Minutes  
Faculty Senate Meeting  
Thursday, October 27, 2011, 2:30 p.m.  
Savery Hall, Room 260

1. Call to Order and Approval of Agenda.

The meeting was called to order by Faculty Senate Chair Susan Astley at 2:36 pm. The agenda was approved as distributed.

2. Faculty Senate Orientation – Marcia Killien, Secretary of the Faculty. [Exhibit A]

Secretary of the Faculty Marcia Killien welcomed Senators and presented a brief orientation on the operation of the Faculty Senate using a PowerPoint presentation. This began with an overview of the Faculty Code. Its organization and call to governance is dated 1956. The contents of these sections, however, are very pertinent to the challenges this University is currently facing. The Code also includes an authorization for the faculty to share in the formulation of rules for the University. In summary, the Code outlines faculty rights and responsibilities, describes how shared governance works with the administration and faculty organization, including the Faculty Senate.

Killien’s presentation also outlined shared governance and how it relates to university faculty leadership and faculty committees and councils. This led to an explanation of the legislative authority of the faculty, which operates primarily through the Faculty Senate. The Code states that “The primary concern of the Senate is the general welfare of the University.” The Senate is charged to consider the views of all concerned about an issue and to be responsible to the University, the faculty and the group or campus they represent. Classes of legislation were outlined and explained, with more detail given to Class A legislation, which amends the Faculty Code.

Turning to logistics, Killien described the current Senate structure and meeting format. She emphasized the importance of attendance and explained the quorum calculation defined in Senate by-laws. If a senator is unable to attend a Senate meeting, he or she may ask a colleague to attend the meeting to participate and take notes, but these colleagues cannot be considered “proxies” and are not allowed to vote. Killien encouraged senators to actively prepare for Senate meetings by reviewing written reports and actions for the Consent Agenda; paper copies will not be available at the meeting. She also encouraged Senators to review orientation materials E-mailed to Senators (and also posted to the Senate Website). This information includes a roster of the Senate Executive Committee (SEC), the 2011-12 schedule of Senate and SEC meetings, general information about the Senate, an explanation of Class A, B and C legislation, a glossary of terms and acronyms, a list of Faculty Councils, and some basics of Parliamentary Procedure.

3. Report of the Chair – Susan Astley. [Exhibit B]

Senate Chair Astley referred the senators to her written report. She reminded attendees of the logistics for being recognized to speak. She then introduced President Young.

4. Report of the President – President Michael K. Young

In his remarks, President Young emphasized, “I’m a professor,” and that this role really matters to him. He shared that in his career he has been on “both sides,” as a faculty member and an administrator. He commented that the University of Washington (UW) is a particularly great university; people here have been passionate and engaged for a long time. He specifically acknowledged the Senators for their contributions to making the UW great. The President expressed his hope to have an informal relationship with faculty as well, and invited the Senators to attend an informal reception at his home immediately after this meeting.

The President encouraged colleagues to attend the 150th birthday for the UW on November 4; events will be held on Red Square. He reflected on the beginnings of the UW that started with just the
President and a faculty member on 10 acres of timber land donated by three pioneering families. He referred Senators to the book "Sons of the Profits" that described this time in history.

In an update on undergraduate admissions to the UW, President Young remarked that campus is lively; 25,000 applications from potential freshmen were received, an increase of 10,000 over the last 4-5 years. The entering freshman class size is around 5,000 student; 40% are minority and 15% are underrepresented minorities. Thirty percent of the class is first generation college attendees, with 47% of Washington resident students being first generation college attendees. About 8,000 students are attending under the Husky Promise. The President remarked that the faculty are important in students' decisions to attend the UW.

Budget issues remain important for the UW which has experienced a 52% cut in stated funding in the last few years. Governor Gregoire released a report on budget alternatives this morning, suggested 15% cut to higher education. President Young mentioned various approaches to respond to the economic challenges of the state including possible revenue enhancements, allowing more flexibility for the UW in some business practices, and mobilizing support for higher educations from alumni and parents.

In response to a question about the UW's vision for fund raising for the future, President Young commented that the university recently completed its most successful fundraising effort in history; preparatory work for another capital campaign will soon begin. This planning will include a university wide conversation about what are the priority, overarching, transformative initiatives. In conclusion, the President announced he needed to depart from the meeting to introduce Bill Gates who was speaking at another campus event, and that he would return to the Senate meeting later.

5. Opportunities for Questions and Requests for Information.
      i. Electronic approval of the May 2, 2011, SEC minutes.
      ii. Electronic approval of the May 19, 2011, Faculty Senate minutes.
      iii. Report of Faculty Council Activities. \{Exhibit C\}
   b. Report of the Secretary of the Faculty. \{Exhibit D\}
   c. Report of the Chair of the Senate on Planning and Budgeting. \{Exhibit E\}
   d. Report of the Faculty Legislative Representative. \{Exhibit F\}

6. Consent Agenda.
   Approve Nominees for Faculty Councils and Committees. \{Exhibit G\}
   The consent agenda was approved.

7. Memorial Resolution.
   The memorial resolution was read by Senate Vice Chair Jim Gregory and approved by a standing vote of the faculty.

   Clinical Professor Emeritus John H. Aberle of Medicine who died on August 17, 2011, after having served the University since 1963.

   Professor Emeritus Bernard Henry Booms of Business, UW Tacoma who died on June 25, 2011 after having served the University since 1973

   Associate Professor George J. Brabb of Finance & Statistics who died on May 13, 2011, after having served the University since 1956.

   Associate Professor Emeritus Robert John Ellrich of Comparative Literature who died on September 23, 2011, after having served the University since 1964.

   Professor Emeritus Alexandar Ian Hamilton of Restorative Dentistry who died on June 24, 2011, after having served the University since 1949.
Professor Emeritus Billy J. Hartz of Civil Engineering who died July, 2011, after having served the University since 1955.

Clinical Professor Emeritus William E. Pierson of Medicine who died on September 3, 2011, after having served the University since 1964.

Professor Emeritus Joanna Russ of English who died on April 29, 2011, after having served the University since 1977.

Lecturer Victor B. Scheffer of Zoology who died on September 20, 2011, after having served the University since 1938.

Professor Emeritus Allen Scher of Physiology and Biophysics who died on May 12, 2011, after having served the University since 1950.

Professor Emeritus William G. Scott of Business who died on September 12, 2011, after having served the University since 1966.

