

**Minutes** ([Video Recording](#))  
Faculty Senate Meeting  
Thursday, May 14, 2020, 2:30 p.m.  
Zoom

1. Call to Order and Approval of Agenda.

The meeting was called to order at 2:31 P.M.

The agenda was approved.

2. Faculty Senate Chair's Remarks – Joseph Janes. **[Exhibit A]**

Janes summarized the material in the exhibit. Janes added that the University faces tough times ahead, but that tough times also provide opportunities for meaningful and progressive change.

3. Reports and Opportunity for Questions. (VIDEO TIME STAMP 00:00:00—00:22:54)

- a. Report of the Secretary of the Faculty. **[Exhibit B]**
- b. Report of the Chair of the Senate on Planning and Budgeting. **[Exhibit C]**
- c. Report of the Faculty Legislative Representative. **[Exhibit D]**
- d. Report of the Faculty Athletic Representative – Alexes Harris, Professor, College of Arts & Sciences

Alexes Harris, Faculty Athletic Representative, summarized the material in the slide deck, herein attached as Addendum J.

In response to questions, several points were made. Student athletes do not have to take courses in-person, but it makes little sense to bring athletes to campus if the campus is otherwise entirely on-line. The admissions-appeals process is available to all students, not just student athletes. There is a cap of 25 athletic special admits, spread out over a variety of sports.

4. President's Remarks– Ana Mari Cauce. (VIDEO TIME STAMP 00:22:55—00:52:20)

President Cauce began by thanking everybody for their work during difficult times.

Cauce cautioned about relying too much on media descriptions of what colleges and universities are planning for the fall. She said that most schools are looking at some sort of hybridization that has a mixture of on-line and in-person learning.

The UW Back-to-the-Workplace and Back-to-School committees are continuing their work, and plans and protocols will be developed to conform with health-care guidelines. More information should be forthcoming by the end of June or early July, but it should be kept in mind that plans going forward depend on the COVID situation. Discussions also are taking place with other Washington institutions as well as with other PAC 12 schools.

Cauce said that UW Medicine has faced fiscal pressure during the COVID crisis because of the loss of revenue due to shutdown of non-essential services and the increased costs due, for example, to expenditures for personal protection equipment.

With respect to salaries, Cauce had several comments. There are medical school faculty who are voluntarily giving back to the University, but there are no cuts to base salaries. Cauce said it is important to remember that absent the declaration of a financial emergency, which is not under contemplation, the Faculty Code does not allow for cuts to base faculty salaries. Staff members making below \$75,000 who are furloughed are made whole by federal legislation. The University has been asked to model a 5%, 10%, and 15% budget cuts. Cauce said it is hard to imagine that there will not be budget cuts next year, but the size is not yet clear. Any cuts will be implemented under appropriate consultation with the faculty.

Cauce made a number of points in response to questions. The University budget is roughly \$8 billion, about half of which involves the medical school and hospitals. State funds generally cover something under 10% of the overall budget. Cauce said a 15% cut in state funding would be very significant for academic units. A declaration of financial emergency is not contemplated at the present time, but a 15% budget cut would start a conversation. A declaration would be a very significant step that has many implications, for example, in terms of borrowing costs. With respect to school and the workplace, accommodations will be made for members of the UW community who are in a vulnerable group. There is not a faculty hiring freeze per se, but there is a very high bar for hiring faculty in the fall. The administration will not be leading any effort on salary give backs; faculty are free to discuss this themselves. There are a number of emergency funds maintained by the University of which faculty can donate. The University task forces are in contact with the state-wide K-12 back-to-school task force, and the administration is aware of the challenges faced by parents of school-aged children. Some additional child-care has been provided for essential workers in the hospitals. It is doubtful that could be extended to cover the entire University community, but, in any case, the University does envision that many workers will be spending at least part of their time working from home in the near term. Cauce admitted that if there is no K-12, then it is not clear what will happen.

5. Memorial Resolution. (00:52:21—00:54:20)

On behalf of the Senate Executive Committee, Robin Angotti, Vice-Chair of the Senate, presented the resolution:

Be it resolved that the minutes of this meeting record the sorrow of the entire faculty upon its loss by death of these friends and colleagues:

Associate Professor Emeritus Allyson Carlyle of the Information School who died on April 4, 2020, after having served the University since 1996.

Professor Stephen Schwartz of Medicine who died on March 17, 2020, after having served the University since 1973.

Professor Loyd Heath of the Foster School of Business who died on March 5, 2020, after having served the university since 1962.

