts which will completely delete 20 routes that serve UW (out of 42 current Metro routes).

4 March: Chair Treser was out of town for this meeting and asked Brian Fabien to chair the meeting. Council members discussed the chair’s report that was circulated prior to the meeting. In the report Treser addressed recent developments in student profiles, student debt, recent Class A legislation creating housekeeping changes, the Universal Student U-PASS Advisory Board and Seattle’s new Bike Share program.

The FCSA and FCAS will begin holding joint discussions on items of mutual interest.

Faculty Council on Teaching and Learning

1. Update on FCTL Report on Hybrid Online Learning: On April 4, 2013, former FCTL chair Jan Carline transmitted to President Young the council’s report on hybrid online learning. At its January 9, 2014, the council hosted Jim Gregory, co-chair of the UW Task Force on Online Learning, to learn the scope of its work and its relevance to FCTL’s mission. On February 25, 2014, President Young responded to the 2013 FCTL letter (a copy of the letter was forwarded to the Senate leadership and Faculty Secretary). The president thanked FCTL for its efforts, then went on to cite several UW teaching-with-technology success stories. At the same time, the president indicated that he shares FCTL’s concerns about maintaining quality and monitoring faculty effort with regard to online teaching and recognized there “is considerably more work to do.” In response to FCTL’s recommendation for supplemental faculty funding for support of hybrid courses, he indicated that he and the provost are giving it “serious consideration,” indicating that such support is central to their vision in the 2y2d initiative and in the Center for Teaching and Learning.

2. FCTL continues to address faculty concerns over access to student course evaluations outside UW. In 2012, Nana Lowell (UW-OEA) learned that students from the Information School had provided public access to results of student evaluations of courses they obtained from a web site accessible only to those with a UW NetID. The practice of giving access to these evaluations only to individuals with NetIDs had been put in place based on discussions in the former Faculty Council on Instructional Quality, after consulting the Attorney General’s office. This was done because of two concerns, the first being potentially inappropriate use of faculty evaluations by individuals not affiliated with the university, and the second being restrictions on the publication of evaluations of teaching assistants included in the bargaining agreements with their union. An inquiry about this matter was referred to the Attorney General’s office for advice, but the AG’s office has ignored the request. At its February 2014 meeting, members of the FCTL supported adding a disclaimer to the web site for faculty teaching evaluations warning that the information is intended solely for the use of individuals within the University of Washington community and that redistribution to anyone who does not have a current UW NetID is prohibited.
3. FCTL provided advice on a number of teaching and technology issues this year, including the move to paperless, online course evaluations (and its possible effect on response rates), use of anti-plagiarism software, transition to the Canvas learning system, possible transition from Tegrity to Panopto and the possible integration of e-Texts and Catalyst.

4. Senior Vice Provost for Academic and Student Affairs Gerald Baldasty requested that he be added as a “regularly invited guest” for all FCTL meetings. The council members agreed. He has also requested FCTL support and assistance in implementing the UW Two Years to Two Decades Initiative.

Faculty Council on Tri-Campus Policy

1. Conducting a review of tri-campus information dissemination and faculty member representation between the three faculty governance structures.
2. Reviewing issues related to student conduct code violations and how they are disseminated and treated if/when student seeks cross-campus enrollment.
3. Examination of processes related to cross-campus degrees/minors and role of UW Curriculum Committee.
4. Coordinated Faculty Senate communication of tri-campus awareness regarding governance, policies, new issues, budget, etc.
5. Budget and legislative representation related to tri-campus strategic planning.
6. Discussion of potential issues related to “UWS/B/T self-sustaining and distance learning degree programs and cross-campus implications.
7. Examination of variations/changes to faculty handbook that affect UWT/UWB faculty.
8. Cross-campus faculty research activities/opportunities – and an examination of selection processes related to limited submission research applications from the University of Washington.

Faculty Council on University Facilities and Services

The Council toured the new Mercer dormitories, in anticipation of another round of dormitory construction replacing the northeast campus dormitories. In general construction is cheaper than renovation and seismic upgrading. The UW student dorm lifestyle is a considerable improvement on the ones in the memories of the Council members.

The Council heard a report on the campus Wayfinding Study from the campus Landscape Architect. At its roots this is about consistent signage on campus.

The Council discussed the issue of faculty governance review of capital projects. This was also discussed at a recent SCPB meeting. The takeaway was that the SCPB and Senate leadership expect FCUFS to do these reviews. The Capital Projects Office (CPO) has agreed to present revisions to the Capital Plan to FCUFS (and will do so in April). CPO has also agreed to add a box to the project flowchart for FCUFS review, and let the FCUFS chair know about projects going to the Regents for approval. The goal is for the FCUFS chair to advise the Senate Chair of whether the project has been reviewed by FCUFS, and any unresolved issues, prior to the project going to the Regents.

