Minutes
Senate Executive Committee Meeting
Monday, October 2, 2017, 2:30 p.m.
142 Gerberding Hall


Guests: Cheryl Cameron, J. Wright, Tanya Eadie.

1. Call to Order and Approval of Agenda.

Chair Way called the meeting to order at 2:30. There were brief beginning-of-the-year member introductions. The agenda was approved.

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

Chair Way spoke to her report, prefacing her remarks by saying that it is an honor to serve in a leadership role and that she expects this to be a good year for growth, change, and continued success in our providing the public good of higher education. Way emphasized the goals detailed in her report: strengthening shared governance, working with the administration to improve fiscal stability, engaging faculty in a discussion of the priorities and values that are reflected in the budget, using the 2050 initiative as a platform for a discussion of the shape of the next generation of faculty, continuing work on improving the career trajectories and working environment for lecturers, and making more progress on diversity and equity.

   a. Report of the Secretary of the Faculty. [Exhibit B]
   b. Report of the Chair of the Senate Committee on Planning and Budgeting. [Exhibit C]
   c. Report of the Faculty Legislative Representative. Report will be given at the meeting. Members who would like to receive legislative updates via email please send a request to JoAnn Taricani at olympia@uw.edu.

JoAnn Taricani, Faculty Legislative Representative, summarized her report. The capital budget has not yet been passed and may not be finalized until early next year. The legislature has approved a comprehensive and generous family-leave plan that will take effect in 2020. It will be funded in part by an employee tax. The UW plan will have to be coordinated with this legislation. Faculty compensation presents challenges, especially as the UW ability to raise tuition is hampered by state law. Control of the State Senate is coming down to one special election.

4. President’s Remarks – Ana Mari Cauce.

President Cauce began her remarks by thanking Joann Taricani for her work. With the State Supreme Court’s K-12 funding decision, there is little money available for the discretionary side of the state budget, which includes the UW. We were lucky to come out of the summer without any cuts, and we will continue to reach out to the legislature to make our case in these times of limited resources.

It has been a tough summer. We are committed to helping members of our community who are being affected by recent events, including the proposed Deferred Action for Childhood Arrivals (DACA) rollback as well as natural and other disasters. Outside of such targeted relief, we are exploring ways to make faculty, staff, and students available in other ways. For example, we are looking to help the Attorney General's DACA lawsuit by proving data and testimony. Having said all that, it is not appropriate to use university resources to take part in general relief and fund-raising efforts.

The administration supports the stated Faculty Senate goals and will partner with the faculty to bring those goals to fruition. But we must be mindful of the fiscal constraints we face.
With respect to faculty compensation, it should be noted that we have made progress since 2002. In particular, our assistant professors are now over the mean of our peers, and our associate professors are at the mean. Still, our full professors lag behind. This remains a priority, but we cannot forget that there are other needs such as deferred maintenance, family leave, etc. Moreover, it is important to understand some of the reasons behind compression for senior faculty; for example, the average age of retirement has risen to 70. Finally, we must understand that faculty raises are not monolithic; we have merit, unit adjustment, and promotion components that require nuanced discussions. It is true that faculty this year see a 2% merit increase, but the average university-wide raise increases to 3.7% if the allotted unit adjustments are fully utilized. Moreover, another 302 faculty are receiving additional 10% promotion raises. The EO 64 emphasis on unit adjustments promotion raises removes the funds available for the general merit pool, but this was in direct response to faculty priorities stated during the recent faculty salary policy revisions. There are other things that can be done, such as using professorship funds for salaries rather than staff support. As a general matter, we have, in response to faculty wishes, increased the ability of units to decide for themselves how to address faculty compensation.

In response to questions, it was noted that the first round of unit adjustments will be effective February 1. President Cauce also remarked that some of the communication issues surrounding this round of salary increases are due to the late date of the finalization of the state budget.

5. Consent Agenda.
   a. Announce electronic approval of the May 8, 2017, Senate Executive Committee, and May 18, 2017, Faculty Senate minutes.
   b. Summer approved nominees for Faculty Councils and Committees. [Exhibit D]
   c. Summer approved creation of a Faculty Council on Benefits and Retirement ad hoc committee on faculty pre-retirement planning. [Exhibit D]
   d. Approve nominees for Faculty Councils and Committees. [Exhibit E]

The consent agenda was approved.

6. Announcements.

Zoe Barsness, Chair of the Senate Committee on Planning and Budgeting and Past Chair of the Senate, reminded members that time has been set aside for SEC members to meet the Provost candidates, both to learn about them and to provide them with information about shared governance at the UW. President Cauce added that, although this is an open search, we should let the Search Committee do the background information gathering and not engage in backdoor inquiries.

7. Unfinished Business.

There was no unfinished business.

8. Discussion items:
   a. Class B Legislation [Exhibit F]
      Title: Proposed revisions to Faculty Code and Governance, Chapter 51, Faculty Leave and Vacations, Faculty Council on Benefits and Retirement

Jason Wright, member of the Faculty Council on Benefits and Retirements (FCBR), spoke to the exhibit. The suggested approach is surgical rather than comprehensive. In terms of paid leave, it would continue the emphasis on sick leave/short-term disability over the creation of a new family-leave right. The new provisions are aimed at equity by extending paid benefits to those who become parents through non-birth means, such as adoption.

Legislative Representative Joann Taricani reiterated that the new state law covers much of this territory, so that the two approaches will have to be coordinated. Cheryl Cameron, Vice-Provost for Academic Personnel, said that there is some uncertainty about the new state law, which was only recently passed, and that FCBR did not have time to consider it. Roughly speaking, the state plan has both medical and family leave, and is to be operated on an insurance model. It is not clear of the extent to which state agencies have flexibility to adopt their own plans. For example, our current 90 days of sick leave is more generous than the state plan, as are our payout provisions. Moreover, our policy would cover all faculty members, but the state law restricts eligibility. In any case,
we have to be cognizant of what we are providing staff as well.

