

Minutes – [Video Recording](#)
Faculty Senate Meeting
Thursday, May 18, 2017, 2:30 p.m.
Savery Hall, Room 260

1. Call to Order and Approval of Agenda (Video Time Stamp 1:54—2:15).

Chair Barsness called the meeting to order at 2:31 p.m. The agenda was approved.

2. Faculty Senate Chair's Remarks – Professor Zoe Barsness (2:50—11:40). **[Exhibit A]**

Before the Chair's remarks, Denzil Suite, Vice-President for Student Life, presented an award to the Senate Executive Committee (SEC) as student-life partner of the year for its work on revisions to the student-conduct code. Suite went on to single out Barsness and Chris Laws, a member of the SEC and Chair of the Faculty Council on Student Affairs, for their work. Suite further commented that his experience at UW thus far ranks as the best partnership with faculty he has seen in his career. Barsness accepted the award on behalf of the SEC, and she also singled out Laws and the Faculty Council on Student Affairs for their work.

Chair Barsness then spoke to her report. The last faculty seminar will be on academic freedom and it will be led by Theo Myhre, School of Law. The search for a new Provost is beginning and the search committee has scheduled various listening sessions across the three campuses. Barsness said it has been an honor to serve the University, and she closed by thanking President Cauce, Provost Baldasty, the Senate leadership team, the Faculty Councils, the Senate Office Staff, the Senate, and all others who lent her advice and support during her tenure as Faculty Senate Chair.

3. Reports and Opportunity for Questions (11:45—28:57).
 - a. Report of the Secretary of the Faculty. **[Exhibit B]**
 - b. Report of the Chair of the Senate Committee on Planning and Budgeting. **[Exhibit C]**
 - c. Report of the Faculty Legislative Representative. **[Exhibit D]**
 - d. Council Activities Report. **[Exhibit E]**
 - e. Classroom scheduling system information. **[Exhibit F]**

JoAnn Taricani, Faculty Legislative Representative, spoke to her report. Taricani outlined the next steps the legislative calendar. In addition, she noted that a key special election will be held in the 45th district. This election will determine the majority in the State Senate.

Provost Baldasty followed with a presentation on the new classroom scheduling policy, which will go into effect in the Spring Quarter of 2018. Baldasty reviewed the various steps taken to produce the policy. He outlined the key features, which are aimed at increasing efficiency of use and distributing demand over the instructional day. The standard instructional day will run from 8:30 a.m. to 6:20 p.m. Up to 12% of classroom requests from a unit can be at any given hour. Block scheduling will be used from 8:30 a.m.-2:30 p.m.; blocks will be 1 and 2 or 1.5 and 3 hours. Large classes (at least 250) will be scheduled on a continuing and consistent basis. Gateway or required courses will be given priority in scheduling. The policy is all encompassing, including graduate programs and south campus.

One senator asked whether there will be a report from the Advisory Committee on Intellectual Property Policy and Procedure (ACIPPP). Barsness said that ACIPPP had provided a verbal report to the SEC, and written reports will be provided to the Senate in the Autumn and Spring beginning next year. In response to another question, Barsness said that work is ongoing with respect to legal issues surrounding the Open Access Policy. Finally, Barsness reviewed the history leading to ACIPPP's formation, noting that it was intended to replace, and combine the function of, two previous Intellectual Property committees, one that had reported to the President and one that had reported to the Senate.

4. President's Remarks— Ana Mari Cauce (28:59—39:00).

President Cauce delivered her remarks. It looks like National Institute of Health will receive sufficient funding. Otherwise, there is not much going on in DC right now that affects the UW. Locally, the outcome of the Seattle mayor's race is important to the UW.

There have been a number of wonderful things happening, but this has been a tough year for faculty, students, and staff. Issues surrounding funding and academic freedom have raised particular concerns. The University must continue to work together in a calm and collected manner, and critical thinking skills are more important than ever.

Cauce noted that concerns have been raised about cutting the reading of Ph.D. candidate names at commencement. It is necessary to balance the length of the commencement ceremony with appropriate recognition for our graduating students. This year, the goal was to cut 30 minutes from the ceremony in response to continuing complaints about length. There is no one place to cut that amount of time, so a team was put together to come up with a number of 5-7 minute savings. One suggestion was cutting the reading of the Ph.D. student names. Cauce remarked that there was a time when undergraduate names were read, but that part of the ceremony was cut a long time ago. In any case, this decision has generated some feedback, and the issue will be revisited going forward. In the meantime, there will be a survey to find out which units do Ph.D. hooding in their local graduation ceremonies.

In response to questions, it was noted that an email regarding this decision had been sent out to the Schools and Colleges.

5. Requests for Information (39:00—39:25).

Summary of Executive Committee Actions and Upcoming Issues of May 8, 2017.

- a. Approval of the April 3, 2017, SEC minutes.
- b. Approval of the April 20, 2017, Faculty Senate minutes.
- c. Approval of the 2017-18 schedule of Faculty Senate and Senate Executive Committee meetings.

[Exhibit G]

There were no requests for information.

6. Memorial Resolution (39:27—39:31)

There was no memorial resolution.

7. Consent Agenda (39:32—39:42).

- a. Approve nominees for Faculty Councils and Committees. **[Exhibit H]**
- b. Approve nominations for 2017-18 Senate Executive Committee Positions. **[Exhibit I]**

The consent agenda was approved.

8. Announcements (39:42—41:07).

George Sandison, Vice-Chair elect, presented Barsness with a plaque recognizing her service as Senate Chair.

9. Unfinished Business (41:07—41:15).

There was no unfinished business.

10. Invited Guests:

- a. CoMotion update – Vikram Jandhyala, Vice President for Innovation Strategy, CoMotion and Lara Littlefield, Associate Vice President for Innovation Strategy, CoMotion (41:15—55:19).

Vikram Jandhyala, Vice President for Innovation Strategy, gave a presentation on CoMotion. He began by giving various national and international rankings of UW technology efforts. He explained that the mission of Co-Motion has expanded beyond commercialization to encompass a more inclusive innovation framework including transfer, learning, and creating new initiatives and partnerships. The UW model has evolved from the 1980's focus on licensing and royalties to a 1990's focus on licensing/startups and royalties to the current focus on innovation and royalties/equity. Typically, the UW keeps about 3% of licensed technology sales as royalties. This is split four ways, with Co-Motion receiving 20% and the remainder equally split between the inventors, the Department/School/College, and the Office of Research. Big hits are rare, and the majority of licenses generate less than \$5,000. Removing the big-hit Hall patent, which is soon to expire, the return from royalties and equities is about \$2,000,000 per year. We would need about \$50,000,000 per year to make Co-Motion self-sustaining. Thus, the goal of Co-Motion is not to be a profit center. Rather, the idea is to be a service center that provides support for enabling the best social and economic impact of technology generated at the University. Going forward, the University will not file as many patents, which are expensive to pursue, but focus on those technologies that connect with current market and social needs.

One senator asked about specific benefits for students. Jandhyala noted that there about 1500 students using Co-Motion maker space. Moreover, there is roughly one student-centered event per month serving about 50-70 students at a time. In addition, students are talking with innovation mentors.

- b. Intercollegiate Athletics Report – Frank Hodge, Faculty Athletic Representative, Kim Durand, Associate Athletic Director for Student Development presenting Student-Athlete Development and Academic Performance and Kate Cullen, Senior Associate Athletic Director - CFO Intercollegiate Athletics, presenting Athletic Department Financial Summary (55:20—1:12:54).

Frank Hodge, Faculty Athletic Representative, began by describing the role of the Faculty Athletic Representative. There are two parts of the position: one part is to oversee the student-athlete experience, making sure that there is the proper balance between academics and athletics; the other part is to represent the University with the PAC 12 and the NCAA.