Future issues: Spring: Sound Transit. Transportation review. Capital Plan review. New CSE building. Fall: NE campus dorms. We'll also hear a report from the transportation committee liaison on UPASS for faculty and staff.

Faculty Council on University Libraries

1. Implementation of the Faculty Fund for Library Excellence, as approved by the Faculty Senate. Fund website is located at: https://www.washington.edu/giving/make-a-gift?source_typ=3&source=LIBFAC
2. Facilitation of Open Access publishing at the UW. The FCUL will continue to seek to engage faculty and students in submitting documentation of their past, current, and future research (i.e., archival and grey literature) to the open access repository ResearchWorks.

3. Strengthening educational partnerships/ the development of a sustainable academic business plan. The FCUL will continue to investigate ways to bring emerging Libraries technologies and initiatives into UW courses. The strategic plan will consider a wide variety of issues, including fee-based and distance courses and programs.

4. Employment of multi-institutional approaches. The FCUL will provide input to continuing Libraries efforts to lead and leverage multi-institutional Libraries initiatives, related to e.g., the Hathi Trust, the Western Storage Trust, and Orbis Cascade activities.

5. Inclusion of Librarians on the Senate. The FCUL will continue to follow up on the 2009 – 2012 discussions on representation of Librarians on the Faculty Senate, the SEC, and on the Faculty.

6. General planning for collections, services, and staff. The FCUL will advise the Libraries on changes in collections, services, and staff in support of its strategic plan and necessitated by continuing budget constraints. Initial topics include the subject librarian framework, physical and virtual space planning, etc.

Faculty Council on Women in Academia

There are no updates at this time

Approved council minutes are available online at http://www.washington.edu/faculty/committees/councils.html
Search Committee for the Vice Provost of UW Educational Outreach.

Judy Howard and I are members of the Advisory Search Committee for the next Vice Provost for UW Educational Outreach (UWEO). Other committee members are meeting with a wide variety of stakeholders, and we have solicited the thoughts of our Deans and Chancellors, as well as the UWEO Advisory Board. We also provided all UWEO staff with an opportunity to give us their thoughts via a catalyst survey.

We have hired a search firm and are working with Regan Gough, Principal at Isaacson, Miller. The position description has been posted on UW Hires and has been advertised in The Chronicle for Higher Education, among other publications.

We will take your ideas and advice back to the full committee and make sure that the advisory search committee members know your views. We have a few broad questions, and we welcome your advice and thoughts:

1. What are the characteristics you would like to see in the next Vice Provost for UW Educational Outreach?
2. In 3-5 years, what will be the definition of success in our new Vice Provost? What are the key metrics?
3. What are the key issues or trends in continuing education that the Advisory Search Committee should know about?
4. What do you believe to be the most essential work of UW Educational Outreach?
5. Are there any other issues you would like to bring to our attention?
6. What do you see as the optimal relationship of UWEO with other UW units?"

You can contact the search committee via eosearch@uw.edu.

Thank you for your valuable input.

Jerry Baldasty, Chair, Advisory Search Committee on the Vice Provost for Educational Outreach
Judy Howard, Search Committee Member
Class A Legislation
Faculty Code Sections 21 and 24, Professor of Practice
Justification Statement and Proposed Language

Introduction

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

Reasons for Proposed Changes

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

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

Background

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

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

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

The University faculty consists of:

- The president,
- The vice presidents,
- The professors,
- The associate professors,
- The assistant professors,
- The principal lecturers,
- The senior lecturers and senior artists in residence,
- The professors of practice
- The lecturers and artists in residence,
- The instructors,
- The teaching and research associates,

whether serving under visiting, acting, research, clinical, or affiliate appointment, whether serving part-time or full-time, and whether serving in an active or emeritus capacity. The faculty, beginning with the professor, are listed in order for purposes of determining voting eligibility based on superior rank.


Section 21-32 Voting Membership in the Faculty

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

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

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

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

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

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


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

A. Qualifications for Appointment at Specific Ranks

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

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

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

B. Qualifications for Appointments with Specific Titles

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Section 24–41 Duration of Nontenure Appointments

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

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

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

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

B. Lecturer and Artist in Residence

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

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

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

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

3. Except as provided in Subsection B.4 below, at least six months (or three months in the case of an initial annual appointment) before the expiration date of an appointment of a full–time lecturer, artist in residence, senior lecturer, principal lecturer, or senior artist in residence, the dean shall determine, pursuant to Section 24–53, whether this appointment shall be renewed and shall inform the faculty member in writing of the decision.
4. A renewal decision in accord with Subsection B.3 above is not required where an initial appointment of a full-time lecturer, artist in residence, senior artist in residence, senior lecturer, or principal lecturer is for one year or less and the appointment is identified at the time of appointment as not eligible for renewal.