In answer to questions, the following points were made. Under the current UW plan, pregnancy is treated as a disability, which designation conforms to legal norms. Students are viewed similarly. A snapshot showed roughly 200 faculty with a dependent child less than 12 months old covered by our current health-insurance plan. Cauce noted that the sick-leave model is limited in scope; for example, there are questions about the extent to which it covers elder care. Way and Cauce expressed the opinion that it was important to come up with a solution that meets the needs of our faculty. Way said that we would continue the discussion in the future.

b. UW Budget – Faculty Senate involvement in budget discussions.

Way opened the discussion on Faculty Senate involvement in budget discussions by highlighting its importance. She noted that universities have grown in complexity and, consequently, so has the complexity of university finances. Traditionally, finances have been left to the administration, but, with the growth of shared governance, faculty have taken on an increasing role. This shared stewardship is even more important given our current fiscal challenges and the interaction of the financial and academic sides of the institution. The faculty role includes units as well as the University as a whole. We will be providing information to the Senate, continuing the important advisory role of the SCPB, and working with the Elected Faculty Councils to get increased faculty involvement.

SCPB Chair Barsness described the SCPB efforts. As the Office of Planning and Budgeting presentations have made clear, we face a number of constraints on both the revenue and expense sides. It is important for faculty to consider all parameters at issue. For example, compensation must be understood not only in terms of keeping up with our “peers,” but also in to regard tradeoffs with other things that we do. With respect to the general financial picture, we have many levers at our disposal including efficient redeployment of existing resources, workloads, enrollment management, admissions policy, financial aid, etc. SCPB will continue to provide strategic input at the global level, but as ABB shifts much of the discussion and action to the units, the SCPB has prioritized helping Elected Faculty Councils be full partners in the process. The ultimate goal is to align our values and mission with fiscal realities to produce a sustainable strategic plan going forward.

During the discussion, several members commented on the opportunities, but also on the pressures and possible distortions, created by the current surge of popularity in STEM fields. For one thing, STEM degrees can be more costly than other degrees. Suggestions were made to predictively model the state’s tuition-limitation provisions and to engage the legislature in a discussion of more support for the costs of providing for in-state students vis-à-vis the Husky Promise. President Cauce also noted the lack of state support for certain non-classroom services. She also noted that the list of “peer institutions” for purposes of salary comparison can depend on how carefully the definition is made in terms of dollar amounts, workloads, etc. There was a general consensus that faculty must become aware that the decisions they make affect not only the specific fiscal picture of their unit, but also the financial status of the UW as a whole. The faculty code provides faculty with a role in fiscal deliberations, but the leadership must take the lead in spreading a broader awareness and also in providing the information and tools to aid the faculty in making decisions.

   a. Class C Resolution [Exhibit G]
      Title: Resolution resigning the UW Faculty Senate from the Coalition on Intercollegiate Athletics.
      Action: Approve for Faculty Senate Consideration.

Barseness summarized the information provided in the Exhibit. She emphasized that the UW now has little influence over an organization that has an agenda we question but nonetheless goes out with our imprimatur. A motion was made to amend the last “WHEREAS” by replacing “and it is the view of University of the ACIA” with “and it is the view of the ACIA.” The amendment was approved, and, as amended, the motion to approve the Class C Resolution was approved.

b. Approval of the October 19, 2017, Faculty Senate Agenda. [Exhibit H]
   Action: Approve for distribution to Faculty Senators.

The motion to approve the Faculty Senate Agenda for distribution was approved.
10. Adjournment.

The meeting was adjourned at 4:48 p.m.

Prepared by: Mike Townsend  
Secretary of the Faculty

Approved by: Thaisa Way, Chair  
Faculty Senate

NOTE: If a continuation meeting is necessary to conduct unfinished or special business, it will be held on Monday, October 9 at 2:30 p.m. in Gerberding 142.
Report of the Faculty Senate Chair
Thaïsa Way, Professor, College of Built Environments

It is a pleasure to provide my first report for you as Chair of the UW Faculty Senate. Together with the Senate Leadership, we are working on five year-long goals:

- **Strengthening Shared Governance through Faculty Senate:** We are working with faculty councils, elected faculty councils, committees, and task forces to assure that faculty are actively engaged with the UW leadership in stewarding this remarkable public research and teaching university. This extends from the teaching, service, and research to budgets, administration, and leadership. I want to take this moment to thank all who are working hard on our behalf and encourage others to join us in this important effort.

- **Fiscal stability and faculty compensation remain a challenge at the UW.** In line with the President and Provost’s goal to build our stability, we as Faculty Senate leadership are working to strengthen the role of faculty in discussions of compensation. This includes the focus of the Senate Committee on Planning and Budgeting under Zoe Barsness where we will be asking hard questions about the budget and allocations. It includes the efforts of our Elected Faculty Councils partnering with deans to review budgets and establish faculty salary plans. And it needs to include the broader faculty, in discussing not only the decisions we make about our own areas of teaching, research, and service, but the University as a whole - access and excellence can be realized in many ways and the budget is a critical component of that. It is the time to be asking ourselves, our colleagues, and our leaders the tough questions about priorities, focus, and values.

- **Partnering with the Provost and Board of Deans and Chancellors to develop UW/Faculty 2050:** To assure that we are prepared to best support and foster the next generation of faculty members and leaders we are joining forces to assess emerging trends in higher education and developing a shared understanding of our potential responses and engagement. This effort will reveal our opportunities and challenges as we identify how our work as faculty is changing, from increasing focus on collaboration and interdisciplinary research and teaching to the potential of public and engaged scholarship.

- **Refining and strengthening guidelines for lecturer career paths:** The Faculty Council on Faculty Affairs is focused on career paths for lecturers as well as instantiating provost guidelines in the code and policies as appropriate. Additionally, the Faculty Council on Teaching and Learning is addressing how teaching by lecturers is evaluated. Lecturers are a core part of our faculty community and it is critical that we provide a supportive environment and a clear path to promotion.

