Minutes  
Senate Executive Committee Meeting  
Monday, October 8, 2012, 2:30 p.m.  
HUB 340

Absent: Fridley.

1. Call to Order and Approval of Agenda.  
The meeting was called to order at 2:35 p.m. by Jim Gregory. Chair Gregory started introductions.

2. Executive Committee Orientation – Marcia Killien, Secretary of the Faculty.  
Secretary Killien presented the Senate Executive Committee Orientation slideshow.

3. Report of the Senate Chair – James Gregory. [Exhibit A]  
Chair Gregory welcomed Senate Executive Committee (SEC) members. He noted that this year is the 75th Anniversary of the Faculty Senate and shared some brief history about occurrences at the University at that time. Gregory then summarized anticipated topics for discussion for the year including faculty salaries, intellectual property, athletics, faculty demographics, and the on-line completion initiative.

4. Report of the President – Michael K. Young. [Exhibit B]  
President Young shared information on graduation rates, concluding that UW is doing quite well. Alumni educational debt is below the average. Young also brought up the idea of differential tuition and issues this would create with the State's Guaranteed Education Tuition (GET) program. There is hope the salary freeze will be lifted, but he is not as optimistic that the University will receive reinvestment funds from the state. Federally, there is concern that sequestration will occur, which would like hurt federal research funding. Young also mentioned that there will be an effort during the coming year on the undergraduate experience, noting that 75% of freshmen live on campus. This focus is shaped by the question, “What difference does it make that an undergraduate attends a research university (UW)?” He also mentioned expanding opportunities for undergraduates through the use of technology.

President Young then discussed and invited questions about the online completion initiative. He presented the initiative as one approach to increase access to a UW education, contributing to improve social mobility. 900,000 individuals in Washington State are estimated to have some college experience but not a degree; this would be a pathway to re-engage them. It is also a part of Educational Outreach programs, along with the UW joining Coursera, a mass open online course (MOOC). He started a similar completion project as President of the University of Utah, which has helped him envision the initiative at UW. Principles will include quality and sustainability in order to not drain resources from existing programs. Funding is being sought from the Gates Foundation for the pilot. Young commented that "experimentation is a good thing."

The online degree completion initiative is a large project in the process of development. It is envisioned to begin as a pilot project to offer a social science degree through the College of Arts and Sciences. However other academic units including the College of the Environment (COE) and the College of Education are interested in considering online degrees such as one in sustainability (COE) and early childhood education (Education). Provost Cauce shared that this initiative is in the early, pilot phases of development and mentioned how the University of California and Colorado State University are doing similar projects.
Questions and responses followed.

Q: If the online degree has lower tuition than the current undergraduate tuition, will this create questions for the legislature and others about why all undergraduate tuition can't be as low?
A: The online degree tuition may be less because of grant funding and also because the degree offering wouldn’t include coursework that is more expensive to offer, such as lab science, music, or art courses. Future offerings might charge higher tuition. Regular undergraduate students might be able to take these online courses for lower cost as well.

Q: What process of approval is envisioned?
A: Several faculty councils (e.g. FCAS, FCSA, FCTL) have already been involved in discussions about the proposed online degree. If necessary, Class B legislation would come before SEC and the Senate. SCPB will also be meeting to discuss the fiscal implications of the initiative. The timetable for initiating the degree program is not yet firm and can be flexible. While wanting to move as quickly as is prudent, Young stated that he is deeply committed to the faculty process. He thanked faculty leadership for helping the administrative planners think through the process.

Q: Who will own the copyright for course materials?
A: The faculty.

Q: What will be the status of faculty who teach in the online degree program? How will parity among faculty and their pay be considered?
A: This has not been decided. Faculty in Arts and Sciences will be working on this.

Q: What impact would the program have on the faculty involvement in teaching traditional students?
A: Provost Cauce shared that some departments are excited because it may allow for more tenure lines. President Young said part of the hope is to increase the size of the faculty.

Q: What are the implications for the current Evening Degree program? Would it be absorbed into the new initiative and make it online?
A: The current Evening Degree program would remain. It isn’t known what might change in the future. These two programs may attract different student bodies.

Q: Would there be new courses, or just online versions of current courses?
A: Both.

Q: What about admission and graduation requirements?
A: Faculty in Arts and Sciences will be working on this. The pilot will probably give a preference for in-state students. Students who have already met distribution requirements elsewhere (i.e. 2 years) is likely to be an admission requirement; these students would be similar to current transfer students.

5. Opportunity for Questions.
   a. Report of the Secretary of the Faculty. [Exhibit C]
   b. Report of the Chair of the Senate Committee on Planning and Budgeting. [Exhibit D]
   c. Report of the Faculty Legislative Representative.
   d. Report of Faculty Council Activities. [Exhibit E]

There were no questions.

6. Consent Agenda.
   b. Approve Nominees for Faculty Councils and Committees. [Exhibit F]
   c. Approval of the October 25, 2012, Faculty Senate Agenda. [Exhibit G]

The consent agenda was approved.
7. Announcements.
   There were no announcements.

8. Unfinished Business.
   There was no unfinished business.

   a. Information/Discussion Item: Secretary of the Faculty Search Process.