Professor Emeritus Martin Gouterman of Arts & Sciences who died on February 22, 2020 after having served the university since 1966.

Professor Dianne Monson of Education who died on March 18, 2020 after having served the university since 1966.

Clinical Associate Professor Robert Schaefer of Medicine who died on March 25, 2020 after having served the university since 2001.

Professor Leo Sreebny of Dentistry who died on April 5, 2020 after having served the university since 1957.

The resolution was approved without objection and the Senate observed a moment of silence.

6. Consent Agenda. (00:54:21—00:54:31)

- a. Approve Nominees for Faculty Councils and Committees. **[Exhibit E]**
- b. Approve nominations for 2020-2021 Senate Executive Committee positions. **[Exhibit F]**
- c. Approve 2020-2021 Schedule of Senate Executive Committee and Faculty Senate meetings. **[Exhibit G]**

Without objection, the consent agenda was approved.

7. Announcements. (00:54:32—00:56:39)

On behalf of the Faculty Senate, Robin Angotti, Vice-Chair of the Senate, thanked Joseph Janes for his service as Senate Chair, and she gave a brief summary of the Senate accomplishments undertaken during his tenure.

8. New Business.

- a. Class C Resolution – Faculty Disciplinary and Dispute Resolution Processes. (00:56:40—01:09:30)

**[Exhibit H]**

**Action:** Approve for distribution to the faculty.

On behalf of the Senate Executive Committee, Robin Angotti, Vice-Chair of the Senate, moved that the Class C resolution be approved for distribution to the faculty.

Zoe Barsness, Co-Chair of the Task Force on Faculty Disciplinary and Dispute Resolution Processes, spoke to the motion, summarizing the points made in the resolution. She added that actual code will be presented to the Senate next year.

Janes emphasized that a Class C resolution does not bind anybody and merely expresses the sense of the Senate.

Members expressed general approval for the resolution.

The motion passed.

- b. Class B Legislation – Satisfactory/Non-Satisfactory Grading. (01:09:31—01:20:15) **[Exhibit I]**

**Action:** Approve for distribution to the faculty.

On behalf of the Senate Executive Committee, Robin Angotti, Vice-Chair of the Senate, moved that the Class B legislation be approved for submission to the faculty.

Ann Huppert, Chair of the Faculty Council on Academic Standards, spoke to the motion, summarizing the material contained in the addendum.

During discussion, several points were made. Chris Laws, Chair of the Faculty Council on Student Affairs, said that the Council supported the legislation and that there was widespread student support for the legislation. It also was noted that S grades per se have no bearing on student GPA. This legislation is meant for undergraduates only. Students already can change the S back to a numeric grade before graduation, and under Subsection e, this would be extended to allow students to change numeric to S in extraordinary-circumstances quarters.

The motion passed.

9. Good of the Order. (01:20:16—01:23:45)

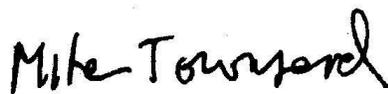
On behalf of the Senate, Chris Laws again thanked Janes for his service.

Janes thanked everyone who has worked on behalf of shared governance and said he was proud to have had the opportunity to give back to the University.

10. Adjournment. (01:23:46—01:23:48)

The meeting adjourned at 4:07 P.M.

Prepared by:



Approved  
by:



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Mike Townsend  
Secretary of the Faculty

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Joseph Janes, Chair  
Faculty Senate

**NOTE:** *If a continuation meeting is necessary to conduct unfinished or special business, it will be held on Thursday, May 21 at 2:30 p.m. in Johnson Hall 102*

Report of the Faculty Senate Chair  
Joseph Janes, Associate Professor, Information School

Is it me, or didn't we just do this a couple of weeks ago?

This is our last regular Senate meeting of the year, once again in circumstances none of us could have imagined. As with so many aspects of the life of the university over the last couple of months, our meetings are now virtual and remote, but no less meaningful or important. Today, we take up a Class C resolution meant to support the principles and foundations which will guide the drafting this summer of Code language to revamp and modernize our processes of dispute resolution. This present resolution encompasses the extraordinary work of a broad group of faculty and administrators, led by our former chair Zoe Barsness and Secretary of the Faculty Mike Townsend, who have spent the better part of two years planning and discussing a range of options to improve and expand our capabilities in this critical area. I applaud their work and look forward to your thoughts and discussion of this resolution. We will also consider legislation to provide greater flexibility to grading options for our students in extraordinary circumstances

May brings with it, as always, the promise of the conclusion of the academic year and the festivities we're so accustomed to, acknowledging and celebrating the achievements of our students. It is a great sadness that those ceremonies won't take place in their usual ways this year, yet another casualty of the virus that has become a part of nearly every aspect of our society.

