

Minutes
Faculty Senate Meeting
Thursday, April 23, 2015, 2:30 p.m.
Savery Hall, Room 260

1. Call to Order and Approval of Agenda.

Chair O'Neill called the meeting to order at 2:33 p.m. The agenda was approved.

2. Report of the Chair – Professor Kate O'Neill. [Exhibit A]

Chair O'Neill welcomed members to the meeting and highlighted her written report. O'Neill then provided an overview of the meeting agenda. O'Neill congratulated Zoe Barsness on her election as Faculty Senate Vice Chair-elect.

O'Neill provided an update on the faculty salary policy proposal. Faculty Senate leadership has engaged in discussions with faculty from units who objected to the lack of flexibility in the proposed draft; this discussion has led to suggestions for modification in the draft salary policy. A second option would be a simpler, less comprehensive, reform to the existing salary policy. The last option would be to do nothing at this time and retain the current salary policy. O'Neill's intent is to present these three options to faculty in each department and ask them to rank their preferences in a poll. The results would provide feedback to guide decisions on which direction to take going forward. The prevailing option would be drafted into legislation over the summer and presented to the Senate in the fall. A member asked about specifics of the second option. O'Neill indicated that details were not yet developed.

Chair O'Neill provided an overview of issues arising for the coming year. She asked members to start thinking about council charges and structures, the role of councils in intellectual property policy and open access, council jurisdiction around online education and educational outreach, and what faculty groups or issue areas may be underrepresented by the current council structure. She argued that faculty councils are where significant shared governance happens and thus to function properly they must be aligned with the needs of the faculty and the issues of the day.

Lastly, O'Neill asked senators to review the Sustainable Academic Business Plan and consult with their colleagues for input prior to the last meeting of the year.

3. Reports and Opportunity for Questions.

- 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]**

There were no questions regarding reports.

Faculty Legislative Representative JoAnn Taricani provided an update on the legislative session in Olympia. Taricani said that the legislature was nearing the end of its 105 day session but was not likely to finish the budget by that time, therefore a special session was anticipated.

Taricani mentioned proposals to freeze and lower tuition and provided an overview of how those proposals would affect the Guaranteed Education Tuition (GET) program. Major differences between the House and the Senate budgets, namely their plans for funding of faculty and staff raises, would need to be reconciled.

Jerelyn Resnick asked what the source of funding for higher education would be considered, given the other obligations of the state. Taricani responded that part of the funding in the House budget would be from a new capital gains tax and includes some special funding for enrollments. The Senate budget provides the increase largely within existing revenues.

A member asked if the UW is supporting the capital gains tax. Taricani responded that faculty legislative representatives all over the state were supporting the House budget package, which included the capital gains tax.

4. Report of the Interim President – Ana Mari Cauce.

President Cauce thanked the Senate for their support during her first six weeks on the job. She echoed Taricani's assessment of the support for higher education in Olympia but was concerned by the fundamental difference in the architecture of each budget. As a result, it would be difficult to reconcile the budgets or predict how the university would be affected by a final budget deal. President Cauce indicated that the special session would begin on April 29.

President Cauce was concerned about the continued financial support for WWAMI and has been advocating for increased funding in Olympia. She said that at a time when the state more physicians, losing the WWAMI slots would be devastating since a new medical school at WSU would not graduate new physicians for almost ten years. Cauce expressed the hope that the UW's legislative planning would focus more on the future and long-term strategy. This would include building support for higher education and forming better relationships with legislators.

Regarding her recent talk on race and equity, President Cauce said that while her remarks were aimed at students, the initiative she proposed would be for the university community as a whole. She commended the Faculty Senate for pushing the administration on diversity in curriculum and reducing bias in hiring. An analysis of hiring patterns by gender caused significant changes in senior faculty hiring. Cauce was delighted that for the first time, the UW hired more women than men in faculty roles last year.

Lastly, President Cauce apologized for a comment at the end of her report at the last meeting about addressing salary policy through an executive order, specifically that after more reflection she realized that the issue would be most appropriately dealt with by shared governance and legislation.