Kate Cullen, Senior Associate Athletic Director and CFO Intercollegiate Athletics, presented a financial summary. The good news is that the athletic program will break even this year, which is better than the deficit that was expected. This is due largely to the success of the men's football program. There is a lot of energy with the new capital campaign, and the year-one goal already has been surpassed by 3 million dollars. Finally, fiscal 2018 looks good, but the out years will require careful planning.

Kim Durand, Associate Athletic Director for Student Development, presented a summary of student-athlete development and academic performance. The University is doing very well with respect to the NCAA's academic progress rate. GPA's are good with 18 of 22 teams at 3.0 or above. Durand finished by describing several ongoing efforts, including international trips with corresponding academic credit, student-development initiatives, and the degree-completion program for former student-athletes.

In response to questions, Cullen said that there is some uncertainty about the revenue stream from TV contracts going forward. Having said that, the PAC 12 network seems strong for live sports, but PAC 12 schools have been told to expect flat or moderate growth. A new agreement has been signed with Sling TV that allows for subscription revenue. Durand said that success in the NFL draft may translate into increased donations, but we want to make sure that all our athletes have every opportunity to finish their degrees. President Cauce noted that Warren Moon, former UW quarterback and CFL and NFL star, has been a great ambassador for the University.

- c. HR/P Modernization update – David Anderson, Executive Director, Health Sciences Administration (1:12:55—1:34:17). **[Exhibit J]**

David Anderson, Executive Director, Health Sciences Administration, gave an update. Feedback is being gathered from focus groups and user acceptance testing as preparations continue to go live in June. There is positive feedback about the interface, the information made available by the system, the autofill feature, and the ability to access from mobile devices. Recommendations so far include explaining some non-traditional terminology in a glossary, providing more instruction on how to add new employees, and improving the supervisor interface. The two-factor-authentication feature will improve security and dramatically reduce vulnerability to attack.

In response to questions, Anderson made several points. Work will continue on making the two-factor-authentication (2FA) more user friendly. Moreover, efforts will be made to limit the need for 2FA within a session. There will be some updates on upfront costs for some units, but the expectation is that ongoing costs will not be charged to units. Final user training is continuing through a combination of classes and webinars. The system can be accessed through its own website. System managers are confident we have the resources to address any issues that arise during roll out, and, in any case, no major problems are expected.

11. New Business.

- a. Class A Legislation – Second consideration (1:34:18—1:35:57). **[Exhibit K]**
Title: Clarification of roles for faculty members with instructional titles.
Faculty Council on Faculty Affairs.
Action: Approve for Faculty Senate consideration.

On behalf of the SEC, George Sandison moved that the legislation be submitted to the faculty.

There was no discussion and the motion passed.

- b. Class B Legislation (1:35:58—1:46:42). **[Exhibit L]**
Title: Proposed changes to priority registration.
Faculty Council on Academic Standards.
Action: Approve for Faculty Senate consideration.

On behalf of the SEC, George Sandison moved that the legislation be submitted to the faculty.

Dan Ratner, Chair of the Faculty Council on Academic Standards (FCAS), and Captain Mark Johnson, Commanding Officer Naval ROTC and member of FCAS, spoke to the motion. Three points were made. First, the Revised Code of Washington (RCW) provision mandating the current provision for veterans expires in 2022, but FCAS feels that the priority should continue nonetheless. Second, the words “and domestic partners” are being added to conform to the RCW language. Finally, the priority for contracting ROTC students (currently about 200 compared to about 15000 students already receiving some form of priority registration) is based on recognizing the future service of these students, not any particular difficulty that they currently are experiencing in signing up for classes.

In response to questions, the following points were made. It is believed that active-duty military are covered under the current priority for “veterans,” but that will be confirmed. About 15%-20% of ROTC students are not contracted, another 15%-20% are active duty. Contracting status, which can change, will be checked quarterly.

The motion passed.

12. Good of the Order (1:46:50—1:47:00).

There was no good of the order.

13. Adjournment (1:47:00—1:47:05).

The meeting was adjourned at 4:16 p.m.

Prepared by: Mike Townsend

Mike Townsend
Secretary of the Faculty

Approved by: Zoe Barsness

Zoe Barsness, Chair
Faculty Senate

NOTE: *If a continuation meeting is necessary to conduct unfinished or special business, it will be held on Thursday, May 25 at 2:30 p.m. in Gerberding 142.*

Report of the Faculty Senate Chair
Zoe Barsness, Associate Professor, Milgard School of Business, UW Tacoma

Dear Colleagues,

Our last senate meeting of the academic year! Happily, spring finally seems to have truly arrived: the sun is shining more frequently and end of the year celebrations are just around the corner. To honor your service, you are all invited, at the close of today's meeting, to a reception at the Jacob Lawrence Gallery (Room 132) in the Art Building. Thank you to President Cauce for hosting this event. I hope everyone will come and enjoy some refreshments and conversation before we set off for finals and our summer plans.

I want to take a moment to thank all the senators, council chairs, and members of the Senate Executive Committee, student representatives, and all other ex officio members for your attendance, attention, and active participation this year. You, and all the people you represent, make this job worth doing.

Thank you also to our President and Provost, whose collegiality and collaborative spirit have made my job much easier than it would otherwise be.

Finally, I want to thank and express affection for all my colleagues in the Senate leadership and in the Senate office: Thaisa Way, Paul Hopkins, JoAnn Taricani, George Sandison and Mike Townsend are dedicated, creative, experienced, and good-humored. Each is a font of wisdom. My biggest thanks go to the ever calm and indefatigable Nancy Bradshaw, Jordan Smith, and Joey Burgess. You are each so knowledgeable, committed, efficient – and fun. It's been an honor and privilege to work with this group.

Ongoing Business:

Despite finding ourselves in challenging and uncertain times, it has been a productive year. Thanks to the concerted and dedicated efforts of Chris Laws and members of the Faculty Council on Student Affairs acting in close collaboration with our administration partners, we successfully moved a substantive overhaul of our Student Conduct Code forward this year. Our students will be better served by the changes that have been made and which will be implemented in the 2017-2018 school year. The contributions and collaborative spirit motivating this significant legislative effort illustrate the strength and benefits of shared governance operating at its highest level in service to the institution and its diverse community, including students, faculty and staff.

Following up on our changes to the faculty salary policy, Senate leadership and the Senate Committee on Planning and Budgeting (SCPB) in collaboration with the Provost, Board of Deans and Chancellors and chairs of the Elected Faculty Councils in each of the schools, colleges and campuses worked to establish ongoing dialogue between Deans/Chancellors and their elected faculty councils focused on human capital and compensation planning. These conversations are continuing and senate leadership and the SCPB will continue their collaboration with the elected faculty council chairs next year, seeking additional ways in which to support their local governance efforts and collaborations with their respective administrations.

The faculty also found ways to come together and proactively support our students, each other and the institution. As a part of these efforts, the Senate sponsored a series of successful seminars through which faculty and administrators shared their expertise with faculty and staff. Attendance at the seminars to date has ranged from 30 to 80 faculty and staff, averaging 40-45. Many thanks to Sarah Castro Director, Federal Relations/External Affairs, Randy Hodgins, Vice President of External Affairs, Mary Lidstrom, Vice Provost for Research, Beth Kalikoff, Director of the Center for Teaching and Learning, and many faculty, including, Angelica Charzaro, Sallie Thieme Sanford, Norma Coe, Aaron Katz, John Wilkerson, Gunnar Almgren, Aseem Prakash, Nives Dolsak, Ben Marwick, Joel Baker, Stephen J. Majeski, and Theodore Myhre and attendees for sharing their time and considerable expertise with their colleagues.

As a reminder, two seminars remain.

- Government support of basic research; Mary Lidstrom, May 12, 3:00 – 5:00, Denny Forum, room 309, Parrington Hall.
- Academic freedom faculty discussion panel led by Theodore Myhre, hosted by the College of Arts & Sciences, Honors Program, Law School, and AAUP in partnership with the UW Faculty Senate, Thursday, May 25, 3:30 – 5:00, Savery Hall 260. Refreshments will be offered.