In recent days, we've also begun discussions of how we restart and resume, in whatever ways we can. That too brings promise, of a return to a more familiar way of life and work on the horizon.

As we draw to the close of the year, it's worth recounting our major accomplishments of this year:

- Landmark legislation to create new professorial titles for our instructional colleagues effective this fall
- A series of measures to revise and update scholastic and academic regulations, reinforcing the unique and critical role of the faculty and the Senate in establishing academic policy
- A move away from the use of standardized tests as part of our ongoing holistic admissions policies
- Support of and direct participation as part of the University Libraries' contract renegotiations with Elsevier
- Our ongoing processes of oversight, consultation, and participation in all aspects of the university, from budgeting and planning to student affairs to teaching and learning, facilities, libraries, benefits, and the life and lives of our faculty, to maintain our voice and perspective on all these matters

And as important, though less visible, is the myriad and highly variable work that goes on behind the scenes, on a daily basis, in service of our goals.

I am a firm believer in gratitude – so here goes:

Thank you to the members of the Senate, the Senate Executive Committee, and our faculty councils for your hard work this year; while we weren't able to achieve all the things we set out to do this year, we have accomplished much and you have a record to be proud of and great momentum for next year.

Thank you to our colleagues in the elected faculty councils in the units, in departmental and school committees, and in so many other bodies and venues. You in your hundreds fulfill important and often invisible roles, and it is appreciated.

Thank you in particular to my friends and colleagues in Senate leadership. I list their names here in small repayment for their time, thought, work, attention, creativity, resilience, understanding, not to mention voluminous emails, meetings both in person and virtual and for rising to the moment when it was needed – the faculty and university owe them a debt of gratitude, as do I: Robin Angotti, Tom Halverson, Ann

Huppert, Chris Laws, Jack Lee, George Sandison, JoAnn Taricani, and Mike Townsend. Further, none of us could do what we do without the support of our incredible staff, Jordan Smith and Joey Burgess, Alexandra Portillo and for much of the year, Lauren Hatchett.

Thank you also to all the people who have helped, supported, guided, consoled, and buoyed me this last year and in years gone by, including the entire Information School community. And I could have done none of this – none of it – without the love and support of my husband, Terry Price.

In my message at the beginning of this academic year, I described our system of shared governance as strong and vibrant. Those are easy words to throw around in good times; it's only when tested that such systems show their true character, and in the last several months, I believe we have passed that test, and feel confident that as the university moves forward to our next chapter, that system will continue to serve us all well.

I closed that message with this paragraph:

In a time of division, mistrust, anxiety, and fear, the joint prospects of *access* and *excellence*, as articulated by our university's leadership, hold out the promise for positive change, driven by creative and diverse inquiry and exploration, and channeled through innovative and caring education. With compassion, kindness, and resolve, I hope our collective efforts help our university fully realize that vision.

While much has changed, this still rings true. I wish you a fulfilling end to the quarter, a safe, healthy and refreshing summer, and better days for us all very soon.

Report of the Secretary of the Faculty  
Mike Townsend, Associate Professor, School of Law

1. Senate Elections: Senate elections are nearing completion.
2. Committee on Committees: The Committee on Committees is nearing completion of its work filling out the membership of Faculty Councils.
3. COVID-19: We will make every effort to support the continued operation of the faculty side of shared governance, but, as with the rest of the University, the Secretary's office has gone virtual, with only sporadic in-person availability. The easiest way to contact us is via email.

Report of the Chair of the Senate Committee on Planning and Budgeting  
George Sandison, Professor, School of Medicine

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

SCPB meetings have been taking place as remote connection Zoom meetings since February. This action is part of UW and state efforts to minimize large in-person gatherings whenever possible in an effort to prevent spread of the COVID-19 virus. At the time of writing SCPB has met twice since the previous report to the special Senate meeting held 04/30/20. In these two meetings the committee has acted and advised as follows.