- **Diversity and Equity:** Supporting the excellent work of UW’s Race & Equity Initiative, senate leadership is highlighting the role of the Faculty Councils on Multicultural Affairs and Women in Academia. We are in discussions on how to improve our university culture to better support our colleagues as part of the 2050 discussion, how to foster leadership on diversity among new chairs, and how Title IX impacts gender issues among faculty on all of our campuses.

Thank you to all who are serving in the various ways and roles of shared governance. Our work as a public research university is a critical contribution to the future of our democracy and our humanity.
Report of the Secretary of the Faculty
Mike Townsend, Associate Professor, School of Law

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

2. To aid the Secretary in administering the Office of University Committees (Faculty Code Sections 22-56.E, 22-58), the Secretary and support staff have set up an internal Advisory Committee on Committees. They will begin meeting soon. In particular, candidates will be sought for 2018-2019 Vice-Chair position. Never too early to apply or nominate!

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

4. Our long-time office manager and Assistant to the Chair, Nancy Bradshaw, will be retiring at the end of the academic year. Congratulations and thanks for your fifteen years of service. You will be greatly missed!
Report of the Chair of the Senate Committee on Planning and Budgeting  
Zoe Barsness, Associate Professor, Milgard School of Business, UW Tacoma

The Senate Committee on Planning and Budget meets weekly with the Provost, the Vice-Provost for Planning and Budget, and the head of the Board of Deans. SCPB is charged with consulting on all matters relating to the University budget and on a wide range of program and policy decisions.

The SCPB is advisory to Provost Jerry Baldasty with a reporting obligation to the Senate Executive Committee and to the Senate. I will also be working closely with the Office of Planning and Budgeting (OPB) and with Professor Thaisa Way, Chair of the Faculty Senate, to coordinate agendas and provide needed budget information to members of the SCPB, the SEC and Faculty Senate.

Broadly speaking, in the coming year, the SCPB will focus its’ attention on understanding the current structure of the budget, including the funding challenges impacting us (e.g., reduced state support, flat tuition and enrollment growth), exploring where and how we allocate our fiscal resources, and developing a better understanding of the significant budget challenges facing us (e.g., unit deficits and deferred maintenance on systems and buildings). At our first meeting on October 9, we also determined to articulate a set of values-based principles that can serve to guide our assessment of budget priorities and inform choices about where and how we, as an institution, should seek free up the resources needed to make investments we seek to prioritize. Most important, the SCPB will continue its collaboration with the Provost, Board of Deans and Chancellors (BODC), and Chairs of the Elected Faculty Councils in each of the schools, colleges and campuses to enhance the breadth and depth of faculty input into the annual budget and compensation planning efforts ongoing within each of the schools, colleges and campuses.

It is critical to remember that with the advent of ABB, a significant portion of university resources are returned to the units for allocation according to each unit’s respective strategic priorities. At the explicit direction of the Provost and with the support of the BODC, Senate leadership, and unit-level elected faculty council leadership, compensation and human capital planning were two critical areas of focus and collaborative effort by the Deans/Chancellors and Elected Faculty Councils in 2016-2017. In 2017-2018, the Provost, BODC, Senate leadership and elected faculty council leadership are working to assure that these critical unit-level discussions and collaborative efforts regarding annual budgets and compensation planning are extended and strengthened. More specifically, unit administration and the Elected Faculty Councils have been tasked to bring forward specific unit adjustment proposals for consideration by the Provost in late fall 2017. In response to unresolved faculty concerns regarding compression and equity at senior faculty ranks across the professoriate, the Provost reserved funds from the general FY 18 salary pool--which he then augmented by $2 million dollars from central unit savings--to be reserved for distribution to UW Seattle units on the basis of senior faculty headcount. These funds will be released in response to concrete unit adjustment proposals. Units are free to determine how best to allocate these compensation funds in accordance with their own compensation goals and objectives. The SCPB will review and advise the Provost on all unit adjustment proposals that are submitted. Please note that while UW Tacoma and UW Bothell retain all of their own tuition dollars, they too have been encouraged to submit self-funded unit adjustment plans.

Given the importance of unit budget discussions and the need for robust collaborative planning between administration and faculty leadership at the unit-level, Senate leadership will continue its support of unit-level elected faculty council leadership in 2017-2018. On September 19, we convened elected faculty leadership from each of the schools, colleges and campuses for an all-day workshop focused primarily on the UW budget process, the structure of the UW budget, and a discussion of some of the specific budget challenges facing the UW, including but not exclusive to limited enrollment and tuition growth, changes in the state funding formulas for faculty compensation, and the role of indirect funding in research. We also focused our discussion on sharing faculty salary planning tools and best compensation planning practices. Senate leadership will convene a meeting of the Elected Faculty Council chairs each quarter to facilitate information sharing and discussion among the councils and across schools, colleges and campuses. The first of these meetings occurred on October 5. Provost Baldasty attended and shared with the elected faculty council chairs information about the annual budget planning process, the unit adjustment process, and his expectations for the engagement of the elected faculty councils in a robust collaborative planning effort with their respective deans and chancellors in 2017-2018.
At our upcoming October 16 SCPB meeting, Associate Vice Provost for Planning and Budgeting Sarah Hall will share with us the timetable for the UW annual budget and state budget processes as well as the status of our core budget for the coming fiscal year (dominated by tuition revenue and the state allocation), and how those funds will be budgeted to the schools/colleges/campuses for the coming fiscal year (FY19). (More information on FY18 budget development can be found at the following links:

- http://opb.washington.edu/content/annual-budgets
- https://opb.washington.edu/sites/default/files/opb/Budget/Adopted_FY18_Operating_Budget.pdf

On October 16, we will also discuss how the compensation pool for FY18 was funded and allocated. The Provost authorized a 2 percent merit pool for eligible and meritorious faculty, librarians, and professional staff in FY18, see the FY18 merit authorization letter for details. You will find an explanation of the context and a high-level summary of the FY18 Merit allocations provided in the accompanying cover letter from the President and Provost. Additional information on FY18 Compensation is available at http://opb.washington.edu/content/compensation.

