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

Present: Chair Beauchamp, Zoe Barnsness, Kate O’Neill, Marcia Killien, Kelly Edwards, Jeffrey Wilkes, Susan Astley, Mike Townsend, JoAnn Taricani, Richard Keil, President Cauce, Interim Provost Baldasty, Marcie Lazzari, Bill Erdly, Duane Storti, Alex Bolton, Tyler Wu, Janelle Taylor, Gautham Reddy, Gordon Watts
Absent: Chuck Treser, Linda Martin-Morris
Guests: Patricia Kramer, Paul Hopkins, Rolf Johnson, Cheryl Cameron, Leigh Friedman.

1. Call to Order and Approval of Agenda.

Chair Beauchamp called the meeting to order at 2:35 p.m. The Agenda was approved.

2. Senate Chair’s Remarks – Norm Beauchamp.

Chair Beauchamp urged everyone to assist him in facilitating adequate discussion of all items of business.

   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]

   JoAnn Taricani, Faculty Legislative Representative, spoke to her report. She would also like to invite SEC members to the next SCPB meeting to discuss legislative priorities for the 2017-19 session. She will set up a Catalyst survey to get better feedback on legislative priorities.

   There were no questions on the written reports.

4. President’s Remarks – Ana Mari Cauce.

President Cauce is continuing to reach out to meet and work with new and continuing leadership of other 4-year and community colleges. This will be important for the upcoming legislative session. In terms of the provost search, she is receiving comments in response to Interim Provost Baldasty’s talk last week and will be considering those soon. There is also progress on filling some vacant leadership positions. More and more student groups are organizing themselves and making demands; she will listen to requests from any group and respond in general. Divestment from prisons is a particularly difficult one. National movements are asking for divestment from 2 prison groups, but UW already does not invest with them. Students also want divestment from any hedge fund or group indirectly related to private prisons. She is interested in developing principles related to divestment. She also commented briefly that she and her office staff have engaged in a close review of the most recent faculty salary policy changes.

Chair Beauchamp suggested discussing divestment with SCPB. He also let her know her courage in responding to students on campus last week was appreciated.

Tyler Wu and Alex Bolton said student government is trying to get a clearer set of demands from the student groups.

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]
The consent agenda was approved.

6. Announcements.

There were no announcements.

7. Unfinished Business.

There was no unfinished business.

   a. Discussion item: Faculty Demographic Tableau Dashboard – Susan Astley, Chair, FCWA. [Exhibit G]

Susan Astley, past chair of FCWA, introduced the discussion. Faculty Council on Women in Academia, Faculty Council on Multicultural Affairs and the Faculty Senate (May, 2014) have a long-standing request for access for all faculty to the Tableau dashboard entitled “Academic Personnel Demographic Trends, Fall 2007 – current year” created by the Office of Planning and Budgeting back in April 2014. Access to this dashboard will assist faculty to better examine and track the annual demographic characteristics of faculty campus wide and within their units as part of their efforts to increase diversity among the faculty. Reluctance to comply with this request from the administration has come from concerns about confidentiality; Astley responded (and demonstrated through Exhibit G) that she believes these exact data are already posted as annual Workforce Analysis pdf reports that document they meet federal regulations. These reports date back to 1997 and have always been accessible to all faculty and are already available and there is no confidentiality concern. In response to a question, Astley confirmed that this request has been supported by the SEC in the past (SEC minutes April 6, 2015, Exhibit F; Senate minutes April 23, 2015, Exhibit E). The administration made a commitment to release the data to a select group of faculty (for example elected faculty council chairs) immediately, and to all faculty by October 2016. The President and Provost agreed to allow Astley to meet with the Tableau dashboard developer to clarify what the technical procedure is and how long it would take to grant all faculty access to the dashboard via their NetID. Bill Erdly asked if faculty who have already submitted their gender and race data to the UW will be able to request their data be retracted from the UW dataset. Astley clarified that the UW only has race and gender data on faculty who volunteered to report their data at the time of hire. Faculty race and gender data has always been available to faculty via the annual Workforce Analysis pdf reports posted since 1997. The data, both in the Workforce Analysis reports and the Tableau dashboard are in aggregate format with no identifiers. No one present at the meeting knew if the UW had a mechanism for removing a faculty member’s data if they so requested.