Lecturer Thomas Joseph Sedlock of Accounting who died on May 6, 2011, after having served the University since 1977.

Professor Emeritus Warren Raymond Seyfried, Jr. of Urban Design & Planning who died on May 22, 2011 after having served the University since 1956.

Clinical Professor Emeritus Charles Edward Simons, Jr. of Medicine who died on September 10, 2011, after having served the University since 1957.

Professor Emeritus Harold Simonson of English who died on June 6, 2011, after having served the University since 1968.

Professor Emeritus Nathan Smith of Orthopedics and Sports Medicine who died on February 2, 2011, after having served the University since 1965.

Professor Emeritus Vilem Sokol of Music who died on August 19, 2011, after having served the University since 1948.

Associate Professor Emeritus Howard Samuel Strausser, Jr. of Civil Engineering who died on August 10, 2011, after having served the University since 1955.

Professor Emeritus Robert Sylvester of Civil Engineering who died on April 21, 2011, after having served the University since 1938.

Teaching Associate Scott White of the Evans School of Public Affairs who died on October 21, 2011, after having served the University since 2008.

8. Announcements.

Astley announced that the Vice Chair Nominating Committee is being formed and will soon be seeking nominations for next year’s vice chair. She said that the ideal candidate would be an accomplished senior faculty member who has served in leadership roles within the University and who has the breadth of understanding to speak for the Faculty across the university.

Senators interested in nominating a faculty member were asked to contact the Nominating Committee via Nancy Bradshaw in the Faculty Senate Office. The Nominating Committee expects to recommend candidates to the Senate Executive Committee at its January 9 meeting.

There was no unfinished business.


Class C Resolution. **{Exhibit H}**

Christoph Giebel, Faculty Senator, Arts and Sciences.

Title: Resolution Concerning Repairing Shared Governance and the Faculty Salary Policy.

Action: Approve for distribution to the faculty.

Senator Giebel’s initial resolution had been distributed with the meeting agenda. At the meeting he asked that a substitute motion **{Exhibit I}** be considered instead; this substitute motion was E-mailed to Senators yesterday and distributed to all Senators in attendance.

It was moved and seconded to accept the substitute motion. Senate Chair Astley invited Professor Giebel to speak to his motion. Giebel referred to the long history of shared governance at UW and his belief that actions taken in 2010 by President Emmert weakened shared governance; he suggested that the beginning of the new presidency of President Young is an opportune moment to reinforce the history and practice of shared governance at UW. He also suggested that the motion would promote having a unified record of the past events related to the Faculty Salary Policy. Giebel remarked that unilateral actions by President Emmert left the 1999 Faculty Salary Policy, that prioritized salary increases for “loyal faculty” over recruitment and retention, in shambles. He expressed concern that funds are currently being used for recruitment and retention while no salary increases are being given to meritorious faculty as outlined in the Faculty Salary Policy and that this practice undermines shared governance by implementing Executive Order 64 when the Senate was not in session. Giebel clarified that his resolution is not about protesting the lack of 2% raises but rather it is about reaffirming prior shared governance principles. Neither is the resolution about putting the new president on the defensive; rather it is intended to lay groundwork for a collaborative relationship between the President and the faculty.

In the discussion of the motion, Senators from Arts and Sciences, Medicine, Law, Built Environments, Social Work, College of the Environment, and Engineering spoke. Several senators asked for and received clarification from Senate officers about the purpose and effect of Class C resolutions, the difference between an Executive Order and a Senate Resolution or Legislation, and options available to faculty for taking action. A member of the former Provost’s working group on the salary policy and executive order suggested that the proposed resolution erroneously characterized the work of the group as a negotiation resulting in agreement and proposed this be restated as a discussion resulting in consensus. One senator suggested that the proposed resolution needed to be revised to explicate the specific issues of concern; several others suggested that the resolution needed to make a more substantive statement and/or be more action oriented. Several senators asked for clarification of what the resolution was attempting to accomplish and if it was likely for the senate to take any action that could result in anything more than discussion with the administration. Other senators commented that there had been lengthy discussions between the administration and the faculty, including between President Emmert and the Senate, the prior year and that while the Senate expressed disagreement with the President’s proposed revision of Executive Order 64, neither side convinced the other to change their positions on the matter. One senator spoke against the motion because there had been no violation by President Emmert of the process.

Several senators expressed appreciation to Professor Giebel for raising the issues for discussion and also expressed uncertainty about what actions should be taken next. The opinion was expressed that there seemed to be general support to do something but that there was discomfort among the senators with the current wording of the resolution.
The question (to end debate) was called and passed by a 2/3 majority. After discussion a motion was made and passed by a Senate majority to refer the matter to a committee named by the Senate Chair and including Professor Giebel; the committee was directed to bring a revised resolution to the next Senate meeting, December 1.

11. Good of the Order.

Professor Giebel raised concern about the process of calling the question. He would like to have more debate and rationale provided for calling the question.

Professor Giebel then raised a concern about anecdotal reports of retention offers being made around campus. He asked that information be brought to the December Senate meeting about how many retention offers had been made in the period after the June 2011 expiration of Executive Order 29. He expressed concern about how retention offers fit within the “hierarchy” of the salary policy categories in the Faculty Code and suggested that current practices violates the spirit of the salary policy. He wants to know under what policy retention offers are still being made. Gail Stygall, chair of the Senate Committee on Planning and Budgeting, stated that Vice Provost Cheryl Cameron was scheduled to bring a report on retention offers to that committee the first week of December.


The meeting was adjourned at 4:14pm

Prepared by: Marcia Killien, Secretary of the Faculty
Approved by: Susan Astley, Chair of the Faculty Senate
Faculty Senate Orientation
2011-12
Marcia Killien
Secretary of the Faculty

UW Faculty Code
Organization & Governance

A university is a community of scholars contributing, each according to his own talents and interests, to the transmission and advancement of knowledge. Because of its diversity of interests a university is a complex organization, not quite like any other in its management, which requires the understanding and good faith of people dedicated to a common purpose.

A university administration must seek wisely and diligently to advance the common effort, and the strength of a university is greatest when its faculty and administration join for the advancement of academic objectives. Much of the faculty-administration relationship has been established through long experience, and has the weight and good sense of academic form and tradition. But the terms of this relationship are essentially those of spirit, mutual respect, and good faith, and thus must be flexible to meet changing needs.

