

**Minutes ([Audio Recording](#))**  
Faculty Senate Meeting  
Thursday, October 19, 2017, 2:30 p.m.  
Johnson Hall 102

1. Call to Order and Approval of Agenda (Audio Time Stamp 0:00:00 – 0:00:30).

The meeting was called to order at 2:31 p.m. The agenda was amended to add Item 10c. As amended, the agenda was approved.

2. Faculty Senate Chair's Remarks – Professor Thaisa Way. (0:01:09—0:06:30) **[Exhibit A]**

Thaisa Way, Chair of the Faculty Senate, summarized her written remarks. She began by welcoming the Faculty Senate to the new academic year. Way remarked that the past year has been tough, but said there is hope for a better year as we work together as a community that can have an enduring impact throughout the year. Way reiterated the goals stated in her report: strengthening shared governance, working toward fiscal stability with specific attention to faculty compensation, continuing the UW Faculty 2050 initiative, improving the work environment for lecturers, and making more progress on diversity and inclusion. The next two lectures will be on academic freedom and the place of higher education in the legislative landscape.

3. Reports and Opportunity for Questions. (0:06:30—0:06:52)
  - 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]**

There were no questions.

4. President's Remarks— Ana Mari Cauce. (0:07:00—0:21:21)

President Cauce began by saying that the work done in the Senate is very important; shared governance is fundamental to building communities both small and large. Cauce is optimistic that the campus can come together in these polarized times and show other universities how it can be done. The country faces a number of challenges. Some of them, such as the Deferred Action for Childhood Arrivals situation, have significant impact on our community. The UW faces a difficult economic situation. The state has been investing to keep tuition low, rather than investing to build the university. Fundamentally, the state does not have a lot of money, especially given the tax system. We will continue to work with Olympia and we welcome faculty help in this regard, but we will have to look to ourselves. This will mean seeking ways to tighten our belts. Faculty compensation is important, but we have to keep in mind that it is not high on the list of concerns of the general state-wide community. In large part, we will have to take care of our faculty compensation issues internally. We have more to do with lecturers, and this is the year to move it forward.

We need continued faculty involvement on fiscal issues. At the university level, the Faculty Code provides that the Senate Committee on Planning and Budgeting (SCPB) is the main interface with the administration in that regard. The Faculty Code also provides for more direct faculty involvement at the unit level. It is true that faculty are primarily committed to teaching and research at the unit level, and that is as it should be, but all faculty are encouraged to try to make time to work on other avenues that serve the university.

In response to questions, several points were made. Issues surrounding the Institute for Health Metrics and Evaluation will be taken up by the SCPB at their next meeting. It is hoped that a provost offer will be made before Thanksgiving, with a start date in July 2018.

5. Requests for Information. (0:21:25—0:22:00)

Summary of Executive Committee Actions and Upcoming Issues of October 2, 2017.

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

There were no request for information.

6. Memorial Resolution. (0:22:00—0:26:04)

George Sandison, Vice-Chair of the Faculty Senate, presented the motion on behalf of the SEC.

**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:

Research Professor Emerita Patricia Nasser Prinz of Biobehavioral Nursing and Health Systems who died May of 2017, after having served the university since 1976.

Lecturer Glenn Ellis Crellin of Urban Design and Planning who died on May 18, 2017, after having served the university since 2012.

Professor Emeritus Fred Edward Fiedler of Psychology who died on June 8, 2017, after having served the university since 1969.

Professor Emeritus Roger Sale of English who died on May 11, 2017, after having served the university since 1962.

Professor Emeritus Edgar V. Winans of Anthropology who died on July 14, 2017, after having served the university since 1957.

Professor Emeritus Ralph Josiah Patrick Wedgwood of Pediatrics who died on July 23, 2017, after having served the university since 1962.

Lecturer Nancy Herrigel Babienko of English who died on July 27, 2017, after having served the university since 2001.

Clinical Associate Professor Emeritus J. Michael "Mike" Gallagher of Psychiatry who died on July 28, 2017, after having served the university since 1969.

Professor Stephen Ames Mitchell of Mathematics who died on August 17, 2017, after having served the university since 1985.

Professor Emeritus Ralph Josiah Patrick Wedgwood of Medicine who died on July 23, 2017, after having served the university since 1962.