- Provost Richards responded to the ABB phase III task force report submitted to him in early April by accepting its recommendations. However he decided upon at least a year delay on action to implement those recommendations due to the uncertainty of State and University financial status following Governor Inslee's COVID-19 pandemic restrictions.
- A tuition rate review of fee-based degree programs was undertaken and advice provided. There was general agreement that the increases proposed by units for the next academic year were reasonable.
- The current UW 5-year Capital Plan was reviewed with the committee by Lou Cariello, Vice president for UW facilities, and Mike McCormick, Associate Vice-President for Asset Management and University Architect. Those projects dependent upon substantial state financial support were concerned to be at risk.
- The Office of Planning and Budgeting (OPB) team lead by Vice-Provost Sarah Hall reviewed with the committee those UW units who have come under close financial monitoring due to their present deficits or projections of a near-term deficit requiring intervention. Many reported an anticipated decline in revenue due to COVID-19 related actions by the University.
- A RCEP request was presented by School of Public Health (SPH) Dean Hilary Godwin and SPH Elected Faculty Council chair Professor James Pfeiffer. Under this RCEP request the bachelors and masters programs in Health Informatics and Health Information Management will move their academic home from to the SPH. This move had the full support of the affected faculty.
- The Office of Planning and Budgeting (OPB) team lead by Vice-Provost Sarah Hall presented a UW FY 2021 operating budget outlook. UW is faced with many financial challenges ahead especially in auxiliary units where losses are anticipated to be great. There is also great uncertainty about the potential impact. Financial challenges discussed included COVID-19 restrictions and consequent losses, enrollment limitations and changes, state appropriations and tuition funding per student, tuition setting authority and predictability, compensation, mandatory increases and the federal funding outlook.

Future meetings will include the provost's salary distribution plan for FY21, a discussion on the scope of programs requiring an RCEP and a review of the FY 21 budget presented to UW Regents.

Report of the Faculty Legislative Representative  
JoAnn Taricani, Associate Professor, Music History

Economic forecast and possibility of a special session: The report for the previous SEC meeting was the end-of-session report. Meanwhile, of course, the economic climate continues to shift. The next event on which legislators and state agencies are focused is the official economic forecast, issued quarterly as a guide to future revenues. It will be issued in later June, and I will send a report to the Faculty Senate via email when the forecast is public. A preview of the official forecast, provided to the press, indicates a \$7 billion drop in expected revenue, but the official forecast will support any number with analysis. Legislators might convene in a special session after the forecast is issued, although that is not certain. Special sessions are a maximum of thirty days, but can be as short as a single day. In this instance, we would not expect a full overhaul of the established state budget for 2019-2021, although some legislators are calling for a mid-biennium revision. But legislators could call for an overall percentage cut to state agencies, or agree to use the state reserves to make up for some of the short-term shortfall in revenue.

2021-23: The next biennial budget will be created in the 2021 session, and in the 2021-23 budget, there is expectation of significant revenue loss that will need to be addressed in the budget-writing process. It is too early to project the potential impact on higher education.

“Stay at home” executive orders: Meanwhile, as I write this on May 7, the Governor is gradually relaxing the “stay-home” executive orders, now providing a phased reopening of the state. He and his staff are taking many components into account: the trend of new cases, availability of contact tracing, availability of antibody testing, expansion of diagnostic testing, and the number of hospital beds available across the state for the increase in the number of cases that are expected as people begin to congregate again; they want to see that enough of the current cases have been cleared from hospitals before a new influx of patients might arrive.

Taxes/revenue in other states: Here are two budget- and revenue-specific articles about the loss of state revenue in California and Oregon, two states with budgets based on very different tax structures. The national economic future is complex enough to be affecting all types of tax generation and revenue:

<https://www.oregonlive.com/coronavirus/2020/04/oregons-budget-in-the-age-of-coronavirus-bad-news-on-every-front.html>

<https://www.oregionregister.com/state-budget-sinking-and-big-cuts-coming>

## 2020-21 Nominees for Faculty Councils and Committees

### Adjudication Panel

- Marcella Reed, hearing officer, as temporary chair for a term beginning immediately and ending September 15, 2020.
- Charles Costarella, UW Tacoma, as a member for a term beginning September 16, 2020, and ending September 15, 2023.
- Jason Scott Hauptman, School of Medicine, as a member for a term beginning September 16, 2020, and ending September 15, 2023.
- Marc Van Gilst, School of Medicine, as a member for a term beginning September 16, 2020, and ending September 15, 2023.
- Ken-Yu Lin, College of Built Environments, as a continuing member for a term beginning September 16, 2020, and ending September 15, 2023.
- David Chhieng, School of Medicine, as a member for a term beginning September 16, 2020, and ending September 15, 2023.
- Debabrata Dey, Foster School of Business, as a member for a term beginning September 16, 2020, and ending September 15, 2023.
- Lynn Thomas, College of Arts and Sciences, as a member for a term beginning September 16, 2020, and ending September 15, 2023.
- Sandeep Vaidya, School of Medicine, as a member for a term beginning September 16, 2020, and ending September 15, 2023.
- Sudhir Mahadevan, College of Arts and Sciences, as a member for a term beginning September 16, 2020, and ending September 15, 2023.
- George Sandison, School of Medicine, as a member for a term beginning September 16, 2020, and ending September 15, 2023.
- Caley Cook, College of Arts and Sciences, as a member for a term beginning September 16, 2020, and ending September 15, 2023.
- Rania Hussein, College of Engineering, as a member for a term beginning September 16, 2020, and ending September 15, 2023.

