

Minutes  
Faculty Senate Meeting  
Thursday, January 28, 2016, 2:30 p.m.  
Savery Hall, Room 260

1. Call to Order and Approval of Agenda.

Chair Beauchamp called the meeting to order at 2:31 p.m. He announced that a planned presentation by invited guest Kelly Trosvig had been postponed.

2. Faculty Senate Chair's Remarks – Professor Norm Beauchamp.

Chair Beauchamp began the meeting with comments about the recent death of a colleague. He shared the acronym T.H.I.N.K. (true, helpful, important, necessary, kind). He also remarked that he believed the recent Senate sponsored forum on faculty unionization was well attended and a good discussion. A good example of shared governance and people coming together.

3. Reports and Opportunity for Questions.

- a. Report of the Secretary of the Faculty. **[Exhibit A]**
- b. Report of the Chair of the Senate on Planning and Budgeting. **[Exhibit B]**
- c. Report of the Faculty Legislative Representative. **[Exhibit C]**

Faculty Legislative Representative JoAnn Taricani spoke about the start of session and legislative priorities. She discussed the process of how policy bills are enacted in the State Legislature.

Duane Storti asked why the draft EO61 was no longer available on the Senate website. Killien responded that the comment period had ended, the Senate's response had been sent to the President's Office, and it was her understanding that the draft was still under review by the President. Beauchamp said that the draft would be made available.

There were no other questions.

4. President's Remarks– Ana Mari Cauce.

President Cauce said that she has been spending a lot of time in the community, including people in Olympia, the Mayor's office, and the County Executive's office. She has also been giving talks to Girl Scouts, LGBT, and Latino groups. It is very important to be on the same page with our message and public mission.

We live in a global environment, so it is a big plus to students, even if they never leave this area, that we have a global university. We also value students from community colleges and enabling them to transfer to UW as easily as possible.

We care about our research having an impact on our region. The Puget Sound would not be as clean if not for UW. We are focused on earthquake notification, clean air, arts and theatre. We focus on global health. How does that affect the state of Washington? Microbes don't recognize borders. A terrific research hospital does make a difference in people's lives.

The educational issue is not just about students getting jobs; our students become leaders in this state. Faculty are at the core of everything we do. We are able to draw the best minds from around the world to be part of this university, which enhances our world in a major way. The fate of our university, city, and state are intertwined. This is the core of the message we are sending out to the community.

There were no questions or comments.

5. Requests for Information.

Summary of Executive Committee Actions and Upcoming Issues of January 11, 2016.

- a. Approve the November 16, 2015, Senate Executive Committee minutes.
- b. Approve the December 3 and December 10, 2015, Faculty Senate minutes.
- c. Compliance Support Platform – Elizabeth Cherry, Associate Vice Provost, Compliance and Risk Services. **[Exhibit D]**
- d. Global Innovation Exchange (GIX) update – Vikram Jandhyala, Vice Provost, Innovation. **[Exhibit E]**

There were no questions or comments.

6. Memorial Resolution.

Vice Chair Zoe Barsness presented the memorial resolution:

**BE IT RESOLVED** that the minutes of this meeting record the sorrow of the entire faculty upon its loss by death of these friends and colleagues:

Professor Emeritus Norman Breslow of Biostatistics, who died on December 9, 2015, after having served the university since 1967.

Professor Harry Herbert Corson III of Mathematics, who died on December 20, 2015, after having served the university since 1958.

Professor Emeritus and Divisional Dean Sarah Nash Gates of Drama, who died on December 4, 2015, after having served the university since 1983.

Associate Professor Douglas Green of Radiology, who died on January 21, 2016, after having served the university since 2007.

Professor Emeritus and Past Faculty Senate Chair Theodore Kaltsounis of Education, who died on December 13, 2015, after having served the university since 1967.

Professor Emeritus Herman (Hy) Resnick of Social Work, who died on December 10, 2015, after having served the university since 1967.

The resolution was approved by a standing vote of the faculty.

7. Consent Agenda.

There was no consent agenda.

8. Announcements.

There were no announcements.

9. Invited Guests

Transforming Administration Program (TAP) Presentation: Paul Jenny, Senior Vice President, and Ruth Johnston, Associate Vice President & Chief of Staff, Planning & Management.

Ruth Johnston presented on transforming administration on behalf of Paul Jenny, who was absent. It is part of the sustainable academic business plan, focused on central administration processes. Central administration comprises those services that report to a Vice-President or a Vice-Provost. Provost Baldasty has been a champion of this initiative. They are developing a set of service standards that will include standards such as response-time. Another project involves making sure parties who are impacted by policies are involved in formulating and reviewing those policies. She asked for continuing feedback.

Questions and comments followed.

Comments from Senators about issues they experience:

Timing of some processes (eg. Retirements & VIP deadlines) do not seem well synchronized.

Systems of coordinating pay for staff paid on multiple grants.

Need metric for tapping into the faculty effort increases as “efficiencies” are instituted. Feels like more activities are moving onto the faculty.

As systems are more efficient there often is a loss of customization.

#### 10. Unfinished Business.

There was no unfinished business.

#### 11. New Business.

a. Class A legislation – First Consideration. **[Exhibit F]**

Faculty Council on Faculty Affairs

Title: Proposed amendments to the Faculty Code regarding conflict of interest.

Action: Conduct first review of proposal to submit legislation amending the Faculty Code to the faculty for approval or rejection.

Beauchamp reminded the Senate that revisions may be made to this legislation only within its first consideration by the Senate. Steve Buck, from the Faculty Council on Faculty Affairs introduced the conflict of interest (COI) legislation and summarized the council's deliberations and the introductory comments provided with the proposed legislation. He presented the background for the legislation.

There was discussion about the consequences of violating conflict of interest regulations and how such conflicts are avoided or managed.

Motion passed.

b. Class A legislation – Second Consideration.

Title: Proposed amendments to the Faculty Code regarding faculty salary policy.

Action: The second consideration will be acted on at the February 22, 2016 SEC meeting.

Beauchamp announced that the SEC had voted to extend the deadline for response to the proposed legislation from the Advisory Committee on Faculty Code and Regulations and the President's Office due to the complexity of the proposed legislative changes. Thus, this legislation will be acted on at the February 22, 2016 SEC meeting and be placed on the March 3, 2016 Senate agenda.

c. Class C Resolution. **[Exhibit G]**

Faculty Council on Multicultural Affairs and Faculty Council on Women in Academia

Title: Resolution concerning a black lives matter statement.