Please encourage your colleagues to attend. We are also collecting seminar topic ideas for next year. If you have any topics to recommend, please share them with me (zib@uw.edu) or Thaisa Way (tway@uw.edu).

The search committee for a new provost, which I will be co-chairing with Sandy Archibald, Dean of the Evans School for Public Policy, has been charged. Information about the search is available at <http://www.washington.edu/president/provost-search/>. Faculty and staff will be invited to share their thoughts about desired characteristics in a provost and our needs for this position with members of the Provost Search Advisory Committee at listening sessions to be held on each of our three campuses before the end of the school year. We will share specific information about these sessions and the online survey as it becomes available. Please share this information widely with your faculty and encourage them to participate in the listening sessions and/or online survey once the details are made available. The search committee encourages faculty to submit their feedback and suggestions to provostsearch@uw.edu.

Please take the time to review the agenda and supporting materials.

Invited guests:

There are three updates being presented at this meeting:

- a. CoMotion update: Vikram Jandhyala, Vice President for Innovation Strategy, CoMotion and Lara Littlefield, Associate Vice President for Innovation Strategy, CoMotion.
- b. Intercollegiate Athletics Report – Frank Hodge, Faculty Athletic Representative, Kim Durand, Associate Athletic Director for Student Development, presenting Student-Athlete Development and Academic Performance and Kate Cullen, Senior Associate Athletic Director - CFO, Intercollegiate Athletics, presenting Athletic Department Financial Summary.
- c. HR Modernization update – Jeffrey Scott, Executive Vice President, Finance & Administration.

New Business

Two pieces of important legislation. The first is second consideration of Class A legislation that addresses clarification of roles for faculty members with instructional titles (Exhibit L). This legislation comes to the Senate with no changes since its first consideration on April 20. The second is Class B legislation sponsored by the Faculty Council on Academic Standards proposing changes to priority registration (Exhibit M). Each of these pieces of legislation deserves careful review.

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

First-Year as Secretary of the Faculty:

In addition to the usual secretarial activities, a number of things have been added this year. A Committee on Committees has been formed to help staff faculty councils, thus bringing to fruition planning done last year by Marcia and the Senate Office staff. A video component has been added to the Senate minutes, which brings us in line with the practice at other institutions. We are also compiling a list of Code sections that need some clarification.

The prospect of a new Provost raises some concerns because of the good relationship we have with Provost Baldasty. I have begun discussions with the Provost about clarifying some aspects of shared governance that I hope will lead to an understanding with some inertia as the changeover occurs. These aspects include the Code-interpretation powers of the SEC and Provost, the disciplinary authority of Deans, and the scope of the Secretary of the Faculty's role in providing advice to members of the University community with respect to their rights and obligations under the Faculty Code. With respect to the latter, the Secretary and Senate Leadership are considering ways to provide faculty with independent legal advice.

This was my first year as Secretary of the Faculty, and it has been a challenging year with a steep learning curve. I would like to thank the staff of the Senate Office, members of the current and previous Senate leadership, members of the Provost's and Ombud's Offices, and especially past-Secretary of the Faculty, Marcia Killien, for their help and support.

Report of the Chair of the Senate Committee on Planning and Budgeting
Paul Hopkins, Professor, Chemistry

The Senate Committee on Planning and Budget (SCPB) 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.

In this last report of academic year 2016-17 to the Senate Executive Committee, I briefly review the year's activities of the Senate Committee on Planning and Budgeting (SCPB).

SCPB exists to provide advice from the faculty to the Provost on a wide range of issues of the Provost's or the committee's choosing. The Provost integrates this with advice, sometimes contradictory, from many other sources, including but not limited to the Board of Deans and Chancellors and the Provost's Advisory Committee for Students.

In the course of the year, the Provost requested our advice on a range of issues. Many of these were for our group "one and done" consultations. A few other issues were discussed at several meetings, and because of their importance and complexity will no doubt be recurring topics at SCPB for years to come.

Revision of Executive Order 64. The committee divided evenly on the question of whether faculty raises accompanying promotion in rank should be elevated from 7.5% to 10% or to 12%. Those favoring 12% emphasized the need to boost full professor salaries (which on average across the UW lag relative to off campus peers), as well as the need for a significant raise to accompany the significant accomplishment required for promotion. Those favoring 10%, which the Provost and President ultimately chose, emphasized that in a zero-sum financial environment, higher promotion raises come at a cost to rewarding continuing faculty throughout a career (particularly those already at highest rank and under-salaried). The committee additionally advised that the unit adjustment language be modified to insure that the unit adjustment provision could be used by schools and colleges to *maintain* salaries at a desired level (e.g. comparable to off campus peers) rather than exclusively to *correct* salaries that had fallen behind the desired level. I return below to the subject of faculty salaries.

Proposed Changes to Tuition and Fee Levels. The committee reviewed proposed changes to tuition and fee rates. SCPB reviewed the status of resident undergraduate tuition levels, including known student debt data, and comparisons to off campus peer tuition and fee levels. Compared to off campus peers, resident undergraduate tuition at the UW is low, as are known student debt levels at graduation (the median of which is *zero*). SCPB concluded that the 2.2% increase allowed under current legislation is somewhat less than is justified all things considered (assuming the state funds allocation is modest). The committee reviewed and did not advise against proposed tuition and fee increases in all other categories.

Biennial State Budget Process. The committee reviewed the proposed budget request to Olympia, which emphasized the need for state funds for compensation increases. The committee was periodically apprised of developments in Olympia, including discussion of the proposed Governor's, House, and Senate budgets. We will presumably provide advice on the distribution of funds allotted to UW in the final budget.

Undergraduate Enrollment Management and Student Aid. The committee requested and received a detailed report on undergraduate enrollment management and student aid from Philip Ballinger, Associate Vice Provost for Enrollment and Undergraduate Admissions; Kay Lewis, Assistant Vice Provost for Enrollment; and Associate Professor Patricia Kramer, member of Faculty Council on Academic Standards. Ballinger emphasized the rapid increase in the proportion of undergraduate student applicants who express interest to study computer science. At the same time, current UW students have shifted away from some areas of study in which we have significant investment in tenured faculty. Kramer reported on plans to better match the interests of the incoming class to the availability of study opportunities for students. In light of the shortfall of student interest in some areas in which we have capacity, the high interest of students in study at the UW, and the resources needs of the institution, SCPB believes we should reevaluate the common wisdom that we are truly near maximum capacity of

the Seattle campus to accommodate undergraduate students. The success of efforts to improve the efficiency of utilization of classrooms will be important in this regard.

Human Resources/Payroll Modernization. Aubrey Fulmer, Executive Program Director, reported on the status of the program. The report emphasized efforts to reach out to all stakeholders to insure the system will work on opening day. SCPB has across time encouraged the program leaders to take advantage of faculty expertise; to some extent this has happened.

Faculty Salary Minima by Title. As required by the faculty code, the Provost sought SCPB advice on proposed changes to required salary minima. Several changes were recommended, and some of these were adopted.

Reorganization, Consolidation and Elimination Procedures (RCEPs). SCPB advises the Provost on whether proposed RCEPs should proceed through a full process or the "limited" process associated with changes that are relatively non-contentious. Four proposals were reviewed (creation of a Department of Real Estate in the College of Built Environments and a Department of Emergency Medicine in the School of Medicine, and two graduate program transfers from the Graduate School to the College of the Environment (Quantitative Ecology and Resource Management) and to the Department of Global Health (Pathobiology). In all cases a limited RCEP procedure was recommended, and the Provost agreed with that advice.