   Secretary Killien excused herself from the meeting. Gregory explained that Secretary Killien’s term will
   end June 30, 2013. Gregory shared the role of the Secretary and the process for the search. The plan is
   for a search committee to identify and nominate candidates to the SEC who will elect the Secretary at
   the January meeting; the Senate will confirm the appointment at the January 31 meeting. Gregory then
   asked for volunteers for the search committee. Eric Stern, Chuck Treser, and Tueng Shen volunteered.

   b. Discussion Item: Upcoming Issues.

   Salary policy group: How are we making sure this process is transparent? Information will be shared
   with a faculty advisory group and with the SEC.

   Faculty Demographics: Gregory shared a handout on UW faculty demographics [Exhibit H], prepared
   by Carol Diem and himself. Gregory explained that he and the faculty leadership hope to conduct a
   campaign with Deans and Chairs to consider these demographics while searching for the many new
   hires that will be made this year. Cauce shared the concern about the increase in part-time/adjunct
   lecturer faculty. President Young suggested that another metric to look at would be student contact
   hours for various types of faculty and to see if that has changed over time. Astley expressed concern
   that while hiring seems to have gender balance, there seems to be a promotion issue as very few
   women are becoming full professors. Cauce hopes to compile data on gender mix of faculty from
   peer institutions.

   Intellectual Property: Astley shared some background and the plans to create a special committee on
   intellectual property.

   c. Information Item: NCAA sanctions on public universities. [Exhibit I]

   Giebel shared an article regarding the NCAA sanctions on public universities as a preview to the
   Faculty Athletic Representative’s (FAR) report due to be presented at the November 5 SEC meeting.
   This along with other athletic issues will be discussed at the next meeting.

10. Invited Guests.
    There were no invited guests.

11. Adjournment.
    The meeting was adjourned at 4:44 p.m.

Prepared by: Marcia Killien, Secretary of the Faculty
Approved by: James Gregory, Chair of the Faculty Senate

NOTE: If a continuation meeting is necessary to conduct unfinished or special business, it will be held on Monday,
October 15 at 2:30 p.m. in Gerberding 142.
I want to welcome the Senate Executive Committee (SEC) to what I hope will be a memorable and productive academic year. We expect to see proposals for important legislation from several faculty councils and will also to be dealing with critical issues involving faculty salaries, a bold new distance education program, intellectual property rights, the athletics program, faculty demographics, and more. Below is a partial list of what we expect to see. Other issues will certainly arise. Monday’s meeting will allow us to introduce each of them and talk at some length about the proposal for an online degree completion program.

**Upcoming legislation:**

- Faculty Council on Faculty Affairs may propose the following: (1) legislation to provide more openness in the tenure and promotion process; (2) legislation to clarify Academic Freedom rights and responsibilities; (3) legislation to modify the way the SEC members are nominated and elected.
- Faculty Council on Student Affairs may propose legislation to revise the student code of conduct and change the disciplinary review system.
- Faculty Council on Academic Standards and Faculty Council on Multicultural Affairs may propose legislation that would revise graduation requirements to include a course addressing issues of social or cultural diversity in human societies.

**Salary policy:** The Joint Faculty Salary Working Group is working on two tracks. The priority so far has been to develop a plan for allocating funds in the 2013-2014 academic year assuming that the legislature lifts the salary freeze. Long term, the working group is looking at policy proposals that might involve changes to the Faculty Code or Executive Orders.

**Intellectual property:** A recent court decision (Roche v. Stanford) has caused universities, including our own, to rethink intellectual property issues in ways that may be uncomfortable for faculty. Who owns research results, publications, course content, etc.? Who decides what is of commercial value and how to use it? These are issues that will shape the future of the University. The Senate leadership is going to recommend the creation of Special Committee (which may later become a Faculty Council) that will provide appropriate faculty consultation on issues of intellectual property and commercialization. We will see that proposal at the November 5 meeting.

**Athletics program:** We will hear from Faculty Athletic Representative Pete Dukes at the November 5 meeting. This will be an opportunity to talk about academic performance, the Penn State NCAA sanctions, and also about the $80 million Athletics budget. We may want to see if the new revenues that are coming to ICA through Pac 12 television contracts will allow the program to contribute to the University’s general overhead as other units do.

**Faculty demographics:** The last five years have seen an accelerated decline in the percentage of faculty in tenure-track positions. At the same time, we have been making little progress on two important goals: increasing racial and ethnic diversity and achieving gender equality. As we rebuild the faculty over the next several years, the Senate leadership recommends that we stress the importance of (1) restoring the tenure track; (2) advancing diversity; (3) paying attention to the lingering patterns of gender inequality particularly at the full professor rank.

**Online Degree Completion Program:** The administration is proposing a bold new program that would enroll adults who have completed 75 units or more of college or university courses and allow them to earn a University of Washington BA degree exclusively through distance learning courses. The tuition would be much below what regular UW students pay (less than $7,000 compared to $11,307). At the start the program would allow only a single major in social science. This proposal is not yet fully developed but the administration is hoping to announce it soon and wants to begin classes next fall. Because of the pressing time table we will devote part of Monday’s meeting to this issue.
Concept

Proposed Online Learning Undergraduate Degree Completion Program Pilot

Executive Sponsors: Michael Young and Ana Mari Cauce

Goal

• Extend access to a high-quality University of Washington undergraduate degree to an adult student population.
• Help to brand the UW as a national university.

