Call to Order and Attendance

Regent Rice called the meeting to order at 8:30 a.m.

Committee members present: Regents Rice (Chair), Kritzer, Riojas, and Simon
Other Regents present: Ayer, Benoliel, Blake, Harrell, Jaech, and Shanahan
Others present at the table: President Cauce, Provost Baldasty, ASUW President Wu, GPSS President Bolton, and Faculty Senate Chair Beauchamp.

Approval of Minutes

Regent Rice announced that, hearing no objections, the minutes from the Committee meeting on March 10, 2016, would be approved, as distributed.

Academic and Administrative Appointments (Action) (Item no. A–1)

In describing the proposed appointments, Provost Baldasty highlighted those in the Health Sciences. He will ask Deans to provide a hiring overview in the future.

Regent Simon moved, Regent Riojas seconded, and the Committee voted to approve the Academic and Administrative Appointments as presented. Regent Kritzer abstained, as required by law.

Establishing the Master of Science in Technology Innovation (Action) (Item no. A–2)

Rebecca Aanerud, Associate Dean for Academic Affairs & Planning in The Graduate School, described the proposed two-year degree as interdisciplinary and innovative. It is a self-sustaining degree offered at a cost of about $1,000 per credit.

Shwetak Patel, Professor in the Department of Computer Science & Engineering, was available to answer questions about the degree. In response to a question about the interdisciplinary aspect, he replied the Foster School is involved.

Regent Simon moved, Regent Riojas seconded, and the Committee voted to approve the Master of Science in Technology Innovation.

Research Trends and Collaborative Research Program Examples (Information) (Item no. A–3)

Mary Lidstrom, Vice Provost for Research, introduced this item with an overview about research trends. She said securing research funding is competitive but the UW has been successful. Regent Rice asked about funding from foundations and Vice Provost Lidstrom said the UW has done well in this area, offsetting a slight decrease in federal funds. She cited the Gates, Sloan, and Moore Foundations as major supporters. In response to a question about the relationship
between faculty level and rank and funding awards, she said full professors bring in a higher number of dollars toward larger and more collaborative projects. The highest level of funding is awarded to STEM fields. Regent Kritzer asked about support for graduate students to learn how to navigate the challenging grant application system. Programs in The Graduate School support graduate students as they strive to secure fellowship awards. Because many grants are discipline-specific, Deans offer workshops to support student efforts to secure research funding. President Cauce mentioned TAP efforts to streamline the internal bureaucracy. Regent Ayer asked where the UW can be stronger and increase market share. Vice Provost Lidstrom replied the UW’s strength is in the depth and breadth of the research it conducts. She encouraged the UW to drop barriers and work more in a more interdisciplinary manner. She also hopes to increase UW’s market share of funding available from the business sector.

Professor Ed Lazowska, Bill & Melinda Gates Chair in Computer Science & Engineering, and students Nick Bolten, a graduate student in Electrical Engineering, and Fabliha Ibnat, an undergraduate in Economics and Information Systems, introduced the eScience Institute, and provided a sampling from the Institute’s many research projects.

Ginger Armbrust, Professor, Oceanography and UW student Brendan Philip, a graduate student in the School of Oceanography, described their work in the NSF-funded Ocean Observatories Cable Array undersea research project.

All of these projects offer opportunities for graduate and undergraduate students to be involved in research.

Regents asked Vice Provost Lidstrom what she needs from Board members. She asked that they be advocates for, and understand, the amazing force for good created by research at the UW. She reiterated the interdisciplinary aspect of research at the UW. President Cauce added the impact of faculty salaries on hiring the very best faculty is tied to the excellence of the University’s research endeavors.

Office for Faculty Advancement Initiatives and Faculty Separation Overview (Information) (Item no. A–4)

Chadwick Allen, Associate Vice Provost for Faculty Advancement in the Offices of the Provost and Minority Affairs and Diversity, described the efforts of the Office for Faculty Advancement to diversify the University’s faculty. He told Regents about a partnership with the City of Seattle where the discourse has moved from “diversity” to “equity.” He talked about the demographics of faculty candidates, saying to expand the number of diverse faculty, there needs to be more PhDs in the pipeline. He also cited an uneven distribution across fields of study, with a dearth in STEM fields, causing the UW to compete with industry and other Universities for a limited pool of candidates. The discussion moved to retention and separation. Unfortunately separation data is not collected systematically across the University. Regents strongly encouraged this to be done to support retention efforts. Discussion ensued about retention efforts decentralized to colleges vs. centralized effort and support. Regent Harrell said the data were interesting but she preferred a more visual view. She reiterated it is a “process” problem to lack information about faculty separations, and noted industry and other educational institutions share a scarcity of diverse candidates.

Professor Allen said the customary practice of Universities not hiring their own PhD graduates hampers internal development of a diverse faculty.

Faculty Demographics and Hiring in the Health Sciences (Information) (Item no. A–5)
Deans from UW’s Health Sciences described faculty hiring practices in their units. They were School of Dentistry Dean Joel Berg, who serves as Chair of the Health Sciences Board of Deans; School of Medicine Dean Paul Ramsey; and School of Pharmacy Dean Sean Sullivan. Dr. Leo Morales, Professor and Medicine Chief Diversity, presented information about faculty diversity and the work of his office.

Dr. Ramsey described UW Medicine’s mission as improving the health of the population, and said equity, diversity, and inclusion is essential to what they do. They offer a multicultural curriculum and work with community leaders. UW Medicine hired Dr. Morales in June of 2014 to lead its diversity efforts. Many of Dr. Morales’s initiatives positively benefit other Health Sciences Schools. Medicine has a dual strategy of recruitment and creating a climate to welcome and support success. There is a mandated training for search committees and an on-line toolkit to support search processes. The pipeline at UW Medicine consists of 70 to 80% from within, which sends a message that the UW wants to be a diverse institution.

Dr. Sullivan said Pharmacy is a small school founded in 1894 and has less than fifty faculty members, and no undergraduate programs. Currently 50% of the faculty members are female, 20% are Asian.

Regents asked about retention and exit interviews. Dr. Ramsey described Medicine’s effort to be proactive to preclude retention offers and said they do conduct exit interviews.

Institute for Health Metrics and Evaluation Board New Appointment and Reappointments (Action) (Item no. A–6)

Dr. Paul Ramsey told the Committee about the prestigious candidates for appointment and reappointment to the Institute for Health Metrics and Evaluation Board.

Victor Dzau is a new appointment. Those proposed for reappointment are Sally Davies, Lincoln Chen, Stephen Cucchiaro, and John Stanton.

Regent Simon moved, Regent Riojas seconded, and the Committee voted to approve the IHME Board Appointments as presented.

Adjourn

Hearing no other business to come before the Committee, Regent Rice adjourned the meeting at 10:25 a.m.

Approved at the meeting of the Committee on May 12, 2016.