Professor Emeritus John A.H. Lee of Medicine and Public Health who died on August 31, 2017, after having served the university since 1966.

Clinical Associate Professor Emeritus Eugene Ko of Medicine who died on August 10, 2017, after having served the university since 1988.

Professor Emeritus Gene (Jim) Paul Sackett of Psychology who died on September 8, 2017, after having served the university since 1970.

Research Professor Emeritus Barbara R. Sarason of Psychology who died on September 19, 2017, after having served the university since 1976.

The motion was approved by a standing vote.

7. Consent Agenda. (0:26:10—0:26:30)
  - a. Approve Nominees for Faculty Councils and Committees. **[Exhibit F]**

The consent agenda was approved.

8. Announcements. (0:26:34—0:26:45)

There were no announcements.

9. Unfinished Business. (0:26:46-0:26:58)

There was no unfinished business.

10. Discussion Items:
  - a. University Budgets. (0:27:18—1:25:35)
    - Sarah Hall, Associate Vice Provost for Planning and Budgeting. **[Exhibit G]**
    - Jeff Scott, Executive Vice President. **[Exhibit H]**

Provost Baldasty began the presentation by describing his approach and strategy to budgeting. The starting point is excellence in the academic mission of the university, i.e. what we should be doing. Next is what we can afford, i.e. what we can do. These two must go together. We must recognize that revenues over the next five to ten years will be relatively flat in terms of grants, tuition, and state appropriations. This means that we must think seriously about priorities -- i.e., what we should start doing, what we should continue doing, and what we should stop doing. In considering priorities, we must be cognizant of the downstream impacts of our decisions. In addition to outright cuts, such as the 2% cut taken by central administration this year, we must think about redeploying existing money. The Provost's Office has focused on compensation, meeting expenses, and compliance, as well as areas of general concern such as the Office of Research and the libraries.

Sarah Hall, Associate Vice-Provost for Planning and Budgeting, summarized her slide deck. For fiscal 2018, the projected budget is 7.25 billion dollars, most of which is highly restricted. The area most discussed in the Faculty Senate context includes state appropriations, tuition and fee revenues, and the designated operating fund. Through the Enterprise Data Warehouse, faculty members can obtain information about biennium budget balances, as well as school, college, and departmental budgets. With respect to compensation, there are two major issues. First, previous merit pools have been made locally in excess of specific state assumptions; that is, we have assumed those costs internally. Second, when the state does appropriate for an authorized increase, we receive less on the nominal dollar amount authorized than other state institutions of higher education; this involves the so-called "fund split," and this also adds to the amount that must be covered internally. Given the accumulation of past locally-made merit increase and other required expenses, the new tuition and state revenues did not provide enough money this year to fully fund the merit increases. As a result, some of the cost had to be covered internally.

Jeff Scott, Executive Vice-President for Finance and Administration (F&A), summarized his slide deck. For the three years prior to 2017, expenses grew at roughly ten times the rate of increase in revenues. The good news is that 2017 was a bounce back. The bad news is that virtually all of that resulted from investments, and the problems continue on an operating basis. F&A has a number of budget scenarios, based on various assumptions, but there is one basic message -- we must increase revenues or cut costs. From a cash point of view, recent capital spending has been paid for out of debt. This has increased our debt service, which has the potential to affect our rating, depending on how university debt will be evaluated by rating agencies going forward. With respect to the path forward on the cash side, we must find a way to increase our debt capacity and find funds to handle the debt service through a combination of traditional revenue increasing/cost-cutting strategies, creative financing approaches, and reallocation of debt.

A number of issues were raised during the discussion period. Zoe Barsness, Chair of the Senate Committee on Planning and Budgeting (SCPB), summarized the last SCPB meeting, which primarily was a Budget 101 with some preliminary discussion of faculty compensation. Barsness noted that Activity Based Budgeting (ABB) moves much of the budget process to the units. SCPB is continuing its work to help the unit Elected Faculty Councils (EFC) play a strong role within and across units. This will involve a huge culture change and will involve a process of experimentation and iteration. She also noted that the SCPB did approve the Provost's Office use of unit adjustment funds to put pressure on units to engage in compensation planning.