   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.

Beauchamp reminded the SEC that changes may be made to this legislation only in response to recommendations from the Advisory Committee on Faculty Code and Regulations and the President and that, if approved, those changes would be incorporated into an alternative proposal that would be forwarded to the Senate along with the original proposal. Suggested revisions were received from the Advisory Committee on Faculty Code and Regulations. The President also indicated that she would not approve the proposed legislation unless several changes were made.

Duane Storti objected to the procedure being followed and the short time to review the Faculty Salary Policy with no rationale for the President’s changes. President Cauce indicated she would be happy to delay the discussion to give the SEC more time to review her suggestions and rationale.

President Cauce, Rolf Johnson, President’s Chief of Staff, and Cheryl Cameron, Vice Provost for Academic Personnel, then proceeded to explain the rationale for changes she believes are necessary for her to approve the legislation, as shown in Exhibit H. In general, the major concerns are related to providing
adequate protection to faculty from units who elect to opt-out of the tier adjustments, including providing more flexibility in timelines and requiring additional information in the proposals for opting out. Other concerns are related to insufficient clarity in the proposed legislation that might lead to confusion or misinterpretation and possible future adjudications or lawsuits. The rationale for specific required changes are summarized below along with changes suggested by the Advisory Committee on Faculty Code and Regulations made by a subsequent amendment, referencing line numbers in Exhibit H.

Line 142-------- Replace the word merit with performance because merit has special meaning in the current salary policy. This change has been uniformly made throughout the document in an attempt to be as clear and consistent as possible.

Line 629-------- Administrator exemption from the tier system when the administrator participates in the evaluation of faculty and has a conflict of interest needs to be consistent.

Line 644-669 --- Exemption from the tier system. Additional guidance needs to be added as to information needed in the proposed plan for the protection of the faculty. Enough specificity needs to be provided to guide the faculty in knowing what they can expect. Changes are needed to provide additional clarity and consistency that includes options both to opt out and opt in. The effective date will need to be specified for each proposal. Additions are needed to clarify procedures when a faculty member has a joint appointment.

Line 660. -------- Change 45 days to ‘as soon as practicable’ in response to information that there may be multiple requests for exemptions. If that occurs, more time will be needed to review them all.

Line 1409 ------- Conditional phrase added to avoid conflict with other provisions in the Faculty Code.

Line 1443 ------ Move text to Section 24-62, lines 1507 – 1511, on performance reviews for clarity.

Line 1499 ------- Advisory Committee on Faculty Code and Regulations recommendation, should explicitly state that faculty exempt from the tier system (i.e. administrators who are also faculty) are exempt from collegial performance reviews.

Line 1567 ------- Clarification of requirements.

Line 1623 ------ Advisory Committee on Faculty Code and Regulations recommendation, remove ‘early tier advancements’ and delete the parentheses, to improve clarity.

Line 1753 ------- Necessary to add specific provision to provide for salary increases for faculty who are not tier-eligible

Line 1797 ------- Necessary to provide more flexibility to the timeline.

Line 1807 ------- Need to address units where all adjustments are variable.

Line 1855 ------- Necessary to add specific provision to provide for salary increases for faculty who are not tier-eligible

Line 1901 ------- Necessary to require additional detail related to variable adjustment proposals and performance reviews for the protection of faculty

Line 1920-1928 Clarifies text related to variable adjustment procedures and performance reviews.

Line 1943-1949Parallels current salary policy provisions to attend to equity considerations.

Line 1996------- Timeline flexibility is needed, due to the complexity for transitions and pre-transitions.

Line 2416 ------- SEC amended to make proposal conform with the organization and style of the Code.

In addition to the presentation of this rationale by the President, there was additional discussion about changes recommended by the Advisory Committee on Faculty Code and Regulations. Specifically, the President suggested that the change made in Line 1499 – 1500 may need additional review by the Advisory Committee on Faculty Code and Regulations and the President’s Office in the future to reconcile or provide clarity to the language in this section.

