Agenda
Senate Executive Committee Meeting
Monday, May 2, 2016, 2:30 p.m.
142 Gerberding Hall

1. Call to Order and Approval of Agenda.

2. Senate Chair's Remarks – Norm Beauchamp.

   a. Report of the Chair of the Senate Committee on Planning and Budgeting. [Exhibit A]
   b. Report of the Faculty Legislative Representative. [Exhibit B]
   c. Faculty council activities. [Exhibit C]

4. President’s Remarks – Ana Mari Cauce.

5. Consent Agenda.
   a. Approve the April 4, 2016, Senate Executive Committee minutes.
   b. Approve the April 21, 2016, Faculty Senate minutes.
   c. Approve Nominees for 2016-17 Faculty Councils and Committees. [Exhibit D]
   d. Approve nominations for 2016-17 Senate Executive Committee Positions. [Exhibit E]
   e. Approve 2016-17 schedule of Faculty Senate and Executive Committee meetings. [Exhibit F]

6. Announcements.

7. Unfinished Business.

   a. Discussion item: Faculty Demographic Tableau Dashboard – Susan Astley, Chair, FCWA. [Exhibit G]
   b. Class A Legislation – Second Consideration. [Exhibit H]
      Title: Proposed amendments to the Faculty Code regarding the faculty salary policy
      Action: Approve for Faculty Senate consideration.
   c. Class B Legislation – Chapter 110: Grades, Honors, and Scholarship. [Exhibit I]
      Faculty Council on Academic Standards
      Title: Changes to the Chapter 110.1.A., Satisfactory/non-satisfactory grade requirements.
      Action: Approve for Faculty Senate consideration.
   d. Class C Resolution. [Exhibit J]
      Faculty Council on Academic Standards.
      Title: Resolution concerning holistic review for competitive admissions majors.
      Action: Approve for Faculty Senate consideration.
   e. Class C Resolution. [Exhibit K]
      Associated Students of the University of Washington
      Title: Resolution concerning Student Collective to host Tent City 3.
      Action: Approve for Faculty Senate Consideration.
   f. Approval of the May 19, 2016, Faculty Senate Agenda. [Exhibit L]
      Action: Approve for distribution to Faculty Senators.

Adjournment.

Prepared by: Marcia Killien
Secretary of the Faculty

Approved by: Norm Beauchamp, Chair
Faculty Senate

NOTE: If a continuation meeting is necessary to conduct unfinished or special business, it will be held on Monday, May 9 at 2:30 p.m. in Gerberding 142.
Report of the Chair of the Senate Committee on Planning and Budgeting
Kate O’Neill, Professor, Law

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.

There are two pieces of good news. First, the state supplemental budget includes money that fully “backfills” tuition revenues lost due to a combination of the tuition freeze and increased student enrollment. Second, the interim provost announced that the UW will authorize faculty raises of 4% for the coming year – 2% for basic merit and 2% for additional merit. This is an increase from an earlier estimate and was made possible through a combination of the tuition backfill and savings due to the “Transforming Administrative Process” (TAP) initiative.

We have completed reviews of unit budget requests and are now consulting with the Office of Planning and Budgeting (OPB) and the provost’s office on formation of the UW’s budget proposal for FY 17 that will be forwarded to the Regents for approval in June. The committee also discussed the criteria for including budget proposals to the state Office of Financial Management (OFM). That submission is due in September before the first SCPB meeting next year. Therefore, SCPB is working with OPB and the provost to define criteria now. Those include a hierarchy based on internal priorities – compensation, essential operation and maintenance, compliance, and diversity efforts – assessed in light of likely legislative priorities.

The committee received an update on the HR/Payroll project from Vice President for UW-IT and CIO Kelli Trosvig. The new system is not ready for launch and the start date is uncertain. In addition to the cost overruns, the committee discussed lessons to be learned as the UW moves toward implementing a new financial management system. The committee also decided that it will invite the project managers back to report on a number of topics. We would like to see an “as is” workflow model of 3-4 significant use cases for 3-4 diverse units. We’d like a model of the “to-be standardized” workflows that correspond to each of these use cases along with an articulation of predicted benefits. We would also like them to articulate where they anticipate any constraints to be in terms of implementing the proposed Class A Faculty Salary Policy, particularly with respect to customization. We have also asked whether the new system will be capable of tracking and analyzing faculty demographic data in snapshots and over time.
Report of the Faculty Legislative Representative
JoAnn Taricani, Associate Professor and Chair, Music History
olympia@uw.edu