Provost Baldasty noted that consultation with the EFC's is required in order to obtain unit adjustment funds. In addition, Baldasty has scheduled meetings with the Deans and their EFC Chairs to discuss the relationship of activity and cost. Senators raised concerns about (ABB) supplements as they relate to the School of Arts and Sciences. Provost Baldasty replied that his office is undertaking a review of the supplement process.

One member asked what the various projected budget scenarios entail for the university's academic mission. Scott replied that the no-constraint scenario tries to do all things for all people is a "going-out-of-business" projection; realistically, tradeoffs will have to be made. Others wondered how, and with respect to what overarching policy, "net unrestricted assets" are allocated to things such as construction and future retirement liability. They also wondered about the growth rate of these funds and whether they could be used for compensation. Hall said that the Office of Planning & Budgeting is committed to providing a detailed answer to these questions.

Senators requested information on recent retention raises for faculty and administration. One Senator asked how other state institutions did compared to the UW on salaries in the last year. In response, it was noted that this was asking for an apples and oranges comparison because other institutions have a better fund split, have a lower salary base, have higher teaching loads, treat staff salaries differentially, and, in some instances, operate under a collective-bargaining model.

In response to a question, it was explained that the budgets for UW medicine and the rest of the UW are kept separate except for debt capacity. Having said that, there is no general budgetary firewall as there is at some other institutions. The lack of a firewall is a concern going forward.

President Cauce added that we have a large number of students who pay little or no tuition under the Husky Promise. These students do very well in graduation rates, and we are raising money for financial aid as part of the campaign, but this puts pressure on the budget as well. Rather than use the Husky Promise as a lever per se, we would rather talk to the state about increasing funding for the state need grants.

Barsness ended the presentation by saying that further questions and suggestions would be welcomed.

- a. Minority Affairs and Diversity DACA report. (1:25:35—1:38:43) **[Exhibit I]**.  
Gabriel Gallardo, Associate Vice President, Minority Affairs and Diversity.  
Magdalena Fonseca, Associate Director, Ethnic Cultural Center.

Gabriel Gallardo and Magdalena Fonseca updated the Senate on the work being done to help DACA students. Gallardo briefly described the DACA history and noted that recent events have caused great concern about the safety and status of UW DACA students. The goals are to be proactive and make sure students feel supported, have a sense of belonging, and can turn to faculty and staff for that support

Fonseca summarized the Exhibit describing Leadership Without Borders. Programs includes the Husky Textbook Lending Library, a peer support and advocacy program, mentorship opportunities, and various workshops on topics relevant to people with DACA status. The organization has various subject-matter experts who can be utilized. It partners with faculty and units all over campus, as well as with outside community organizations. These partnerships include providing for emergency response in situations where students and/or their families are concerned about their safety and security. Continuing challenges include providing funding, food, security, legal services, and help with the general levels of stress caused by recent events.

a. Workday update. (1:38:45—1:55:03) **[Exhibit J]**

Aaron Powell, the Interim Vice Provost for Information Technology, summarized his slides. He described the history leading up to Workday and the challenges the Go-Live faced in terms of data conversion/migration/correction and integration with other systems. Of the 41,000 tickets since Go-Live, 93% have cleared. There is a current backlog of 3,000 tickets. The priority now is to deal with the recent spike involving payroll issues. Payroll accuracy has hovered between 97 and 99 percent, but the goal is 100% accuracy.

Members noted other difficulties involving hiring/paying assistants and delegating payroll authority. Powell said that these represent inefficiencies that will be dealt with in the optimization phase. For now, the focus is stabilization.

11. New Business. (1:55:04—2:04:07)

a. Class C Resolution. **[Exhibit K]**

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

Sandison introduced and moved the motion on behalf of the Senate Executive Committee. SCPB Chair Barsness spoke to the motion, summarizing the rationale provided in the Exhibit.

In response to questions, Barsness noted that there is no membership fee, that the changes to the bylaws alter the makeup of the Steering Committee and make it more difficult to be elected to that Committee, that it has become more difficult to influence the agenda of the organization, and that the current COIA agenda departs from the traditional focus on the student-athlete experience and now includes issues such as pay-for-play and coaching salaries.

The motion was approved.