### Faculty Council on Academic Standards

- Ann Huppert, College of Arts and Sciences, as chair for a term beginning September 16, 2020, and ending September 15, 2021.
- Yusuf Pisan, UW Bothell, as a member for a term beginning September 16, 2020, and ending September 15, 2023.

### Faculty Council on Benefits and Retirement

- Stephan Siegel, Foster School of Business, as a member for a term beginning September 16, 2020, and ending September 15, 2023.

### Faculty Council on Faculty Affairs

- Jack Lee, College of Arts and Sciences, as chair for a term beginning September 16, 2020, and ending September 15, 2021.
- Karam Dana, UW Bothell, as a member for a term beginning September 16, 2020, and ending September 15, 2023.

### Faculty Council on Multicultural Affairs

- Gautham Reddy, School of Medicine, as chair for a term beginning September 16, 2020, and ending September 15, 2021.

- Eugene Sivadas, UW Tacoma, as a member for a term beginning September 16, 2020, and ending September 15, 2023.

#### **Faculty Council on Research**

- Cynthia Dougherty, School of Nursing, as a member for a term beginning September 16, 2020, and ending September 15, 2023.
- Thomas Humphries, UW Bothell, as a member for a term beginning September 16, 2020, and ending September 15, 2023.

#### **Faculty Council on Student Affairs**

- Ann Culligan, College of Arts and Sciences, as chair for a term beginning September 16, 2020, and ending September 15, 2021.
- Caley Cook, College of Arts and Sciences, as a member for a term beginning September 16, 2020, and ending September 15, 2023.

#### **Faculty Council on Teaching and Learning**

- Thomas Halverson, College of Education, as chair for a term beginning September 16, 2020, and ending September 15, 2021.
- Fred Bookstein, as an emeritus member for a term beginning September 16, 2020, and ending September 15, 2021.
- Rania Hussein, College of Engineering, as a member for a term beginning September 16, 2020, and ending September 15, 2023.

#### **Faculty Council on Tri-campus Policy**

- Lauren Montgomery, UW Tacoma, as chair for a term beginning September 16, 2020, and ending September 15, 2021.
- Linda Eaton, UW Bothell, as a member for a term beginning September 16, 2020, and ending September 15, 2023.

#### **Faculty Council on University Facilities and Services**

- Ann Marie Borys, College of Built Environments, as chair for a term beginning September 16, 2020, and ending September 15, 2021.
- Sandeep Vaidya, School of Medicine, as a member for a term beginning September 16, 2020, and ending September 15, 2023.

#### **Faculty Council on University Libraries**

- Julie Nicoletta, UW Tacoma, as chair for a term beginning September 16, 2020, and ending September 15, 2021.
- David Beck, College of Engineering, as a member for a term beginning September 16, 2020, and ending September 15, 2023.
- Sundar Balakrishnan, UW Bothell, as a member for a term beginning September 16, 2020, and ending September 15, 2023.

#### **Faculty Council on Women in Academia**

- Margo Bergman, UW Tacoma, as chair for a term beginning September 16, 2020, and ending September 15, 2021.

**Student Conduct Reviewing Officers**

- Scott Hauck, College of Engineering, as a member for a term beginning immediately, and ending September 15, 2022.
- Nancy Kool, UW Bothell, as a member for a term beginning immediately, and ending September 15, 2022.