Other Reports. SCPB requested and received informative presentations concerning the status of deferred maintenance of university facilities (Michael McCormick, Associate Vice President for Capital Planning and Development), fee based programs (Dr. Rebecca Aanerud, Associate Dean for Academic Affairs, Graduate School), and the status of the environment for research at the UW (Mary Lidstrom, Vice Provost for Research). No recommendations to the Provost resulted from these.

Future Reports. Prior to the end of the current academic year, SCPB will receive a presentation from Jeffrey Scott, Executive Vice President for Finance and Administration on enterprise-wide financial planning, focusing on the impact of the declining growth rate of the revenue streams that support the enterprise on the availability of funds for expenditure. It will apparently be argued, not surprisingly, that we need to reduce the rate we are spending compared to historical norms. Enterprise wide, growth in number of faculty and staff FTE and growth of salary levels are strong drivers of overall spending, as is the Capital One plan. In order for this kind of financial planning to inform decisions at the level of the individually budgeted units (say a school/college, or a supporting administrative unit) it will be necessary to disentangle the varied revenue streams and kinds of expenditures that are unique to each unit. Another key question will be how reductions in spending are spread across various expenditure categories. We will also receive two reports from Sarah Hall, Associate Vice Provost, Planning and Budgeting, on the proposed Regents' Budget for FY18 (2017-18).

Longer Term Issues:

Faculty Salaries. We face a long-standing and well known situation that our faculty salaries, particularly at the full professor level, are in some schools and colleges, and on average across the university, well below off-campus peer levels (at least for those faculty titles for which we have data). This situation is potentially damaging to both recruitment and retention of highly capable faculty members.

As an institution, we have a pattern on the decadal time scale of "digging a hole" during cycles of no or low raises, followed by efforts to "dig out" using university-wide (additional merit), unit-selective (unit adjustment), or individual-selective (retention) mechanisms. As a step toward improving understanding of the rate at which raises need to be awarded to achieve our goals, for example to keep pace with off campus peers (even if one is behind, a keep-pace raise prevents falling further behind), SCPB partnered this year with the Provost to encourage a dialog between Deans or Chancellors and their respective faculty advisory bodies (elected faculty council at the Seattle campus) to plan to manage faculty salaries under revised EO64 (see above). Specifically, the relaxed requirements for approval of unit adjustment raises provide a powerful tool to Deans and Chancellors to manage faculty salaries locally.

SCPB developed and provided Excel spreadsheet based tools to help users understand the impact of entry point salary, total salary pool, and FTE count on the degree of “salary progression” that can be expected (purely mathematically) across a career. The Provost asked each school, college, or campus to develop plans to address salary issues, calling on each to submit a three or more year plan. “Preliminary thoughts” from the Deans and Chancellors are due on May 1.

There is reason for both optimism and pessimism concerning the plans, which are not available as this is written. On the one hand, some units clearly took quite seriously the call for planning. The College of Arts and Sciences College Council, led by Professor Barbara Wakimoto, deserves a special shout-out. They quantitatively modeled faculty salaries in each division of the College, and now have a clear understanding of the new investment or reduction in FTE that would be needed to adjust upward faculty salaries. Whether the College chooses or is able to act on such plans remains to be seen. On the other hand, this exercise has made painfully clear that some faculty advisory bodies are operating absent all of the information needed to develop a thoughtful financial plan. One advisory group observed that they have almost no information from their Dean on which to begin planning.

It is probable that this planning exercise will bear fruit in the long run only if SCPB continues to have interest, and if the Provost requires such planning on an on-going basis.

One lesson this exercise attempted to teach is worth mentioning here. Many faculty members express concern over salary “compression.” Salary compression has a simple definition: it is when more experienced personnel earn little more than much less experienced personnel. How does compression arise? A moment’s thought will reveal that compression is the result of continuing employees receiving (annual) raises that are not sufficiently greater than the rate the entry point salary is rising. An example should make this clear. All evidence suggests that for the last few years entry point salaries have been rising close to 2.7%/year (this is a university-wide average; some disciplines could move slower or faster). In other words, each successive year the new first year assistant professor commands a salary that is 2.7% higher than last year’s first year assistant professor (who has become this year’s second year assistant professor). It is easy to understand that if continuing employees also receive a 2.7%/year raise, then despite the added years of experience, the ratio of their salary to that of the entering first year assistant professor remains constant; it does not advance. Salaries rise with experience if and only if annual continuing faculty raises on average across time exceed 2.7%.

You can judge for yourself how well your unit is doing at combating compression by comparing the average raise in your unit for continuing faculty against the rate the entry point is rising.

Activity Based Budgeting. This year the Provost asked SCPB for advice on the management of course and degree creation under Activity Based Budgeting. With the formulaic component of school/college budgets at the Seattle campus directly linked to the generation of student credit hours (SCH) and degrees, and the dollar value of each SCH considerably in excess of the cost to generate SCH (at least for some large-lecture formats), it is not surprising that the Faculty Council on Academic Standards (FCAS), which oversees the evolution of the curriculum, is reporting rising interest in course and degree creation. In some cases this is perceived as placing Seattle units in direct competition with one another for students, and thus competing with one another in a zero-sum budget environment.

SCPB reviewed the available data, and discussed this situation at several meetings. SCPB concluded that FCAS does not wish, nor is it well equipped, to consider the strategic and financial considerations associated with new course and degree applications. We advised that a new faculty led body should be created for this purpose. SCPB further concluded that in instances (which we hope are rare) when this body advises approval of a new course or degree and the Provost or President disagree, on the basis of financial or strategic considerations, he or she should intervene, perhaps not approving the new program, or by allowing it, but making a compensating financial adjustment to the budgets of the schools or colleges involved. If the Provost and Senate leadership concur with this plan, the parameters under which the new body functions should be devised, and the body established.

I suggest that in the future SCPB and the faculty broadly should seriously consider whether the financial incentive to create new courses and degrees has become excessive. The commitment to distribute 70% of net tuition revenue on the basis of SCH and degrees was made at a time when tuition was a considerably smaller fraction of the core operating budget of the institution. It is not obvious to me that it is in the best interests of a research university—the institution itself, and all of the students who study with us—to have so large a fraction of the total budget distributed (and more importantly *redistributed*) among the academic units on the basis of shifting patterns of undergraduate student enrollment. It would be a simple matter, and could come at no current cost to any existing unit, to rewrite the formulas such that a smaller fraction of tuition funds are distributed formulaically.

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

Little has changed since our Faculty Senate meeting. The regular session ended on April 23, with the first special session opening on April 24 (30 days in length). As I have been noting, it is the source of new revenue that is the major focus of discussion and disagreement between the parties and the House and Senate. The Senate majority (Republican majority) forced a vote on a capital gains tax the day after our own Senate meeting on April 21, seeking to defeat the capital gains tax proposal and also to force Democrats to vote in favor of a capital gains tax, votes that would become an Autumn campaign issue. But all the Democrats also voted against this tax, leading to a unanimous defeat of a capital gains tax. Then, the Senate majority introduced a tax package that included a variety of new taxes, again with the intention of voting down the package; this proposal has had a hearing, but no vote yet. For an overview of the politics of these proposals, see <http://www.theolympian.com/opinion/editorials/article146724714.html> and also <http://mynorthwest.com/609383/why-republican-dino-rossi-sponsored-biggest-tax-increase-in-wa-history/>

Some activity is expected in Olympia in the week of May 15, but it is not clear if any budget/revenue proposals will emerge in public view. The discussions so far in the special session have only included the budget and party leaders, and have focused on K-12 spending rather than the fuller issues of new sources of revenue and the full state budget. I post links to articles related to the Legislature at <http://tinyurl.com/uwolympia>.