[Undated: About April 16, 1956]
Faculty Code & Governance, Section 13-20

Authorization for the Faculty to Share in the Formulation of Rules

...the President authorizes the faculty to share with him and the academic deans responsibility for the formulation of rules for the immediate government of the University under such resolutions and executive orders as the Board of Regents and the President from time to time may adopt or issue.

Executive Order (unnumbered) of the President, May 31, 1956
Faculty Code, Section 13-21

The Faculty Code

- Adopted 1956
- Outlines faculty rights & responsibilities
- Describes shared governance with administration
- Describes faculty organization, including Senate & SEC
- Part of the UW Policy Directory
- Available online:
  http://www.washington.edu/admin/rules/policies/PCP/PCCPC.html

Shared Governance

University Faculty Leadership

- Officers of the Faculty
  - President
  - Vice President
  - Secretary of the Faculty
- Senate Faculty Leadership
  - Chair
  - Vice Chair
  - Secretary
- Faculty Senate Committees
  - Academic
  - Administrative
  - Student
- Faculty Senate Officers
  - Chair
  - Vice Chair
  - Secretary
- Faculty Senate Committees
  - Academic
  - Administrative
  - Student
Professional Staff Support for Shared Governance

Nancy Shadlow
Assistant to the Chair, Faculty Senate
Alex Baron
Assistant to the Secretary of the Faculty
Jay Frostad
Faculty Council Support Analyst

Faculty Committees and Councils

Faculty Senate
University Faculty Councils
Senate Executive Committee (SEC)
Senate Leadership, Planning & Budget (SLPB)
Academic Committees on Faculty Costs & Regulations

Academic Members
Benefits and Retirement
Faculty Affairs
Health Affairs
Student Affairs
Endowment Policy
University Facilities & Services
University Libraries
Women in Academic Faculty & Learning

Faculty Senate: Elected Senators
- Ratio of representation 1:40 faculty
- Senators elected by & represent their academic unit (School, College, or Campus) through process determined by the Elected Faculty Council
- Senators elected for 2 year term, with half of Schools/Colleges/Campuses conducting elections each year

Composition of the Senate: With Vote
- n=129
  - University President
  - Elected Senators: n=113
  - Chairs of University Faculty Councils (n=11)
  - Chairs of UWB & UWT faculty organizations (n=2)
  - Chair of Senate, Vice-Chair of Senate

Composition of the Senate: Without Vote
- Chairs of Elected College Councils
- Deans of Schools & Colleges, Dean of University Libraries
- Presidents of ASUW & GPSS
- Secretary of the Faculty

Faculty Senate: Legislative Arm
- "The primary concern of the Senate is the general welfare of the University."
- The Senate shall consider the views of all.
- Senators are responsible to the University, the Faculty, and the Academic Unit they represent.

☐ Chapt. 22-37
Classes of Legislation
- Class A: Amends Faculty Code
- Class B: Amends non-Faculty Code policy in University Handbook
- Class C: Non-legislative actions such as Resolutions; Approval of Committee Reports

Most formality required for Class A Legislation.

Recent Examples of Class A Legislation
- #119 RCEP changes (2009)
- #122 Senate restructure (2010)
- #123 Creation of Faculty Council on Teaching & Learning (2010)

Effective Senate Meetings

Logistics #1
Rule 5 from Faculty Senate By-Laws
- A quorum for each Senate meeting consists of a majority of the voting members, except that voting members who have notified the Secretary of the Faculty prior to a Senate meeting of their inability to attend shall not be included in the determination of a quorum for that meeting.

Logistics #2
- If a Senator is unable to attend a Senate meeting, he or she may ask a colleague to attend the meeting to take notes, but these colleagues cannot be considered "proxies" and will not be allowed to vote.

Effective Senate Meetings

Preparation
Logistics #3 Meeting Format

- The consent agenda: non-controversial matters that can be adopted by unanimous consent. These are prepared as a group and will be approved unless any member objects. Any objection removes an item from the consent agenda and places it first under New Business.

- The report format: most regular reports will no longer be given orally, but will be collected in written form, attached to the SEC agenda, and distributed prior to each meeting. Through authors of reports will be available at the meeting to answer questions.

- The Good of the Order: an opportunity for the Senate to discuss matters freely, without the administrative requirements of having a main motion before it.

Effective Senate Meetings

Productive discussions
Adhere to parliamentary procedures (“Roberts Rules”)

Orientation Packet

Packet mailed via e-mail that includes:
- Roster of the Senate Executive Committee (SEC)
- Schedule of Senate and SEC Meetings
- General Information about the Senate
- Explanation of Class A, B, and C legislation
- Glossary
- List of Faculty Councils
- Some basics of Parliamentary Procedure

Alert!! Materials Provided Electronically

- Printed agendas or reports are not provided at meetings.
- Please print out materials or bring laptop.

Comments & Questions
Report of the Faculty Senate Chair
Susan Astley, Professor, Epidemiology and Pediatrics

I would like to welcome you all to the first Senate meeting for the year. We have, as always, a full year ahead of us.

I think many of us hoped we had seen the worst of the budget cuts, but that does not appear to be the case. We will not only experience the impact of last year's belt tightening decisions, but will find ourselves preparing for yet another potential round of cuts. As many of you know, the Legislature is scheduled to begin a special session on November 28.

We greet this year with fresh faces in key positions. President Young joined us this summer and Doug Wadden now serves as Interim Provost, as we conduct a rapid internal search for our next provost.

We also have new faces in the Senate Leadership. I would like to introduce Jim Gregory, our new Vice Chair, Jim Fridley, who joins us again as Legislative Representative, Joe Janes, our Parliamentarian, and Marcia Killien, Secretary of the Faculty. You may notice JW Harrington is conspicuously missing. Although he was slated to be this year's Chair of the Senate Committee on Planning and Budgeting (SCPB), I am pleased to announce he is now Vice Chancellor for Academic Affairs at UW Tacoma. I am equally pleased to share with you that Gail Stygall has graciously accepted our invitation to serve as Chair of SCPB. As many of you know, Gail served as Chair of SCPB in 2007-08, and has been a member of the SCPB for many years. Thus, she comes well qualified and joins us here today with two SCPB meetings already under her belt.

Issues we will address this year include the potential for further budget cuts, activity based budgeting (ABB), faculty retention, differential tuition, and the reorganization, consolidation and elimination procedures (RCEPS); a set of procedures for restructuring programs, schools or colleges. The Two Years to Two Decades (2y2d) Initiative will play an important role in our handling of these issues. 2Y2D articulates long-term strategic priorities for the UW that guide our near-term decisions. Through a collaborative process, the 2y2d Initiative is developing a sustainable academic business plan for the next 20 years. I encourage you to familiarize yourself with it.