Comments followed:

Rob Wood: Academic student employees have taken a strike authorization vote. The stated goal is to be at the median of our global challenge states. Do we really want to be at the median?

President Cauce responded that the UW is bargaining in good faith and that she hoped there would not be a strike. She remarked that given the budget, the UW is not at the median on salaries for faculty or other employees either.

Aaron Katz commended the long-term term planning for legislative efforts. He hoped for more emphasis on graduate and professional student tuition because students in his unit were carrying an enormous burden. Cauce responded that the UW was one of three schools testifying in favor of new revenue. She said it was important to find the right balance for tuition and to have more discussion about what could be done for students in the middle class without taking opportunity away from lower income students.

5. Requests for Information.

Summary of Executive Committee Actions and Upcoming Issues of April 6, 2015.

- a. Approval of the February 9, 2015, Senate Executive Committee Minutes.
- b. Approval of the February 26, 2015, Faculty Senate Minutes.
- c. Faculty demographic data access. **[Exhibit E]**

There were no requests for information.

6. Memorial Resolution.

Vice Chair Norm Beauchamp read 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:

Clinical Assistant Professor James ("Jim") Watson Boudwin of Psychiatry who died on February 2, 2015, after having served the university since 1962;

Professor Emeritus Jon Bridgman of History who died on March 9, 2015, after having served the university since 1961;

Professor Emeritus John Dale Brunzell of Medicine who died on February 21, 2015, after having served the university since 1975;

Associate Professor Emeritus Robert "RC" Dale of French & Film who died on November 6, 2014, after having served the university since 1963;

Professor Stuart Farber of Family Medicine who died on February 27, 2015, after having served the university since 1995;

Associate Professor Emeritus Alex Gottfried of Political Science who died on March 18, 2014, after having served the university since 1951;

Research Associate Professor Emeritus Russell Paul Herwig of Aquatic and Fisheries Sciences who died on January 28, 2015, after having served the university since 1983;

Professor Emeritus Norman J. Johnston of Architecture and Urban Planning who died on March 16, 2015, after having served the university since 1960;

Adjunct Professor Wayne Katon of Psychiatry who died on March 1, 2015, after having served the university since 1976;

Professor Emeritus Robert F. Labbe of Laboratory Medicine who died on March 23, 2015, after having served the university since 1957;

Research Professor Emeritus Paul Mockett of Physics who died on March 30, 2015, after having served the university since 1972;

Professor Emeritus John S. Reshetar, Jr. of Political Science who died on February 7, 2015, after having served the university since 1957;

Clinical Professor Robert Thomas Schaller, Jr. of Medicine who died on December 7, 2014, after having served the university since 1973.

The faculty approved the resolution with a standing vote.

7. Consent Agenda.

- a. Approve Nominees for Faculty Councils and Committees. **[Exhibit F]**
- b. Confirm JoAnn Taricani, Professor of Music History, as 2015-2016 Faculty Legislative Representative, for a term beginning August 1, 2015 and ending July 31, 2016.

The consent agenda was approved.

8. Announcements.

There were no announcements.

9. Discussion item: Faculty Senate and Council agenda setting for 2015-16.

O'Neill expanded on her opening remarks and invited questions. She asked for comments about future agendas for the Senate and faculty councils to be sent to senate@uw.edu.

Jack Lee mentioned several issues recently discussed at the ABB steering committee including summer quarter tuition, waivers for RAs/TAs employed in units outside their academic unit, and impediments to cross-disciplinary collaboration and enrollments. Astley added a concern that ABB impedes a focus on small class sizes in graduate programs. Lee hoped these issues would be addressed within the faculty council structure.

Q: How should unit specific concerns be addressed as priorities?

A: It is likely that other units have similar issues. Councils set priorities based on multiple factors, including scope.

10. Unfinished Business.

There was no unfinished business.

11. New Business.

a. Class C Resolution. [Exhibit G]

Faculty Council on University Facilities and Services.

Title: Resolution concerning childcare.