Action: Approve for distribution to the faculty.

Rachel Chapman, chair of FCMA, introduced the legislation. Members of the Faculty Senate read the resolution aloud.

There was discussion in favor of passing the resolution and none against.

The resolution was approved.

d. Class C Resolution concerning adding a faculty representative to the membership of the Board of Regents. **[Exhibit H]**

Senator Paul Hopkins made the motion; it was seconded. FLR JoAnne Taricani presented the legislative history of four previous bills to add a faculty regent; all were unsuccessful. A bill was introduced during the

current legislative session that did not emerge from the Senate; Taricani addressed limitations in that bill. She asked the Senate to advise her on what she should present to the legislature. Discussion followed. There was universal support for a faculty regent, with additional support for multi-year term, a pool of nominees to be considered (broader than the past-chair of the Senate), involvement of the Senate, collaboration with WSU and/or the other 4-year institutions.

Amendment to remove the middle two Whereas statements below:

~~WHEREAS, the current bill before the Washington State Legislature, [HB 2546](#), was introduced without first undergoing the formal process of consultation with the Faculty Senate; and~~

~~WHEREAS, the current bill contains a number of causes for serious concern, including that it was not developed as part of the ongoing collaboration on this subject with the regional universities or Washington State University~~

Made by Storti, seconded.

Discussion. Amendment passed.

12. Good of the Order.

There was no good of the order discussion.

13. Adjournment

The meeting was adjourned at 5:01pm.

Prepared by:   
Marcia Killien  
Secretary of the Faculty

Approved by:   
Norm Beauchamp, Chair  
Faculty Senate

**NOTE:** *If a continuation meeting is necessary to conduct unfinished or special business, it will be held on Thursday, February 4 at 2:30 p.m. in Savery 260.*

Report of the Secretary of the Faculty  
Marcia Killien, Professor, Family and Child Nursing

1. Nominations for Vice Chair of the Faculty Senate for a term beginning in 2016 will be presented to the Senate Executive Committee at its February 22, 2016, meeting.
2. The second consideration of Class A #136 (faculty salary policy) has been postponed to the February 22, 2016, SEC meeting to allow the President's office and the Advisory Committee on Faculty Code and Regulations sufficient time for a thorough review of the proposed legislation.
3. Class A #134 (changes to RCEP process) and #135 (changes to adjudication and conciliation processes) have been approved by the faculty and the President. Changes were effective January 7, 2016, and the Faculty Code has been updated accordingly.

Report of the Chair of the Senate Committee on Planning and Budgeting  
Kate O'Neill, Professor, Law

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

SCPB has met three times since my last report. In that limited time, we have completed our review of the basic planning and budgeting process, and we have moved now to considering proposals for Provost Reinvestment Funds (PRFs). The committee concurs with Interim Provost Baldasty on basic priorities for use of permanent funds: improved faculty compensation, efforts to improve faculty diversity and retention, and investments to meet critical compliance risks. There are insufficient funds to meet more than a fraction of the PRFs submitted. In the coming weeks, we will move on to consider unit budget proposals. We will be meeting with some key administrators and deans to delve into long-term strategic planning issues.

Elizabeth Cherry presented information to the committee about the administration's efforts to improve risk management and compliance and reduce, or at least hold down, the associated costs. The committee offered suggestions to her about how the administration might collaborate with the Senate, and elected faculty councils, to inform faculty about compliance issues and procedures.

Report of the Faculty Legislative Representative  
JoAnn Taricani, Associate Professor and Chair, Division of Music  
[olympia@uw.edu](mailto:olympia@uw.edu)

The 2016 legislative session began on January 12, 2016. Aside from adjusting the biennial budget with a supplemental budget, the Legislature is expected to address various policy issues in legislative committees: access and affordability of higher education, cost of textbooks, protected speech on campuses, and long-range projections of growth and planning in higher education. A new issue that emerged in the past week is the introduction of legislation that would place a faculty member as a voting member on the Board of Regents; more about that below. I continue to provide updates on issues in Olympia at <http://tinyurl.com/uwolympia>.

The main event that has occurred since we last met has been the release of the Governor's proposal for the supplemental budget, which will adjust portions of the approved budget for 2015-17. It changes very little of the University of Washington budget. The University had requested full "backfill" of the tuition revenue that would have occurred absent the reduction of tuition for 2015-17; most of that amount is provided in the full biennial budget, but now that the Autumn enrollment is finalized, a slight increase is needed. Also, the University had requested full funding for the construction of the next phase of the Computer Science and Engineering expansion, but the Governor made no adjustment to the biennial allocation that funds the project partially through direct appropriation and partially through the use of university funds that otherwise would be directed toward renovations. The Governor's budget did include an increase of \$250,000 in additional ongoing funding for the Mathematics, Engineering, and Science Achievement (MESA) program beginning in FY17. MESA currently has a budget of approximately \$1.5 million per year.

There will be new proposals from the House and Senate in March, and the final adjustments to the 2015-17 budget will occur before the 2016 session of the Legislature concludes. For details about the Governor's budget, please see this summary provided by the Office of Planning and Budgeting: [http://depts.washington.edu/opbblog/2015/12/governor-inslees-2016-supplemental-operating-and-capital-budgets/?utm\\_source=rss&utm\\_medium=rss&utm\\_campaign=rss](http://depts.washington.edu/opbblog/2015/12/governor-inslees-2016-supplemental-operating-and-capital-budgets/?utm_source=rss&utm_medium=rss&utm_campaign=rss).

We now can see which policy bills are coming forward for attention: as I noted in the Senate Executive Committee, the Legislature is trying to create better predictions of student financial aid and enrollment, and several bills addressing the cost of textbooks and course materials are being considered.