Audience

• Adults (students 25+ years of age) who have some college (at least 75 credits) but want to complete a baccalaureate degree.
• Potentially a national market.
• Likely a diverse population with potential military personnel participation.
• 52 million people nationally who have some college but no baccalaureate degree.
• 900,000 people in Washington State.

Program

• We will adapt the interdisciplinary social sciences major in Evening Degree Program into an online format.
• The program will begin as a pilot with the first-year admissions limited to 500 FTE students.
• This online program, with degree not offered during the day, would have its own brand.
• The program would be degree completion only (the final two years of the degree).
• This program would follow all the normal approval processes: The appropriate departments, the College, the Faculty Council on Academic Standards and Tri-campus review. In addition, any new online classes would be forwarded to the Curriculum Committee.
• The program might include embedded certificates such as database management to complement the skills students learn in the social sciences and make graduates more attractive to employers.
• Graduation requirements would be similar to those of the Evening Degree Program.

Program Development Resources

• Currently have 30 online upper-division Arts and Sciences classes.
• Develop another 15-20 classes by Autumn 2013.
• Faculty developing the courses would receive additional compensation for their efforts.
• Faculty work with UWEQ instructional designers to design the classes.
• Online version of the classes could be used for students in day program.
• A series of online services would be developed for the students: online advising and mentoring, online career services, analytics expertise, etc.
• We have worked with UW service units to ensure that online students would have access to all the necessary services (e.g. disability services, veterans aid, financial aid, admissions, career services, libraries, UW IT, student conduct code, etc).
Faculty Teaching Resources

- Courses would be taught by faculty and adjuncts in the same proportion as Arts and Sciences classes offered during the day program. We have initially planned 80% of the classes to be taught by UW faculty.
- New faculty would be hired by key departments.
- A department as a whole would agree to teach a normal load of courses for each new faculty FTE (the EDP model) with scheduling flexibility for faculty teaching online.
- Faculty salaries have been budgeted at an average of $90K/yr.
- Classes would be quarter-based.

Admission

- College controls the admission standards.
- Students would be specifically admitted to this degree in a separate pool and cannot transition to the day or evening programs without another application process.
- The admission prerequisites would be similar to the EDP.
- Students who completed a certain number of UW classes with a certain grade-point-average could possibly be admitted to the program.
- Admission would operate on a rolling basis
- Preference could be given to former UW students and Washington residents.
- Preference would be given to students over the age of 25, pending approval by the Attorney General.

Implications for Day Students

- Unlike the day program, the online program would have a very limited curriculum, would not include the sciences or engineering and would likely feature only 50 to 60 courses per year.
- The day program could make use of the online courses, thus lowering the $350 fee for online classes.
- Day students could access these online degree classes in this program on a space-available basis at their current tuition rate.
- Any net revenue from the program would be returned to the College and could be used to enhance day program.

Financial

- The program would be operated on a fee-basis with no funds from the state or daytime tuition.
- The program has been tentatively budgeted at $6,975 per year to allow access to many low-income students. The price will be finalized soon.
- The lower tuition reflects the limited number of class offerings, and the absence of science labs, study abroad opportunities, the honors program, and more expensive research-based seminars and independent study courses.
- Students pay for each credit with no tuition cap.
- Students would not be eligible for Husky Promise.
- Net revenue would be returned to the sponsoring academic unit and could be used to enhance the day program.

Possible Launch Date: Autumn 2013
Report of the Secretary of the Faculty  
Marcia Killien, Professor, Family and Child Nursing

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

2. All Faculty Councils have nearly full membership and chairs appointed. Councils will continue meeting on fixed schedules for the year; we appreciate everyone’s cooperation in implementing this new system last year, and welcome 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](http://www.washington.edu/faculty/committees/councils.html).

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 for coordination and information sharing. Specific invitations to these meetings will be forthcoming.
Welcome to the new academic year. I look forward to serving as the Chair of the Senate Committee on Planning and Budgeting (SCPB) this year. The SCPB advises the administration and informs the Faculty Senate on long-range planning, preparation of budgets, and distribution of funds, with a particular focus on faculty concerns. The Committee consults with the Executive Committee and the Senate on matters of policy. The Fall Agenda is posted on the Senate website. A number of issues came before the Senate last year that will continue to be addressed in the SCPB this year.

**Faculty Salary Policy:** At our first Senate meeting in October, 2011, Senator Giebel proposed a Class C Resolution “Shared Governance and the Faculty Salary Policy” that was approved by the Senate in December and led directly to the establishment of the Salary Policy Working Group in March 2012. I serve as the Co-Chair of this committee. The group’s charge is to examine the following questions: 1) over the next 6-12 months, how should we proceed with wage increases under the current salary policy and revenue expectations, and 2) in the longer term, are there entirely new salary models that might be more sustainable and flexible over the next decade? These topics are paramount as we slowly move out of this recession, face our 4th and hopefully final year of salary freezes, and fully implement Activity Based Budgeting. The group has made progress and will present an update at the October 22 SCPB meeting.