There are, of course, many other topics relevant to planning and budgeting, and I will report to the SEC and Senate as we proceed through other topics, such as the campus master plan, capital budget, capital campaign, student enrollment, tuition and debt load, graduate school financing, reserves analyses, and risk management. SCPB will as always endeavor to ensure that the Provost receives meaningful input on topics of interest to him and that the Senate leadership, Senators, Council Chairs, and Elected Faculty Council Chairs are well-informed and also empowered to provide input on significant planning and budget choices. If you have topics that you would like SCPB and the Provost to review, please let me know.
Summer approved nominees for Faculty Councils and creation of an FCBR ad hoc committee on faculty pre-retirement planning.

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

2017-2018 Appointments to University Committees and Faculty Councils

Adjudication Panel
Karen Boxx, School of Law, as vice chair for a term beginning on September 16, 2017, and ending on September 15, 2018.

Emily Cilli-Turner, UW Tacoma, as a member for a term beginning on September 16, 2017, and ending on September 15, 2020.

Lorenzo Giachetti, College of Arts & Sciences, as a member for a term beginning on September 16, 2017, and ending on September 15, 2020.

Kimberlee Gillis-Bridges, College of Arts & Sciences, as a member for a term beginning on September 16, 2017, and ending on September 15, 2020.

Tom Hazlet, School of Pharmacy, as a member for a term beginning on September 16, 2017, and ending on September 15, 2020.

Lisa Kelly, School of Law, as chair for a term beginning on September 16, 2017, and ending on September 15, 2020.

Ken-Yu Lin, College of Built Environments, as a member for a term beginning on September 16, 2017, and ending on September 15, 2020.

Clare Ryan, College of the Environment, as a member for a term beginning on September 16, 2017, and ending on September 15, 2020.

Faculty Council on Academic Standards
Zhi Lin, College of Arts & Sciences, as a member for a term beginning on September 16, 2017, and ending on September 15, 2020.

Faculty Council on Benefits and Retirement
Gowri Shankar, UW Bothell, as a member for a term beginning on September 16, 2017, and ending on September 15, 2020.

Nicole Hoover, UW Bothell, as a member for a term beginning on September 16, 2017, and ending on September 15, 2020.

Stephan Siegel, Foster School of Business, as a member for a term beginning on September 16, 2017, and ending on September 15, 2020.

Faculty Council on Faculty Affairs
Joe Janes, Information School, as chair for a term beginning on September 16, 2017, and ending on September 15, 2018.

Tom Hazlet, School of Pharmacy, as a member for a term beginning on September 16, 2017, and ending on September 15, 2020.
Dan Jacoby, UW Bothell, as a member for a term beginning on September 16, 2017, and ending on September 15, 2020.

**Faculty Council on Multicultural Affairs**

Brandon Born, College of Built Environments, as a member for a term beginning on September 16, 2017, and ending September 15, 2020.

Emily Cilli-Turner, UW Tacoma, as a member for a term beginning on September 16, 2017, and ending September 15, 2020.

Andrea Otanex, College of Arts & Sciences, as a member for a term beginning on September 16, 2017, and ending September 15, 2020.

**Faculty Council on Research**

Mike Rosenfeld, School of Public Health, as chair for a term beginning on September 16, 2017, and ending September 15, 2018.

Mike Rosenfeld, School of Public Health, as a member for a term beginning on September 16, 2017, and ending September 15, 2020.

Mark Haselkorn, College of Engineering, as a member for a term beginning on September 16, 2017, and ending September 15, 2020.

**Senate Committee on Planning and Budgeting**

Chris Laws, College of Arts & Sciences, as a member for a term beginning on September 16, 2017, and ending September 15, 2020.

**Faculty Council on Student Affairs**

Chris Laws, College of Arts & Sciences, as chair for a term beginning on September 16, 2017, and ending September 15, 2018.

**Faculty Council on Teaching and Learning**

Tom Halverson, College of Education, as chair for a term beginning on September 16, 2017, and ending September 15, 2018.

**Faculty Council on University Facilities and Services**

Bill Rorabaugh, College of Arts & Sciences, as a member for a term beginning September 16, 2017, and ending September 15, 2020.

Laura Little, College of Arts & Sciences, as a member for a term beginning on September 16, 2017, and ending on September 15, 2020.

**Faculty Council on University Libraries**

Trent Hill, Information School, as chair for a term beginning September 16, 2017, and ending September 15, 2018.

Faculty Council on Women in Academia

Angelisa Paladin, School of Medicine, as chair for a term beginning September 16, 2017, and ending September 15, 2018.

Tyler McCormick, College of Arts & Sciences, as a member for a term beginning September 16, 2017, and ending September 15, 2020.

Margo Bergman, UW Tacoma, as a member for a term beginning September 16, 2017, and ending September 15, 2020.

Robin Angotti, UW Bothell, as a member for a term beginning September 16, 2017, and ending September 15, 2020.

Sarah Prager, School of Medicine, as a member for a term beginning on September 16, 2017, and ending on September 15, 2020.

Student Conduct Review Officers

Jeff Schwartz, School of Medicine, as a member for a term beginning immediately and ending on September 15, 2019.

Mary Hotchkiss, School of Law, as a member for a term beginning immediately and ending on September 15, 2019.

Jasmine Bryant, College of Arts & Sciences, as a member for a term beginning immediately and ending on September 15, 2018.

Carolyn West, UW Tacoma, as a member for a term beginning immediately and ending on September 15, 2018.

Kari Lerum, UW Bothell, as a member for a term beginning immediately and ending on September 15, 2019.

Christoph Giebel, College of Arts & Sciences, as a member for a term beginning immediately and ending on September 15, 2020.

Ginger MacDonald, UW Tacoma, as a member for a term beginning immediately and ending on September 15, 2019.

Theo Myhre, School of Law, as a member for a term beginning immediately and ending on September 15, 2020.

Mabel Ezeonwu, UW Bothell, as a member for a term beginning immediately and ending on September 15, 2020.

Sara Lopez, College of Education, as a member for a term beginning immediately and ending on September 15, 2019.