When the Governor signed the final supplemental budget, the university received a surprise restoration. He made a veto that is very useful to the UW, deleting the requirement that the UW pay around $2 million to central services at the Office of Financial Management, so the backfill amount of tuition dollars really is a true backfill now, upholding the promise made when the original 2015-17 budget was enacted (to add enough state appropriation dollars to offset the tuition reductions, with an adjustment in the supplemental budget). My previous comments on this issue had stated:

"A new charge to the UW, other public universities, and various state agencies is an obligation to fund some of the central services of the Office of Financial Management. While this is new to higher education, other state agencies have been providing contributions to pay for these services in the past. The charge to the UW for the biennium will be $2 million."

So, this charge (which would have become a permanent biennial obligation) is no longer in the budget. The supplemental budget is now law.

SCPB Chair Kate O’Neill is leading the SCPB in discussions of the budgetary priorities for the 2017-19 request to the Office of Financial Management, a budget-building process that has been taking place over the past half-year, starting with requests to the deans for priorities, which are now being assessed by the UW Office of Planning and Budgeting (part of the Office of the Provost), which is in weekly discussions with SCPB.
Faculty Council on Academic Standards

In addition to the normal business of reviewing curricular changes, the following are major policy issues that FCAS is undertaken or has recently completed:

A report addressing the effects of ABB (Activity-Based Budgeting) on educational collaboration was completed at the beginning of Winter Quarter. This report was requested by the ABB review committee and the SCPB and is currently under review. In order to develop the report, three surveys that targeted Deans, departmental chairs, and departmental advisors were administered by the council.

The review of preliminary proposals from the College of Engineering regarding admission of freshman applicants to the University directly to the college is underway.

Faculty Council on Benefits and Retirement

Developing a comprehensive comparison of benefits between UW and other major research universities via a digestible infographic
Investigating retirement incentives: VRI/VEBA
Investigating three additional open issues:
  10% contribution opt in/out
  Long term care insurance
  Tuition waivers

Faculty Council on Multicultural Affairs / Faculty Council on Women in Academia

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

FCWA/MA was granted access to the Faculty Demographic Tableau dashboard in November 2015 for review and consideration. FCWA/MA approved submission of the following statement to the SEC:
“FCWA/MA has reviewed the Faculty Demographic Tableau Dashboard and recommends all faculty and relevant administrative staff and academic personnel receive access to the dashboard via their UW NetID starting January 2016.”
Drafted and forwarded a Class C resolution on Black Lives Matter, approved in the faculty senate’s January 2016 meeting
Developed a Class C resolution on Living Wages, currently awaiting consideration by the faculty senate
Worked with Gordon Watts (chair, Faculty Council on Faculty Affairs) on revising language of new salary policy to avoid recreating social and economic hierarchies produced in old salary policy
Helped develop a Frequently Asked Question (FAQ) source of information on the potential implications of unionization on women and faculty of color at UW
Reviewed the draft “Evaluating Teaching in Promotion & Tenure Cases: Guide to Best Practices” from the Center for Teaching and Learning
Voted to endorse a Class C resolution brought for co-sponsorship Patricia Kramer (chair, Faculty Council on Academic Standards)

Faculty Council on Faculty Affairs

FCFA has forwarded three pieces of Class A legislation through to the SEC and faculty senate in the 2015-2016 academic year, including:

Changes to Chapter 28 of the Faculty Code on “Adjudicative Proceedings for the Resolution of Differences” (approved)
Changes to Chapter 26 of the Faculty Code on “Financial Emergency and Procedures for Elimination of an Academic Program” (approved)
Changes to Chapter 24 of the Faculty code on “Appointment and Promotion of Faculty Members” (currently within its second consideration)

The council is continuing its investigation of lecturer issues at the UW with an aim to consider changes to the faculty code, once completed.

**Faculty Council on Research**

In addition to its normal business reviewing and voting on classified research contracts, the FCR has developed and imported data from a survey on the effects of ABB (Activity-based Budgeting) on collaborative research at the UW. The survey received approximately 800 responses, and a report was drafted thereafter and sent to the ABB Review Committee and the SCPB. The council also vetted the new Executive Order No. 61 procedures for investigation of research misconduct, and continues to investigate ways to widely disseminate information to the faculty on research compliance regulations.