Action: Approve for distribution to faculty.

On behalf of the SEC, Vice Chair Norm Beauchamp presented the resolution for consideration. O'Neill commented that there had been a clerical revision to the resolution passed by SEC to note the action was taken by the Faculty Senate, not "faculty" in general. Ann Mescher, member of the Faculty Council on University Facilities and Services, was asked to provide information.

Mescher presented information showing relative rankings of other institutions and access to childcare slots per member at each university. She stated that the availability of childcare slots was positively correlated with US News & World Report's rankings of universities. She commented that the UW has not increased childcare slots over time despite multiple opportunities with new construction. In a 2015 AAUP survey on childcare, 42% of respondents indicated that they have under school age children and many others were planning to have children in the next three years. Mescher commended recent progress on childcare by the administration, namely that President Cauce appointed a full-time director for childcare issues.

Questions and comments followed:

Q: Stephan Siegel (Business): What are the costs, and would increasing childcare slots come at the expense of something else? Mescher responded that other universities provide sliding scale tuition for faculty and staff. Sometimes deans contribute resources to cover slots needed for members within their units. We have financial and space constraints and always need to make decisions on how to allocate resources. This is an important investment in the university.

C: Diane Morrison (Social Work): Prospective faculty and PhD students have asked about childcare availability and the UW has lost candidates to other universities with better support.

C: Chuck Treser (Chair of FCSA): The resolution does not address funds for immediate childcare, but asks for support of an advisory committee to examine the issue.

C: Sandra Silberstein (Arts and Sciences): FCWA previously conducted a survey asking if productivity had been affected by lack of childcare. Results were particularly interesting because many respondents without children felt it influenced their productivity. Silberstein expressed support for the resolution.

C: Gautham Reddy (Radiology): When his children were younger, Virginia Mason provided a drop-in childcare for sick children and he wondered why the UW Medicine Center does not provide a similar service. Ann Mescher indicated that as of March 31st, the program at Virginia Mason was discontinued. He urged prioritization of faculty members for slots on campus.

Q: Pam Joseph (UW Bothell): Will the advisory committee be looking at childcare needs at Bothell and Tacoma campuses, or is this Seattle focused? The childcare director has been talking to faculty on those campuses but they would need to address space separately.

C: Alice Popejoy (GPSS): There are childcare services at one of the student centers on the Tacoma campus. She hoped for an equal focus on childcare for student parents, since a need for childcare is a major barrier to student success.

The resolution was approved.

b. Class C Resolution [Exhibit H]

Faculty Council on Research.

Title: Resolution concerning the UW open access repository & request for advice on an open access policy.

Action: Approve for distribution to faculty.

On behalf of the SEC, Vice Chair Norm Beauchamp presented the resolution for consideration. Benjamin Marwick, member of FCR and Michael Rosenfeld, Chair of the Faculty Council on Research, provided an overview of the legislation.

Marwick defined open access as the “free, immediate, online availability of peer-reviewed research.” He indicated that the UW has a repository, ResearchWorks, but that it is underused and not up to the standards of our peers. The goal is to collect information on how to enhance the UW’s repository. Work needs to be done by library staff, in consultation with legal and technical experts, to design a system that enables open access without violating UW’s copyright or intellectual property obligations.

Marwick consulted with a wide range of faculty on campus and responses were diverse. His hope was that the resolution would work to find a solution that allows open access while minimizing concerns as much as possible.

Questions and comments followed:

C: Susan Astley (Public Health) spoke in favor of the resolution and commented that she only publishes in open access journals. She asked if the UW would be trying to replicate an infrastructure that already exists or if there was a possibility of a nation-wide repository that would render efforts here obsolete. Marwick responded that the Public Health field is far ahead of other fields when it comes to open access, and that the goal of a UW repository would be to provide institutional backing to fields that do not yet have repositories available.

C: Dominic Muren (Art) asked about cost and suggested exploring creative ways to fund a repository. Rosenfeld referred to Tim Jewell from UW Libraries to speak to the cost. Jewell hoped that a repository platform and other tools would be developed. He estimated an initial cost of \$100,000 and \$150-250,000 per year in ongoing costs.