This is a useful time to write to legislators about budget proposals – if you are advocating a position (“yes” or “no” on pending legislation or budget issues), please be sure to use a non-UW email address, although it is perfectly fine to indicate that you are a faculty member at the UW. We can express any opinion we choose, or advocate pro or con on any issue; we just need to express these views without using state resources, such as UW email accounts. The Senate proposed budget bill is SB 5048; the House proposed budget bill is HB 1067. You can look up the full text of these bills, and their ongoing updates, at <http://app.leg.wa.gov/billinfo/>. A comparison of the budget proposals related to the UW, prepared by the UW Office of Planning and Budgeting, can be found at http://opb.washington.edu/sites/default/files/opb/Policy/House_Leadership_Budget_2017-19.pdf. Please contact me at olympia@uw.edu if you would like a list of the email addresses of legislators leading the budget writing process.

Report of Faculty Council Activities

Faculty Council on Academic Standards

In addition to the normal business of reviewing curricular changes, the following are major policy issues that FCAS is undertaken or has recently completed:

- Approved proposal submitted by the College of Engineering and its individual departments to change admission requirements in anticipation of shifting 50% of enrolled students to direct-to-college admissions as entering 1st year students at the University.
- Advanced Class B legislation concerning changes to the Student Governance and Policies that allows students to identify themselves by the name they would like to be called in classroom settings or for interacting with other campus personnel (approved).
- Advanced Class B legislation concerning changes to the Scholastic Regulations that allows the University to consider "area of academic interest" for undergraduate applicants (approved).
- Established new Policy on W ("additional writing") credit that specifies that writing for these credits must be done in the English language.

Faculty Council on Benefits and Retirement

- Conducted a comprehensive comparison of a range of employee benefits between the UW and other major research universities. A final summary of findings will be developed before the end of the 2016-2017 academic year.
- Continues to investigate needs associated with parental leave (and associated policies) for faculty at the UW.
- Conducted a rough cost-analysis of a tuition waiver program for offspring of professional staff and faculty at the UW.

Faculty Council on Multicultural Affairs

- Reviewed the newly-developed 2017-2021 UW Diversity Blueprint and provided feedback to the Associate Vice Provost for Faculty Advancement.

Faculty Council on Faculty Affairs

- Continues to conduct a robust investigation into lecturer issues at the UW.
- Advanced Class A legislation on clarification of roles for faculty members with instructional titles (currently within the legislative process), which adds a new passage to Faculty Code Chapter 24.34 stating: "individuals appointed to one of the instructional titles in Section 1-3 above may demonstrate their scholarship and research in a variety of specific ways (Section 24-32). While they may choose to do so through publication, such publication shall not be required."

Faculty Council on Research

In addition to its normal business reviewing and voting on classified research contracts, the following are other activities undertaken by the FCR:

- Advanced a Class C resolution on Postdoctoral Researchers (approved), which states in part that the "Faculty Senate urges the Provost's Office to charge the Task Force for Postdoctoral Affairs to develop the policies and practices that would bring UW in line with national guidelines and peer institutions."
- Continues to disseminate information widely to the UW community in anticipation of potential adoption of a draft university-wide Open Access Policy.
- Received updates on the status of federal research regulatory reform.
- Discussed issues related to shared resources for research at UW.

Faculty Council on Student Affairs

- Advanced several pieces of Class B legislation to cement major Student Conduct Code policy changes within the Washington Administrative Code (WAC) as well as locally at the UW.
- Reviewed and played a role in development of a FAQ sheet for a new Student International Travel Policy (developed by the Office of Global Affairs).
- Continues to address issues related to medical excuse notes and UW's Hall Health Center.

Faculty Council on Teaching and Learning

Individual subcommittees of the FCTL are working to address areas of interest relating to pedagogy in the following areas:

- Best Practices in Online/Hybrid Teaching and Learning Environments
- Cataloging Assessment and Improvement of Teaching & Learning Across Colleges
- Diversity- and Equity-Informed Pedagogies
- Teaching and Learning effectiveness

In addition, the council has:

- Reviewed and successfully recommended changes for the revised Canvas Learning Management System Data Retention Policy.
- Provided feedback on the retirement plan for certain UW Catalyst Tools.
- Continues to analyze and provide feedback on UW-IT development of new information technology solutions, new online academic tools, and policies relating to use of student data in learning analytics.

Faculty Council on Tri-Campus Policy

- Discussed with guests from all three UW campuses (including the University Registrar and curriculum council chairs) formulation of a plan to revise the university-wide undergraduate curriculum approval mechanism of "Tri-Campus Review."
- Discussed separating UW academic transcripts according to degree-granting campus with broad input from tri-campus faculty, staff, administration, and students.

Faculty Council on University Facilities and Services

- Advanced a Class C resolution concerning general class room assignment (approved), which in part urges the Provost to "identify and protect building sites in the central part of the Seattle Campus and similarly functional sites at other campuses for future buildings to satisfy long-term needs for general assignment classroom seating."
- FCUFS has reviewed the following topics and provided feedback/oversight to administrative guests:
 - Seattle Campus Master Plan
 - One Capital Plan
 - Seismic Improvements Initiative
 - Population Health Building
 - Electric Energy Monitoring and Conservation
 - Space Utilization
 - Deferred Maintenance
 - Landscape Maintenance
 - North Campus Housing Project
 - Transportation Services and Parking
 - Annual Classrooms Update
 - 45th St Light Rail Overbuild

Faculty Council on University Libraries

- Conducted final review of the draft Open Access Policy with authors present to offer any remaining feedback and coordinate roadmap for review by the Faculty Senate.
- Reviewed and offered feedback on the ongoing Open Educational Resources initiative at the UW.

Faculty Council on Women in Academia

The FCWA has had administrative guests present to discuss and provide feedback on the following topics:

- Parental Leave issues for faculty
- Gender-neutral bathrooms at the UW Seattle campus
- Nursing stations at the UW Seattle campus
- University Title IX resources/policy changes



Whether you are a faculty member teaching a course, a student taking it or staff providing classroom resources, finding out the exact class time and location just days before the quarter begins can be frustrating. This autumn, roughly 30 percent of classroom requests were not honored at the time of the request (1,200 classes on the Seattle campus), leading to late room assignments.

Last-minute classroom scheduling complicates life for faculty and students alike. All the things we need to coordinate and plan — work schedules, research, travel, child care, transit routes, classes needed to graduate on time — depend largely on class schedules. And, as UW enrollment grows, demand for classroom space has reached an all-time high. In short, our current classroom scheduling practices are no longer sustainable.

Over the past three years, we have worked to find ways to do this better as we analyzed our classroom space and scheduling on the Seattle campus. We surveyed faculty and students, conducted extensive focus groups and interviews, and consulted with numerous campus groups (listed at the end of this message). Faculty and students were overwhelmingly critical of the current practices and advocated for greater predictability in scheduling.

Our path forward reflects all of this. Because we simply cannot afford to build a new Kane Hall-sized structure, we identified alternatives to make the best possible use of our existing classrooms and improve our current scheduling practices. Extensive meetings with dozens of department schedulers helped identify potential problems and solutions.

Our goal at the UW, of course, is to support stellar teaching and learning. To do that, we need to optimize the use of our classrooms and increase the predictability of class time and location before student registration opens each quarter. The resulting new general-assignment classroom scheduling model, based on input and best practices, will do just that, as it is phased in over the next year and a half. Major parts of the new model include:

- A “fixed-distribution model” where academic units will spread their course requests across a 10-hour teaching day. The Office of the Registrar will work collaboratively with units, schools and colleges to schedule courses.
- Through “block scheduling,” class times also will be standardized, and classrooms will be used continuously throughout the day, avoiding empty periods between classes.
- Scheduling large (250 students or greater) classes annually to make planning ahead easier.
- Courses needed by many students — such as gateway or required courses — will be the first to be scheduled between 9:30 a.m. and 2:20 p.m., the most popular times for courses.