It will be imperative that faculty, especially senators, faculty council members, and members of the Senate Executive Committee be up to speed on these issues. For when these issues come to the table for discussion, the pace will be fast. We will not have time to effectively contribute to the conversations if we come to the table unprepared. To facilitate this, I will be posting on the Senate Blog links to key documents posted on the UW website addressing each of these topics. I would particularly direct your attention to the UW Office of Planning and Budgeting website, the Provost's website, and Issues Under Consideration on the Senate website. I also recently ran across some UW Fact Sheets in the latest packet of information shared with the Board of Regents. I think you will find these documents both interesting and informative. (Academic Personnel Fact Sheet 2010, 2009 UW Economic Impacts Fact Sheets, UW 2010-11 Facts, UW World Leaders in Research FACTS FY2010, UW Bothell Fast Facts 2010-11 and UW Tacoma Campus Overview.) But as I have stated before, it will take active participation and preparation on everyone's part to get and stay informed. I will facilitate this as best I can.
Faculty Council Activities

Faculty Council on Academic Standards
In addition to normal business reviewing curriculum changes, major topics that FCAS is undertaking are:

1. Policy for handling students enrolled in programs selected for termination or that have been terminated.
2. Enrollment restrictions imposed on students in fee-based programs.
3. Academic credit for life experiences.

Faculty Council on Benefits and Retirement

1. Will work with the Provost and Fund Review Committee to review a Request for Proposals for University of Washington Retirement Plan changes.
2. Monitoring proposed legislation related to benefits and retirement
3. Review benefits costs including health, life and long-term disability and retirement plan costs and personal cost options and ensure consistency and comparability with best practices for such plans.
4. Provide through the faculty senate process information to faculty on costs and potential alternatives for university-based and SEBB insurance

Faculty Council on Faculty Affairs

Current Agenda Items (Short Form):

1. Adjudication Issues in response to SEC resolution. Three sub-issues have been identified:
   a. Interaction of EO61 (OSI) and the informal dispute resolution process in the Faculty Code.
   b. Ability of Deans to assign disciplinary measures without adjudication.
   c. Notification of rights during dispute resolution process, and rights of appeal.
   FCFA is currently in the issue discussion
2. P&T Issues – Openness and consideration of collegiality in the P&T process.
3. Adjudication Revision – A general reworking of the adjudication process, with ties to item 2, but broader in scope. This is presently in the hands of a task force and will come to FCFA for review.
4. Senate Restructuring Cleanup – Alternate delegates for Senators, SEC nomination process, SEC Faculty Council Chair elections, double Senators (elected and ex officio).

Faculty Council on Multicultural Affairs

FCMA is continuing review of implementation of Diversity Blueprint in schools and colleges.

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 one such proposal of this sort winter quarter. Thus far, no others have been forthcoming.

At FCR’s monthly meetings last fall and winter, FCR has heard several presentations by the Office of Sponsored Programs and the Office of Research personnel on items including changes in the Grants
Information Memoranda, changes in the compliance rules for human and animal research, and changes in the visa applications. We had several similar issues lined up for discussion with administration officials through spring quarter. The April meeting included federal budget updates and a review of proposed changes to Grants Information Memorandum 34, Guidelines for Classification of Sponsored Projects and Gifts.

Faculty Council on Student Affairs

FCSA continues to conduct discussions on issues pertinent to students, including recent topics on admissions policies and standards, student-athlete issues (sports psychology and missed class time), and the faculty appeal board. Future agenda items include graduation rates for student-athletes.

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. Future agenda items include e-books, and discussions with the Senate Chair and Provost on their sense of priorities in the area of teaching and learning.

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. Examined processes for 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 for reviewing cross-campus degrees/minors.
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.

Faculty Council on University Facilities and Services

FCUFS continues to examine current construction projects, including the Stadium, HUB, housing west of 15th, Intellectual House, and police relocation from the Bryant Building, as well as the impact of Sound Transit, 520 bridge, 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. The FCUL will continue to monitor the Odegaard renovation and the provision of HUB services in the Libraries.
6. Inclusion of Librarians on the Senate. The FCUL will continue to follow up on the 2009-2011 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. 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.
2. Faculty Mentoring Program – Followup 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.
3. 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
Report of the Secretary of the Faculty
Marcia Killien, Professor, Family and Child Nursing

1. Secretary of the Faculty and Office of University Committees survey:

At the end of Spring Quarter 2011, Secretary of the Faculty Killien requested assistance from the staff of the Organizational Effectiveness Initiative (OEI) in conducting a “client survey” to provide her with data for an interim assessment of her performance since her appointment and current office functioning. The survey was developed, administered, data analyzed and summarized by staff of OEI. The survey was sent to members of the Senate, chairs of the elected faculty councils of schools, colleges, and campuses, Faculty Council chairs, and individuals who had consulted with the office in the past three years. There were 81 respondents to the survey. Summary results showed a high level of client satisfaction with the services of the Secretary and of the office. Survey results can be found at http://www.washington.edu/faculty/sharedgov/reports/survey_june2011.pdf.

2. Staff changes in the office:
Jay Freistadt has replaced Craig Bosman as Council Support Analyst. Craig resigned his position to attend graduate school in public policy at the University of California, Berkeley and regularly keeps in touch with the office staff via Facebook! Jay completed his Master of Public Administration from the University of Washington in 2011, and also has a BA in International Studies from the UW (2006). He brings an emphasis on data analysis (both quantitative and qualitative), program evaluation, and performance measurement. Jay is fluent in Portuguese and has rich experience in Brazil. He most recently served as an Intern with Sound Transit and on the Yes on 1098 Campaign. We’re delighted to have him with us.

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

4. 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. Please assist us in identifying colleagues who would make good contributions as members of the various councils and committees; you can send nominations to the Secretary of the Faculty. The list of current members, along with meeting minutes and schedules can be found on our website at http://www.washington.edu/faculty/committees/councils.html.

5. 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.
Report of the Chair of the Senate Committee on Planning and Budgeting
Gail Stygall, Professor, English

The work of the Senate Committee on Planning and Budgeting is under way for the 2011-12 academic year after some initial changes. The Past Chair of the Senate, JW Harrington, was selected to be Vice Chancellor for Academic Affairs at the Tacoma campus and thus will not chair SCPB this year. At the end of August, I agreed to chair SCPB, as a current member of SCPB, a past chair of the Senate and SCPB, and a former Legislative Representative. I have met with Interim Provost, Doug Wadden, and Vice Provost for Planning and Budget, Paul Jenny, to plan for the autumn quarter. A schedule of the meeting dates and topics for the autumn quarter is attached.