One bill of particular interest to faculty addresses the issue of "academic free speech," largely in response to an incident at WSU earlier this year, in which certain words were prohibited from class discussion; this incident received national attention:

*Washington Post*: "Washington State University class bans offensive terms like male, female, tranny, illegal alien" <https://www.washingtonpost.com/news/morning-mix/wp/2015/09/02/washington-state-university/>

*Inside Higher Ed*: "Ban on Banning Words" <https://www.insidehighered.com/news/2015/09/01/washington-state-u-disavows-syllabus-ban-c>

We have a strong statement on academic freedom and responsibilities at the UW (see link below), recently updated by the Faculty Senate in 2014. I have provided our statement to legislators over the past few months, because it was clear that this issue would be a conversation during the legislative session. I have asked some of our Law School colleagues to look at the current proposed legislation. This bill is unlikely to advance, but we will be on the record as protecting academic freedom and its responsibilities, pointing to our Faculty Code as an indication of our strong support of freedom of speech on campuses. Our immediate past Senate Chair, Kate O'Neill (Law), testified on this issue before the State Senate Law & Justice Committee back in September. (UW Faculty Code on Academic Freedom and Responsibilities: <http://www.washington.edu/admin/rules/policies/FCG/FCCH24.html#2433>)

Legislation that would create a faculty Regent with voting privileges has been introduced four times since 2008, each time advancing a little further, but never being finally approved by the House and Senate. I had been working with the other four-year universities (WSU, WWU, EWU, CWU, Evergreen) to develop a new version of a bill that would create a faculty Regent, planning to work on the bill and its support, for introduction in the 2017 session. The unionized faculties (all except WSU) need firewalls that separate labor/management issues in terms of recusal from certain votes that Regents take, such as compensation and collective bargaining.

A bill was introduced on January 13 that would create a faculty Regent at the UW (not the other universities), and my testimony on that bill is below. I did not see this bill until it had been introduced in the House, so had no position on its details beyond supporting the general concept of having a faculty Regent. Because it did not emerge from our usual Faculty Senate discussions, I have been seeking the advice of our governance committees regarding how best to proceed, and what the best selection process and length of term would be for a faculty Regent. I look forward to hearing from the Faculty Senate on this topic at the January 28 meeting. I do not create policy in Olympia, but try to obtain the outcome that the Faculty Senate and its committees have discussed in advance. Here is the testimony I provided on January 20 to the House Higher Education Committee:

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**House Bill 2546:** Relating to adding a faculty representative to the membership of the Board of Regents at the University of Washington.

January 20, 2016

House Higher Education Committee

**Testimony of JoAnn Taricani, Faculty Legislative Representative, University of Washington**

Thank you, Chair Hansen, and members of the committee, for allowing us to testify on this issue today.

I am JoAnn Taricani, the Faculty Legislative Representative of the University of Washington. We are glad to see that you are highlighting the issue of a faculty regent with this bill; our university and the other four-year universities have long supported the idea of having a faculty regent, and we continue to support the idea, although we have some concerns about the current bill.

In the past eight years, several bills have been introduced that proposed to include a faculty member as a voting member of the Boards of Regents and Trustees at all the public four-year institutions. The statewide Council of Faculty Representatives is currently working on a bill that would have a better chance of success than some of the recent proposed legislation that has not passed.

This House Bill 2546 has provisions that have not been discussed within our faculty governance at the University of Washington, and this bill also changes some of the significant provisions that had been agreed to in the past. Some of those key elements include:

- (1) How should a faculty regent be selected? Various bills have proposed an open selection process with gubernatorial appointment, and this one proposes that the immediate past Faculty Senate Chair sit as the faculty regent, not appointed by the Governor nor subject to State Senate confirmation.
- (2) This is linked to a second key element: the length of the term. In previous proposals, the length of the term was stipulated as either a six-year or three-year term, but this bill offers a one-year term. There are advantages to terms consisting of multiple years. This bill appears to be modeled on the student regent legislation; I was here in the years that bill was considered, and different issues were at stake in the student regent bill.

- (3) Should the faculty regent replace a gubernatorial appointee? This bill does not increase the number of regents, whereas as past bills had always added one more regental position, to create a total of eleven regents.
- (4) Past bills provided firewalls that addressed the potential conflict of interest in voting on compensation and collective bargaining agreements, as well as the separation of labor and management issues where faculties are unionized.

I cannot answer these questions without consulting our faculty governance structure. In working with the other four-year institutions, our plan was to prepare legislation and lay the institutional and legislative groundwork that would take into account the issues related to the universities and college that have unionized faculty. Because we had agreed to work together, I want to be sure that faculty with collective bargaining agreements also would be able to enjoy the privilege of having a faculty regent.

We need to have discussions in the governance structure of our own university as well as with our colleagues at WSU and the other universities that have collective bargaining agreements. While we support the idea of this bill, and thank you for bringing it forward, we ask for the time to create language that would benefit all of our public four-year institutions.

Compliance Support Platform – Elizabeth Cherry, Associate Vice Provost, Compliance and Risk Services.

Dear Senate Executive Committee,

I look forward to presenting to you on January 11<sup>th</sup> to discuss UW's newly developed Compliance Support Program. Briefly, the discussion is designed to solicit your perspective on how the program can be meaningful and useful to the faculty. I will be presenting the attached slides to stimulate conversation, comments and questions. In addition, I have attached a recent paper published by the [National Association of College and University Attorneys](#) about considerations for organizing compliance activities in higher education today. It's not essential that you read it, but you might find it of interest. <sup>1</sup>

There are two specific areas where I would particularly appreciate your input:

1. How can we best engage faculty in the planned compliance assessments and mitigation activities?
2. How do faculty currently obtain information about compliance with the laws and regulations applicable to their work?

Thanks, and see you next week.

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<sup>1</sup> Please follow link to document.



For the University of Washington  
Senate Executive Committee  
January 11, 2016

# The New UW-wide Structural Compliance Program

Elizabeth Cherry, JD, CCEP-I  
Associate Vice Provost, Compliance and Risk Services