12. Good of the Order. (2:04:07—2:07:15)

A senator asked whether the Senate should take up the Post-Doc situation given the current unionization efforts.

President Cauce said that the administration will stand back and let the unionization effort unfold. There is a definitional question whether the Post-Doc status can include people who hold faculty titles. That question will have to be decided by the Public Employment Relations Commission, and a positive answer may require rewriting parts of the Faculty Code.

13. Adjournment. (2:07:18—2:07:25)

The meeting adjourned at 4:38.

Approved by:

Prepared by: Mike Townsend  
Mike Townsend  
Secretary of the Faculty

Thaïsa Way  
Thaïsa Way, Chair  
Faculty Senate

**NOTE:** If a continuation meeting is necessary to conduct unfinished or special business, it will be held on Thursday, October 26 at 2:30 p.m. in Johnson Hall 102.

Report of the Faculty Senate Chair  
Thaïsa Way, Professor, College of Built Environments

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

- **Strengthening Shared Governance through Faculty Senate:** We are working with faculty councils, elected faculty councils, committees, and task forces to assure that faculty are actively engaged with the UW leadership in stewarding this remarkable public research and teaching university. This extends from the teaching, service, and research to budgets, administration, and leadership. I want to take this moment to thank all who are working hard on our behalf and encourage others to join us in this important effort.
- **Fiscal stability and faculty compensation remain a challenge at the UW.** In line with the President and Provost's goal to build our stability, faculty senate leadership is working to strengthen the role of faculty in discussions of compensation. This includes the focus of the Senate Committee on Planning and Budgeting under Zoe Barsness where we will be probing the budget in its make-up and decisions. It includes the efforts of our Elected Faculty Councils partnering with deans to review budgets and establish faculty salary plans. And it needs to include the broader faculty, in discussing not only the decisions we make about our own areas of teaching, research, and service, but the University as an institution. Access and excellence can be realized in many ways and the budget is a critical component of that reflecting our values and our priorities. It is the time to be asking ourselves, our colleagues, and our leaders the tough questions about focus and values.
- **Partnering with the Provost and Board of Deans and Chancellors to develop UW/Faculty 2050:** To assure that we are prepared to best support and foster the next generation of faculty members and leaders we are joining forces to assess emerging trends in higher education and developing a shared understanding of our potential responses and engagement. This effort will reveal our opportunities and challenges as we identify how our work as faculty is changing, from increasing focus on collaboration and interdisciplinary research and teaching to the potential of public and engaged scholarship.
- **Refining and strengthening guidelines for lecturer career paths:** The Faculty Council of Faculty Affairs is focused on career paths for lecturers as well as instantiating provost guidelines in the code and policies as appropriate. Additionally, the Faculty Council on Teaching and Learning is addressing how teaching by lecturers is evaluated. Lecturers are a core part of our faculty community and it is critical that we provide a supportive environment and a clear path to promotion.
- **Diversity and Equity:** Supporting the excellent work of UW's Race & Equity Initiative, Senate leadership is highlighting the role of the Faculty Councils on Multicultural Affairs and Women in Academia. We are in discussions on how to improve our university culture to better support our colleagues as part of the 2050 discussion, how to foster leadership on diversity among new chairs, and how Title IX impacts gender issues among faculty on all campuses.

Thank you to all who are serving in the various ways and roles of shared governance. Our work as a public research university is a critical contribution to the future of our democracy and our humanity.

## Report of the Secretary of the Faculty

Mike Townsend, Associate Professor, School of Law

1. Faculty Councils have full membership and Chairs appointed. Welcome to all returning and new members! The list of members, along with meeting minutes and schedules can be found on our website at <http://www.washington.edu/faculty/committees/councils.html>.
2. To aid the Secretary in administering the Office of University Committees (Faculty Code Sections 22-56.E, 22-58), the Secretary and support staff have set up an internal Advisory Committee on Committees. They will begin meeting soon. In particular, candidates will be sought for 2018-2019 Vice-Chair position. Never too early to apply or nominate!
3. The Senate Leadership will be meeting regularly throughout the year with Faculty Council Chairs and Chairs of the Elected Faculty Councils of Schools, Colleges, and Campuses (i.e. "college councils") for coordination and information sharing. Specific invitations to these meetings will be forthcoming.
4. Our long-time office manager and Assistant to the Chair, Nancy Bradshaw, will be retiring at the end of the academic year. Congratulations and thanks for your fifteen years of service. You will be greatly missed!