The Board of Deans’ appointee is Kellye Testy, Dean, School of Law. The ASUW/GPSS voting member is Sarah Round. We have one position open and Katherine O’Neill from the School of Law has agreed to be nominated.

SCPB has now met twice this quarter. When SCPB met for the first time on Monday, October 3, 2011, Paul Jenny and Sarah Hall provided members with an introduction to the University’s budget and an update on the state budget. Although the Governor has indicated that agencies should prepare for budget cuts, she has also called a special session of the legislature, to begin on November 28th. Her announced plan is for the special session to deal with the current budget shortfall, now approximately $2 billion, with the short legislative session scheduled to begin in January to deal with jobs. The shortfall means that state agencies must make cuts to current budgets. We discussed the likely UW share of those cuts and how the cuts might be taken for the current year and then also discussed the likely cuts for the following year. There was also discussion of student aid and state need grants, noting that the percentage of students who qualify for Pell Grants has now reached 32%, making us increasingly similar to UCLA on that measure.

The second meeting of SCPB was October 17, 2011, and we heard from Margaret Shepherd, the University’s State Relations head. She described her sense of Olympia’s thinking about higher education before the pending special session and cautioned that the next round of cuts is still likely to be quite substantial. Interim Provost Doug Wadden and Vice Provost for Planning and Budgeting Paul Jenny described the likely budget process for the next round. One additional resource this year will be the availability of data on the Planning and Budgeting site for the Board of Deans and SCPB to consider in their discussions about the budget.

The agenda for the autumn quarter includes focus on two topics, beyond our constant updates on the state budget: a review of ABB and a review of tuition approaches. For each topic, we will meet first without administrators to study the topics and then meet twice with administrators present. A final report from the ABB Implementation Committee is due in mid-October. Concerns expressed by SCPB members include developing a permanent review process for ABB that includes SCPB and the need for discussion about where the supplemental funds are used and the process for deciding where the funds go. Previous attention has been devoted to where the tuition dollars have been sent. The second topic is to review tuition options, including differential tuition and optional fees. Tuition approaches will also be a three week cycle. Following those topics we will gather information on a variety of topics: financial aid, admissions, and faculty numbers. I will report on the outcome of these meetings as we have them. Our next meeting will be an all-faculty meeting on October 24th.
<table>
<thead>
<tr>
<th>Date</th>
<th>Topic</th>
<th>Action</th>
<th>BODC¹</th>
<th>BoR²</th>
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| October 3  | 1. Introductions.  
2. Budget 101.  
3. State Budget Update. | Quarfoth/Hall     | BODC September 21 |
| October 10 | No meeting.                                                           | Jenny             | BODC October 12 |
| October 17 | 1. State Legislature Update.  
2. Budget cut approaches.  
3. Homework: ABB Final Report, to be provided for the October 24 meeting. | Shepherd          | BoR October 20 |
| October 24 | (Faculty only)  
Activity Based Budgeting Review.                                     | Jenny/Wadden      | BODC October 26 |
| October 31 | Activity Based Budgeting Review.                                      | Jenny/Wadden      | BODC November 9 |
| November 7 | Activity Based Budgeting Review.                                      | Jenny/Wadden      |        |
| November 14| 1. Tuition Policy: Differential tuition or fees.  
| November 21| (Faculty only)  
(Thanksgiving)  
Tuition approaches.                                                   | Jenny/Wadden      | BODC November 30 |
| November 28| Tuition approaches.                                                   | Jenny/Wadden      | BoR December 8 |
| December 5 | 1. Admissions Report.  
2. Retention, separation and hiring.  
3. Faculty numbers, ranks, class size data.                           | Ballinger          |
| December 12| Financial Aid Report (Husky Promise).                                 | Cameron/Mildon    |        |
| December 19| Winter Break  
Budget cut approaches.                                               | Jenny/Wadden      |        |
| December 26| Holiday  
No meeting.                                                          |                   |        |

¹ Board of Deans and Chancellors  
² Board of Regents
One year ago our state and our university were facing very severe financial challenges. Fundamentally the problem was a result of the “great recession” but in a practical sense it was due to state revenue collections that were not keeping pace and were not projected to keep pace, with population growth and the cost and demand of government services. Working through the late autumn, winter and spring the state legislature and the governor struggled to produce a supplemental budget for the period beginning July 2009 and ending June 2011 and a new budget for the period beginning July 2011 through June 2013.

Detailed information about the state budget and the University of Washington budget that was subsequently approved by the Board of Regents can be found on the website of the UW Vice Provost for Planning and Budgeting and in Reports to the Faculty Senate and the Faculty Senate Executive Committee presented by the University President and by the Chair of the Senate Committee on Planning and Budgeting. The bottom line however is that, as stated in a May 25 Planning and Budgeting Brief prepared and published by the office of the Vice Provost for Planning and Budgeting, “the final (state) operating budget permanently cuts $207 million of state funds, or 32.5 percent from the UW’s state funding base.”

In addition to the state budget the 2011 legislature passed a number of policy bills intended to improve higher education in our state. One example is HB 1795 which provided for a number of changes to higher education, including tuition setting authority along with a requirement for greater financial aid to help offset tuition increases for students who cannot afford to pay for them. The bill allowed the university to substantially mitigate the potentially drastic budget related impacts to the work of the faculty and staff and ultimately the education of our students.

The legislature and the governor clearly recognize the importance of the work we do but, given the competing demands for state funds, the clear private benefit of a college education and the university’s ability to fund itself through things like tuition and fees, they appear to be saying to us “keep up the work but find ways to do it that are less burdensome to the state treasury.” At the same time they appear to have concerns about our commitment to things like affordability, serving the resident undergraduate student, and making sure we are serving all of the state and not just the ones from families with an ability to pay what is often perceived to be very high tuition.