USDA Ed TITLE IX OSHA CDC NIH NSF DEPARTMENT OF JUSTICE DEPARTMENT OF EDUCATION OFFICE OF INSPECTOR GENERAL

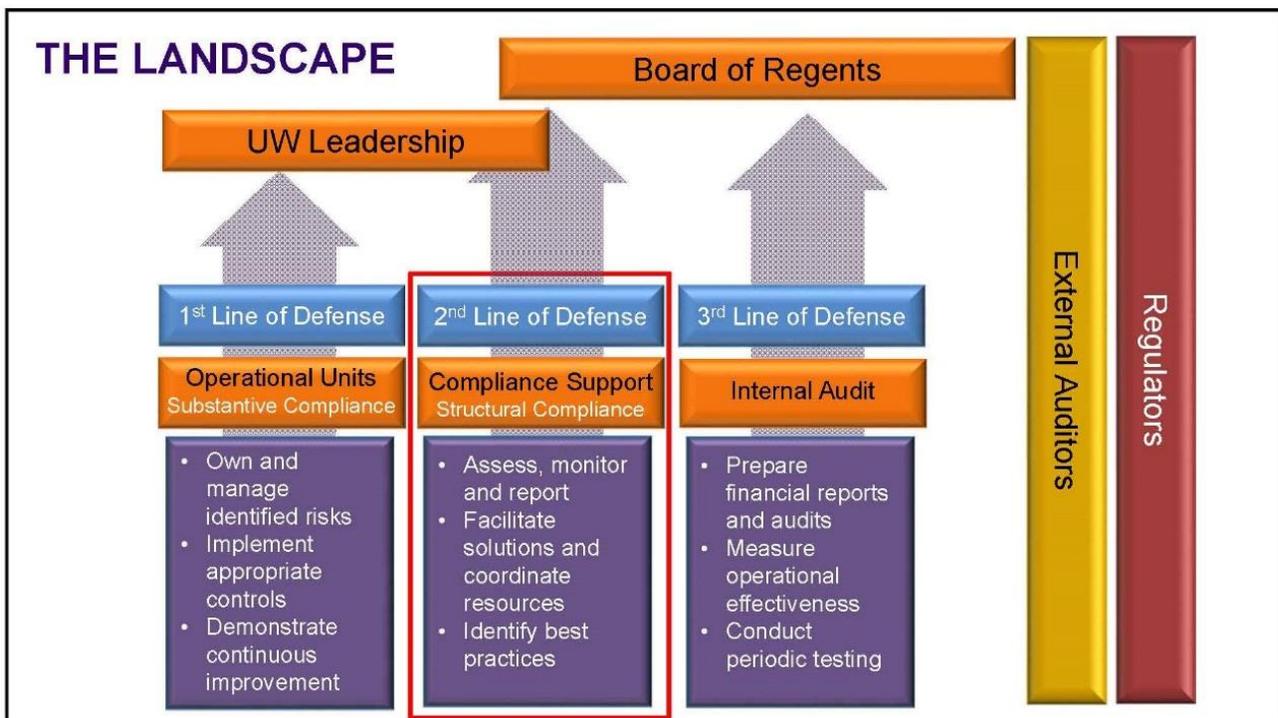
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## Regulators Look for the *Implementation of an Effective Compliance Program*

- Identified priorities
- Capacity to self-monitor
- Systematized compliance functions

- Defined metrics
- Evidence of compliance activities
- Linkage between compliance goals and the institution's mission

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# Structural Compliance

2<sup>nd</sup> Line of Defense

Compliance Support  
Structural Compliance

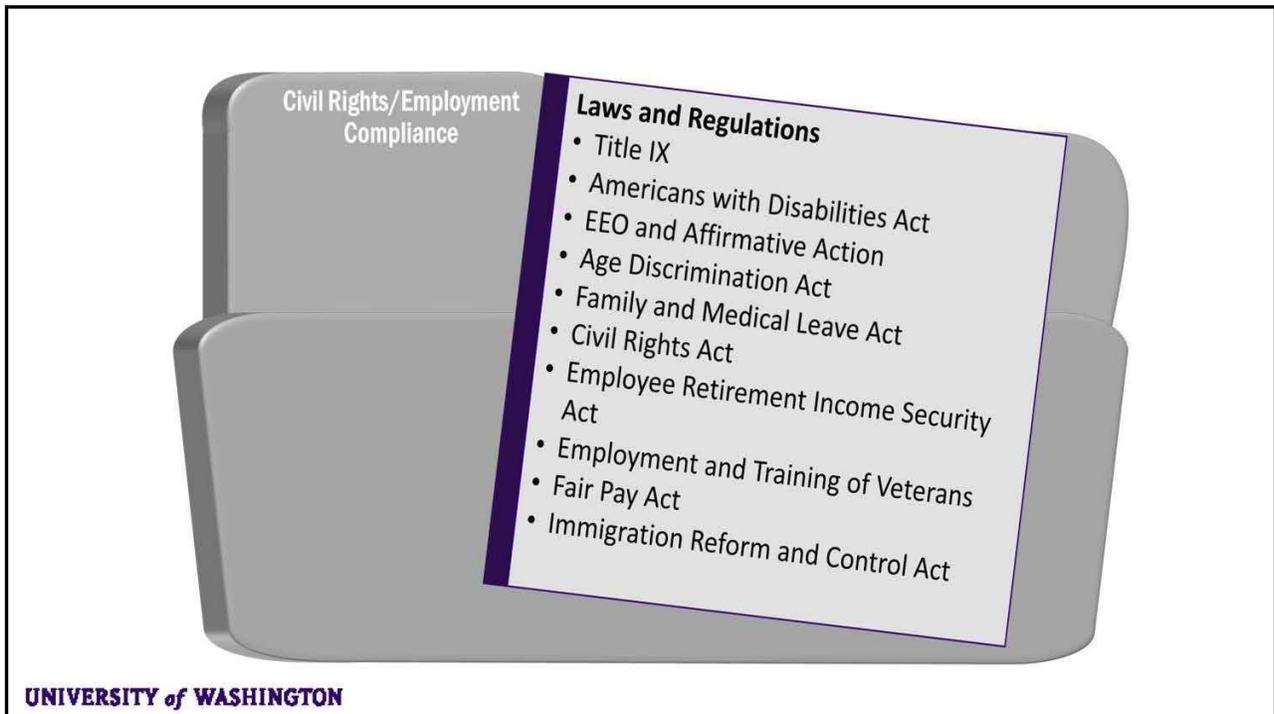
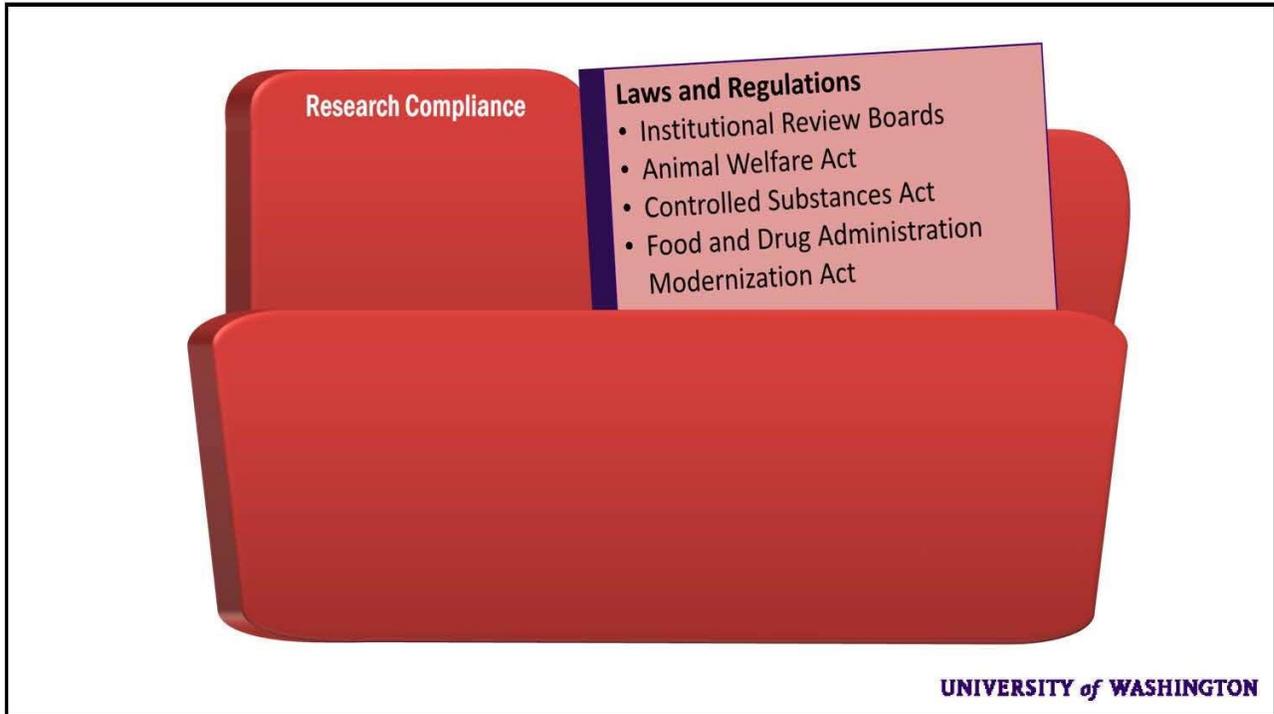
- Assess, monitor and report
- Facilitate solutions and coordinate resources
- Identify best practices