Mike Townsend also commented that he believed this section (Section 24-62) was not clear as to what a chair or dean is required to do for reviews. He also suggested that the legislation needed to further clarify that committees need three professors of equal or higher rank to review, not just three faculty members, only one of whom is at the required rank. This led to a discussion about the readiness of the legislation for final
vote by the Senate and the faculty. Kate O’Neill and Mike Townsend pointed out that individuals keep saying “we will fix this later.” However, this is class A legislation and fixing class A legislation is cumbersome. Everyone is frustrated and impatient, but why not fix these problems beforehand? Even if you support this plan, it would behoove everyone to get this right the first time. Several members indicated concern about voting on legislation when there are numerous changes already identified as being necessary or when a number of units may opt out due to financial or other concerns. Others wanted to move the process forward and did not view any changes proposed as being substantive. Beauchamp urged the members to bring this discussion forward to the upcoming Senate meeting.

Storti proposed an amendment to correct the grammar in Line 2416, providing the rationale for making an amendment at this step of the process as consistent with Chapter 29, Section 29-34, subsection A.3.a., “to make the proposal conform with the organization and style of the Faculty Code.” Amendment passed.

The question was called on whether to forward the alternative proposal, as amended, to the Senate for consideration. The motion passed with 7 for, 6 against.

After all new business was considered and prior to adjournment, the Secretary of the Faculty indicated to the SEC that she had been asked to clarify who was eligible to vote on legislation and what were the rules for passage of class a legislation at the SEC. She asked the voting members who were present to raise their hands and confirmed that all were eligible to vote. She then explained that an affirmative majority of those voting was required to pass legislation. She asked, due to the possible confusion, if members wished to have a re-vote on submission of the alternative proposal to the Senate. The motion passed with 8 for; 5 against. A re-vote was conducted on the motion to forward the alternative proposal, as amended, to the Senate for consideration. The motion passed with 8 for, 6 against.

Following the vote, President Cauce asked for discussion on why the alternative proposal was not supported by some members. Several members indicated they had voted no because they did not want the proposed legislation to pass and therefore wanted the Senate to only consider the proposal that the President had indicated she would not sign. Others indicated they wanted their faculty colleagues to have the opportunity to vote. Some indicated they believed this is not the best version of the legislation we could put forward and the SEC has a responsibility to present less flawed legislation to the faculty.

Members asked that information on perceptions of the pros and cons of the legislation be compiled and sent to the Senate prior to the vote. Chair Beauchamp proposed convening SEC to discuss and agree the pros and cons. Cauce indicated her office may prepare a document that compares the current and the proposed salary policies side by side so faculty understand what they will be voting on. At the end of the meeting, members agreed to meet during the regularly scheduled continuation meeting time, Monday, May 9, at 3:30 pm. The topic of discussion is to talk about what information to send to senators and faculty to prepare them to vote on the faculty salary policy.

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.

Beauchamp reminded the SEC of the process for Class B legislation. The motion was introduced by Patricia Kramer, chair of the Faculty Council on Academic Standards. Kramer referred members to the rationale opened the floor for questions and discussion. There was no discussion. Motion to approve sending the legislation to the Senate passed.

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.

Patricia Kramer, chair of Faculty Council on Academic Standards, introduced the resolution and referred members to the rationale. There was no discussion. The resolution passed.
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.

Norm Beauchamp introduced the resolution. There was a question about how this would be paid for; Cauce responded that there would need to be fundraising. Alex Bolton, GPSS president, stated that the resolution was approved by GPSS and ASUW. The resolution passed.

f. Approval of the May 19, 2016, Faculty Senate Agenda. [Exhibit L]
Action: Approve for distribution to Faculty Senators.

The agenda was approved.