**Faculty Council on Student Affairs**

The FCSA continues to conduct discussions on issues pertinent to students. The major issues that have come before the council so far this year are:

Review and forwarding of Class B legislation recommending revisions to the UW Student Conduct Code during fall quarter 2015 to the faculty senate (approved).
Continued participation in the drafting of a revised Student Conduct Code and the clarification of the role and operation of the Faculty Appeal Board.
Student Financing & Debt, including: the increasing cost of a college education (and the impact of the state tuition reduction action); transfer of the burden to students; the compatibility or rather incompatibility of students needing to balance the increasing demand that they work (part or full time), with their studies and family life; and, the impact of debt upon student graduating the university or even their ability to continue their education.
Student Mental Health issues, including examining the apparent increase in the number and scope of services requested;
Quality of Student Life including consideration of better integrating student athletes and international students into life of the university

**Faculty Council on Teaching and Learning**

The FCTL has completed and forwarded its report/recommendations on the feasibility and pedagogical impacts of regularizing UW’s summer quarter under the ABB (Activity-based Budgeting) funding model, and provided its recommendation to the SCPB and the ABB Review Committee.
FCTL has investigated the pros and cons of allowing the UW logo and brand to be associated with MOOCs offered by UW faculty and forwarded its recommendation to faculty senate leadership.
The FCTL continues to investigate and become informed on possible ways to improve or recommend additional web instructional tools for UW faculty to use in their courses.

**Faculty Council on Tri-Campus Policy**

In addition to its normal business of reviewing curriculum proposals for the purpose of conducting Tri-campus Review, the FCTCP is working on:

Optimizing its charge and membership by way of a council survey identifying top priorities.
Investigating methods to better synthesize various initiatives between the three UW campuses.
Faculty Council on University Facilities and Services

The council has reviewed and offered feedback on the North Campus Student Housing Phase IV-A, revisions to the Burke Museum, classroom updates from Classroom Technology & Events (UW-IT), Computer Science and Engineering (CSE) Building II, updates on the UW’s classroom scheduling issues and possible shifts in related policies, and a Transportation Services update.

Faculty Council on University Libraries

The FCUL continues to monitor and receive updates from members of the UW libraries in their efforts to respond to the Class C resolution on Open Access (approved spring 2015), which includes assessing the university’s current open access repository (ResearchWorks), development of a university-wide open access policy, and investigation of potential new repository software for utilization at the university. Finally, in support of the Libraries’ ongoing review and planning process, the council recently visited the UW-Bothell campus to receive a tour of its library’s facilities and services.

Approved council minutes are available online at [http://www.washington.edu/faculty/councils/](http://www.washington.edu/faculty/councils/).
2016-2017 Appointments to University Committees and Faculty Councils

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

- Sarah Stroup, College of Arts and Sciences, as chair for a term beginning September 16, 2016, and ending September 15, 2017.
- Phil Brock, College of Arts and Sciences, as a member for a term beginning September 16, 2016 and ending September 15, 2019.
- Lynn Dietrich, College of Education, as a member for a term beginning September 16, 2016 and ending September 15, 2019.
- John Sahr, College of Engineering, as a member for a term beginning September 16, 2016 and ending September 15, 2019.
- Matthew Taylor, College of Arts and Sciences, as a member for a term beginning September 16, 2016 and ending September 15, 2019.

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

- Stephan Siegel, Foster School of Business, as chair for a term beginning September 16, 2016, and ending September 15, 2017.
- Russell Fernandes, School of Medicine, as a member for a term beginning September 16, 2016, and ending September 15, 2019.
- Mary O’Neil, College of Arts and Sciences, as a member for a term beginning September 16, 2016, and ending September 15, 2019.

Faculty Council on Faculty Affairs (Meets Tuesdays at 11:00)

- Margaret Adam, School of Medicine, as a member for a term beginning September 16, 2016 and ending September 15, 2019.
- Eric Bugyi, UW Tacoma School of Interdisciplinary Arts & Sciences, for a term beginning September 16, 2016 and ending September 15, 2019.
- Purnima Dhavan, College of Arts and Sciences, as a member for a term beginning September 16, 2016 and ending September 15, 2019.
- Kamran Nemati, College of Engineering, as a member for a term beginning September 16, 2016, and ending September 15, 2019.
- Jacob Vigdor, Evans School of Public Policy and Governance, as a member for a term beginning September 16, 2016, and ending September 15, 2019.