Report of the Chair of the Senate Committee on Planning and Budgeting  
Zoe Barsness, Associate Professor, Milgard School of Business, UW Tacoma

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

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

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

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

Given the importance of unit budget discussions and the need for robust collaborative planning between administration and faculty leadership at the unit-level, senate leadership will continue its support of unit-level elected faculty council leadership in 2017-2018. On September 19, we convened elected faculty leadership from each of the schools, colleges and campuses for an all-day workshop focused primarily on the UW budget process, the structure of the UW budget, and a discussion of some of the specific budget challenges facing the UW, including but not exclusive to limited enrollment and tuition growth, changes in the state funding formulas for faculty compensation, and the role of indirect funding in research. We also focused our discussion on sharing faculty salary planning tools and best compensation planning practices. Senate leadership will convene a meeting of the Elected Faculty Council chairs each quarter to facilitate information sharing and discussion among the councils and across schools, colleges and campuses. The first of these meetings occurred on October 5. Provost Baldasty attended and shared with the elected faculty council chairs information about the annual budget planning process, the unit adjustment process, and his expectations for the engagement of the elected faculty councils in a robust collaborative planning effort with their respective deans and chancellors in 2017-2018.

At our upcoming October 16 SCPB meeting, Associate Vice Provost for Planning and Budgeting Sarah Hall will share with us the timetable for the UW annual budget and state budget processes as well as the status of our core budget for the coming fiscal year (dominated by tuition revenue and the state allocation), and how those funds will be budgeted to the schools/colleges/campuses for the coming fiscal year (FY19). (More information on FY18 budget development can be found at the following links:

- <http://opb.washington.edu/fy18-unit-budget-development.>)
- <http://opb.washington.edu/content/annual-budgets>
- [https://opb.washington.edu/sites/default/files/opb/Budget/Adopted\\_FY18\\_Operating\\_Budget.pdf](https://opb.washington.edu/sites/default/files/opb/Budget/Adopted_FY18_Operating_Budget.pdf)

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

There are, of course, many other topics relevant to planning and budgeting, and I will report to the SEC and senate as we proceed through other topics, such as the campus master plan, capital budget, capital campaign, student enrollment, tuition and debt load, graduate school financing, reserves analyses, and risk management. SCPB will as always endeavor to ensure that the provost receives meaningful input on topics of interest to him and that the senate leadership, senators, council chairs, and Elected Faculty Council Chairs are well-informed and also empowered to provide input on significant planning and budget choices. If you have topics that you would like SCPB and the provost to review, please let me know.

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

### **Budgets, 2017-19**

Final operating budget for 2017-19: presented and passed on June 30; reported to the Faculty Senate in a message on that date. The faculty salary increases of 6% over the biennium had been structured in a different way, as I reported to the Faculty Senate back when the Governor's budget was released in December 2016, with raises divided with 2% for 2017-18, then two more 2% increases in July 2018, and January 2019. As I noted then, how those are distributed will be discussed in the Faculty Senate Committee on Planning and Budgeting. There is also a funding issue related to the faculty salary increases, which I discuss below, and which will be part of our request for a supplemental budget in the 2018 session.

Final capital budget for 2017-19: has been agreed to by House and Senate, but not yet passed, pending a decision on new policy regarding water rights issues in rural Washington. This budget could be passed at any time in a special session, but appears not to be headed toward passage until the 2018 session. Projects funded in the final budget include the renovations and restoration to Burke Museum, Parrington Hall, the T-Wing of Health Sciences, UW Bothell projects, and more.