**Nominations for 2020-21 Senate Executive Committee Positions**

**Open Seat Nominations**

<b>Positions</b>	<b>Nominees</b>
<b>Medicine – 2 positions</b>	
	Phillip Taddei, Radiation Oncology
	Kimberly Muczynski, Medicine
	Kenneth Steinberg, Medicine
<b>Arts and Sciences – 2 positions</b>	
	Justin Jesty, Asian Languages & Literature
	Ann Frost, Law, Societies & Justice
	Maya Sonenberg, English
	Ione Fine, Psychology
	Fred Bookstein, Statistics
<b>Engineering – 1 position</b>	
	Vacant
<b>Other health science colleges<sup>1</sup> – 1 position</b>	
	Whasun Chung, Dentistry
<b>Environment and Built Environments – 1 position</b>	
	Kristiina Vogt, Environmental and Forest Sciences
<b>Professional Schools<sup>2</sup> – 1 position</b>	
	Angel Fettig, Education

**Faculty Council Nominations**

1. Faculty Council on Academic Standards
2. Faculty Council on Faculty Affairs
3. Faculty Council on Tri-campus Policy

<sup>1</sup> Public Health, Dentistry, Pharmacy, Nursing, Social Work

<sup>2</sup> Business, Education, Evans, Information, Law, ROTC

**2020-2021**  
Schedule of Senate and Executive Committee Meetings

<b>Autumn Quarter 2020</b>	
Executive Committee Agenda Deadline -----	September 28
Executive Committee Meeting -----	October 5
Faculty Senate Meeting -----	October 22
Executive Committee Agenda Deadline -----	November 9
Executive Committee Meeting -----	November 16
Faculty Senate Meeting -----	December 3
<b>Winter Quarter 2021</b>	
Executive Committee Agenda Deadline -----	December 28
Executive Committee Meeting -----	January 4
Faculty Senate Meeting -----	January 21
Executive Committee Agenda Deadline -----	February 1
Executive Committee Meeting -----	February 8
Faculty Senate Meeting -----	February 25
<b>Spring Quarter 2021</b>	
Executive Committee Agenda Deadline -----	March 22
Executive Committee Meeting -----	March 29
Faculty Senate Meeting -----	April 15
Executive Committee Agenda Deadline -----	April 26
Executive Committee Meeting -----	May 3
Faculty Senate Meeting -----	May 13

**Senate** meetings will be held at 2:30 p.m. in Johnson Hall 102.

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

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

**Class C Resolution regarding faculty disciplinary and dispute resolution processes**

1 WHEREAS, in Autumn Quarter 2017, the Senate Chair and the Secretary of the Faculty appointed a task  
2 force with a tri-part committee structure made up of representatives of faculty leadership, administrative  
3 leadership, and representatives of faculty and administrators experienced with the current systems;  
4

5 WHEREAS the task force has concluded that the faculty discipline and dispute resolution provisions in  
6 the Faculty Code have not been comprehensively reviewed and updated in more than 20 years;  
7

8 WHEREAS the task force has concluded that the current one-size-fits-all faculty discipline and dispute  
9 resolution process fails to promote and support important values and principles identified by the task  
10 force, including:

- 11 • Community values:
  - 12 ○ Academic and intellectual freedom
  - 13 ○ Academic, research, and professional integrity
  - 14 ○ Equity and inclusion
  - 15 ○ Ethical behavior, fairness, and respect
  - 16 ○ Individual and community well-being
  - 17 ○ Accountability to each other and the community as a whole
  - 18 ○ Learning and continuous improvement
- 19 • Principles for dispute resolution processes:
  - 20 ○ Clear, equitable, fair, transparent, ethical, timely
- 21 • Principles for dispute outcomes:
  - 22 ○ Efficacy, accountability, proportionality, education, alignment, and consistency;

23  
24 WHEREAS the task force has concluded that there is a need for greater opportunity to intervene early  
25 and engage in problem solving at the unit level; and  
26

27 WHEREAS the task force has discussed models for faculty discipline and dispute resolution, with  
28 feedback from faculty leadership and representatives, including the Faculty Council on Faculty Affairs, the  
29 Faculty Council on Tri-Campus Policy, the Chairs of the Elected Faculty Council, the Chairs of the  
30 University Faculty Councils, and the Board of Deans and Chancellors.  
31

32 BE IT RESOLVED that the UW Faculty Senate supports the development of Class A Legislation revising  
33 the Faculty Code to create separate processes and enhanced tools to address distinct faculty issues,  
34 categorized for the purposes of the project as: faculty grievances, faculty misconduct, and interpersonal  
35 conflict between faculty colleagues.  
36

37 BE IT FURTHER RESOLVED that the UW Faculty Senate supports drafting Class A Legislation  
38 consistent with the basics of the current draft of the model outlined below and as generally reflected in  
39 Appendix A for a faculty grievance process where faculty can raise concerns regarding administrative  
40 decisions that affect their terms and conditions of employment, with the understanding that the details  
41 contained therein will evolve as conversations take place among the relevant stakeholders during the  
42 drafting process. The basics of the draft model include:

- 43 1. Creating steps for addressing a grievance within the academic unit which promote early  
44 resolution and problem solving;
- 45 2. Broadening the types of grievances that are accepted for review at the unit level in comparison to  
46 the current standard in Chapter 28 for adjudications, with the intent to allow the broadest possible  
47 access for faculty grievances; and
- 48 3. For grievances not resolved at the unit level, creating steps at the institutional level, including an  
49 institutional review by a panel.