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

- Joseph Babigumira, School of Public Health, as a member for a term beginning September 15, 2016, and ending September 16, 2019.
- Yoriko Kozuki, School of Nursing, as a member for a term beginning September 15, 2016, and ending September 16, 2019.
- Thomas Lee, Foster School of Business, as a member for a term beginning September 16, 2016 and ending September 15, 2019.
- Pietro Paparella, UW Bothell School of STEM, as a member for a term beginning September 15, 2016, and ending September 16, 2019.

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

- Michael Rosenfeld, School of Public Health, as chair for a term beginning September 16, 2016, and ending September 15, 2017.
- Paul Fishman, School of Public Health, as a member for a term beginning September 16, 2016, and ending September 15, 2019.
- Nicole Gibran, School of Medicine, as a member for a term beginning September 16, 2016, and ending September 15, 2019.
- Todd Herrenkohl, School of Social Work, as a member for a term beginning September 16, 2016, and ending September 15, 2019.
Faculty Council on Student Affairs (Meets Tuesdays at 1:30)

- Chris Laws, College of Arts and Sciences, as chair for a term beginning September 16, 2016, and ending September 15, 2017.
- Doug Brock, School of Medicine, as a member for a term beginning September 16, 2016, and ending September 15, 2019.

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

- Dan Turner, Foster School of Business, as chair for a term beginning September 16, 2016, and ending September 15, 2017.
- Amy Howells, School of Nursing, as a member for a term beginning September 16, 2016, and ending September 15, 2019.
- David Masuda, School of Medicine, as a member for a term beginning September 16, 2016, and ending September 15, 2019.
- Ellen McGough, School of Medicine, as a member for a term beginning September 16, 2016, and ending September 15, 2019.

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

- Ehson Feroz, UW Tacoma Milgard School of Business, as a member beginning September 16, 2016, and ending September 15, 2019.

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

- Bruce Balick, College of Arts and Sciences, as a member for a term beginning September 16, 2016, and ending September 15, 2017.
- Ann Marie Borys, College of Built Environments, as a member for a term beginning September 16, 2016, and ending September 15, 2019.
- Ann Mescher, College of Engineering, as a member for a term beginning September 16, 2016, and ending September 15, 2019.

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

- Laurianne Mullinax, School of Medicine, as a member for a term beginning September 16, 2016, and ending September 15, 2019.
# Nominations for 2016-17 Senate Executive Committee Positions

## Open Seat Nominations

<table>
<thead>
<tr>
<th>Positions</th>
<th>Nominees</th>
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<td><strong>Medicine – 2 positions</strong></td>
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<td></td>
<td>Kelly Edwards, Bioethics</td>
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<td>Nicole Gibran, Surgery</td>
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<td>Kurt Johnson, Rehabilitation Medicine</td>
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<td>Paul Manner, Orthopaedics</td>
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<td>Sherene Shalhub, Surgery</td>
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<td><strong>Arts and Sciences – 2 positions</strong></td>
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<td>Paul Hopkins, Chemistry</td>
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<td>Max Lieblich, Mathematics</td>
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<td>Chandan Reddy, English</td>
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<td>Janelle Taylor, Anthropology</td>
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<td><strong>Engineering – 1 position</strong></td>
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<td>Duane Storti, Mechanical Engineering</td>
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<td>Steve Tanimoto, Computer Science and Engineering</td>
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<td><strong>Other health science colleges ¹ – 1 position</strong></td>
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<td>Susan Astley, Public Health</td>
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<td>O. Ross Beirne, Dentistry</td>
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<td>Tom Hazlet, Pharmacy</td>
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<td>Mary Hebert, Pharmacy</td>
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<td>Aaron Katz, Public Health</td>
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<td><strong>Environment and Built Environments – 1 position</strong></td>
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<td>Jan Whittington, Urban Design &amp; Planning</td>
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<tr>
<td><strong>Professional Schools² – 1 position</strong></td>
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<td>Michael Townsend, Law</td>
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## Faculty Council Nominations

1. Faculty Council on Academic Standards
2. Faculty Council on Faculty Affairs
3. Faculty Council on Student Affairs

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¹ Public Health, Dentistry, Pharmacy, Nursing, Social Work
² Business, Education, Evans, Information, Law, ROTC
Nominating Committee:

Charge

Nominate at least one candidate for each of the eight Executive Committee positions and the three Faculty Council Chairs.