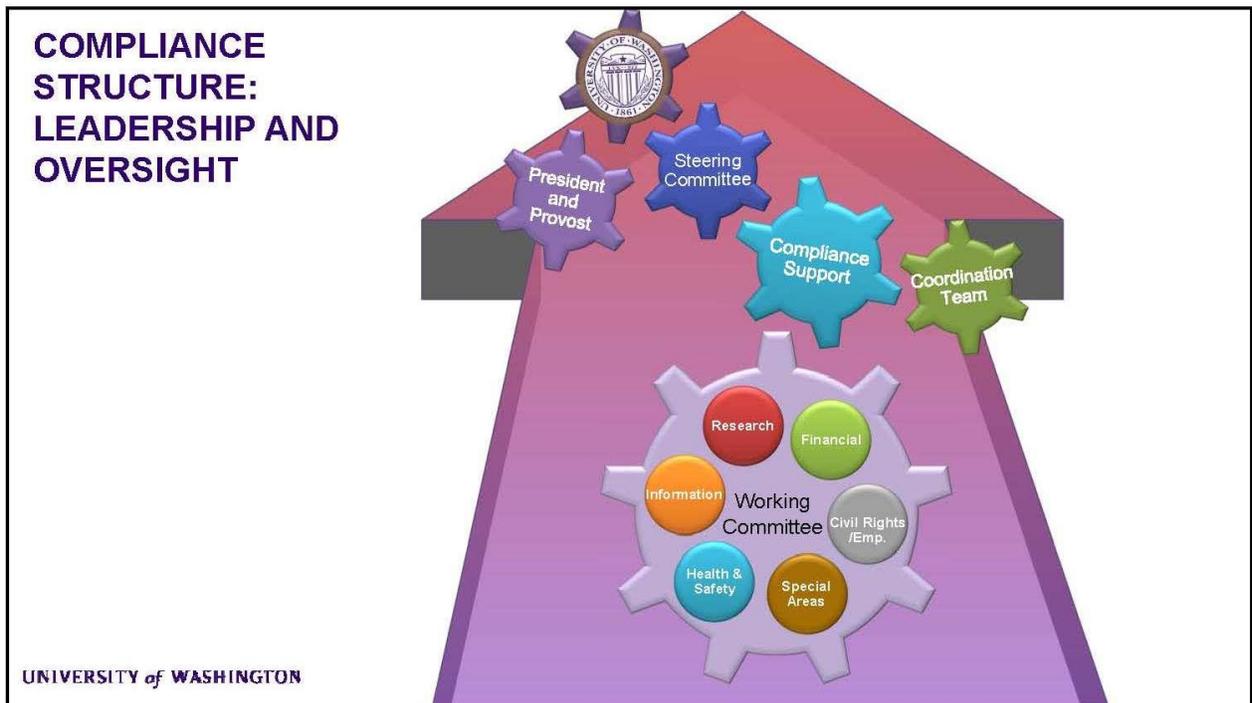
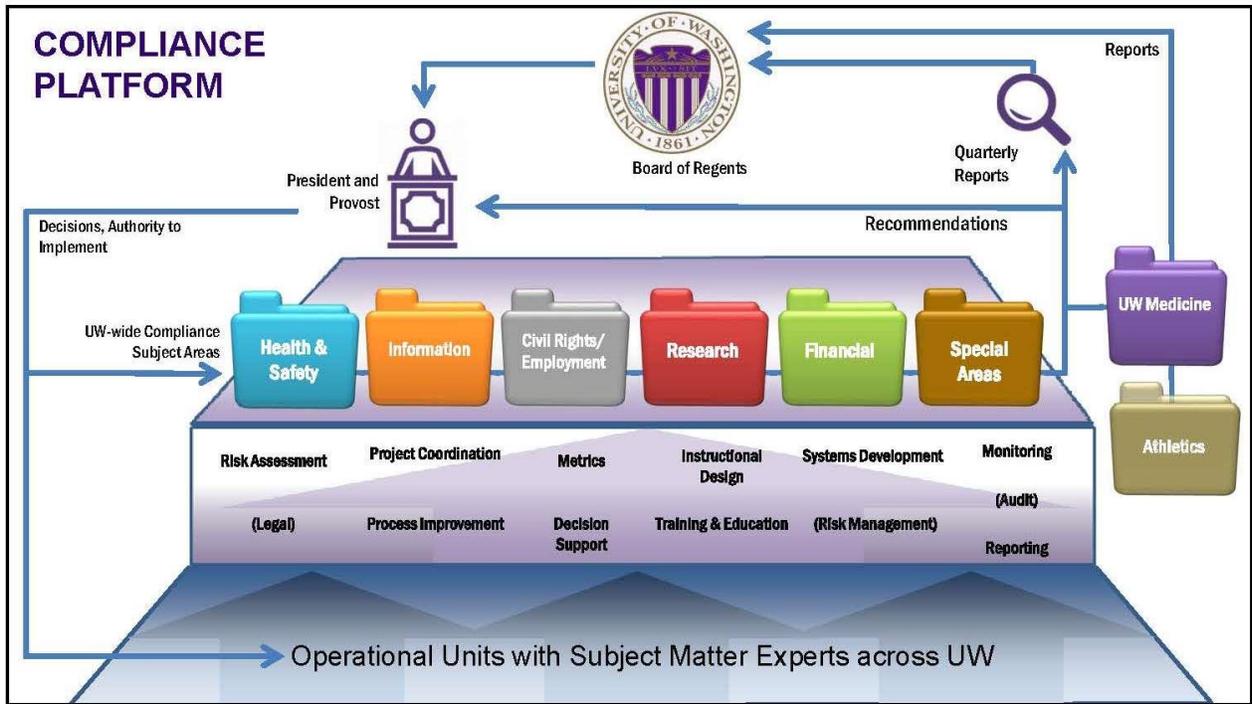
- Respond to regulators, accreditors, sponsors and grantors
- Monitor the regulatory environment for trends, patterns, changes
- Minimize disruption to research and scholarly activities
- Reduce administrative burdens