To ensure classrooms are being fully utilized, the Registrar's Office will periodically check enrollments to see if larger classrooms still have seating capacity or if small classrooms are overflowing. Additional details and a FAQ can be found at <https://registrar.washington.edu/learning-spaces-faq/>.

Similar models have been successfully adopted at peer institutions such as University of California, Los Angeles; University of Southern California; and Northwestern University.

This new general-assignment classroom scheduling model will be fully implemented by spring 2018.

Implementation will be led by the Office of the University Registrar in collaboration with key partners, such as Classroom Technology and Events and Health Sciences Academic Services and Facilities. **These partners will reach out to departmental schedule coordinators and other groups to explain the new scheduling practices, assist units with incorporating these practices into their planning, and refine these practices to improve scheduling within the new system.**

The lives of UW students, faculty and staff are busy and complex already. Through more predictable scheduling and fuller use of time and space available for courses, we can decrease frustration and uncertainty while meeting the increasing demands for classroom space.

Sincerely,



Jerry Baldasty
Provost & Executive Vice President
Professor, Dept. of Communication

UW groups consulted over the last three years in the development of this model include the Faculty Council on Teaching & Learning; Faculty Council of University Facilities & Services; Faculty Senate Committee on Planning and Budgeting; the Board of Deans and Chancellors; the Provost's Advisory Committee of Students; the Office of Minority Affairs & Diversity student advisory board; GPSS; and ASUW.

**2017-2018
Schedule of Senate and Executive Committee Meetings**

Autumn Quarter, 2017	
Executive Committee Agenda Deadline -----	September 22
Executive Committee Meeting -----	October 2
Faculty Senate Meeting -----	October 19
Executive Committee Agenda Deadline -----	November 3
Executive Committee Meeting -----	November 13
Faculty Senate Meeting -----	November 30
Winter Quarter, 2018	
Executive Committee Agenda Deadline -----	December 29
Executive Committee Meeting -----	January 8
Faculty Senate Meeting -----	January 25
Executive Committee Agenda Deadline -----	February 2
Executive Committee Meeting -----	February 12
Faculty Senate Meeting -----	March 1
Spring Quarter, 2018	
Executive Committee Agenda Deadline -----	March 26
Executive Committee Meeting -----	April 2
Faculty Senate Meeting -----	April 19
Executive Committee Agenda Deadline -----	March 26
Executive Committee Meeting -----	May 7
Faculty Senate Meeting -----	May 17

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.

2017-2018 Appointments to University Committees and Faculty Councils

Faculty Council on Academic Standards (Meets Fridays at 1:30)

- Dan Ratner, College of Engineering, as a voting member for a term beginning September 16, 2017, and ending September 15, 2020.
- Sarah Stroup, College of Arts & Sciences, as a voting member for a term beginning September 16, 2017, and ending September 15, 2020.
- Sarah Stroup, College of Arts & Sciences, as Chair for a term beginning September 16, 2017, and ending September 15, 2018.
- D. Shores, Foster School of Business, as a voting member for a term beginning September 16, 2017, and ending September 15, 2020.

Faculty Council on Benefits and Retirement (Meets Mondays at 2:30)

- Stephan Siegel, Foster School of Business, as Chair for a term beginning September 16, 2017, and ending September 15, 2018.

Faculty Council on Faculty Affairs (Meets Tuesdays at 11:00)

- Steve Buck, College of Arts & Sciences, as a voting member for a term beginning September 16, 2017, and ending September 15, 2020.

Faculty Council on Multicultural Affairs (Meets Mondays at 12:30)

- Brenda Williams, School of Law, as Chair for a term beginning September 16, 2017, and ending September 15, 2018.

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

- Ben Marwick, College of Arts & Sciences, as a voting member for a term beginning September 16, 2017, and ending September 15, 2020.

Faculty Council on Student Affairs (Meets Tuesdays at 1:30)

- Bruce Hevly, College of Arts & Sciences, as a voting member for a term beginning September 16, 2017, and ending September 15, 2020.

Faculty Council on Teaching and Learning (Meets Thursdays at 10:30)

- David Goldstein, UW Bothell, as a voting member for a term beginning September 16, 2017, and ending September 15, 2020.

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

- Joseph Tennis, Information School, as a voting member for a term beginning September 16, 2017, and ending September 15, 2020.
- Marcy Stein, UW Tacoma, as Chair for a term beginning September 16, 2017, and ending September 15, 2018.

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

- Giovanni Migliaccio, College of Built Environments, as a voting member for a term beginning September 16, 2017, and ending September 15, 2020.

- Bruce Balick, College of Engineering, as a voting member for a term beginning September 16, 2017, and ending September 15, 2020.
- Murray Maitland, School of Medicine, as a voting member for a term beginning September 16, 2017, and ending September 15, 2020.
- Rich Christie, College of Engineering, as Chair for a term beginning September 16, 2017, and ending September 15, 2020.

Adjudication Panel

- Jamie Shirley, UW Bothell, as member for a term beginning September 16, 2017, and ending September 15, 2020.
- Harris Baden, School of Medicine, as member for a term beginning September 16, 2017, and ending September 15, 2020.
- Tom Hazlet, School of Pharmacy, as member for a term beginning September 16, 2017, and ending September 15, 2020.
- Emily Cilli-Turner, UW Tacoma, as a member for a term beginning September 16, 2017, and ending September 15, 2020.

Advisory Committee on Faculty Code and Regulations

- Joe Janes, Information School, as a member for a term beginning September 16, 2017, and ending September 15, 2020.
- Rich Christie, College of Engineering, as Chair for a term beginning September 16, 2017, and ending September 15, 2020.

Nominations for 2017-18 Senate Executive Committee Positions

Open Seat Nominations

Positions	Nominees
Medicine – 2 positions	
	Scott Barnhart, Department of Medicine
	Kurt Johnson, Rehabilitation Medicine
	Gautham Reddy, Radiology
	Mark Wurfel, Department of Medicine
Arts and Sciences – 2 positions	
	Steve Buck, Psychology
	Janelle Taylor, Anthropology
	Max Lieblich, Mathematics
Engineering – 1 position	
	Joyce Cooper, Mechanical Engineering
Other health science colleges¹ – 1 position	
	Tom Hazlet, Pharmacy
	Gunnar Almgren, Social Work
Environment and Built Environments – 1 position	
	Gundula Proksch, Architecture
Professional Schools² – 1 position	
	Thomas Halverson, Education
	Trent Hill, Information
	Stephen Kosack, Evans
	Theodore Myhre, Law

Faculty Council Nominations

1. Faculty Council on Academic Standards
2. Faculty Council on Faculty Affairs
3. Faculty Council on Multicultural Affairs

¹ Public Health, Dentistry, Pharmacy, Nursing, Social Work

² Business, Education, Evans, Information, Law, ROTC

Nominating Committee:**Charge**

Nominate at least one candidate for each of the eight Executive Committee positions and the three Faculty Council Chairs.

Section 22-63 of the Faculty Code provides guidance: "The Chair and immediate past Chair of the Faculty Senate shall appoint a nominating committee that shall nominate at least one candidate for each Executive Committee position. Nominations of Faculty Council Chairs shall consider the relationship of the Council's work to the Senate's upcoming agenda. The nominations as a whole shall provide broad representation across academic disciplines, such as Health Sciences, Arts and Sciences, and other schools and colleges, and shall endeavor to balance continuity and turnover of representation."

How Nominees were selected:

Executive Committee seats were allocated on the basis of academic geography. The eight elected SEC positions were allocated as follows:

- School of Medicine – 2 positions
- College of Arts and Sciences – 2 positions
- College Engineering – 1 position
- Other health science colleges (Public Health, Dentistry, Pharmacy, Nursing, Social Work) –1 position
- College of the Environment and College of Built Environment – 1 position
- Professional schools (Law, Business, Education, Evans, Information, ROTC) – 1 position

The Nominating Committee sent a request for nominations to all current and incoming Senators, listing the eight contested positions; self-nominations were received, all were placed in their corresponding positions. The Committee then added to the list as needed.