C: Duane Storti (Engineering) clarified that the resolution does not call for a specific policy. He expressed concern about an opt-out repository but encouraged support for the resolution to explore all options.

C: Mike Townsend (Law) commented that peer-review does not happen in all fields. In law, for example, an overwhelming number of articles are student reviewed.

C: Leah Ceccarelli (A&S) spoke in favor of the resolution. She asked if the UW had metrics on who uses the current repository. Marwick responded that while the current repository is basic, a new repository would be rich with metrics on how people are accessing faculty works. He added that members of the public are able to comment on many repository platforms.

C: Joe Janes (Information) indicated that faculty in his unit were in favor of the resolution. Despite being in the field, no one can predict the future of scholarly production. What we do know is that the current system is not sustainable and that some sort of major change will occur.

C: Diane Latteman (Chair of FCUL) commented that the first step is to gather information to guide decisions about the future of open access at the UW. She hoped this resolution would begin that process.

C: Steve Tanimoto (Computer Science and Engineering) spoke in favor of the resolution and hoped it would help to inform faculty members on best practices.

The resolution was approved.

12. Good of the Order.

Chair O'Neill invited discussion on the presidential search. President Cauce excused herself from the room.

O'Neill indicated that five faculty members would be invited to join the search committee: one each from Bothell and Tacoma and three from the Seattle. She invited comments and suggestions as for who to recommend to the Board of Regents. Members expressed support for the elected leadership of the Faculty Senate to be nominated to the committee.

13. Adjournment.

The meeting was adjourned at 4:53pm.

Prepared by: *Marcia Killien*
Marcia Killien
Secretary of the Faculty

Approved by: *Kate O'Neill*
Kate O'Neill, Chair
Faculty Senate

**Report of the Faculty Senate Chair
Kate O'Neill, Professor, Law**

I want to begin by welcoming Zoe Barsness as Vice Chair- elect of the Senate for 2015 – 2016. Zoe hails from UW Tacoma. Her election is a milestone for our three campuses, and it comes at an opportune moment as UWT welcomes a new Chancellor Mark Pagano. Zoe's leadership in the Senate opens possibilities for creating multi-campus academic synergies and for helping us improve our tri-campus shared governance processes.

I expect that there are two big issues on Senators' minds: the Presidential search and the faculty salary policy. Before I report on those, I want to urge Senators to do some homework.

Agenda items for April meeting

As the academic year winds down, the Senate officers and staff try to finish projects and identify priorities for the coming year. We want to devote some time at this meeting to hearing from you about what you think we should prioritize for the remainder of this year and especially for next year. Please spend some time in advance of the meeting talking to your colleagues so that you can inform us what you think needs attention by the Senate or by the faculty councils. In spring we begin our process of recruiting and appointing members to our faculty councils, and setting agendas for those councils, for next year. Please consider joining a council! In addition, we welcome your ideas about whether the councils' jurisdictional assignments continue to align well with faculty needs and priorities, whether they enhance faculty's share of shared governance, and whether there are steps we might take to increase councils' impact and efficiency. Council jurisdiction can be found [here](#).

As you consider priorities, please also take the time to review the two Class C Resolutions attached to the agenda. Class C Resolutions essentially signal the Senate's priorities to the administration. One involves an initiative to enhance the repository for and increase "open access" to UW faculty research. That is proposed jointly by the Faculty Councils on Research and on Libraries, and the Special Committee on Intellectual Property and Commercialization (SCIPC). The other involves access to childcare on or near campus and is proposed by the Faculty Council on University Facilities and Services.

Update on the Presidential Search process and the Salary Policy Proposal

With respect to the Presidential search, I can report that the Board of Regents has engaged with the Senate leadership. I have both written and said to members of the Board that the faculty favors a search process that is as open as possible and that has substantial faculty involvement, both on the search committee and in access to the candidates. We also feel strongly that the process must reflect the gratitude and respect I am sure we all feel for our interim President and Provost, who have graciously and ably stepped up to serve the UW's needs during this time. Norm was able to attend part of the Regents' retreat last week. More recently, Norm and I met with Kenyon Chan, the former Chancellor at UW Bothell, who is chairing the search committee. There will be an update on the Presidential Search at this Faculty Senate meeting.