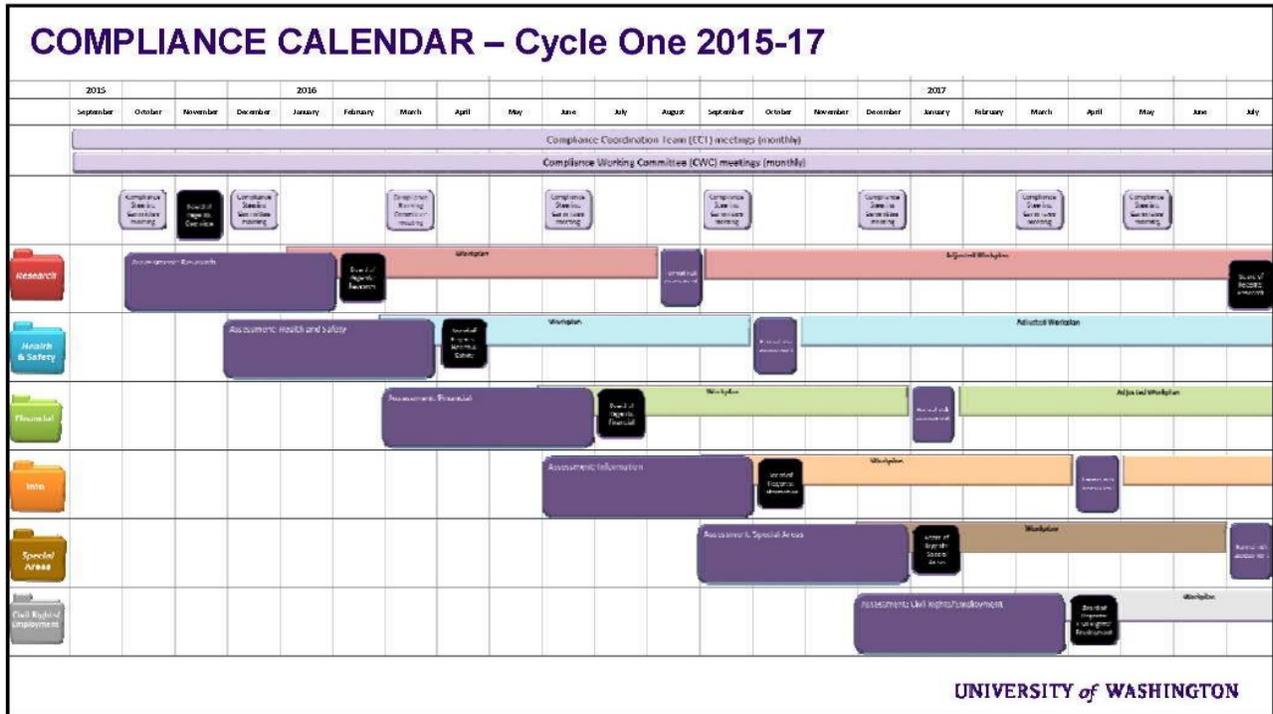
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- Information security  
• FERPA  
• Records retention
- Title IX and Title VII  
• Age discrimination  
• ADA  
• EEO and affirmative action
- OSHA  
• Clery Act  
• Radiation safety/biosafety  
• Clean Air Act
- Fair Credit Reporting Act  
• Anti-kickback regulations  
• Tax laws
- International law  
• Export controls
- HIPAA  
• HITECH  
• Patient safety
- Copyright Act  
• Patent and trademark  
• Intellectual property  
• IRBs  
• Human subjects
- NCAA  
• Title IX  
• Pac-12







## 7 ELEMENTS OF AN EFFECTIVE COMPLIANCE PROGRAM

1. Leadership and oversight
2. Standards of conduct, policies and procedures
3. Education and outreach
4. Monitoring and auditing
5. Receiving reports and investigating
6. Response and prevention
7. Accountability, incentives and corrective action