**Online Learning:** One need only read the headlines to see the impact online learning will have (is having) on all forms of education across this country, not just higher education. Jan Carline, chair of the Faculty Council on Teaching and Learning, shared the Council’s year-long evidence-based review of the strengths and limitations of online learning with the Senate in December, 2011. The implications of online education on access, quality of instruction, faculty time, class size, cost, even intellectual property are broad. The potential benefits of online learning are unlimited, if implemented strategically and guided by an evidence base. This year (starting with the October 15 SCPB meeting) we will address the most recent developments in online education at the UW: the proposed online undergraduate degree completion initiative, MOOCs (Massive Online Open Courses) and Coursera (a platform to offer MOOCs).

**Changes to the UW Retirement Plan:** Thanks to joint efforts between the Faculty Council on Benefits and Retirement, the Benefits Office, and the Fund Review Committee, faculty were provided an important opportunity to comment on proposed changes to the retirement plan in January 2012. Faculty attended the forums in droves and offered substantive comments/suggestions. The faculty’s comments were incorporated into the plan, leading to a much improved plan that we have been transitioning to since May. November 1 is an important deadline for transition into the plan. An update will be provided to the SCPB on October 22.

**Intellectual Property (IP):** As we move into the 21st century, intellectual property takes on a whole new meaning, as every aspect of our lives and careers move online. The playing field is rapidly changing and policies are needed to address these changes. In February 2012, Professor Storti brought to the Senate’s attention the need to review new language regarding assignment of IP recently inserted in the “Request for Approval of Outside Professional Work for Compensation” form. This discussion led to the discovery that the Intellectual Property Management Advisory Committee (IPMAC), established 15 years ago through EO 36, held its last meeting in March 2010. As of April 2012, IPMAC has been reinstated and is charged with reviewing the policy set forth in EO 36 and reporting on broader IP issues that arise in the promotion and protection of research. IPMAC will have a very full agenda over the ensuing years and I recommended IPMAC present annually to the Faculty Senate. And back to the topic of the form used by faculty to request approval of outside professional work for compensation-just last month (September 2012), Provost Ana Mari Cauce established a work group to help revise the form.

**Gender Equity in Faculty Promotion and Tenure:** In my final report to the Regents in June, 2012, I addressed the topic of gender equity at the UW. The timing of my report coincided with the week Congress failed to pass the Paycheck Fairness Act; an Act requiring equal pay for comparable work. Overall, women in the U.S. make 77 cents to a man’s dollar. I shared with the Regents that I could not help but notice some compelling statistics presented in the University of Washington 2011 Facts for Academic Personnel, included in their meeting notes for the day. While 53% of students (undergraduate...
through professional) are female, only 38% of the faculty is female. This statistic becomes more troubling as you compare the proportion of female faculty across the ranks (Lecturer 58%, Assistant Professor 45%, Associate Professor 43%, Full Professor 27%). Among the tenure/tenure track faculty, the proportion of women has increased by only 5 percentage points over the past ten years (2001 29% women, 2011 34% women). The New Hire statistics for 2011 may help explain, in part, why so little progress has been made in the past ten years. Only 44% of Professional Faculty new hires were female. The percentage of female hires drops precipitously as one advances up the ranks (47% of Assistant Professors hired were female; 36% of Associate Professors hired were female; and only 18% of Full Professors hired were female). Of the 3,899 professional faculty in 2011, 52% are tenure/tenure track, 38% WOT, and 10% Research. Of the tenure/tenure track positions across the schools in 2011, many schools had less than 25% of their tenure positions held by women (Public Health 23%, Pharmacy 25%, Medicine 21%, Environment 25%, Foster 19%, Engineering 20%). These statistics do not bode well for gender equity in faculty rank and underscore the importance of a thorough review of gender equity in salary compensation. It will be important to identify and minimize factors that may be impeding women from advancing to or being hired into full professor positions. This topic will be addressed by the SCPB in November.