With respect to the salary policy -- as many of you know already, I decided that it would be premature to present a new salary policy to the Senate as proposed Class A legislation this spring quarter. I know many of you are frustrated and disappointed, but I assure you that we all -- Faculty Senate officers, members of the Faculty Council on Faculty Affairs, and administrators -- believe that the current salary policy does not meet the faculty's or the institution's needs. We remain committed to reforming it.

I will describe what has occurred since the Senate last met and then outline what I think the next steps should be. I welcome your feedback.

As you will recall, at the last Senate meeting, the vote was evenly split on a motion to postpone presentation of a proposed new policy to the Senate at this meeting. The proponents of the motion objected to certain features of the proposal and wanted more time to find a solution. At the end of that Senate meeting, I promised the senators that we would work hard to find compromise, to bring the compromises to the Faculty Council on Faculty Affairs, and to review with the FCFA and with the

administration whether we were ready to present viable proposed legislation to this body today and, ultimately, the Senate this spring. We did that.

Basically, the compromise would allow the faculty of each college to vote to alter the formulas for each component of the proposed policy: the market adjustment, tier, and promotion raises -- probably within some specified limits; and would allow faculty in each department to delegate the decisions regarding tier advancements to a designated committee or the chair. I want to thank many people for their hard work and good faith in reaching that compromise, including especially Jack Lee, Christina Fong, Stephan Siegel, Joe Janes, Paul Hopkins, Hank Levy, Bob Stacey, and all the senators who participated in the Friday afternoon meetings and email exchanges.

Nevertheless, shortly before spring break, I decided that we were not ready to present legislation to the Senate this quarter. I had three basic reasons. First, although everybody worked very hard and found many points of agreement, the suggested compromise generated new financial and administrative issues that we could not analyze or resolve properly in the short time available. Second, the code provisions are long and complex and require careful attention to precise wording and reconciliation of multiple sections. There were still substantive clauses that needed resolution and technical drafting work that remained. Third, I understood from the administration that the UW could not implement a new salary policy in the coming biennium even if the legislation were enacted this spring. Thus, on balance, I decided that it would be better to continue to work this spring and summer and aim to present the Senate with viable, thoroughly-vetted, salary legislation next academic year.

Once we get the alternatives nailed down, I am considering asking the Senate office to do a Catalyst poll of the faculty in each department about their preferences. At this point I think the choices would be: retaining the existing code, adopting the proposal outlined in winter quarter, the compromise version of that proposal, and perhaps a less ambitious "tweak" of the existing code. If we get good participation and a reasonable degree of consensus, I would then ask FCFA to appoint a small group to finish the necessary code drafting. The "code cops" and the administration could review the legislation over the summer, and next year's Senate could then act upon it.

I thank you all for your patience through this complicated process, and I welcome your suggestions for moving forward.

Preview of the May Meeting

In closing, I'd like to alert you to some potentially significant items on the busy agenda for the last meeting of the year.

It is possible that this body may be asked to act on Class B legislation at the last meeting of the year to enact changes to the Student Conduct Code, including changes designed to deal with Title IX issues. The Faculty Council on Student Affairs is going to be reviewing those proposed changes shortly. As you know, nearly every college and university around the nation is grappling with the issues of sexual violence or misconduct. If there will be an action item on the May agenda, we will send you the proposed legislation and explanation as soon as possible.

We hope to have an update on faculty demographic data and diversity at the May meeting.

Finally, Norm Beauchamp and I would like to encourage Senators to give us and the administration feedback on the UW's [Sustainable Academic Business Plan](#) (SABP). The plan has important implications for all faculty and students, and we would like to stimulate a constructive exchange at our upcoming May meeting. We plan to send additional information about a specific initiative in advance of that meeting, but for now please review the SABP website.