### **SB 5975: Paid Family and Medical Leave**

<http://lawfilesex.t.leg.wa.gov/biennium/2017-18/Pdf/Bills/Session%20Laws/Senate/5975-S.SL.pdf>

- Provides paid family leave of up to 12 weeks to bond after the birth or placement of a child or to care for a family member with a serious health condition.
- Provides paid medical leave of up to 12 weeks for an employee's serious health condition.
- Limits combined leave to 16 weeks in a year, plus an additional two weeks if there are pregnancy complications, for a possible total of 18 weeks. Requires a seven-day waiting period for leave, except for the birth or placement of a child (no waiting period). Bill language on the definition of "child": A stepchild, or a child to whom the employee stands in loco parentis, is a legal guardian, or is a de facto parent, regardless of age or dependency status.
- Requires an employee to work 820 hours in the qualifying period to be eligible.
- Weekly benefits paid to workers would be a percentage of their wages compared with the state's weekly average wage. Those earning less than the state average would get 90 percent of their income. Those making more would get a slightly higher percentage up to a maximum weekly check of \$1,000.
- Specifies a premium of 0.4 percent of wages beginning on January 1, 2019.
- Bases benefits on an employee's wages and may be paid beginning January 1, 2020.

### **Supplemental budget request for 2018** (for 2018-19 portion of the budget)

- For the coming legislative session, the UW is requesting an adjustment to the proportion, or "**fund split**," of new state-related expenses that are covered by state funding versus tuition revenue. Specifically, we are requesting that state funding be adjusted to cover 50 percent of new expenses in the 2017-2019 state operating budget for compensation and central services, leaving the remaining 50 percent for tuition revenue. A 50/50 ratio for the UW would:
  - Help reverse state funding cuts that occurred during the recession,
  - Align the UW's share of new costs with the share borne by other public four-year universities,
  - More accurately reflect the potential for tuition revenue growth.

**Historical look at the use of fund splits (these numbers are subject to slight changes), from UW-OPB:**

Biennia	University of Washington	Other Public 4 - Year Institutions
Pre-2005	Compensation: 100% covered by state funding	
2005-07	Compensation: 100% state or no assumptions on tuition. Central services: >75% state.	
2007-09	Compensation: 100% state or no assumptions on tuition. Central services: >75% state.	
2009-11	No incremental funding due to reductions in state funding across the board.	
2011-13		
2013-15		
2015-17**	Compensation and central services: 38% state / 62% tuition *	
2017-19**	Compensation and central services: 34% state / 66% tuition *	Compensation and central services: 50% state / 50% tuition *

\*Splits are approximate as they vary by budget, line item, and by institution.

**Special elections, November 7:**

Party		As of March 2016
	Democratic Party	24
	Republican Party	25 (24 + 1)
<b>Total</b>		<b>49</b>

(State Senate composition)



(45<sup>th</sup> District Senate seat)

**Summer approved nominees for Faculty Councils and creation of an FCBR ad hoc committee on faculty pre-retirement planning.**

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

**2017-2018 Appointments to University Committees and Faculty Councils****Adjudication Panel**

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

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

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

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

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

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

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

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

**Faculty Council on Academic Standards**

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

**Faculty Council on Benefits and Retirement**

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

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

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

**Faculty Council on Faculty Affairs**

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

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

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

#### **Faculty Council on Multicultural Affairs**

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

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

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

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

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

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

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

#### **Senate Committee on Planning and Budgeting**

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

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

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

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

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

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

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

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

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

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

Michael Kucher, UW Tacoma Social Work, as a member for a term beginning September 16, 2017, and ending September 15, 2020.

**Faculty Council on Women in Academia**

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

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

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

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

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

**Student Conduct Review Officers**

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

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

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

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

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

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

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

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

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

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

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

Christina Fong, Foster School of Business, as a member for a term beginning immediately and ending on September 15, 2020.

**Faculty Council on Benefits and Retirement Ad Hoc Committee**

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

**Motion:**

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

**Action:**

Approve the formation of the ad hoc committee.

**Committee Charge:**

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

**Reporting structure:**

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

**Members:**

Mícheál Vaughan, Professor Emeritus, English, Committee Chair

Charles Chamberlin, Librarian Emeritus, University Libraries

Pat Dougherty, director, UW Retiree Relations

Jill McKinstry, Librarian Emeritus, University Libraries

Patricia Moy, Associate Vice Provost for Academic and Student Affairs and Professor, Communication

Mary R. O'Neil, Associate Professor, History

Gerry F. Philipsen, Professor Emeritus, Communication

Lea Vaughn, Professor, School of Law

Doug Wadden, Professor Emeritus, Art, Art History, and Design

Members appointed as necessary by the Faculty Senate Chair

**2017 – 2018 Appointments to University and Senate Committees****Advisory Committee on Student Conduct**

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

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

**Advisory Committee on Intellectual Property, Policy and Practice**

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

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

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

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

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

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

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

**Conciliation Board**

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

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

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

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

**Faculty Council on Academic Standards**

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

Michael Lockwood, Professor, ROTC Naval Science, as a member for a term beginning immediately and ending September 15, 2020.