Faculty Effort Certification (FEC) and allocation of non-sponsored funds to match effort: Over the years, considerable attention has been focused on how to handle funding and allocation of effort for university service or proposal-writing activities when faculty are funded primarily by sponsored grants or contracts. Up to 48% of the faculty (WOT and Research) receive their funding through sponsored grants or contracts. As outlined in Grants Information Memoranda GIM 35, Faculty Effort Certifications (FECs) are quarterly or semi-annual reports designed to track the effort of faculty who have been paid from and/or committed to sponsored project effort. The FEC is used to ensure compliance with the OMB Circular A-21 requirement to confirm that the distribution of effort “represents a reasonable estimate of the work performed by the employee during the period.” Faculty review and certify their FEC to ensure it reasonably reflects their effort. Use of the UW institutional base salary and average faculty work week are necessary in proposing, charging, and certifying effort. The total UW institutional base salary must be distributed across all of a faculty member’s university research, instruction, administration, service and/or clinical activities. This requirement may not be avoided by characterizing true UW activities such as proposal writing, instruction (including service on thesis committees), university-related administrative duties, service or clinical activities as “unfunded” or “volunteer” activity for which no UW salary is paid. With few exceptions, salary support for teaching, administration, service, clinical activity, institutional governance and proposal preparation effort must come from non-sponsored funds. Appropriate funding sources include, but are not limited to department funds, research cost recovery, gifts and endowments. Considerable progress has been made over the years since this topic was first addressed in the SEC on January 9, 2006 (Exhibit B). A comprehensive FEC website has been established providing departments and faculty with guidance and training that include FEC Newsletters, School and College effort policies, FAQs (e.g., Q: How is my effort preparing my next grant proposal funded? A: During the effort reporting period in which you prepare the proposal, the percentage of your effort spent on proposal preparation must be funded by University sources other than sponsored projects.), and most recently the launch of eFECS. To assess the effectiveness of the University’s effort certification process, it will be important to confirm sufficient non-sponsored funds are available to match faculty’s non-sponsored University efforts. This topic, along with many more, appears on the SCPB’s Fall Agenda.
Report of Faculty Council Activities

Faculty Council on Academic Standards

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

1. Implementation of revised satisfactory progress policy
2. Enrollment restrictions imposed on students in fee-based programs
3. Potential diversity graduation requirement
4. Review of Distance Learning Supplement for Course Change and New Course forms
5. Student Effort versus Credits Earned in courses
6. UW Educational Outreach Degree Completion Initiative
7. Proposed Humanities Major in the College of Arts and Sciences
8. Proposed Bachelor of Science degree in Integrated Sciences from the College of Arts and Sciences

Faculty Council on Benefits and Retirement

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

Faculty Council on Faculty Affairs

1. P&T Issues – Openness and consideration of collegiality in the P&T process
2. Without Tenure term length legislation – Revision of the proposed legislation returned to the Council after the April 2012 Senate meeting

Faculty Council on Multicultural Affairs

Last year, FCMA drafted and proposed changes to the Faculty Code in order to make accomplishments related to enriching diversity in teaching, research and service considered, but not required, in faculty, appointments and promotions decisions. FCMA is working with the ASUW regarding their proposed Diversity Requirement for Undergraduates.

Faculty Council on Research

FCR is continuing to monitor and promote activities strengthening the research environment at the University (our goal as stated in October, 2010). One of FCR’s activities is to review proposals from UW researchers containing restrictions of various sorts (publication policies, personnel, data transfer, etc). FCR dealt with two such proposals of this sort last year.

This quarter FCR will hear presentations regarding challenges for the Research at UW, conflict of interest training, the Sci-Val research collaboration, an update on Federal Budget Sequestration, revision of federal Human Subjects regulations, Intellectual Property issues and the revised “Request for Outside Work” form.

Faculty Council on Student Affairs

FCSA continues to conduct discussions on issues pertinent to students, including recent topics on admissions policies and standards, campus renovations, revisions within the Student Conduct Code, student-athlete issues (sports psychology and missed class time), and the faculty appeal board.

Faculty Council on Teaching and Learning

FCTL continues to discuss strategies for faculty development in the use of educational technology, issues of using technology to increase class size, and increasing student engagement. Current agenda items include technology priories across campus (Canvas, Tegrity and e-texts), competency based learning
models, new IASystem (electronic course evaluation system), working to resolve Classroom Support Services issues and discussion on the Online Undergraduate Degree Completion initiative.

**Faculty Council on Tri-Campus Policy**

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

**Faculty Council on University Facilities and Services**

Faculty Council on University Facilities and Services FCUFS continues to examine current construction projects, including the Stadium, HUB, housing west of 15th, Intellectual House, UW / Children’s Hospital Housing, and police relocation from the Bryant Building. Other topics have included the impact of Sound Transit at the edge of campus, the UW Smartgrid Project, 520 bridge expansion, bicycles, and the Burke-Gilman Trail.

**Faculty Council on University Libraries**

1. Implementation of the Faculty Fund for Library Excellence, as approved by the Faculty Senate. Fund website is located at https://www.washington.edu/giving/make-a-gift?source_typ=3&source=LIBFAC.
2. Facilitation of Open Access publishing at the UW. The FCUL will continue to seek to engage faculty and students in submitting documentation of their past, current, and future research (i.e., archival and grey literature) to the open access repository ResearchWorks.
3. Strengthening educational partnerships/ the development of a sustainable academic business plan. The FCUL will continue to investigate ways to bring emerging Libraries technologies and initiatives into UW courses. The strategic plan will consider a wide variety of issues, including fee-based and distance courses and programs.
4. Employment of multi-institutional approaches. The FCUL will provide input to continuing Libraries efforts to lead and leverage multi-institutional Libraries initiatives, related to e.g., the Hathi Trust, the Western Storage Trust, and Orbis Cascade activities.
5. Libraries issues related to capital projects. For example, the FCUL will continue to monitor the Odegaard renovation.
6. Inclusion of Librarians on the Senate. The FCUL will continue to follow up on the 2009-2012 discussions on representation of Librarians on the Faculty Senate, the SEC, and on the Faculty.
7. General planning for collections, services, and staff. The FCUL will advise the Libraries on changes in collections, services, and staff in support of its strategic plan and necessitated by continuing budget constraints. Initial topics include the subject librarian framework, physical and virtual space planning, etc.