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

How Nominees were selected

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

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

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

The faculty council chairs were selected based on a list of upcoming issues that were given to us by the faculty senate vice chair.

Members of the nominating committee:
JoAnn Taricani, College of Arts and Sciences and committee chair
Steve Buck, College of Arts and Sciences
Mark Haselkorn, College of Engineering
Paul Sutton, School of Medicine
### 2016-2017

#### Schedule of Senate and Executive Committee Meetings

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<td>Executive Committee Agenda Deadline</td>
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<td>Executive Committee Meeting</td>
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<td>Faculty Senate Meeting</td>
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<th>Winter Quarter, 2017</th>
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<th>Spring Quarter, 2017</th>
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Senate meetings will be held at 2:30 p.m. in Savery 260.

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

Special Meetings will occur if necessary to conduct unfinished business or special business of the SEC or Senate.
Date: January 11, 2016
To: SEC
From: FCWA/MA, Susan Astley, PhD, Rachel Chapman, PhD, Co-Chairs
RE: FCWA/MA Statement of support to release Faculty Demographic Tableau dashboard to Faculty and Administrators

FCWA/MA was granted access to the Faculty Demographic Tableau dashboard in November 2015 for review and consideration.

Background: Faculty have been requesting access to the Faculty Demographic Tableau dashboard since May 2014 when it was first introduced and formally presented to the Senate (see attached documents presented to the SEC in April 2015: FacultyDemogRequestApr2015.pdf; SECdemographicData040615.pdf).

On January 11, 2016, FCWA/MA approved the following statement for submission to the SEC:

“FCWA/MA has reviewed the Faculty Demographic Tableau Dashboard and recommends all faculty and relevant administrative staff and academic personnel receive access to the dashboard via their UW NetID starting January 2016.”

Attachments: FacultyDemogRequestApr2015.pdf
SECdemographicData040615.pdf
Questions:

1. When will the faculty receive access to their demographic data via Tableau (as piloted by OPB in 2014: See Figs 2 and 3)?

2. Why is the demographic data (gender and race) missing from the Academic Personnel Appointments with Demographics report (Fig 1) posted on the University’s B.I. Portal? [https://biportal.uw.edu/Report](https://biportal.uw.edu/Report)

Background

Data presented to the Senate in May 2014 demonstrated lack of racial/ethnic diversity among faculty and gender inequity in Rank, tenure, salary, and leadership at the University of Washington. These diversity/equity issues vary markedly by School and Department.

Senate Resolutions call for efforts to advance racial and ethnic diversity and achieve gender equity.

Class C Resolution: Resolution Concerning Equity, Access, and Inclusion in Hiring, Jan 2015

Class C Resolution 525: Resolution Addressing Faculty Demographic Concerns, Nov 2012

Access to Data

To address these Resolutions, faculty need access to faculty demographic data in two formats:

1. Annual salary and demographic data on individual faculty members in excel format for statistical analysis. The Academic Personnel Appointments with Demographics report posted on the B.I. Portal is a good example (Fig 1). It is interactive (e.g. faculty can select Year back to 2007, Unit, and Job Class Code). Within seconds the report is presented (with one row of data for each identified faculty member) and can be downloaded as an excel file with the push of a button. (Unfortunately, the demographic data is currently missing from the report: Fig 1)
2. Interactive visualization of annual salary and demographic data via the Tableau platform. Tableau allows the User to select parameters (race, age, gender, dept, rank, etc) via dropdown menus. Within seconds the data requested is presented graphically (Figs 2, 3).

April 2014: OPB piloted a faculty demographic Tableau platform (Figs 2, 3).

May, 2014: Astley and Gregory presented the pilot faculty demographic Tableau platform to the Faculty Senate. Only Astley and Gregory had access to the pilot website. When asked when the rest of the faculty would receive access to this Tableau website, Ana Mari reported she hoped by September 2014.

Feb 2015: Astley was informed the OPB pilot Tableau website was discontinued.
Faculty demographic data is posted in aggregate, tabular, pdf format (Academic Personnel Data) (Fig 4). This format prevents most forms of empirical statistical analysis and would require tremendous time and effort to transform the data into a format that could be summarized descriptively or graphically.