*Continuous Improvement*

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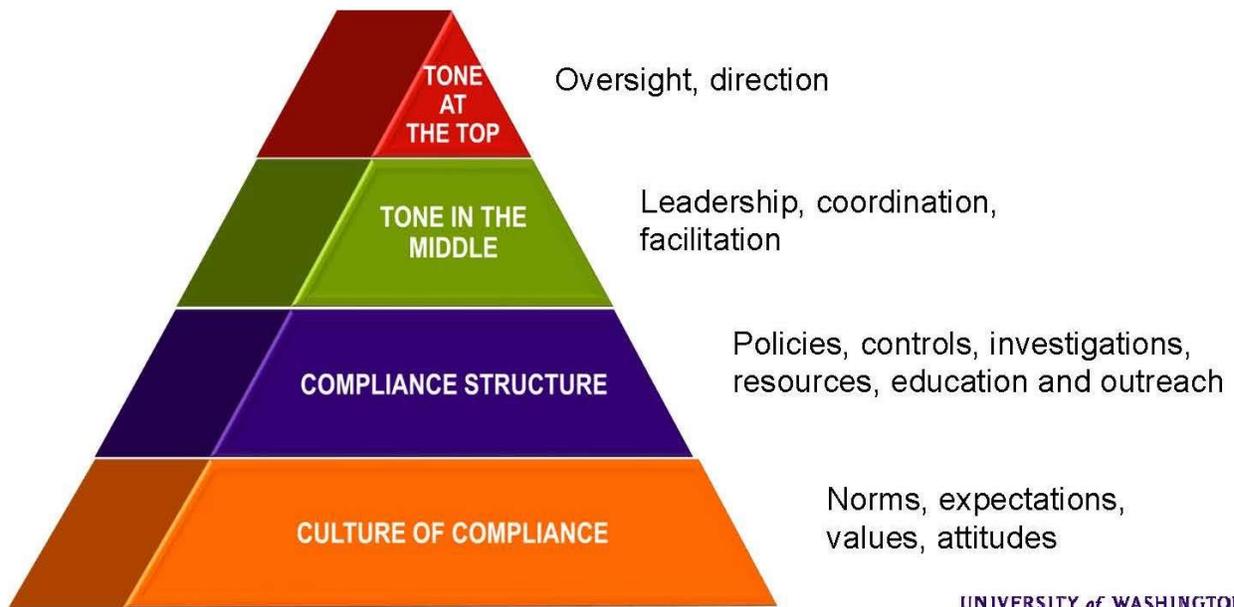
## REGENTS REPORT

- Introduction of subject area
- 3-5 priorities with associated mitigation plans
  - Relevant laws, regulations
  - Analytics and data
  - Individuals involved
- Achievements
- Updates: environmental scan
- Additional resources



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## STRUCTURAL COMPLIANCE PROGRAM



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## CYCLE ONE DELIVERABLES – STRUCTURAL COMPLIANCE PROGRAM

- ✓ Convene Compliance Working Committee
  - ✓ Convene Compliance Steering Committee
  - ✓ Regents orientation session, confirm proposed report format and content
  - ✓ Present quarterly reports to Regents
  - ✓ Leadership orientation sessions, program overview
- Survey compliance requirements
  - Regulatory response standards, system
  - Issue RFQQ for Independent Investigator Pool, develop appropriate standards for use
  - Roll out education program and strategy
  - Develop metrics to measure success

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**Questions?**

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## GLOBAL INNOVATION EXCHANGE



UPDATE ON GIX  
FACULTY SENATE EXECUTIVE COMMITTEE MEETING  
JANUARY 11, 2016

1. ACADEMIC PROGRAMS

- a. MSTI is about ready for review by Graduate Council—will happen January or February.
  - i. Once approved by Regents, we can market it.
  - ii. Interdisciplinary Faculty Committee chaired by Shwetak Patel.
  - iii. MSTI curriculum will integrate hardware/software, design thinking, and entrepreneurship, with the initial track focusing on connected devices.
  - iv. Curriculum is divided into three phases—Prepare, Practice and Launch. Heavily project- and team-based throughout.
  - v. Graduate school proposal includes a general framework that should allow new tracks (such as mobile health) to be introduced quickly.
  - vi. Working out MOUs with departments to provide teaching resources. Most teaching will be done by tenure track faculty. Financial model is being developed to help participating departments hire additional tenure track faculty.
- b. MSTI will admit students on a stand-alone basis and as part of a dual master's degree where students will complete additional work with Tsinghua (in Beijing primarily) and receive a second masters from Tsinghua.
  - i. Under the planned format, students will complete the MSTI, then add 6 months of study.
  - ii. To capitalize on enthusiasm for GIX in China and at Tsinghua, we will get students (mostly Chinese) involved in September 2016 with a cohort that will start at Tsinghua. For this one group only, they will study in Beijing for one year and then join the MSTI program when it starts in September 2017.
  - iii. Shwetak has been working with THU on setting standards, evaluating students, and helping THU create a curriculum that dovetails with MSTI.
- c. Next track for UW MSTI will be mobile health. Norm Beauchamp will lead the faculty group developing it.
- d. Clean Energy is a separate collaboration at this time, but we continue to look for connections with GIX.

2. SPRING DISTRICT BUILDING

- a. Ca. 100K SF building planned in new development in Bellevue.
  - i. Developer Wright Runstad building it to meet requirements we have set.
  - ii. Microsoft will lease it, UW will sublease from them. This is how Microsoft will subsidize the cost to GIX as part of their gift.
- b. Options for future buildings built into lease with Wright Runstad.

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## GLOBAL INNOVATION EXCHANGE



- c. UW and Microsoft working together on build-out of the space. Design process is starting this month, with UW GIX faculty leaders providing the primary input on program, design and requirements.
- 3. **TSINGHUA RELATIONSHIP**
  - a. Two MOUs.
    - i. June 2015: established GIX as a collaboration between UW and Tsinghua.
      - 1. No separate/new legal entity at this time.
    - ii. November 2015: set in motion work on the dual degree.
  - b. Engaged in joint fundraising.
    - i. Return trip in January, building on contacts developed during November trip related to the Innovation Summit.
    - ii. Joint efforts providing access to new prospects.
  - c. Regular conference calls with key Tsinghua staff.
- 4. **ORGANIZATION**
  - a. 5-person leadership team.
    - i. Vikram Jandhyala and Mary Lidstrom co-CEOs.
    - ii. Shwetak Patel Chief Technology Officer.
    - iii. David Maddox Chief Operating Officer.
    - iv. Lara Littlefield Chief Advancement Officer.
  - b. 2 support staff recently hired.
- 5. **FUNDING**
  - a. Microsoft gift of \$39M.
    - i. \$28M subsidy for facility.
    - ii. \$10M endowment.
    - iii. \$1M planning gift.
  - b. Anonymous gift to fund most costs for the first three years.
  - c. As a self-supporting professional master's degree program, tuition will be a large part of the financial model.
- 6. **OTHER PARTNERSHIPS**
  - a. Universities: continuing to work on identifying a UK partner.
  - b. Corporations: looking both in China and US for more major corporate partners on the scale of Microsoft.
    - i. Building a funded consortium and project model.