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

1. The election of the Vice-Chair of the Faculty Senate has been completed; Associate Professor Zoe Barsness was elected for a term beginning in Fall 2015.
2. The process of electing Senators for the 2015-17 term is underway. Those schools/colleges/campuses that are due to elect new senators have been notified and most have completed electing senators. We are hoping to entirely complete the elections by late April.
3. Six nominations were received for the 40th University Faculty Lecturer and a recommendation was sent by the nominating committee to the President. Donald Grayson, Professor of Anthropology, has been selected as this year's University Faculty Lecturer.
4. Nominations are being accepted for appointments to university faculty committees and councils for the academic year 2015-16. If you are interested in serving on a faculty council, or would like to nominate a colleague, please contact me at secfac@uw.edu.

Report of the Chair of the Senate Committee on Planning and Budgeting Jack Lee, Professor, Mathematics

The Senate Committee on Planning and Budget meets weekly with the Provost, the Vice-Provost for Planning and Budgeting, 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.

Here are the topics that SCPB has discussed since my last report to the Senate. Documents and data related to these discussions are posted on the [SCPB website](#).

RCEP Request: Molecular Medicine Certificate Program

We considered a request from the Graduate School and the School of Medicine that the Molecular Medicine Graduate Certificate, located administratively in the Graduate School, be transferred to the Department of Pathology in the School of Medicine. This certificate program shares its educational mission, leadership, and administrative staff with the Molecular Medicine and Mechanisms of Disease PhD Program, which is housed in the Department of Pathology. The transfer will not be accompanied by any change in administrative oversight or curriculum, and will have no impact on current students. SCPB recommended to the provost that this be treated as a "limited RCEP" under the Faculty Code.

Appointment of an Interim Provost

Provost and Interim President-Designate Ana Mari Cauce informed us that she was considering appointing Senior Vice Provost Jerry Baldasty as Interim Provost. Members of SCPB responded very positively to the suggestion.

Transportation Services and U-Pass Planning

We were joined by Josh Kavanagh and Ann Gigli from Transportation Services, to talk about budgeting challenges faced by Transportation Services as parking revenues decline. We learned that while the student U-Pass program is self-funding, there have been challenges to the funding of the faculty U-Pass program. The challenge is to set the price high enough to cover costs, while not so high as to dissuade faculty members from purchasing the pass. Members of SCPB expressed considerable interest in the idea of making the U-Pass a universal charge to faculty, as it is to students. We will be meeting again later this quarter with Transportation Services, and in particular will be discussing proposed changes to parking rates.

Global Innovation Exchange

We received a report from Professor Dan Schwartz of Chemical Engineering about a new Global Innovation Exchange (GIX) Master's program being developed in collaboration with prospective partners at Microsoft and Tsinghua University. This fee-based interdisciplinary Master's program would be housed in a new GIX facility in Bellevue, Washington, and would aim to graduate entrepreneurial design and technology leaders. Initially, the program will be targeted to students who already have basic programming experience or coursework, but later they hope to open it to a broader range of students from the business and design communities. The proposed program consists of three phases: a "scaffolding phase" including orientation and basic instruction; a "prototyping phase" focusing on entrepreneurship, hardware, prototyping, and project management; and a "launching phase" during which a project is brought to completion. The goal is to admit the first small class in 2016.

Report on Recruitments and Separations

Vice Provost Cheryl Cameron joined us to answer questions about the data regarding faculty recruitment and separations, available on the Academic Personnel [website](#).

Report from the College of Engineering

SCPB invited representatives from the College of Engineering to report on the college's goals, challenges, budgets, and governance structures. We spoke with Michael Bragg (Dean), Gregory Nelson (Chair of the Student Advisory Council), and Tom Sparks (Fiscal Administrator). For at least the past five years, the college has experienced significant growth in enrollment, numbers of degrees awarded, and faculty size. The growth has been somewhat accelerated in recent years due to targeted funds provided by the legislature to increase the numbers of engineering degrees awarded by UW. The college administration is concerned about the fiscal effects of the proposed new salary policy, in particular whether it will be affordable and leave sufficient flexibility to attract and retain top faculty members. The biggest immediate need for the college seems to be a second CSE building, to accommodate the expected increases in enrollment.