The UW has made tremendous progress providing faculty and students with access to UW data.

- Visit the UW Business Intelligence Portal for UW Enterprise Data Warehouse Reports and Analytics. https://biportal.uw.edu/

Note: Student demographics (gender, race) are posted via Tableau from 2006-2014 (Fig 5).
https://bitools.uw.edu/views/06-DiversityProfileandTrends/06-DiversityProfileTrends#1

It’s time to post the faculty demographics via Tableau.
The faculty request that the exact data used to generate these posted, annual Workforce Analysis reports be imported into Tableau so ALL faculty (and students) have interactive, visual access to ALL faculty data, as demonstrated by the pilot project conducted by OPB in 2014. Screen shots of the Faculty Demographic Tableau pilot are presented below in Figs 2 and 3.
Tenure by Gender (2007-2013) Psychiatry

Request to Present Faculty Demographic Data in Tableau: SEC April 2015

Fig 2. **Tableau presentation of the Psychiatry faculty (2007-2013): Number of tenured positions held by women and men.** This is the exact same data presented in Fig 1. The benefits of Tableau are clear. Within seconds the User can easily generate this graphic that clearly shows the gender inequity among tenured Psychiatry faculty in 2013. More importantly, the User can see that this inequity dates back to at least 2007 and is showing no signs of improvement. To generate this exact same graphic using the data from the Workforce Analysis annual pdf reports (Fig 1) would require several hours. It would also require access to and skill using database and graphic software. In contrast, generation of this graphic in Tableau took less than 15 seconds and requires no expertise or special software on the part of the User. Note that Tableau has no more ability to reveal the identity of an individual faculty member than does the currently posted Workforce Analysis reports (Fig 1). The 1 female with tenure is represented as a number in the Workforce report (Fig 1) and as a bar of height 1 in this Tableau graphic (Fig 2). All Tableau is doing is providing the User with easy, interactive, visual access to the exact same data posted in the Workforce Analysis pdf reports.
Fig 3. Tableau presentation of the Psychiatry faculty (2007-2013): Race/ethnicity profile. Again, this is the exact same data presented in Fig 1. Within seconds the User can generate this graphic illustrating the racial profile of the Psychiatry faculty over time. The User can request the bars represent the number or percent of faculty. Note, the 1 American Indian faculty member is represented as a number in the Workforce report (Fig 1, circled in blue) and as a bar of height 1 in this Tableau graphic (Fig 3). This demonstrates that Tableau is not revealing any information that is not already revealed in the posted Workforce reports. Tableau is simply posted tabular data in graphic format.
Class A Legislation – Second consideration.
Proposed amendments to the Faculty Code faculty salary policy.
Sent under separate cover.
Class B Legislation – Changes to University of Washington, Student Governance and Policies – Chapter 110: Grades, Honors, and Scholarship

Background and Rationale

Currently, students at the University of Washington are allowed to register for credits under the satisfactory/non–satisfactory designation. When this option is selected, students are assigned a numeric grade by the instructor and if that grade is equal to or greater than 2.0, the Office of the University Registrar assigns an S for the course. If the grade assigned by the instructor is less than 2.0, then the Office of the University Registrar assigns an NS for the course.

Satisfactory/non–satisfactorily courses are not included in the calculation of a student’s cumulative GPA. Two main motivations for students to select a satisfactory/non–satisfactory option are: to explore an area outside their main focus without the pressure of receiving a numeric grade and to be able to respond to personal circumstances that hinder their ability to do their best in a course.

Recently, it has come to the attention of the Office of the University Registrar and the Faculty Council on Academic Standards (FCAS) that students are choosing to register for courses using the satisfactory/non--satisfactory option and then rarely, if ever, attending the course or completing any assignments. These students receive a non--satisfactory grade in the course, but because the course grade is not used in the calculation of the cumulative GPA, the student’s academic standing is not affected. In some cases, the number of courses that students have received a non---satisfactory in exceeds 9.

Consequently, FCAS proposes that the Student Regulations be amended to include a maximum of 20 credits that can be registered using the satisfactory/unsatisfactory option. This allows for students both to be able to explore topics outside of their main area of interest and to salvage credits in the case of a difficult quarter.

Chapter 110: 1.A.