Exhibit G can be found on our website.

Exhibit H can be found on our website

**UNIVERSITY of WASHINGTON**

SAMUEL E. KELLY ETHNIC CULTURAL CENTER  
Leadership Without Borders

<http://depts.washington.edu/ecc/lwb/>

**Undocumented Student Program**

The establishment of LWB program, the first of its kind at a 4-year public institution in the Pacific Northwest, marked a milestone in advancing the pathways of undocumented students in higher education and beyond

**Mission:**

The Leadership Without Borders program was created with DREAMers in mind and with the mission to serve as a launch pad for students' leadership, a space for community building, and a connection point to resources and services.

**Resources**

- Husky Lending Library
- Purple Group; A peer-to-peer advocacy and support network
- Mentor Power for Success Program
- Undocu Student Workshops & Networking Events
- Quarterly Undocu Ally Training & Education Programs
- Undocu Ally Directory (500+)
- Subject matter expert staff—on undocumented student issues
- Connections with campus partners for resources and support
- Annual Beyond HB 1079 Student Conference

**Partnerships:**

- College Success Foundation
- UW School of Law—legal clinics
- 21 Progress
- Northwest Immigrant Rights Project
- The DREAM.US scholarship Program <http://www.thedream.us/scholarships/national-scholarship/>

**Challenges:**

- Emergency Funds
- Legal Assistance
- Mental Health Counseling

**2017-2018 Efforts**

- Campus-wide Undocumented Student Experience Taskforce
- Leadership Without Borders additional staff support
- Faculty Emergency Response Team
- Community Faith Leaders Response Team
- Student Legal Services
- Washington State Undocumented Student Coalition
- DACA FAQ <http://www.washington.edu/omad/daca-faq/>

**Opportunities for Faculty Support:**

- Attend an Undocu Ally Training—General Awareness & classroom management
- Departmental Advocacy for progressive policy changes
- Individual donations to scholarship programs or Leadership Without Borders

### CENTER PLATFORM



STUDENT LEADERSHIP DEVELOPMENT



SUPPORT SERVICES & NETWORKING



COMMUNITY BUILDING



UNDOCU ALLIES & AWARENESS

### STUDENT PROFILE



592

UW WAFSA APPLICANTS

84



SELF IDENTIFIED UNDOCUMENTED STUDENTS

### SERVICES & RESOURCES

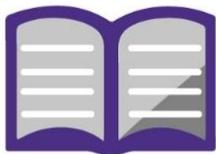


1 DREAMER SUCCESS COORDINATOR & 2 CSF NAVIGATORS



4 LWB INTERNS

### HUSKY LENDING LIBRARY



186

TEXTBOOKS AND COURSE MATERIALS FOR OUR STUDENTS TO USE

\$4316.57



SAVED BY STUDENTS USING THE HUKSY LENDING LIBRARY

### PARTNERSHIPS



Exhibit J can be found on our website.

**Class C Resolution: Resolution resigning the University of Washington Faculty Senate from the Coalition on Intercollegiate Athletics****Rationale:**

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

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

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

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

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

**Resolution:**

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

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

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

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

WHEREAS the newly approved steering committee is considered to be less representative than the previous structure and is unlikely to address ongoing ACIA and UW faculty leadership concerns about lack of member input in COIA decision making; and

WHEREAS we have access to other, well-established and proven avenues for faculty voice to assure consideration of faculty, non-athlete student and student-athlete interests in matters related to college sports. These avenues include the ACIA, our Faculty Academic Representative (FAR) to the NCAA and conference level bodies, as well as our institutional membership in the PAC12 Council of Presidents and the PAC12 Academic Leadership Coalition, an organization of shared governance leaders from PAC12 institutions that meets bi-annually; and

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

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

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

*Approved by:*  
Senate Executive Committee  
October 2, 2017

*Approved by:*  
Faculty Senate  
October 19, 2017