50 BE IT FURTHER RESOLVED that the UW Faculty Senate supports drafting Class A Legislation  
51 consistent with the current draft of the model outlined below and as generally reflected in Appendix B for  
52 addressing allegations of faculty misconduct, with the understanding that the details contained therein will  
53 evolve as conversations take place among the relevant stakeholders during the drafting process. The  
54 basics of the draft model include:

- 55 1. Enhancing and clarifying the range of available sanctions with definitions of minor, moderate, and  
56 major sanctions;

- 57 2. Aligning the process that must be completed prior to implementation of the sanctions with the
- 58 severity of the sanction, including the opportunity for an appropriate level of review and appeal;
- 59 3. Creating a unit-level corrective action process for minor sanctions;
- 60 4. Creating a brief proceeding for moderate sanctions;
- 61 5. Creating a full proceeding for major sanctions;
- 62 6. Creating transparent criteria for determining which process will be utilized; and
- 63 7. Properly integrating other University processes and policies relating to formal investigations, as
- 64 well as those required by governmental laws and regulations, including Executive Order No. 61 -
- 65 Research Misconduct Policy, Executive Order No. 31 - Nondiscrimination and Affirmative Action,
- 66 Executive Order No. 51 - Sexual Violence Elimination Policy, and investigations by Internal Audit
- 67 of financial fraud or ethics violations.

68 BE IT FURTHER RESOLVED that, to support early intervention and resolution of interpersonal conflict,  
69 the UW Faculty Senate supports the drafting of Class A Legislation to enhance and clarify the rights and  
70 responsibilities sections of the Faculty Code, emphasizing responsibilities to each other and the  
71 University community.

72  
73 BE IT FURTHER RESOLVED that the task force provide the Faculty Council on Faculty Affairs and the  
74 Faculty Senate with opportunities to review and provide feedback on the proposed Class A Legislation  
75 prior to putting the legislation up for vote.

*Approved by:*  
Senate Executive Committee  
May 4, 2020

**Class B Legislation  
Student Governance and Policies  
Scholastic Regulations  
Chapter 110 (Grades, Honors, and Scholarship)**

**Background and Rationale**

This legislation, reviewed by the Faculty Council on Academic Standards, amends Scholastic Regulations Chapter 110.1.A.6 (S/NS) to provide students with greater grading flexibility in the case of campus-wide extraordinary circumstances, such as the current COVID-19 health emergency.

Students have the option to register for courses on a satisfactory/non-satisfactory (S/NS) basis, but current regulations limit such courses to elective credits, and limit the number of such courses that a student may register for and count towards graduation.

The proposed section e) of the legislation provides a means by which the campus Registrar can, in consultation with appropriate faculty governance bodies, allow all S/NS credits to count toward the credits required for degrees and graduation.

**Chapter 110  
Grades, Honors, and Scholarship**

**1. The Grading System**

**A. System of Grades**

**6) S/NS**

- a) An undergraduate may earn up to 25 elective credits of the 180 minimum credits required for graduation on a satisfactory/non-satisfactory (S/NS) basis. Each instructor shall report numeric grades to the Registrar, who shall convert satisfactory grades (2.0 or greater) to S, and non-satisfactory grades (less than 2.0) to NS for the student's transcript. S/NS shall not be considered in computation of the grade-point average.
- b) An undergraduate student may register for up to a maximum of 20 credits under the satisfactory/non-satisfactory basis, with exceptions possible by approval of the campus Registrar.
- c) Subject to the maximum credit limitation above, the student may indicate at the time of registration if she or he elects to take a course on an S/NS basis. The student can change to and from an S/NS option through the seventh week of the quarter through electronic registration. There is no limit to the number of S/NS credits that a student can register for in a given quarter. Withdrawal from an S/NS course is subject to the same regulations as for any other course.
- d) An instructor may not submit an S or NS in a course. S/NS grades shall appear on the transcript only in the event that the student is registered on an S/NS basis.
- e) Under campus-wide extraordinary circumstances, the campus Registrar, in consultation with the appropriate campus faculty body, may waive the restrictions in sections (a)-(c) above so that undergraduate students may opt for S/NS grading for elective or required courses without a maximum credit limitation. S/NS grading for campus-wide extraordinary circumstances deemed-quarters will meet graduation and degree requirements. Temporary modifications to the S/NS policies will be clearly communicated to the campus community by the campus Registrar.