6) S/NS

   a) An undergraduate may earn up to 25 elective credits of the 180 minimum credits required for graduation on a satisfactory/non-satisfactory (S/NS) basis. Each instructor shall report numeric grades to the Registrar, who shall convert satisfactory grades (2.0 or greater) to S, and non-satisfactory grades (less than 2.0) to NS for the student's transcript. S/NS shall not be considered in computation of the grade-point average.

   b) An undergraduate student may register for up to a maximum of 20 credits under the satisfactory/non-satisfactory basis, with exceptions possible by approval of the campus Registrar.

   b) Subject to the maximum credit limitation above, the student may indicate at the time of registration if he or she elects to take a course on an S/NS basis. The student can change to and from an S/NS option through the seventh week of the quarter through electronic registration. There is no limit to the number of S/NS credits that a student can register for in a given quarter. Withdrawal from an S/NS course is subject to the same regulations as for any other course.

   c) An instructor may not submit an S or NS in a course. S/NS grades shall appear on the transcript only in the event that the student is registered on an S/NS basis.
Class C Resolution concerning holistic review of applicants to competitive admissions majors

Background and Rationale

Applicants for admission to the University of Washington are assessed for admission based on two categories of information: academic accomplishment and personal factors. Academic accomplishment includes such things as courses undertaken and grades obtained. Personal factors context the academic accomplishments of the applicant and include such things as familial socio-economics and the applicant’s responses to essay prompts. This process is referred to as "holistic review," is based in the Student Regulations Chapter 101, and is overseen by the Faculty Council on Academic Standards (FCAS) for the Seattle campus and the appropriate bodies for the Bothell and the Tacoma campuses.

Students at the University of Washington must declare a major by the time that they have completed 105 credits (Student Regulations Chapter 116). Three methods for admission to majors exist at UW: open, minimum requirements, and competitive admission. Open admission to major means that students may declare the major at any time. Two units that have open majors at this time are Anthropology and Oceanography. Minimum requirements admission to major is a situation where students must meet criteria, such as completion of a course with a specified course GPA, before they are admitted to the major. All students who meet these minimum requirements are admitted to the major. Dance and Philosophy are currently minimum requirement majors.

Competitive admission to major exists when units have more qualified students, i.e., students who are admissible, than ability to educate them. These capacity constrained units must select students, who will be allowed to declare the major, from a group of qualified students. Business and Engineering majors are competitive.

The number of competitive majors has increased in the last few years at the University of Washington and currently approximately 70% of the majors on the Seattle campus are competitive admissions.

While the admission process to the University of Washington requires holistic review, admission to majors does not.

Recommendation for holistic review of applicants to competitive admissions majors

WHEREAS, the University of Washington admits "…those students deemed best able to contribute to and benefit from the educational programs and opportunities offered at the University;" ¹ and

WHEREAS, some units are capacity constrained in that they receive more applications from qualified students than the unit can accommodate in their major course(s) of study; and

WHEREAS, the University of Washington recognizes that an “…important and essential component of any educational program is the exchange of information and life experiences though a diverse student body, with representatives from all cultural backgrounds given opportunity at participation;”² therefore

BE IT RESOLVED, that the Faculty Senate recommends that units that are capacity constrained use a holistic review process that includes “...personal factors such as school and community service, leadership, overcoming adversity, and family educational and socioeconomic background”² and academic qualifications in the selection of students who are to be admitted to study in the unit.

Submitted by: Faculty Council on Academic Standards
With concurrence of: Faculty Council on Multicultural Affairs Faculty Council on Women in Academia
May 2, 2016

¹ Board of Regents Governance, Policy No. 4, Policy on Admission.
² University of Washington Scholastic Regulations Chapter 101.2.A.
Class C Resolution concerning student collective to host Tent City 3.

WHEREAS, Tent City 3 is an authorized temporary tent encampment that provides life-saving shelter and safety to up to 100 men, women, and children experiencing homelessness year-round; and

WHEREAS, Tent City 3 moves to a new host site every 90 days, and previous hosts have included churches, parks, and two universities in Seattle; and

WHEREAS, hosting Tent City 3 is an innovative pathway to transformative, bi-directional learning experiences for all members of the University of Washington community; and

WHEREAS, hosting Tent City 3 offers the University an opportunity to take a bold, action-oriented stand against inequity; and

WHEREAS, students, faculty, and Seattle-area community members have advocated for the University of Washington to host Tent City 3 since 2009; and