The faculty council chairs were selected based on a list of upcoming issues that were given to us by the faculty senate vice chair.

Members of the nominating committee:

Mike Townsend, School of Law and committee chair

Cherry Banks, UW Bothell, School of Educational Studies

Tom Hazlet, School of Pharmacy

Lauren Montgomery, UW Tacoma, Interdisciplinary Arts & Sciences

Paul Sutton, School of Medicine

Ken Yocom, College of Built Environments

HR/PAYROLL MODERNIZATION UPDATE – FACULTY SENATE

May 18, 2017

The HR/Payroll Modernization program remains on budget and on track to launch Workday in June.

Testing

- > Internal system testing is substantially complete, with a very low failure rate indicating the system as designed and configured is sound, and there is strong confidence that the system works.
- > User Acceptance Testing (UAT) was conducted with 370 campus users, and feedback reflected an overall positive impression of the design and confidence that the system will work for UW.
- > Operational readiness testing will be underway in May and June to conduct “service rehearsals.”

Training

- > Training is underway for campus, central business units, and the Integrated Service Center staff.
- > We will be conducting classroom, instructor led trainings for 600 users who support HR and payroll processes across campus.
- > The five Instructor Led Training Courses, include process overviews and demonstrations; hands-on practice executing processes and running reports; and discussion of best practices and policy considerations.
- > For roles that are responsible for completing transactions that impact employee pay and benefits, a successful course assessment is required in order for the security role to be provisioned to the user.
- > Optional instructor-led seminar courses (scheduled for 2-hour blocks) are being offered anywhere from 3 to 10 times, and cover a variety of subjects, including manager 101; time and absence approval; costing allocations; creating positions and requisitions; I-9 coordination; and guidelines for approvers.

- > After attending training but prior to go-live, participants will be given access to a Workday test environment to continue to practice, validate data and explore system capabilities.
- > The majority of employees will only need video instruction or online user guides to view information and perform tasks in Workday.
- > Thorough post go-live support plans are in place to support departments during the transition, including ongoing training after go-live and mobile support units across campus.

Campus Response

- > April status reports showed good campus-wide participation in preparation for Workday. We continue to measure people and technical readiness and have resources available where support is needed.
- > Feedback from UAT and faculty focus groups indicate excitement to use Workday, and confidence in HR/P's preparations and planning for launch.

Integrated Service Center

- > The Integrated Service Center (ISC) – a one-stop resource for UW employees' payroll, benefits and HR support – is now transitioned into its new space in the Tower, is +90 percent staffed, and service will be ready to launch in June in conjunction with Workday's go-live date. Training for ISC staff is currently underway, with Operational Readiness Testing this month and in June.

Class A Legislation – Clarification of roles for faculty members with instructional titles.**Purpose**

Chapter 24-32 of the Faculty Code states: “The University faculty is committed to the full range of academic responsibilities: scholarship and research, teaching, and service.” Part A of that section elaborates: “Scholarship, the essence of effective teaching and research, is the obligation of all members of the faculty. The scholarship of faculty members may be judged by the character of their advanced degrees and by their contribution to knowledge in the form of publication and instruction; it is reflected not only in their reputation among other scholars and professionals but in the performance of their students.”

Section 24-34.A defines “Lecturer,” “Senior Lecturer,” “Principal Lecturer,” “Artist in Residence,” and “Senior Artist in Residence” as “instructional titles.”

This proposed Code change clarifies what the University means by “scholarship and research” for faculty members with instructional titles.

Explanation

Given that the primary responsibility of faculty members in the lecturer or artist in residence track is instruction, the requirement of “scholarship and research” for all faculty members should be interpreted for the lecturer or artist in residence titles in ways that relate to such instruction: i.e., in terms of method, content, pedagogy, student achievement, etc.

Moreover, given the UW needs classroom teachers to meet the needs of its students, and if annual and multi-year appointments and reappointments of lecturers are required to serve those needs, then those lecturers need to be assured that the terms of those continued/continuing (re)appointments are specifically suited to their primary duties and responsibilities. Any definition of “success” for them should be based on the quality of their achievements in teaching and service that reveal their scholarship and research (i.e., their remaining current in their field and their success in transmitting those materials to UW students).

This Code clarification also benefits the rest of the faculty because (a) it encourages a lecturer or artist in residence to do the work most needed by the unit rather than dissipating effort in areas that serve the unit less; and (b) it provides guidance to the more senior faculty (i.e., individuals holding titles above that of a given lecturer or artist in residence plus all of the tenure-track faculty) who serve on hiring and promotion committees for lecturer and artist in residence positions.

Section 24-34 Qualifications for Appointment at Specific Ranks and Titles

A. Qualifications for Appointment at Specific Ranks

1. Appointment with the rank of assistant professor requires completion of professional training, in many fields marked by the Ph.D., and a demonstration of teaching and research ability that evidences promise of a successful career.
2. Appointment to the rank of associate professor requires a record of substantial success in both teaching and research, except that in unusual cases an outstanding record in one of these activities may be considered sufficient.
3. Appointment to the rank of professor requires outstanding, mature scholarship as evidenced by accomplishments in teaching, and in research as evaluated in terms of national or international recognition.

B. Qualifications for Appointments with Specific Titles

1. Lecturer and artist in residence are instructional titles that may be conferred on persons who have special instructional roles. Appointments may be renewed pursuant to *Faculty Code*, Chapter 24, Section 24-53.
2. Senior lecturer and senior artist in residence are instructional titles that may be conferred on persons who have special instructional roles and who have extensive training, competence, and experience in their discipline. Appointments may be renewed pursuant to *Faculty Code*, Chapter 24, Section 24-53.
3. Principal lecturer is an instructional title that may be conferred on persons whose excellence in instruction is recognized through appropriate awards, distinctions, or major contributions to their field. Appointments may be renewed pursuant to *Faculty Code*, Chapter 24, Section 24-53.
4. Individuals appointed to one of the instructional titles in *Faculty Code*, Chapter 24, Section 24-34, subsection B. 1-3 above may demonstrate their scholarship and research in a variety of specific ways (Section 24-32). While they may choose to do so through publication, such publication shall not be required.
- ~~4-5.~~ Appointment to one of the ranks in Subsection A with a research title requires qualifications corresponding to those prescribed for that rank, with primary emphasis upon research. Tenure is not acquired through service in research appointments.

Research professor and research associate professor appointments are term appointments for a period not to exceed five years. The question of their renewal shall be considered by the voting faculty who are superior in academic rank to the person being considered and are faculty of the department (or undepartmentalized college or school) in which the appointments are held, except that the voting faculty at rank of professor shall consider whether to recommend renewal or non-renewal of the appointment of a research professor. Such consideration shall be conducted in accord with the provisions of *Faculty Code*, Chapter 24, Section 24-53.

Research assistant professor appointments are for a term not to exceed three years with renewals and extensions to a maximum of eight years (see *Faculty Code*, Chapter 24, Section 24-41, Subsection H.) The question of their renewal shall be considered by the faculty who are superior in academic rank to the person being considered and are faculty of the department (or undepartmentalized college or school) in which the appointments are held. Such consideration shall be conducted in accord with the provisions of *Faculty Code*, Chapter 24, Section 24-41.

Research associate appointments are for a term not to exceed three years, with renewals to a maximum of six years. The question of their renewal shall be considered by the faculty who are superior in academic rank to the person being considered and are faculty of the department (or

undepartmentalized college or school) in which the appointments are held. Such consideration shall be conducted in accord with the provisions of *Faculty Code*, Chapter 24, Section 24-53.

Research faculty titles and the qualifications for them are described in *Faculty Code*, Chapter 24, Section 24-35.