*Approved by:*  
Senate Executive Committee  
May 4, 2020

# Faculty Athletic Representative (FAR) Update 2020

Alexes Harris, Professor Sociology



***BE BOUNDLESS***



# 1<sup>st</sup> Year Education as FAR

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My appointment began July 2019

Help ensure that the University of Washington's athletics programs are closely aligned with our core educational mission, safeguarding our student-athletes' well-being and maintaining the academic integrity of our intercollegiate athletics program in compliance with NCAA rules.

# **1<sup>st</sup> Year Education as FAR**

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University of Washington Athletics (ICA)

## **> Faculty Senate**

- **Faculty Council on Student Affairs (FCSA)**

- > Advisory Committee on Intercollegiate Affairs (ACIA)**

- **Special Admissions Appeals Committee**

# 1<sup>st</sup> Year Education as FAR

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## Academic Village

> **250 employees, 550 student athletes, 22 sports**

> **Meetings:**

**Weekly:** Sr. Associate AD Compliance, Kiley Strong

Sr. Associate AD SAAS, Kim Durand

Deputy AD/SWA Erin O'Connell

**Monthly:** Athletic Director, Jen Cohen

Director of Health/Wellness, Claire Hipkins

ACIA

**Quarterly:** President Cauce

# 1<sup>st</sup> Year Education as FAR

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## Educational Success and High Standards

### > **Winter 2020: 21 teams with above a 3.0 GPA**

- **Small teams highest GPA W-golf = 3.76 M-tennis GPA = 3.57**
- **Large teams highest GPAs Softball = 3.51, M-T&F = 3.32**
- **16 Student Athletes received a 4.0 GPA**
- **186 Student Athletes made the Dean's list**
- **402 earned a 3.0 GPA or higher (73%)**

**“High academic achievement is the norm around here. If you didn't prioritize studying you would be an anomaly.” Student Athlete (FB)**

# 1<sup>st</sup> Year Education as FAR

Institutional Perspective: NCAA - Pac12 – U. of Washington

- > **Layers of organizations (roles and people)**
- > **Layers of “legislation” – waivers and violations**
- > **Compliance at the UW**
  - Report all possible violations
- > **Multitude of issues students navigate**



## **Key Issues: Special Admissions**

- > Fallout from bribery scandal “Varsity Blues”**
- > Not issue about student athletes, but about admissions processes**
- > UW process:**
  - Revised documentation (forms with attestation from several people)**
  - Maintain documentation of athletic engagement prior to enrollment**
  - Developing formal documentation of special admissions review committee meetings and decisions**



## **Key Issues: COVID19 Fallout**

- > **Switch to online classes – support for students**
  - Academic staff overwhelmed
  - Coaches holding Zoom study hours with students
  - Issues re: all students same for SA (families loosing jobs, food insecurity, no Wi-Fi or computer access)
- > **NCAA Blanket Waiver – Spring sport seniors (apx 30)**
- > **Return to Play?**
  - NCAA allows 8 hours a week, no required workouts
- > **Budget concerns**
- > **ICA COVID Committee w/ working groups**



## **Key Issues: Name, Image and Likeness (NIL)**

- > Shifting Landscape re: “Amateurism” and “Collegiate Model”**
  - Litigation (e.g., Alston v. NCAA (9<sup>th</sup> circuit), O’Bannon)
  - State legislation (CA SB 206, FL HB 251)
  - Federal legislation (Gonzalez, Rubio)
- > Concerns/Issues**
  - Pay to play, Earn compensation like all students, “Bad actors,” Recruiting, “Competitive advantage”
- > Current Status**
  - NCAA 9 “Consensus Principles” with aim of working with U.S. representatives to craft national legislation (prior to 1-1-23)



## **Key Issues: Name, Image and Likeness (NIL)**

**April 28<sup>th</sup> 2020 , Board of Governors recommendations:**

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- > Compensation for 3<sup>rd</sup> party endorsements related to athletics, without school or conference involvement**
- > Compensation for other SA opportunities, such as social media, new businesses and personal appearances w/o institutional involvement or the use of trademarks or logos**



## Contact Information

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Alexes Harris

- > Department of Sociology, Savery Hall
- > [yharris@uw.edu](mailto:yharris@uw.edu)