WHEREAS, GPSS passed Resolution 11.08-09: Resolution in Support of Hosting Tent City III, in April 2009; and

WHEREAS, ASUW and GPSS have approved resolutions in support of hosting TC3 at UW in Winter 2017; and

WHEREAS, the University has gone on public record about their current consideration of hosting TC3, and we are now in critical window for bringing in voices of support; and

WHEREAS, the student organizers of the Tent City Collective have already formed partnerships with faculty in departments across campus, including medicine, nursing, law, geography, dentistry, social work, build environments, and public health; and

WHEREAS, faculty are vital stakeholders in this and all campus affairs, who are essential to fulfilling the educational goals in which the initiative takes root; therefore

BE IT RESOLVED BY THE FACULTY SENATE OF THE UNIVERSITY OF WASHINGTON:

THAT in an effort to support the University’s mission to provide experiential-learning based education and serve the public of Washington State, the faculty of the University of Washington support the University in hosting Tent City 3 during the Winter of 2017, for 90 days; and

THAT faculty, Tent City 3 residents, students, administrators, and community members will be involved in the planning and implementation of University activities related to hosting; and

THAT this be forwarded to UW President Ana Mari Cauce, Director of Regional and Community Relations Sally Clark, GPSS President Alex Bolton, ASUW President Tyler Wu, and Dean of Undergraduate Academic Affairs Ed Taylor.

Submitted by:
Associated Students of the University of Washington
May 2, 2016
Background and rationale:

Our region is facing an unprecedented state of emergency with over 4,505 people without any kind of shelter. By hosting a tent city during the Winter Quarter of 2017, we hope initiate a campus wide conversation on homelessness in our community. We hope this conversation will begin to break down stereotypes, provide students with pragmatic knowledge around the issue, and inspire Washington’s current and future leaders to take an active role in ensuring everyone has a safe, affordable place to live.

ASUW, GPSS, AAUP, President Cauce, and a number of elected officials have publicly affirmed that the bi-directional educational opportunities which would accompany hosting tent city align with the University’s mission to take a leading role in solving the challenges facing our world. We seek the support of Faculty Senate because we view faculty as essential stakeholders in creating these transformative learning opportunities.”
Faculty Senate Meeting
Thursday, May 19, 2016, 2:30 p.m.
Savery Hall, Room 260

1. Call to Order and Approval of Agenda.

2. Faculty Senate Chair’s Remarks – Professor Norm Beauchamp.

   a. Report of the Secretary of the Faculty.
   b. Report of the Chair of the Senate on Planning and Budgeting.
   c. Report of the Faculty Legislative Representative.

4. President’s Remarks– Ana Mari Cauce.

5. Requests for Information.

   Summary of Executive Committee Actions and Upcoming Issues of May 2, 2016.
   a. Approve the April 4, 2016, Senate Executive Committee minutes.
   b. Approve the March 21, 2016, Faculty Senate minutes.
   c. 2016-17 Schedule of Senate Executive Committee and Faculty Senate meetings.
   d. Faculty council activities.
   e. Faculty Demographic Tableau Dashboard.

6. Memorial Resolution.

7. Consent Agenda.

8. Announcements.


    a. Class A legislation – Second Consideration.
       Title: Proposed amendments to the Faculty Code regarding faculty salary policy.
       Action: Conduct final review of legislation to submit to the faculty for approval or rejection.
    b. Class B Legislation – Chapter 110: Grade, Honors, and Scholarship.
       Title: Changes to Chapter 110.1.A, Satisfactory/non-satisfactory grade requirements.
       Action: Approve for distribution and approval by the faculty.
    c. Class C Resolution
       Faculty Council on Academic Standards.
       Title: Resolution concerning holistic review for competitive admissions majors.
       Action: Approve for distribution to faculty.
    d. Class C Resolution
       Title: Resolution concerning Student Collective to host Tent City 3.
       Action: Approve for distribution to the faculty.
    e. Class C Resolution
       Title: Resolution concerning an alternative salary policy proposal.
       Action: Postponed at April 21 to next meeting, May 19, to approve for distribution to faculty.

11. Good of the Order.


Prepared by: Marcia Killien
Approved by: Norm Beauchamp, Chair
Secretary of the Faculty
Faculty Senate

NOTE: If a continuation meeting is necessary to conduct unfinished or special business, it will be held on Thursday, May 26 at 2:30 p.m. in Savery 260.