**Faculty Council on Women in Academia**

1. Efforts to inform and support the actions of the Faculty Senate regarding improving faculty demographics.
2. Survey of Non-Ladder Faculty – Dissemination of the report based on last year's work of FCWA, and follow up with administration to pursue report recommendations.
3. Faculty Mentoring Program –
a. Follow-up on creation of sub-committee on mentoring by Board of Deans, providing information gathered by FCWA in 2010-11 and supplementing that information as required
b. Development of “Faculty Matters” memos relevant to all faculty, with emphasis on women, garnered from issues raised in FCWA surveys of both ladder and non-ladder faculty
4. Review of issues relevant to women on campus.

Reminder: Approved council minutes are always available online at http://www.washington.edu/faculty/committees/councils.html
Faculty Member Appointments to University and Senate Committees.

Senate Committee on Planning and Budgeting
- Kurt Johnson, School of Medicine, Rehabilitation Medicine, as a member for a term beginning September 16, 2012, ending September 15, 2015.
- Brad Holt, College of Engineering, Chemical Engineering, as a member for a term beginning September 16, 2012, ending September 15, 2015.

Faculty Council on Tri-Campus Policy (Meets Thursdays at 9:00 a.m.)
- Nives Dolšak, UW Bothell, Interdisciplinary Arts & Sciences, as a member for a term beginning immediately, ending September 15, 2015.

Faculty Council on University Libraries (Meets Wednesdays at 2:30 p.m.)
- Julie Nicoletta, UW Tacoma, Interdisciplinary Arts & Sciences, as a member for a term beginning immediately, ending September 15, 2015.

Conciliation Board
- Rose Ann Cattolico, Arts & Sciences, Biology, as a member for a term beginning immediately, and ending September 15, 2015.
- Gerry Philipsen, Arts & Sciences, Communication, as a member for a term beginning immediately, and ending September 15, 2015.

Ex-Officio Member Appointments to University Committees

Faculty Council on Academic Standards (Meets Fridays at 1:30 p.m.)
- Annette Anderson, Professional Staff Organization, as an ex-officio member with vote for a term beginning immediately, and ending September 15, 2013.
- Cynthia Fugate, Association of Librarians of the University of Washington, Administration, as an ex-officio member with vote for a term beginning immediately, and ending September 15, 2013.
- Mel Wensel, Undergraduate Academic Advising Council, as an ex-officio member with vote for a term beginning immediately, and ending September 15, 2013.
- Michael Kutz, Associated Students of the University of Washington, as an ex-officio member with vote for a term beginning immediately, and ending September 15, 2013.

Faculty Council on Benefits and Retirement (Meets Mondays at 2:30 p.m.)
- Alison Navarette, Professional Staff Organization, as an ex-officio member for a term beginning immediately, and ending September 15, 2013.
- Thom Deardorff, Association of Librarians of the University of Washington, as an ex-officio member with vote for a term beginning immediately, and ending September 15, 2013.
- J. Ray Bowen, University of Washington Retirement Association, as an ex-officio member with vote for a term beginning immediately, and ending September 15, 2013.

Faculty Council on Faculty Affairs (Meets Tuesdays at 9:00 a.m.)
- Shanna Sukol, Professional Staff Organization, as an ex-officio member for a term beginning immediately, and ending September 15, 2013.
- Judith Henchy, Association of Librarians of the University of Washington, as an ex-officio member for a term beginning immediately, and ending September 15, 2013.
Faculty Council on Research (Meets Wednesdays at 9:00 a.m.)
- Christine James, Professional Staff Organization, as an ex-officio member for a term beginning immediately, and ending September 15, 2013.
- Maureen Nolan, Association of Librarians of the University of Washington, as an ex-officio member for a term beginning immediately, and ending September 15, 2013.

Faculty Council on Multicultural Affairs (Meets Wednesdays at 3:30 p.m.)
- Eliana Lobo, Professional Staff Organization, as an ex-officio member for a term beginning immediately, and ending September 15, 2013.
- Laura Lillard, Association of Librarians of the University of Washington, as an ex-officio member for a term beginning immediately, and ending September 15, 2013.

Faculty Council on Student Affairs (Meets Tuesdays at 1:30 p.m.)
- LeAnne Jones Wiles, Professional Staff Organization, as an ex-officio member with vote for a term beginning immediately, and ending September 15, 2013.
- Faye Christenberry, Association of Librarians of the University of Washington, as an ex-officio member with vote for a term beginning immediately, and ending September 15, 2013.
- Michael Kutz, Associated Students of the University of Washington, as an ex-officio member with vote for a term beginning immediately, and ending September 15, 2013.

Faculty Council on Teaching and Learning (Meets Thursdays at 10:30 a.m.)
- Robert Corbett, Professional Staff Organization, as an ex-officio member for a term beginning immediately, and ending September 15, 2013.
- Terry Jankowski, Association of Librarians of the University of Washington, as an ex-officio member with vote for a term beginning immediately, and ending September 15, 2013.
- Michael Kutz, Associated Students of the University of Washington, as an ex-officio member with vote for a term beginning immediately, and ending September 15, 2013.