Robin Angotti, UW Bothell, as a member for a term beginning immediately and ending on September 15, 2020.

Christina Fong, Foster School of Business, as a member for a term beginning immediately and ending on September 15, 2020.
Faculty Council on Benefits and Retirement Ad Hoc Committee

In regards to Faculty Code sections 21-60.C and 42-33A.7, the Faculty Council on Benefits and Retirement is requesting the formation of an ad hoc committee on faculty pre-retirement planning.

Motion:
Formation of Faculty Council on Benefits and Retirement ad hoc committee on faculty pre-retirement planning.

Action:
Approve the formation of the ad hoc committee.

Committee Charge:
Look into options for improving the access of faculty to information about and guidance in pre-retirement planning, in particular related to matters of pensions and healthcare coverage, with the goal of encouraging and enabling the continuing participation of retired faculty in contributing to the University community. The final report will be presented to the Faculty Council on Benefits and Retirement no later than December 31, 2017.

Reporting structure:
This ad hoc committee shall report to the Senate Executive Committee.

Members:
Mícheál Vaughan, Professor Emeritus, English, Committee Chair
Charles Chamberlin, Librarian Emeritus, University Libraries
Pat Dougherty, director, UW Retiree Relations
Jill McKinstry, Librarian Emeritus, University Libraries
Patricia Moy, Associate Vice Provost for Academic and Student Affairs and Professor, Communication
Mary R. O'Neil, Associate Professor, History
Gerry F. Philipsen, Professor Emeritus, Communication
Lea Vaughn, Professor, School of Law
Doug Wadden, Professor Emeritus, Art, Art History, and Design
Members appointed as necessary by the Faculty Senate Chair
2017 – 2018 Appointments to University and Senate Committees

Advisory Committee on Student Conduct

The Advisory Committee on Student Conduct is charged and authorized with reviewing and evaluating conduct processes and outcomes and making recommendations to the Faculty Council on Student Affairs for potential revisions to policies and procedures. The committee is chaired by a faculty representative nominated by the Faculty Council on Student Affairs and approved by the Faculty Senate.

Theodore Myhre, Senior Lecturer, School of Law, chair, Advisory Committee on Student Conduct

Advisory Committee on Intellectual Property, Policy and Practice

The SEC may appoint up to six faculty members to the ACIP3. Except for the GPSS member, voting members’ appointment terms will be three years and are renewable.

Robert Gomulkiewicz, Professor, School of Law, for a term beginning immediately and ending September 15, 2020.

Jim Gregory, Professor, Arts & Sciences, for a term beginning immediately and ending September 15, 2019.

Adam Moore, Associate Professor, Information School, for a term beginning immediately and ending September 15, 2018.

Pierre Mourad, Professor, Engineering & Mathematics, UW Bothell, for a term beginning immediately and ending September 15, 2020.

Tueng Shen, Professor, School of Medicine, for a term beginning immediately and ending September 15, 2018.

Jane Van Galen, Professor, Educational Studies, UW Bothell, for a term beginning immediately and ending September 15, 2020.

Conciliation Board

Gordon Bradley, Professor, College of the Environment, for a term beginning immediately and ending September 15, 2020.

Rose Ann Cattolico, Professor, College of Arts & Sciences, for a term beginning immediately and ending September 15, 2020.

Clare Ryan, Professor, College of the Environment, for a term beginning immediately and ending September 15, 2020.

Ken-Yu Lin, Associate Professor, College of Built Environments, for a term beginning immediately and ending September 15, 2020.

Faculty Council on Academic Standards

Radhika Govindrajan, Assistant Professor, College of Arts & Sciences, as a member for a term beginning immediately and ending September 15, 2020.

Michael Lockwood, Professor, ROTC Naval Science, as a member for a term beginning immediately and ending September 15, 2020.
Class B Legislation
Faculty Code and Governance
Policies: Terms & Conditions, Chapter 51
Faculty Leave and Vacations

Rationale:

Leave policy for non-birth parents among UW Faculty

All professional and classified staff at UW—mothers and fathers, birth and non-birth parents—get paid leave to care for their newborn or newly placed adopted or foster children. At many of our peer public universities, all faculty members get paid parental leave to care for the faculty member’s child after birth, adoption or foster placement. However, among UW faculty, birth mothers get paid leave only to accommodate their ‘temporary disability due to pregnancy, childbirth or recovery’. UW faculty who are non-birth parents can only avail themselves of unpaid leave to care for their healthy newborn or newly placed adopted or foster children.

To correct this inequity for non-birth parents among the UW faculty, the Faculty Council on Benefits & Retirement (FCBR) recommends amendments to Chapter 51 of the Faculty Code and Governance (FC&G). The amendments would extend paid leave benefits to UW faculty who are non-birth parents, allowing them to care for children after birth, adoption, foster care placement, or assumption of primary custodial care.

In addition, the FCBR recommends an update of the UW faculty leave policies (laid out in Chapter 51 of the FC&G and last revised in 1996) to reflect the statutory requirements of the Washington State Family Care Act (FCA) of 2002.

In the following sections, we provide highlights of the (a) current parental leave policy for UW faculty, (b) the policy for UW Professional and Classified Staff, (c) the parental leave policy at peer institutions and (d) the language of the proposed amendments to Sections 51-01 and 51-11 of the FC&G.

A. Parental Leave for UW faculty

UW faculty leave benefits around birth or adoption of a child are as follows:

- Female faculty members can use up to 90 calendar days of paid faculty sick leave “because of temporary disability due to pregnancy, childbirth, or recovery therefrom”, with “appropriate documentation from a physician to evidence illness or disability.”

- Under the Washington State Family Care Act (FCA), an employee can use paid leave to care for a spouse with a pregnancy-related disability, while the spouse is under “continuing treatment by … a provider of health care services”. (The FCA also allows employees to use available paid sick leave to care for a sick minor child; for a spouse, registered domestic partner, parent, parent-in-law, or grandparent with a serious or emergency health condition; or for a sick adult child who is incapable of self-care because of a physical or mental disability.)