This year we are once again facing severe budget reductions. Since the release of the September 2011 State Economic and Revenue Forecast the local news has included almost daily reporting about the resulting need to reduce the state budget by $2.0 billion for the July 2011 – June 2013 period. The Governor has called a special session of the legislature beginning on November 28 to address the problem. One element of the challenge that the budget writers now face is that having recently cut the state budget as much as they have, along with constitutional and federal requirements for funding certain services, there is relatively little left that can be legally cut. To illustrate this point members of the legislature have pointed out that, according to nonpartisan legislative staff, to implement a $2 billion reduction across the board but restricted to things that can be legally cut, state funding for higher education would need to be cut almost 30%. The budget writers are quick to indicate that isn’t what they intend to do but alternatives, especially ones that can be enacted quickly enough to be meaningful in solving the $2 billion problem, are not making themselves obvious.

Our state’s leaders know well that the University of Washington has, over a relatively short amount of time, gone from a university where students paid about 30% of the cost of a top tier college education to one where the students pay about 70% of that cost. They also understand that state funded financial aid in the form of the State Need Grant and the Work Study program is increasingly crucial to the affordability of college for a large portion of those who attend. Additionally, they are with increasing frequency being told that our state needs to increase attendance and attainment in higher education. Employment statistics, in the form of unemployment, salary and wage rates, make a compelling case a bachelor’s degree has replaced the high school diploma as the credential needed to be employable and stand a reasonable chance of seeing an increase in spending power over the duration of a career.
In the upcoming legislative session we can expect that the conversations and the budget and policy decisions about University of Washington will reflect a desire to keep higher education in our state strong. But they will also reflect concern about access, affordability and degree attainment. And they will no doubt be influenced by a belief that, at the UW, our ability to deliver on our public mission has become less sensitive to our state appropriation but perhaps more sensitive to our students’ ability to afford their education, state financial aid, who we choose to admit, the time it is taking to reach degree completion and things such as the performance of the K-12 system that provides us with the majority of our students. The faculty senate might consider examining some of those things, especially the ones we can most directly influence such as the meaning of a public mission and time to earn a degree, for the simple reason that proposals for change that start here might be considerably preferable to mandates for change that end up here.
Presented to Washington State Legislature, House Higher Ed Committee by Greg Forsyth EWU:

U.S. Unemployment by Age and Education, August 2011

Presented to Spokane Rotary by Senator Lisa Brown:

Due to budget cuts, the state support of the higher education system has declined, particularly for the 4-year universities
Presented to Washington State Legislature, House Higher Ed Committee by Nonpartisan legislative staff:

### Postsecondary Enrollment by GPA

Universe: All 08-09 public high school graduates for whom GPA is reported

#### Source:
Education Research & Data Center (ERDC): "Participation in Postsecondary Education: Washington State High School Graduates, 2008-09" December 2010. (Figure 7) [www.erdc.wa.gov/briefs/]

### What Percent of Students Obtain a Baccalaureate Degree in 6 Years or Less?

#### Source:
Higher Education Coordinating Board, Accountability Report 09-10, based on information submitted by institutions.
Faculty Member Appointments to University and Senate Committees.

Adjudication Panel
- Lea Vaughn, Law, as a renewing member for a term beginning September 16, 2011, and ending September 15, 2014.
- Steven Pfaff, Sociology, College of Arts & Sciences, as a renewing member for a term beginning September 16, 2011, and ending September 15, 2014.

Advisory Committee on Faculty Code and Legislation
- Michael Townsend, Law, as a renewing member for a term beginning September 16, 2011, and ending September 15, 2014.

Faculty Council on Academic Standards (Meets Fridays at 1:30 p.m.)
- Jennifer Taggart, Mathematics, College of Arts & Sciences, as a renewing member for a term beginning September 16, 2011, and ending September 15, 2014.

Faculty Council on Multi-Cultural Affairs

Faculty Council on Research (Meets Wednesdays at 9:00 a.m.)
- Mark Haselkorn, Human Centered Design & Engineering, College of Engineering, as a renewing member for a term beginning September 16, 2011, and ending September 15, 2012.

Faculty Council on University Facilities and Services (Meets Thursdays at 10:00 a.m.)
- William Rorabaugh, History, College of Arts & Sciences, as a renewing member, for a term beginning September 16, 2011, and ending September 15, 2014.
- Sarah Nash Gates, Drama, College of Arts & Sciences, as a renewing member for a term beginning September 16, 2011, and ending September 15, 2014.

Faculty Council on University Libraries
- Joyce Cooper, Mechanical Engineering, College of Engineering, as a renewing member, for a term beginning September 16, 2011, and ending September 15, 2014.

Senate Committee on Planning and Budgeting (Meets on Mondays at 1:30 p.m.)
- Bill Zumeta, Evans School, as a member for a term beginning September 16, 2011, and ending September 15, 2014.

2011-2012 Representative (Ex-officio) Faculty Council and Committee Nominations

Faculty Council on Academic Standards (Meets Fridays at 1:30 p.m.)
- Carlos Williams, Professional Staff Organization, as an ex-officio member with vote for a term effective immediately and ending September 15, 2012.
- Cynthia Fugate, Association of Librarians of the University of Washington, as an ex-officio member with vote for a term effective immediately and ending September 15, 2012.
- Evan Smith, Associated Students of the University of Washington, as an ex-officio member with vote for a term effective immediately and ending September 15, 2012.
- Mel Wensel, Undergraduate Academic Advising, as an ex-officio member with vote for a term effective immediately and ending September 15, 2012.

Faculty Council on Benefits and Retirement

- Tom Deardorff, Association of Librarians of the University of Washington, as an ex-officio member with vote for a term effective immediately and ending September 15, 2012.
- Brian Tyl, Professional Staff Organization, as an ex-officio member for a term effective immediately and ending September 15, 2012.
- J. Ray Bowen, University of Washington Retirement Association, as an ex-officio member with vote for a term effective immediately and ending September 15, 2012.

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 effective immediately and ending September 15, 2012.
- Serin Anderson, Association of Librarians of the University of Washington, as an ex-officio member for a term effective immediately and ending September 15, 2012.

Faculty Council on Multi-Cultural Affairs (Meets Wednesdays at 3:30 p.m.)

- Eliana Lobo, Professional Staff Organization, as an ex-officio member for a term effective immediately and ending September 15, 2012.
- Laura Lillard, Association of Librarians of the University of Washington, as an ex-officio member for a term effective immediately and ending September 15, 2012.

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

- Nadine Gruhn, Professional Staff Organization, as an ex-officio member for a term effective immediately and ending September 15, 2012.
- Maureen Nolan, Association of Librarians of the University of Washington, as an ex-officio member for a term effective immediately and ending September 15, 2012.
- Francis (Sandy) Spelman, University of Washington Retirement Association, as an ex-officio member for a term effective immediately and ending September 15, 2012.