Faculty Council on Tri-Campus Policy (Meets Thursdays at 9:00 a.m.)
- Rebecca Deardorff, Professional Staff Organization, as an ex-officio member for a term beginning immediately, and ending September 15, 2013.
- Sarah Leadly, Association of Librarians of the University of Washington, as an ex-officio member for a term beginning immediately, and ending September 15, 2013.

Faculty Council on University Libraries (Meets Wednesdays at 2:30 p.m.)
- Ellen Barker, Professional Staff Organization, as an ex-officio member with vote for a term beginning immediately, and ending September 15, 2013.
- Susanne Redalje, Association of Librarians of the University of Washington, as an ex-officio member with vote for a term beginning immediately, and ending September 15, 2013.
- Richard Kirkendall, University of Washington Retirement Association, as an ex-officio member with vote for a term beginning immediately, and ending September 15, 2013.

Faculty Council on University Facilities and Services (Meets Thursdays at 10:00 a.m.)
- Paul Zuchowski, Professional Staff Organization, as an ex-officio member with vote for a term beginning immediately, and ending September 15, 2013.
- Christina Byrne, Association of Librarians of the University of Washington, as an ex-officio member with vote for a term beginning immediately, and ending September 15, 2013.
• Steve Goldblatt, University of Washington Retirement Association, as an ex-officio member with vote for a term beginning immediately, and ending September 15, 2013.

Faculty Council on Women in Academia (Meets Mondays at 12:30 p.m.)
• Deci Evans, Professional Staff Organization, as an ex-officio member with vote for a term beginning immediately, and ending September 15, 2013.

• Elaine Jennerich, Association of Librarians of the University of Washington, as an ex-officio member with vote for a term beginning immediately, and ending September 15, 2013.
Agenda
Faculty Senate Meeting
Thursday, October 25, 2012, 2:30 p.m.
Savery Hall, Room 260

1. Call to Order and Approval of Agenda.

2. Faculty Senate Orientation – Professor Marcia Killien, Secretary of the Faculty.


5. Opportunities for Questions and Requests for Information.
      i. Electronic approval of the April 30, 2012, SEC minutes.
      ii. Electronic approval of the May 17, 2012, Faculty Senate minutes.
      iii. Report of Faculty Council Activities.
   b. Report of the Secretary of the Faculty.
   c. Report of the Chair of the Senate on Planning and Budgeting.
   d. Report of the Faculty Legislative Representative.

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

7. Memorial Resolution.

8. Announcements.


   Motions involving Class C actions should be available in written form by incorporation in the agenda or distribution at the meeting. It is preferable that any resolution be submitted to the Senate Chair and Secretary of the Faculty no later than the Monday preceding a Senate meeting.

11. Invited Guests.
   UW Educational Outreach Online Undergraduate Degree Completion Initiative: David Szatmary, Vice Provost, UW Educational Outreach.

12. Good of the Order.


Prepared by: Marcia Killien, Secretary of the Faculty
Approved by: James Gregory, Chair of the Faculty Senate

NOTE: If a continuation meeting is necessary to conduct unfinished or special business, it will be held on Thursday, November 1 at 2:30 p.m. in Savery 260.
### Core faculty* by category, 1997-2011

<table>
<thead>
<tr>
<th></th>
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<td>2033</td>
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*Headcount core faculty, all campuses. Data: Carol Diem, UW Office of Planning and Budget
Race/ethnic distributions for all faculty 2011 and new hires 2010-2011

Faculty Statistics by Rank, 10/31/2011

<table>
<thead>
<tr>
<th>Rank</th>
<th>Total</th>
<th>Male</th>
<th>Female</th>
<th>American Indian</th>
<th>Black</th>
<th>Hispanic</th>
<th>White</th>
<th>Not Reported</th>
<th>Two or More Races</th>
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<th>All Faculty</th>
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<td>11</td>
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New Hire Statistics by Rank, 11/30/2011

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<th>Female</th>
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<th>Black</th>
<th>Hispanic</th>
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<th>Not Reported</th>
<th>Two or More Races</th>
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<tbody>
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New Hire Statistics by Year-Professorial Faculty

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<th>All Faculty</th>
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<td>350</td>
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<td>2012-13</td>
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<td>175</td>
<td>100</td>
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<td>1</td>
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<td>2</td>
<td>0</td>
<td>22</td>
<td>275</td>
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<tr>
<td>2013-14</td>
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<td>11</td>
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<td>0</td>
<td>22</td>
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Resignation Statistics by Year

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<th>Two or More Races</th>
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<th>All Faculty</th>
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<td>2010-11</td>
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<td>330</td>
<td>214</td>
<td>11</td>
<td>3</td>
<td>25</td>
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<td>2</td>
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<td>30</td>
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<td>11</td>
<td>2</td>
<td>0</td>
<td>22</td>
<td>274</td>
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Source: tables from UW 2011 Facts; chart courtesy Luis Fraga
Gender by rank and college, tenured/tenure track faculty, UW Seattle 2011