- UW faculty members who are non-birth parents can take unpaid leave, for up to 6 months or two successive quarters, to care for a newborn or newly adopted or placed child if taken within 12 months of the child’s birth or placement. During this leave, the University pays the employer-paid portion of health benefits coverage for up to 12 weeks, as required by FMLA.

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3. In the FCA, “Child” means a biological, adopted, or foster child, a stepchild, a legal ward, or a child of a person standing in loco parentis who is: (a) Under eighteen years of age; or (b) Eighteen years of age or older and incapable of self-care because of a mental or physical disability
B. Parental Leave for UW professional and classified staff⁵

The University of Washington provides parental leave for all professional and classified staff—mothers and fathers, birth and non-birth parents. The amount of parental leave time “to bond with newborn or newly placed adopted or foster child” ranges from 4 months (for professional, contract/classified and temporary staff) to 6 months (for classified/non-union staff). Staff members are allowed to take parental leave at any time during the 12 months following the child’s birth, adoption, or placement.

Professional and Classified staff can receive pay during parental leave using any of their accrued paid leaves, such as sick leave (up to 30 days in most cases), annual leave, personal holiday leave, holiday credit, compensatory time, or discretionary leave (professional staff only). Staff members also have the option to take leave without pay.

C. Faculty Parental Leave policies at peer public Universities

Many of our peer public universities offer parental leave to non-birth parents. We provide a sampling of the policies below (the full comparison with all GCS institutions is in Appendix 1):

- The University of Colorado offers 18 weeks (paid) leave for 9-month faculty to care for the faculty member’s child within twelve months of the birth, adoption, or foster care placement of the child, using accrued sick leave. If the faculty member exhausts all accrued sick leave before the end of the eighteen-week period, then they may continue the leave for the remainder of the period at half pay with full benefits. Faculty on 12-month contracts can get up to 6 months leave.
- The University of Massachusetts offers 1 semester paid leave, using sick leave (and then sick leave bank) to cover the time.
- The University of Maryland offers 8 weeks of paid Parental Leave, creditable first to sick and personal leave, with balance supplemented as needed to reach 8 weeks.
- Rutgers in New Jersey offers 8 weeks of paid release time for non-birth faculty.
- The University of California offers 1 quarter of “active service-modified duties” to non-birth parents. For teaching faculty, the modification of duties is either partial or full relief from teaching. For other academic appointees, the modification of duties is a reduced workload.

D. Proposed amendments to Sections 51-01 and 51-11 of the FC&G

To promote equity among faculty who are birth and non-birth parents, equity across all UW employees, and to stay competitive with our peer public universities, the University of Washington should extend paid parental leave to UW faculty who are non-birth parents. This can be done using the existing sick leave benefit, as is the case at many peer institutions and with professional & classified staff at UW.

To enable the above we recommend the following:

1. Changing the title of Section 51-01 from “Faculty Sick Leave” to “Faculty Sick and Family Care Leave.”

2. In Section 51-01.A, adding the clause: “to care for a biological, adopted, or foster child, legal ward, or any other child under the age of 18 for whom the faculty member stands in loco parentis, within twelve months of the birth, adoption, foster care placement, or assumption of parental responsibility.” This clause would extend to all UW faculty—mothers and fathers, birth and non-birth parents—a paid parental leave benefit.

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⁵ http://hr.uw.edu/ops/leaves/parental-leave/
3. Effecting minor amendments in the rest of Chapter 51 that would follow from the above changes.

Further, to update the current UW Faculty leave policies to reflect the statutory requirements of the Washington State Family Care Act, we recommend the following additional change:

1. In Section 51-01.A, replacing “to care for a child of the faculty member under the age of 18 with a health condition that requires treatment or supervision” with “to care for the faculty member’s child or family member in accordance with the provisions of the Washington State Family Care Act of 2002.” This expanded definition would reflect the requirements of the Washington State Family Care Act.

Eligibility resource: UW Leave Comparison Chart.