- 5.6.** Appointment with the title of professor of practice is made to a person who is a distinguished practitioner or distinguished academician, and who has had a major impact on a field important to the University's teaching, research, and/or service mission.

Professor of practice appointments are term appointments for a period not to exceed five years. The question of their renewal shall be considered by the voting faculty who are superior in academic rank and are faculty of the department (or undepartmentalized college or school) in which the appointments are held. Such consideration shall be conducted in accord with the provisions of Section 24-53. This title is available to address a unique appointment need and is intended to be sparingly used. Tenure is not acquired through service in this title.

- 6.7.** Appointment with the title of instructor is made to a person who has completed professional training, in many fields marked by the Ph.D., and is fulfilling a temporary, clinical, or affiliate instructional need, or is in a temporary transition period between post-doctoral training and mentoring and entry into the professorial ranks. These appointments are limited to acting, affiliate, or clinical.

- 7.8.** An affiliate appointment requires qualifications comparable to those required for appointment to the corresponding rank or title. It recognizes the professional contribution of an individual whose principal employment responsibilities lie outside the colleges or schools of the University. Affiliate appointments are annual; the question of their renewal shall be considered each year by the faculty of the department (or undepartmentalized college or school) in which they are held.

- 8.9.** An adjunct appointment is made only to a faculty member (including one in a research professorial rank) already holding a primary appointment in another department. This appointment recognizes the contributions of a member of the faculty to a secondary department. Adjunct appointments do not confer governance or voting privileges or eligibility for tenure in the secondary department. These appointments are annual; the question of their renewal shall be considered each year by the faculty of the secondary department.

- 9.10.** A joint appointment recognizes a faculty member's long-term commitment to, and participation in, two or more departments. A joint appointment may be discontinued only with the concurrence of the faculty member and the appointing departments. One department shall be designated the primary department and the others secondary, and this designation can be changed only with the concurrence of the faculty member and the appointing departments. Personnel determinations (salaries, promotions, leave, etc.) originate with the primary department, but may be proposed by the secondary department(s), and all actions must have the concurrence of the secondary department(s). A faculty member who has the privilege of participation in governance and voting in the primary department may arrange with the secondary department(s) either to participate or not to participate in governance and voting in the secondary department(s). This agreement must be in writing and will be used for determining the quorum for faculty votes. The agreement can be revised with the concurrence of the faculty member and the department involved.

- 10.11.** A clinical appointment in the appropriate rank or title is usually made to a person who holds a primary appointment with an outside agency or non-academic unit of the University, or who is in private practice. Clinical faculty make substantial contributions to University programs through their expertise, interest, and motivation to work with the faculty in preparing and assisting with the instruction of students in practicum settings. Clinical appointments are annual; the question of their renewal shall be considered each year by the faculty of the department (or undepartmentalized college or school) in which they are held.

- 44.12. Appointment with the title of teaching associate is made to a non-student with credentials more limited than those required of an instructor. Teaching associate appointments are annual, or shorter; the question of their renewal shall be considered each year by the faculty of the department (or undepartmentalized college or school) in which they are held.
- 42.13. The emeritus appointment is recommended by departmental action for a regular, WOT, research or clinical faculty member who has retired under the UW Retirement Plan or is receiving benefits as if he or she retired under another state of Washington retirement plan and whose scholarly, teaching, or service record has been meritorious. Such a recommendation requires approval by the college dean and the President of the University. The normal criteria for appointment with the emeritus title are at least ten years of prior service as a member of the faculty and achievement of the rank of professor or associate professor. Under certain circumstances the President may grant emeritus status to an administrator at the level of dean or vice president, or at other levels if deemed appropriate.
- 43.14. The acting title denotes a temporary appointment for properly qualified persons in the instructor title or at the professorial ranks. It commonly is used for persons who are on the faculty for a year or less or for persons who have not yet completed the requirements for a regular appointment. In the latter case, the acting title is dropped when the requirements are completed. The total service of a faculty member with an acting appointment may not exceed four years in any single rank or title, or six years in any combination of ranks or titles. A faculty member whose appointment as assistant professor has not been renewed may not be given an acting appointment.
- 44.15. Appointment to one of the ranks in Subsection A with a visiting title indicates that the appointee holds a professorial position at another institution of higher learning and is temporarily employed by the University. An employee who does not hold a professorial position elsewhere, but who is otherwise qualified, may be designated as a visiting lecturer.
- 45.16. The visiting scholar title is an honorary title awarded to persons who hold professorial (including research titles) positions at other institutions and who are visiting the University but who are not employed by the University during their stay. The purpose of this title is recognition of the visitor's presence at the University, and to make University facilities and privileges (library, etc.) available.

Section 13-31, April 16, 1956; S-A 23, February 22, 1959; S-A 32, May 8, 1967; S-A 33, June 13, 1967; S-A 37, February 8, 1971; S-A 64, May 29, 1981; S-A 78, December 14, 1988; S-A 81, January 30, 1990; S-A 94, October 24, 1995; S-A 97, January 10, 1997; S-A 103, March 6, 2001; S-A 108, June 21, 2002; S-A 109, June 5, 2003: all with Presidential approval; RC, April 18, 2006; S-A 124, July 5, 2011; S-A 133, June 11, 2014: both with Presidential approval.

Approved by:
Senate Executive Committee
April 10, 2017

Approved by:
Faculty Senate
April 20, 2017

Approved:
Senate Executive Committee
May 8, 2017

Approved by:
Faculty Senate
May 18, 2017

**Student Governance and Policies
Scholastic Regulations, Registration
Chapter 102, Section 2.B
Proposed changes to priority registration**

Rationale:

The phrase, “veterans and National Guard members and their spouses” is in accordance with [RCW 28B.15.624](#). While not required by state law, FCAS believes that bestowing the same privilege on ROTC students who have contracted for military service following graduation would be in the spirit of that law. In making this request, FCAS considered the following:

- The revision removes reference to RCW 28B.15.624, which expires August 1, 2022, as members did not wish to see this UW policy expire at that time.
- The addition of “domestic partners” was made in the spirit of the law, as defined in RCW 28B.15.621, referred to in RCW 28B.15.624.
- Most of the ROTC students at the UW (roughly 80-90 percent most years) are active duty service members, National Guard or civilians on scholarships awarded through a competitive national selection process. All of these students are contractually obligated for military service following graduation for a minimum of four years and, depending upon military career choices, as many as eight years.
- Once contracted, if a student fails to meet the requirements of the ROTC program academically, physically or morally, then that student must either perform four years of enlisted service or repay the government for the cost of the scholarship.
- The categories of students listed in SGP, Chapter 102, Section 2.B are placed in order of the likelihood of constraints on their time, except for the veterans, National Guard members and their spouses, as specified by state law. These students are afforded priority registration by virtue of, and in appreciation for, their past or ongoing service to the nation. We believe that a similar level of appreciation for *contracted* future service to be reasonable and equitable.
- If approved, this change in the SGP would apply to 175-200 students per year, across all three ROTC units and all UW campuses.
- The UW would not be unique in affording ROTC students this privilege; a partial list of schools that already offer Priority 1 Registration to ROTC students includes: USC, UC Irvine, Radford, William & Mary, UVA, Purdue, Indiana, Ohio State, Drexel, Toledo, Kent State, Cal State Fresno, Cal State Fullerton, Arkansas, Kentucky.
- The ROTC units and the Office of the Registrar have developed procedures for implementing this change, should the Faculty Senate approve.

B. Registration Period 1

Registration period 1 is designed primarily to accommodate currently registered matriculated students. It occurs during the latter half of the quarter preceding that for which the student is registering excluding Summer Quarter. Registration priority dates are assigned according to the following sequence: disabled students, athletes, eligible veterans and national guard members and their spouses and domestic partners, as defined in RCW 28B.15.624 ROTC students contracted to service following graduation, students with graduating senior priority status, graduate students, seniors, juniors, sophomores, and freshmen.

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