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 effective immediately and ending September 15, 2012.
- Faye Christenberry, Association of Librarians of the University of Washington, as an ex-officio member with vote for a term effective immediately and ending September 15, 2012.
- Evan Smith, Associated Students of the University of Washington, as an ex-officio member with vote for a term effective immediately and ending September 15, 2012.

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 effective immediately and ending September 15, 2012.
- Amanda Hornby, Association of Librarians of the University of Washington, as an ex-officio member with vote for a term effective immediately and ending September 15, 2012.
- Evan Smith, Associated Students of the University of Washington, as an ex-officio member with vote for a term effective immediately and ending September 15, 2012.
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 effective immediately and ending September 15, 2012.
- Sarah Leadley, Association of Librarians of the University of Washington, as an ex-officio member for a term effective immediately and ending September 15, 2012.

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

- Paul Zuchowksi, Professional Staff Organization, as an ex-officio member with vote for a term effective immediately and ending September 15, 2012.
- Christina Byrne, Association of Librarians of the University of Washington, as an ex-officio member with vote for a term effective immediately and ending September 15, 2012.
- Steve Goldblatt, University of Washington Retirement Association, as an ex-officio member with vote for a term effective immediately and ending September 15, 2012.

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 effective immediately and ending September 15, 2012.
- Susanne Redalje, Association of Librarians of the University of Washington, as an ex-officio member with vote for a term effective immediately and ending September 15, 2012.
- Richard Kirkendall, University of Washington Retirement Association, as an ex-officio member with vote for a term effective immediately and ending September 15, 2012.

Faculty Council on Women in Academia (Meets Mondays at 12:30 p.m.)

- Joyce Agee, Professional Staff Organization, as an ex-officio member with vote for a term effective immediately and ending September 15, 2012.
- Deborah Raftus, Association of Librarians of the University of Washington, as an ex-officio member with vote for a term effective immediately and ending September 15, 2012.
- Mary Cooney, University of Washington Retirement Association, as an ex-officio member with vote for a term effective immediately and ending September 15, 2012.

Additional Nominations Submitted after the October 10, 2011, Senate Executive Committee Meeting:

Faculty Member Appointments to University and Senate Committees.

Senate Committee on Planning and Budgeting (Meets on Mondays at 1:30 p.m.)

- Kathleen O’Neill, Law School, as a member for a term beginning September 16, 2011, and ending September 15, 2014.

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

- Michael Kucher, Interdisciplinary Arts and Sciences, UW Tacoma, as a member for a term beginning September 16, 2011, and ending September 15, 2013.

Advisory Committee on Faculty Code and Legislation

- Rich Christie, Engineering, as a renewing member for a term beginning September 16, 2011, and ending September 15, 2014.

- Vincent Gallucci, Aquatic and Fishery Sciences, Environment, as a renewing member for a term beginning September 16, 2011, and ending September 15, 2014.
Class C Resolution Concerning Repairing Shared Governance and the Faculty Salary Policy

*Whereas*, in 1999-2000, after years of careful consultations and based on a broad faculty-administrative consensus, a new salary policy was enacted in the faculty code and through Executive Order (EO) 64 that instituted annual minimum 2% merit increases as the highest priority in salary allocations, that ended an arbitrary salary system that had led to gross inequities over time, and in return for which the faculty agreed to a new policy of annual post-tenure peer reviews; and

*Whereas*, from Spring 2009 to the Summer of 2010, the following events and developments occurred:

- **Spring 2009**: in the face of a state-imposed public employee salary freeze, EO 29 suspended the 2% minimum merit increase provision for the 2009-2011 biennium. The Senate took no position on EO 29. [See text of EO 29 at http://www.washington.edu/admin/rules/policies/PO/EO29.html.]
  A joint Administration/Senate Salary Working Group formed and started negotiations on possible revisions to the salary policy in light of unforeseen fiscal problems.

- **May 3, 2010**: at the Senate Executive Committee (SEC) meeting, the President and the Salary Working Group were asked for updates on negotiations. The SCPB Chair, as a member of the Salary Working Group, indicated that there was some impasse. However, the President chose not to disclose that an administrative initiative was afoot. [See 5/3/10 SEC meeting, points 4, 5 at http://www.washington.edu/faculty/facsen/sec_minutes/09-10/sec_050310.pdf.]

- **A day later, on May 4, 2010**: a year before the actual 2011-13 budget would even be known, President Emmert proposed EO 29's extension through 2011-12. [See presidential letter and proposal of 5/4/10 at http://www.washington.edu/faculty/facsen/issues/eo29_presltr.pdf.]

- **May 20, 2010**, a regular Senate meeting rejected EO 29's extension as "unnecessary at this time" and called for later good-faith reconsideration (i.e., closer to the actual 2011-13 budget) under shared governance principles. [See minutes of 5/20/10 Senate meeting and full text of resolution at http://www.washington.edu/faculty/facsen/minutes/09-10/senate_052010.pdf.]
  President Emmert later withdrew the proposed EO 29 extension.

- **May 25, 2010**, five days after the last regular Senate meeting of the academic year and just before the Memorial Day weekend, President Emmert suddenly introduced EO 64R (revised) and imposed a June 7, deadline for a Senate response, despite code provisions allowing the Senate up to 60 days, at the Senate's discretion, for reviews of newly proposed EOs. [See presidential letter with proposal of 5/25/10 and EO 3, section 1 at http://www.washington.edu/faculty/facsen/issues/eo64_presltr.pdf.]
  At one of the busiest times of the academic calendar, and over an extended weekend closure of campus business, the Senate had eight days to study the details and implications of EO 64R, consult with its faculty constituents, set up an extraordinary meeting, and come to a considered position. Compared with EO 64, EO 64R weakened the existing salary policy in key provisions.

- **A June 3 special Senate meeting overwhelmingly voted that the Senate "sees no reason to enact a change to the faculty salary policy at this time, and strongly opposes EO 64R" while calling for continuing negotiations. [See minutes of 6/3/10 special Senate meeting and full text of resolution at http://www.washington.edu/faculty/facsen/minutes/09-10/senate_060310.pdf.]

- **June 7, 2010**: a letter by the Senate Chair and Secretary to President Emmert explained the faculty's objections. [See letter at http://www.washington.edu/faculty/facsen/issues/6064_senate_response.pdf.]