<table>
<thead>
<tr>
<th>Peer Institutions</th>
<th>Birth Mother</th>
<th>Non-birthing Parent</th>
<th>Comparison to UW</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>UW</strong></td>
<td>• 90 days paid disability leave for childbirth pregnancy or recovery.</td>
<td>• 90 days paid sick leave only to care for minor child with health condition needing treatment or supervision</td>
<td>N/A</td>
</tr>
<tr>
<td></td>
<td>• Additional Unpaid Family Leave up to 6 months or 2 quarters to care for newborn or newly adopted or foster child</td>
<td>• Unpaid Family Leave up to 6 months or 2 quarters to care for new child</td>
<td></td>
</tr>
<tr>
<td><strong>UC Boulder</strong></td>
<td>9 month Faculty:</td>
<td>9 month Faculty:</td>
<td>Substantively more generous for both, birth mother and non-birthing parent</td>
</tr>
<tr>
<td><strong>UC Denver</strong></td>
<td>• 18 weeks (paid) leave to care for the faculty member’s child within twelve months of the birth, adoption, or foster care placement of the child, using accrued sick leave.</td>
<td>• 18 weeks of (paid) leave to care for the faculty member’s child within twelve months of the birth, adoption, or foster care placement of the child, using accrued sick leave.</td>
<td></td>
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<tr>
<td></td>
<td>• If the faculty member exhausts all accrued sick leave before the end of the eighteen-week period, then they may continue the leave for the remainder of the period at half pay with full benefits.</td>
<td>• If the faculty member exhausts all accrued sick leave before the end of the eighteen-week period, then they may continue the leave for the remainder of the period at half pay with full benefits.</td>
<td></td>
</tr>
<tr>
<td></td>
<td>12 month Faculty:</td>
<td>12 month Faculty:</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• 6 months of parental</td>
<td>• 6 months of parental</td>
<td></td>
</tr>
<tr>
<td>Institution</td>
<td>Description</td>
<td>(8) weeks Parental Leave, creditable first to sick and personal leave, with balance supplemented as needed to reach 8 weeks</td>
<td>Runs concurrently with 12 weeks unpaid FMLA, can use accrued sick leave to cover</td>
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</tr>
<tr>
<td>UMd, College Park</td>
<td>(8) weeks paid Parental Leave, creditable first to sick and personal leave, with balance supplemented as needed to reach 8 weeks</td>
<td>Runs concurrently with 12 weeks unpaid FMLA, can use accrued sick leave to cover</td>
<td>Runs concurrently with 12 weeks unpaid FMLA, can use accrued sick leave to cover</td>
</tr>
<tr>
<td>UMd, Baltimore</td>
<td>(1) semester paid leave, must use sick leave and then sick leave bank to cover</td>
<td>Runs concurrently with 12 weeks unpaid FMLA, can use accrued sick leave to cover</td>
<td>Runs concurrently with 12 weeks unpaid FMLA, can use accrued sick leave to cover</td>
</tr>
<tr>
<td>UMass Amherst</td>
<td>Paid Childbearing Leave, 6 weeks or greater with medical approval</td>
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<tr>
<td>UC, Davis</td>
<td>Unpaid Pregnancy Disability Leave up to total of 4 months</td>
<td></td>
<td>Unpaid Parental Leave up to 1 year</td>
</tr>
<tr>
<td>UC, Irvine</td>
<td>Unpaid FMLA 12 weeks</td>
<td></td>
<td></td>
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<tr>
<td>UCLA</td>
<td>(1) quarter ASMD (if 50% parental responsibility)</td>
<td></td>
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<tr>
<td>UCSD</td>
<td>Unpaid Parental Leave up to 1 year</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Institution</td>
<td>Paid Leave Details</td>
<td>Unpaid Leave Details</td>
<td>Additional Information</td>
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<td>------------------------------------------------------------------------------------</td>
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<tr>
<td>Rutgers, New Brunswick</td>
<td>- 6 weeks paid Recuperative Leave</td>
<td>- 8 weeks paid Release Time</td>
<td>Substantively more generous for non-birthing parent</td>
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<tr>
<td>Rutgers Camden</td>
<td>- 8 weeks paid Release</td>
<td>- Runs concurrently with 12 weeks unpaid FMLA</td>
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<tr>
<td>Rutgers Newark RNJMS</td>
<td>- Runs concurrently with 12 weeks unpaid FMLA</td>
<td></td>
<td></td>
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<tr>
<td>University of Connecticut</td>
<td>- Paid disability 6+ weeks with medical authorization</td>
<td>- 12 weeks unpaid FMLA</td>
<td>Similar to UW</td>
</tr>
<tr>
<td></td>
<td>- Unpaid Parental Leave 6 months (continued eligibility for health insurance)</td>
<td>- Unpaid CT State Statute 5-248a 24 weeks, runs concurrently</td>
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<tr>
<td></td>
<td>- Runs concurrently with 12 weeks unpaid FMLA</td>
<td>- Unpaid Parental Leave 6 months (continued eligibility for health insurance)</td>
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</tr>
<tr>
<td>University of Virginia</td>
<td>- Paid short term disability up to 6 months, with medical authorization</td>
<td>- 3 weeks paid Parental Leave</td>
<td>Substantively more generous for both</td>
</tr>
<tr>
<td></td>
<td>- 3 weeks paid Parental Leave</td>
<td>- 9 weeks unpaid Parental Leave</td>
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</tr>
<tr>
<td></td>
<td>- 9 weeks unpaid Parental Leave</td>
<td>- Runs concurrently with 12 weeks unpaid FMLA</td>
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<tr>
<td></td>
<td>- Runs concurrently with 12 weeks unpaid FMLA</td>
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</table>
Class B Legislation  
Faculty Code and Governance  
**Policies: Terms & Conditions, Chapter 51**  
Faculty Leave and Vacations

Section 51-01 Faculty Sick and Family Care Leave

A. In the case of an illness or disability of a faculty member, his or her salary shall be continued for a period not to exceed 90 calendar days. Faculty sick and family care leave may be taken to care for a child of the faculty member under the age of 18 with a health condition that requires treatment or supervision, or because of temporary disability due to pregnancy, childbirth, or recovery therefrom:

- to care for the faculty member's child or family member in accordance with the provisions of the Washington State Family Care Act of 2002 and any other relevant state or federal legislation;
- because of temporary disability due to pregnancy, childbirth, or recovery therefrom;
- to care for a biological, adopted, or foster child, legal ward, or any other child under the age of 18 for whom the faculty member stands in loco parentis, within twelve months of the birth, adoption, foster care placement, or assumption of parental responsibility.

B. Applications for faculty sick and family care leave shall include appropriate documentation from a physician to evidence illness; or disability; or birth, adoption, foster care placement, or assumption of parental responsibility.

C. Subsection A of this section applies only to periods during which the faculty member is entitled to receive salary from the University. Faculty sick leave salary continuation may not exceed 90 days during the period July 1 to June 30, except that a leave begun prior to July 1 that continues beyond that date shall not exceed 90 days with respect to the cause illness or disability for which such leave was granted.

Section 51-11 Family Leave

A. Upon written request a faculty member shall be granted a family leave of absence without pay for the following reasons: to care for the faculty member's child; to care for the faculty member's spouse, parent, or other family member who has a serious health condition; or because of a serious health condition that makes the faculty member unable to perform his or her job (after exhaustion of the faculty sick and family care leave benefits referred to in Section 51-01 above). The period of leave shall normally not exceed six calendar months or two successive academic quarters. An extension beyond this period must be approved by the Provost.

B. A request for family leave should be made to the department chair (or dean of an undepartmentalized school or college) as soon as reasonably possible, and, when the reason for the leave is foreseeable, not less than 30 days prior to the date such leave is scheduled to begin. Requests for family leave resulting from medical conditions shall include appropriate documentation from a physician.