5. Part-time appointments as lecturer, artist in residence, senior lecturer, principal lecturer, and senior artist in residence are for the period stated in the letter of appointment. If such appointments are to be renewed the procedures in Section 24–53 shall be followed in a timely manner with knowledge of funding availability and staffing needs.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Section 24–53 Procedure for Renewal of Appointments

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

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

1. Does not alter faculty rank requirements for considering appointment renewals, and
2. Shall expire one calendar year after it is made.

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

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

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

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

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

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

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

A. Assessment of Teaching Effectiveness

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

The collegial evaluation of teaching effectiveness shall be conducted prior to recommending any renewal of appointment or promotion of a faculty member. In addition, for faculty at the rank of assistant professor, or associate professor or professor "without tenure" under Chapter 25, Section 25-32, Subsection D, or with the instructional title of lecturer the collegial evaluation shall be conducted every year. For other faculty at the rank of associate professor or professor or with the instructional title of senior lecturer, or principal lecturer, or professor of practice the collegial evaluation shall be conducted at least every three years. A written report of this evaluation shall be maintained and shared with the faculty member.

B. Yearly Activity Report

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

C. Regular Conference with Faculty

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

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

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

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

3. A shared strategy for achieving those goals.

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

Approved by:
Senate Executive Committee
April 7, 2014
Class C Resolution Concerning Transgender Coverage

WHEREAS, the University Faculty Council on Benefits and Retirement has heard testimony about the need for transgender individuals to receive adequate medical coverage; and

WHEREAS, we believe that providing the best benefits at the most affordable cost is a key part of the total compensation package that affects the University's ability to hire and retain an outstanding and diverse faculty; and

WHEREAS, the Council believes that the current exclusions in all faculty health plans regarding the treatment of Gender Dysphoria, Gender Identity Disorder, Transsexualism or Transgender people's healthcare is not in keeping with current medical science; and

WHEREAS, major medical bodies support public and private health insurance coverage for treatment of gender identity disorder; and

WHEREAS, according to the testimony the University of California system, Yale, Harvard, Portland State, the University of Michigan and others extend these benefits to faculty and staff; and

WHEREAS, the states of Oregon, California, Colorado, Vermont, Connecticut, and Washington DC, require insurance companies to offer these benefits; and

WHEREAS, coverage is currently available to Group Health and City of Seattle employees and to UW undergraduate students; therefore,

BE IT RESOLVED, that the University of Washington Faculty Senate recommends that the State of Washington offer the needed benefits to transgender people.

Submitted by:
Faculty Council on Benefits and Retirement
April 7, 2014

Approved by:
Senate Executive Committee
April 7, 2014
Agenda
Faculty Senate Meeting
Thursday, April 24, 2:30 p.m.
Savery Hall, Room 260

1. Call to Order and Approval of Agenda.


4. Memorial Resolution.

5. Opportunities for Questions and Requests for Information.
      i. Approval of the February 10, 2014, SEC minutes.
      ii. Approval of the February 27, 2014, Faculty Senate minutes.
      iii. Faculty Council Activities.
   b. Report of the Secretary of the Faculty.
   c. Report of the Chair of the Senate Committee on Planning and Budgeting.
   d. Report of the Faculty Legislative Representative.

   Athletics Report – Scott Woodward, Director of Athletics; Pete Dukes, Professor of Accounting and Faculty Athletic Representative.

7. Consent Agenda.
   a. Confirm JoAnn Taricani, Professor of Music History, as 2014-2015 Faculty Legislative Representative, for a term beginning August 1, 2014 and ending July 31, 2015.

8. Announcements.


    a. Class A legislation – First Consideration.
       Faculty Council on Faculty Affairs
       Title: Proposed new faculty position: Professor of Practice.
       Action: Conduct first review of proposal to submit legislation amending the Faculty Code to the faculty for approval or rejection.
    b. Class C Resolution
       Faculty Council on Benefits and Retirement
       Title: Resolution concerning transgender coverage.
       Action: Approve for Distribution to Faculty.


12. Good of the Order.


Prepared by: Marcia Killien, Secretary of the Faculty
Approved by: Jack Lee, Chair of the Faculty Senate

NOTE: If a continuation meeting is necessary to conduct unfinished or special business, it will be held on Thursday, May 1 at 2:30 p.m. in Savery 260.