- **June 21, 2010**, i.e., a week after the end of the academic year: after only minor revisions, President Emmert signed and enacted the unilaterally imposed EO 64R. [See letter at http://www.washington.edu/faculty/facsen/issues/eo64final062110.pdf.]}
June 22, 2010: in response, the Senate leadership stated it was "unfortunate that the president felt compelled to act before reaching a fuller consensus with the faculty on the need to revise the Salary Policy." [See correspondence at http://www.washington.edu/faculty/facsen/issues/eo64_transmittal.pdf ]; therefore

**Be it resolved**, that EO 64, in its revisions of 21 June 2010:

- has substantially weakened the then-existing, carefully calibrated salary policy without any administrative concessions in return, eliminating procedural guarantees and weakening safeguards against a return to the arbitrary salary system of old;
- has taken recruitment out of salary allocation procedures, thus undermining a central aspect of a salary system that prioritized rewarding the long-neglected "solid citizen" faculty over other needs;
- has weakened language on the timing of merit increases;
- has allowed for promotion raises without additional regular merit increases.

**Moreover**, the Senate finds that President Emmert:

- withheld relevant information from the SEC, the liaison body between the administration and the faculty;
- short-circuited on-going negotiations by the Salary Working Group;
- put undue time pressure on the Senate at one of the busiest times of the academic calendar, despite established code procedures on reasonable review times for EOs;
- defied the overwhelming Senate rejection of EO 64R and calls for a return to good-faith negotiations;
- unilaterally enacted EO 64R at a time when the campus and the Senate could no longer be in full operation;
- and thus damaged shared governance at UW and the spirit and tradition of good-faith consultations.

**Be it further resolved**, that the Senate:

- expresses its regret that our new President must deal with fallout from actions taken by President Emmert in 2010;
- respectfully urges the new presidential administration to re-commit to long-established shared governance principles and traditions and to refrain from unilateral actions;
- reaffirms its opposition to certain provisions of EO 64, as revised in June 2010;
- and calls on President Young to engage in good-faith negotiations with the Senate to re-establish a sound and fair Faculty Salary Policy.

[also to be forwarded to the UW Board of Regents]

Submitted by:
Christoph Giebel, Faculty Senator
Arts and Sciences
October 27, 2011
For SUBSTITUTION at the Oct 27, 2011 UW Faculty Senate meeting, exhibit G:

Class C Resolution Concerning Repairing Shared Governance and the Faculty Salary Policy

Prologue: This resolution is about the proper conduct of, and respect for, shared governance and the importance of a mutually agreed upon, effective and fair salary policy. Given the severity of the economic crisis, the current salary freeze is not at issue.

Whereas, in 1999-2000, after years of careful consultations and based on a broad faculty-administrative consensus, a new salary policy was enacted in the faculty code and through Executive Order (EO) 64 that instituted annual minimum 2% merit increases as the highest priority in salary allocations, that ended an arbitrary salary system that had led to gross inequities over time, and in return for which the faculty agreed to a new policy of annual post-tenure peer reviews; and

Whereas, from Spring 2009 to the summer of 2010, the following events and developments occurred:


- May 3, 2010: at the Senate Executive Committee (SEC) meeting, the President and the Salary Working Group were asked for updates on negotiations. The SCPB Chair, as a member of the Salary Working Group, indicated that there was some impasse. However, the President chose not to disclose to the SEC that an administrative initiative was afoot. [See 5/3/10 SEC meeting, points 4, 5 at http://www.washington.edu/faculty/facsen/sec_minutes/09-10/sec_050310.pdf.]

- A day later, on May 4, 2010: a year before the actual 2011-13 budget would even be known, President Emmert proposed EO 29's extension through 2011-12. [See presidential letter and proposal of 5/4/10 at http://www.washington.edu/faculty/facsen/issues/eo29_presltr.pdf.]

- May 20, 2010, a regular Senate meeting rejected EO 29's extension as "unnecessary at this time" and called for later good-faith reconsideration (i.e., closer to the actual 2011-13 budget) under shared governance principles. [See minutes of 5/20/10 Senate meeting and full text of resolution at http://www.washington.edu/faculty/facsen/senate_minutes/09-10/senate_052010.pdf.] President Emmert later withdrew the proposed EO 29 extension.

- May 25, 2010, five days after the last regular Senate meeting of the academic year and just before the Memorial Day weekend, and despite the on-going work of the Salary Working Group, President Emmert suddenly introduced EO 64R (revised). He imposed a June 7, deadline for a Senate response, despite code provisions allowing the Senate up to 60 days, at the Senate's discretion, for reviews of newly proposed EOs. [See presidential letter with proposal of 5/25/10 and EO 3, section 1 at http://www.washington.edu/faculty/facsen/issues/eo64_presltr.pdf.] At one of the busiest times of the academic calendar, and over an extended weekend closure of campus business, the Senate had eight days to study the details and implications of EO 64R, consult with its faculty constituents, set up an extraordinary meeting, and come to a considered position. Compared with EO 64, EO 64R substantially weakened and undermined the existing salary policy in key provisions.

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objections. [See letter at http://www.washington.edu/faculty/facsen/issues/eo64_senate_response.pdf.]

- June 21, 2010, i.e., a week after the end of the academic year, when the tri-campus and the Senate could no longer be in full operation: after only minor revisions, President Emmert signed and enacted the unilaterally imposed EO 64R. [See letter at http://www.washington.edu/faculty/facsen/issues/eo64final062110.pdf.]

- June 22, 2010: in response, the Senate leadership stated it was "unfortunate that the president felt compelled to act before reaching a fuller consensus with the faculty on the need to revise the Salary Policy." [See correspondence at http://www.washington.edu/faculty/facsen/issues/eo64_transmittal.pdf.]; and

Whereas, the implementation of an executive order in the face of an explicit resolution of opposition by the Faculty Senate appears to be without precedent in the fifty-five years of shared governance at the University of Washington; and

Whereas, unilateralism of this sort has damaged shared governance and violates the spirit and longstanding practice of good-faith consultations; therefore

Be it resolved, that the Senate:

- expresses its regret that our new President must deal with fallout from actions taken by President Emmert in 2010;
- respectfully urges the new presidential administration to re-commit to long-established shared governance principles and traditions and to refrain from unilateral actions;
- reaffirms its opposition to certain provisions of EO 64, as revised in June 2010;
- and invites President Young to engage in good-faith consultations with the Senate in order to reestablish a sound and fair Faculty Salary Policy.

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