C. Pursuant to the Family and Medical Leave Act of 1993, when, after exhaustion of sick and family care leave benefits, family leave is taken for purposes of caring for the employee's newborn or newly adopted or foster child; to care for the employee's spouse, son, daughter, or parent who has a serious health condition; or for a serious health condition that makes the employee unable to perform his or her job (after exhaustion of sick leave benefits), the faculty member may be eligible for paid medical benefits for up to 12 weeks from the initiation of the leave. To receive such benefits, a faculty member requesting family leave must notify the Office of the Provost. The faculty sick and family care leave policy described in this section fulfills the University’s obligation under the Family and Medical Leave Act of 1993 and the benefits described in this section are not additive thereto.

*Endorsed by the Faculty Council on Women in Academia June 12, 2017*
Class C Resolution: Resolution resigning the University of Washington Faculty Senate from the Coalition on Intercollegiate Athletics

Rationale:

In 2004 the Faculty Senate approved support for the Framework for Comprehensive Athletics Reform as recommended by the Coalition on Intercollegiate Athletics (COIA) and agreed to authorize a representative from Faculty Senate to COIA. COIA is an organization established to represent the elected faculty governance bodies of National Collegiate Athletic Association (NCAA) Football Bowl Subdivision (FBS) universities in activities related to the administration and governance of intercollegiate athletics.

This resolution responds to concerns about the COIA leadership and the process of changes made to the bylaws as well as the assessment that there is no longer any clear benefit of participation. On January 19, 2017, the UW faculty Senate Chair, Zoe Barsness (UW’s COIA representative at the time), received notice of proposed revisions to the COIA bylaws that included significant reduction in the representation on the steering committee. The changes were determined to be substantive in nature. However, the proposed revisions were not sent with adequate time for the appropriate review, despite requests by participating institutions. In response, UW’s COIA representative, the UW Faculty Senate Chair, voted no on the proposed bylaws although they were subsequently adopted by a vote of the full COIA membership in February 2017. Additionally COIA leadership has turned to other priorities outside of the regular purview of the UW faculty including, coaches’ salaries, establishing a presidential commission on athletics, pay-for-play lawsuits, the structure of NCAA committees among other such issues.

In light of concerns about COIA’s responsiveness, procedural legitimacy and effectiveness, UW Faculty Senate leadership asked the UW Advisory Committee on Intercollegiate Athletics (ACIA) to review the rationale for and benefits secured by our COIA membership. The ACIA conducted this review in April 2017, and at the completion of their review of our COIA membership, members of the ACIA unanimously endorsed the following statement on April 12, 2017:

_It is the view of the Advisory Committee on Intercollegiate Athletics that our continuing membership in COIA does nothing to improve the lives of athletes at the University of Washington and adds nothing to our efforts to enhance the primacy of the academic experience. We there recommend that the University of Washington Faculty Senate drop its membership in COIA._

After withdrawal from COIA of several founding members, such as the University of Arkansas, Indiana University and Michigan State University on the basis of concerns consistent with the findings and recommendations of our own ACIA, senate leadership proposes this resolution.

Resolution:

WHEREAS in 2004 the Faculty Senate approved a Class C resolution to support the framework for comprehensive athletics reform (COIA) addressing such issues as academic integrity, student athlete welfare, governance, finances, and over-commercialization, and;

WHEREAS the goal of the resolution was to bring out positive aspects of intercollegiate athletics; and

WHEREAS COIA historically focused exclusively on enhancing the academic experience of student athletes, its focus in recent years has shifted strongly to issues outside of faculty purview; and

WHEREAS the tone of its interactions with the NCAA has been quite combative and has prevented COIA (and thus by extension faculty voice) from having a seat at the table; and

WHEREAS the newly approved steering committee is considered to be less representative than the previous structure and is unlikely to address ongoing ACIA and UW faculty leadership concerns about lack of member input in COIA decision making; and
WHEREAS we have access to other, well-established and proven avenues for faculty voice to assure consideration of faculty, non-athlete student and student-athlete interests in matters related to college sports. These avenues include the ACIA, our Faculty Academic Representative (FAR) to the NCAA and conference level bodies, as well as our institutional membership in the PAC12 Council of Presidents and the PAC12 Academic Leadership Coalition, an organization of shared governance leaders from PAC12 institutions that meets bi-annually; and

WHEREAS the ACIA has worked effectively to enhance student athlete well-being at the UW and has served to strengthen faculty engagement and governance in regards to the primacy and health of the academic mission as it relates to college athletics; and

WHEREAS the original charge of COIA has shifted, and it is the view of the ACIA that continuing membership does nothing to improve the lives of student athletes, and adds nothing to our efforts to enhance primacy of University of Washington student athletes’ academic experience; therefore

BE IT RESOLVED that the University of Washington Faculty Senate recommends withdrawal of its COIA membership.

Approved by:
Senate Executive Committee
October 2, 2017
Agenda
Faculty Senate Meeting
Thursday, October 19, 2017, 2:30 p.m.
Johnson Hall 102

1. Call to Order and Approval of Agenda.

2. Faculty Senate Chair’s Remarks – Professor Thaïsa Way.

   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 October 2, 2017.
   a. Announce electronic approval of the May 8, 2017, Senate Executive Committee, and May 18, 2017, Faculty Senate minutes.
   b. Summer approved nominees for Faculty Councils and Committees.
   c. Summer approved creation of a Faculty Council on Benefits and Retirement ad hoc committee on faculty pre-retirement planning.

6. Memorial Resolution.

7. Consent Agenda.
   a. Approve Nominees for Faculty Councils and Committees.

8. Announcements.


10. Discussion Items:
    a. University Budgets.
       Jeff Scott, Executive Vice President.
       Sarah Hall, Associate Vice Provost for Planning and Budgeting.
    b. Class B Legislation.
       Title: Proposed revisions to Faculty Code and Governance, Chapter 51, Faculty Leave and Vacations.
       Faculty Council on Benefits and Retirement.

    a. Class C Resolution.
       Title: Resolution resigning the UW Faculty Senate from the Coalition on Intercollegiate Athletics.
       Action: Approve for distribution to the Faculty.

12. Good of the Order.


Prepared by: Mike Townsend
Approved by: Thaïsa Way, 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, October 26 at 2:30 p.m. in Johnson Hall 102.