Class A legislation concerning conflict of interest:

**Section 24-50 Conflict of Interest Regarding Appointment, Employment, and Academic Decisions**

A conflict of interest exists when a person participating in a decision has a substantial connection or interest related to individual(s) affected by the decision that might bias or otherwise threaten the integrity of the decision process or that might be perceived by a reasonable person as biasing or threatening such decisions. This includes, familial, romantic, or sexual relationships and financial conflicts of interest. This may also include some professional relationships. No list of rules can provide direction for all the varying circumstances that may arise; good judgement of individuals is essential.

The procedures set forth in this chapter shall apply in all cases, except that no faculty member, department chair, dean or other administrative officer shall vote, make recommendations, or in any other way participate in the decision of any matter which may directly affect the employment, appointment, tenure, promotion, salary, or other status or interest of such person's parent, child, spouse, household member, sibling, or in-law a faculty or staff member with whom he or she has a conflict of interest. [See also Executive Order No. 32.]

In addition, no faculty member, department chair, dean or other administrative officer shall vote, make recommendations, or in any other way participate in the decision of any matter which may directly affect the employment, promotion, academic status or evaluation of a student with whom he or she has a conflict of interest.

RATIONALE: This section is updated to clarify policy on conflict of interest.

The first paragraph is added to define conflict of interest. The second paragraph is modified from existing language to add salary as a decision that may be affected by conflicts of interest.

The third paragraph is added to the Faculty Code, based on Class C legislation passed by the Senate in 1992. (The Class C resolution had been transferred from the University Handbook into the electronic Faculty Code and Governance as a footnote in Section 24-33 (A Statement of Principle: Academic Freedom and Responsibility). The content was judged to be a better fit in this section, 24-50, on Conflict of Interest. Because the footnote in 24-33 was not the result of Class A legislation, it is not shown here as existing Code language. It remains on the Senate website as previously approved Class C legislation.

If Class A legislation #136 (merging chapters 24 and 25 of the faculty code and changing the faculty salary policy) is approved, this section (if approved) will be renumbered as Section 24-25.

*Approved by:*  
Senate Executive Committee  
January 11, 2016

Class C Resolution Concerning “Black Lives Matter” Statement:

WHEREAS, inherent in the tenets of our mission and values, we as University faculty know that “Black Lives Matter” and support the ideals of social and racial justice and human dignity for ALL including our students, staff, faculty and the communities we serve; and

WHEREAS, the continuing deaths of African American citizens and citizens of African descent at the hand of law enforcement officers raise questions about whether justice and equality are possible for young, impoverished and people of color; and

WHEREAS, what has been ongoing since conquest and slavery, but has recently become high profile – police killings of people of color across the United States – underscore the growing socio economic and social equity gap that threatens the current and future well-being of our students, staff and faculty and communities of color; and

WHEREAS, we as faculty recognize the value of law enforcement institutions engaging in efforts to improve relationships with communities of color and young people, we also acknowledge that problems still exist and immediate improvements are needed on and off campus in order to protect the lives of all students, staff, faculty and communities of color; and

WHEREAS, we believe that the growing income and economic gap between rich and poor in America undermines efforts to increase equality and justice in our criminal justice system, our schools, and our economy here in the United States; and

WHEREAS, we express support of protesters both locally and across the nation who endeavor to express peacefully their concern and frustration at the extra-judicial police killings of people of color; and

WHEREAS, the entire University of Washington community is impacted by racism, poverty and inequality present in our classrooms, offices, streets and communities, and many staff, students and faculty experience the campus as segregated; and

WHEREAS, our students are way out in front of faculty on these matters, and have seen the need to organize, demonstrate and bring their concerns, vision and demands regarding these issues to the University Leadership concerning how the University of Washington can better protect, promote, preserve and support the history, lives and futures of our historically under-represented students, staff and faculty, especially those who are African American and of African descent; therefore

BE IT RESOLVED that:

We, the University of Washington faculty as a whole encourage members of the University of Washington Leadership, administration, faculty, staff and student body to explore the concepts of equal justice under the law, racial justice, and institutional racism in their classrooms and other academic settings; and

BE IT FURTHER RESOLVED that the University of Washington leadership support “Black Lives Matter” forums, teach-ins, community meetings, and related peaceful demonstrations; and

BE IT FURTHER RESOLVED that the University of Washington as part of its Race and Equity Initiative started by President Cauce reach out to University of Washington Police Department and the Seattle, Tacoma, and Bothell Police Departments to promote dialogue between educators and police officers in support of our University community; and

BE IT FURTHER RESOLVED that following the examples of Yale, Brown, Columbia and NYU\*, the University of Washington immediately commit to desegregating and move towards fully integrating its faculty across all units, by establishing a substantial fund to hire, retain and promote a diverse and inclusive faculty; and

BE IT FUTHER RESOLVED, that the University of Washington Leadership through the Initiative on Race and Equity and any other relevant UW groups that exist or need to be created seek long-term partnerships with other UW and community groups to work towards the following vision: 1) create a campus, community and national model for community policing and review, 2) increase innovative and well-funded programs that identify and address institutional racism in the university setting, 3) dedicate more resources for campus collaborations that provide a path for marginalized young people in the communities we serve into academic and career programs, and 4) work to end institutionalized racism in our criminal justice and educational systems.

[\\*More Colleges 'Commit' to Diversity Initiatives](#)

<http://www.diversityinc.com/news/more-colleges-commit-to-diversity-initiatives/>

*Submitted by:*  
Faculty Council on Multicultural Affairs  
Faculty Council on Women in Academia  
January 11, 2016

*Approved by:*  
Senate Executive Committee  
January 11, 2016



**Resolution concerning adding a faculty representative to the membership of the Board of Regents.**

WHEREAS, we as members of the Faculty Senate support the idea of a faculty member sitting on the University of Washington Board of Regents; therefore

BE IT RESOLVED, that the Faculty Senate leadership direct the appropriate faculty governance councils and committees, such as the Faculty Council on Faculty Affairs and the Senate Executive Committee, to explore and recommend the best means of proposing the addition of a faculty member as a voting member of the Board of Regents, including the manner of selecting potential faculty regents and potential partnerships with the other public four-year universities in the state. This discussion and resulting recommendations should be completed prior to the beginning of the 2017 legislative session.

*Submitted by:*

Susan Astley, Senator, School of Public Health  
Paul Hopkins, Senator, College of Arts and Sciences  
Kelly Edwards, Senator, School of Medicine  
Chuck Treser, Chair, Faculty Council on Student Affairs  
January 28, 2016

*Approved by:*

Faculty Senate  
January 28, 2016