By rank

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<th>Rank</th>
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<th>Fall 2011</th>
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<td>All TT</td>
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<td>23%</td>
<td>29%</td>
</tr>
<tr>
<td>Prof</td>
<td>32%</td>
<td>25%</td>
<td>43%</td>
</tr>
<tr>
<td>Assoc Prof</td>
<td>23%</td>
<td>25%</td>
<td>41%</td>
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<tr>
<td>Asst Prof</td>
<td>44%</td>
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</table>

By college/school

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<th>% Women</th>
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<td>Evans</td>
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<td>Built Environ</td>
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Source: Carol Diem, UW Office of Planning and Budget
The Nation

Why the NCAA's Sanctions on Penn State Are Just Dead Wrong

By Dave Zirin on July 23, 2012 - 9:17 AM ET

At 9 this morning, a crime took place masquerading as a farce. NCAA President Mark Emmert, a man who in 2010 called Joe Paterno “the definitive role model of what it means to be a college coach,” levied a series of unprecedented sanctions against the football program Paterno built, the Penn State Nittany Lions. Emmert determined that the entire program had to suffer because of the role the late Coach Paterno, along with other leading school officials, played in covering the tracks of serial pedophile Jerry Sandusky. That collective suffering will mean a $60 million fine, a four-year post-season ban and the vacating of all wins from 1998–2011. He said piously, “Programs and individuals must not overwhelm the values of higher education.” It’s not “the death penalty,” also known as the end of the football program, but it’s life without the possibility of parole.

Emmert sounds righteous. He’s also dead wrong. His decision will of course gut Penn State athletics. It will also create a siege mentality among PSU alumni causing a rush of donations that, I bet, will make up the difference in a week. It’s a farcical public relations move that distracts the public from actually holding to account those responsible for protecting Sandusky. Former FBI director Louis Freeh had said that the root of the problem was the “culture of reverence” for football. Penn State did more to confront this culture of reverence by taking down their statue of Joe Paterno on Sunday than Mark Emmert did today. If anything, Emmert strengthened that culture of reverence by choosing to grab the spotlight and bathe the NCAA in its saintly glow. But that’s not the only reason Mark Emmert’s decision should be opposed. That’s just the farce. We also have the crime.

Today marked a stomach-turning, precedent-setting and lawless turning point in the history of the NCAA. The punishment levied by Emmert was nothing less than an extra-legal, extrajudicial imposition into the affairs of a publicly funded campus. If allowed to stand, the repercussions will be felt far beyond Happy Valley.

Take a step back from the hysteria and just think about what took place: Penn State committed no violations of any NCAA bylaws. There were no secret payments to “student-athletes,” no cheating on tests, no improper phone calls, no using cream cheese instead of butter on a recruit’s bagel, or any of the Byzantine minutiae that fills the time-sheets that justify Mark Emmert’s $1.6 million salary.

What Penn State did was commit horrific violations of criminal and civil laws, and it should pay every possible price for shielding Sandusky, the child rapist. This is why we have a society with civil and criminal courts. Instead, we have Mark Emmert inserting himself in a criminal matter and acting as judge, jury and executioner, in the style of NFL commissioner Roger Goodell. As much as I can’t stand Goodell’s authoritarian, undemocratic methods, the NFL is a private corporation and his method of punishment was collectively bargained with the NFL Players Association. Emmert, heading up the so-called nonprofit NCAA, is intervening with his own personal judgment and cutting the budget of a public university. He has no right, and every school under the auspices of the NCAA should be terrified that he believes he does.

Speaking anonymously to ESPN, a former prominent NCAA official said, “This is unique and this kind of power has never been tested or tried. It’s unprecedented to have this extensive power. This has nothing to do with the purpose of the infractions process. Nevertheless, somehow [the NCAA president and executive board] have taken it on themselves to be a commissioner and to penalize a school for improper conduct.”

Or as Yahoo! Sports’ Pat Forde said succinctly, “Emmert seems determined to go where no NCAA president has gone before.”

Emmert justifies this by saying Penn State “lost institutional control” of the football program. Tragically, the opposite is the case here. There was so much control a serial child rapist was able to have his tracks
covered for—at least—thirteen years. He is instead using this canard of “institutional control” to justify an abrogation of public budgets, public universities and, most critically, public oversight.

The discussion we should be having is how to organize the outrage of the Penn State campus and the people of Pennsylvania to expel the entire Board of Trustees. Just as the statue of Coach Paterno came tumbling down in the name of turning the page at Penn State, the board should follow. We should be talking about how to push for a full investigation of Governor Tom Corbett and his own extra-slow-motion investigation of Sandusky when he was the state’s attorney general. Former Governor Ed Rendell, as a board trustee during Sandusky’s continued presence on campus, should be subpoenaed as well. But instead, we get the maiming of Penn State’s athletic budget for the grand purpose of turning Mark Emmert and the NCAA into something they have no legal right to be. Private, unaccountable actors have no business cutting the budgets of a public campus. Today’s move by Emmert didn’t bring justice to any of Sandusky’s victims. It didn’t help clean house at Penn State. Instead it was extra-legal, extrajudicial and stinks to high heaven.