The meeting adjourned at 5:03 pm.
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.
Report of Faculty Council Activities
Senate Executive Committee
May 2, 2016

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/.
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 Bugyis, 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>
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<tr>
<th>Positions</th>
<th>Nominees</th>
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<tr>
<td>Medicine – 2 positions</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>Arts and Sciences – 2 positions</td>
<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>Engineering – 1 position</td>
<td>Duane Storti, Mechanical Engineering</td>
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<td>Steve Tanimoto, Computer Science and Engineering</td>
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<td>Other health science colleges ¹ – 1 position</td>
<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>Environment and Built Environments – 1 position</td>
<td>Jan Whittington, Urban Design &amp; Planning</td>
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<tr>
<td>Professional Schools ² – 1 position</td>
<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

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

<table>
<thead>
<tr>
<th>Quarter</th>
<th>Events</th>
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<tr>
<td><strong>Autumn Quarter, 2016</strong></td>
<td>Executive Committee Agenda Deadline: September 23</td>
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<td>Executive Committee Meeting: October 3</td>
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<td>Faculty Senate Meeting: October 20</td>
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<td>Executive Committee Agenda Deadline: November 4</td>
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<td>Executive Committee Meeting: November 14</td>
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<td>Faculty Senate Meeting: December 1</td>
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<td><strong>Winter Quarter, 2017</strong></td>
<td>Executive Committee Agenda Deadline: January 3</td>
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<td>Executive Committee Meeting: April 3</td>
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<td>Faculty Senate Meeting: April 20</td>
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<td>Executive Committee Agenda Deadline: March 17</td>
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<td>Executive Committee Meeting: May 8</td>
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<td>Faculty Senate Meeting: May 18</td>
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*Senate* meetings will be held at 2:30 p.m. in Savery 260.

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

*Special Meetings* will occur if necessary to conduct unfinished business or special business of the SEC or Senate.
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

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.

![Fig 4](#)

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/ Its impressive.

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

![Fig 5](#)

It’s time to post the faculty demographics via Tableau.
Request to Present Faculty Demographic Data in Tableau: SEC April 2015

Fig 1A. Workforce Profile: 2013 Affirmative Action Plan: Psychiatry. Academic Personnel posts these pdfs on the UW website http://www.washington.edu/diversity/faculty-advancement/academic-personnel-data/ annually. The pdfs date back to 1997 (Fig 1B). Regardless of the size of a department, n’s of 1 are reflected throughout these documents. Faculty identifiers are not provided in these documents. The fact that the UW has posted these Workforce Analysis pdfs every year back to 1997 confirms that posting faculty gender and race by School, Department, Job Code, and Year meets federal regulations. As reported in the posted pdfs “...this report is designed to meet federal regulations...”

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.
Race/Ethnicity (2007-2013) Psychiatry

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.
Proposal Exhibit H under separate cover attached.

Advisory Committee on Faculty Code and Regulations response to the Faculty Salary Policy, approved by the Faculty Senate on April 21, 2016.

April 29, 2016

Attached please find the review of the second iteration of the faculty salary policy, legislation number 139, performed by the Advisory Committee on Faculty Code and Regulations from April 22 to today.

Most comments are typographical. There is one substantive issue, in that we think that section 24-62 should explicitly state that faculty exempt from the tier system (i.e. administrators who are also faculty) are exempt from collegial performance reviews.

Rich Christie
Chair, Advisory Committee on Faculty Code and Regulations

(Please note: The advisory committee’s responses in Exhibit H are noted in green.)

President Ana Mari Cauce’s Response to the Faculty Salary Policy, approved by the Faculty Senate on April 21, 2016.

April 28, 2016

Although tomorrow’s deadline falls short of the 14 days the Faculty Code provides for presidential review (as you note), Ana Mari and Jerry have been eager to meet the deadline and get the legislation back to you as quickly as possible. After extensive consultation, please find the changes highlighted on the attached draft that Ana Mari would require to be able to sign the legislation if approved by the faculty. Ana Mari and Jerry look forward to discussing the reasons for the changes with the SEC at its meeting on Monday.

Rolf Johnson
President’s Chief of Staff

(Please note: The president’s responses in Exhibit H are noted in blue and red.)
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-satisfactory 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 nonsatisfactory 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 she or he 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.

Approved by:
Senate Executive Committee
May 2, 2016
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.

Approved by:
Senate Executive Committee
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.

Approved by:
Senate Executive Committee
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.”
Agenda
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
Marcia Killien
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.