OPB Salary Policy Analysis

Carol Diem, Director of Institutional Data Analysis in the Office of Planning and Budgeting, presented OPB's modeling analysis of the costs of the proposed new salary policy, compared against continuing with the present policy. The projected costs depend, of course, on many assumptions; but based on some fairly reasonable assumptions regarding inflation, retirements, and hiring, the upshot is that the *mandated* costs of the proposed policy would be approximately 0.4% higher than the current policy during the transition year, and thereafter would probably be comparable to or somewhat lower than the costs of the current policy. It should be noted that this analysis covers only the mandated minimum costs, as a way of ascertaining whether the new policy would impose unaffordable costs. In practice, we would hope that in most years, more than the minimum amount of funding could be allocated to the new system, in order to begin addressing our compression and market gap problems.

Revised Provost Reinvestment Requests

We continued our study of the requests for Provost Reinvestment Funds for 2015-2016, by going through the latest revision of the requests, focusing on those that had changed since we looked at the original list. The updated list of requests is available on the OPB [website](#).

Intercollegiate Athletics

Scott Woodward, Director of Athletics, and Robert Sasaki, Senior Associate Athletic Director, visited SCPB to discuss the budget outlook and challenges facing the Department of Intercollegiate Athletics (ICA). ICA projects increases in income for the next few years, due largely to television contracts, more than offsetting projected decreasing revenue from men's football and basketball ticket sales. ICA is largely self-supporting, the only exception being state funds that are used to support tuition waivers for female athletes required by Title IX. These have decreased from over \$3 million to about \$1.9 million per year; no further decrease is anticipated. There will be some increases in expenses associated with new NCAA rules that allow universities to reimburse athletes for the full cost of attendance, not just tuition.

ICA's projections for the next few years show surpluses that will be approximately equal to the amounts that will need to be spent on debt service for the renovated football stadium. Like all other units in the university that use debt financing for capital projects, ICA's borrowing is all carried out through UW's Internal Lending Program, which charges all units a stabilized interest rate, higher than external market rates during low-interest periods like the present, and expected to be lower than external market rates as those rates rise. The fact that this particular large loan – the only one ICA has taken out in a long time – came at a time when internal rates are higher than market rates is a source of discontent within the ICA leadership.

CoMotion

Vikram Jandhyala, Vice Provost for Innovation, described his vision and plans for CoMotion (formerly the Center for Commercialization, or C4C). CoMotion will be addressing innovation in many forms and in

many different parts of the university. The organization has already established several well-received multidisciplinary projects, including Urban@UW, an interdisciplinary initiative in urban research and practice to foster “healthy, sustainable, resilient, and equitable urban futures”; and an annual Environmental Innovation Challenge in partnership with the College of Engineering and the College of the Environment. A major emphasis is providing opportunities for students to learn about invention, innovation and commercialization.

As the lucrative Hall patent has now expired, CoMotion will be developing a different sustainable funding model than it has used in the past, with patent licensing revenues expected to cover only about 60% of the costs of licensing. One promising source of revenue being pursued is to encourage venture capitalists to invest in the entire “ecosystem” of innovation at UW, rather than in one or two single startups.

Legislative Updates

Since the legislative session started, SCPB has been receiving regular weekly legislative updates from Assistant Vice Provost Sarah Hall and Faculty Legislative Representative JoAnn Taricani. After the release of the House and Senate budget proposals, we received extensive reports on the details of the proposals and their likely effects on UW. The general consensus was that, while both proposals fall somewhat short of the level of funding the university has requested to pay for a tuition freeze, they go a long way in that direction, and are both overall good budgets for the university. However, funding streams for both budgets are problematic, as the House budget relies on new taxes that are not at all sure to pass, while the Senate budget relies on transferring funds from other accounts in ways that might not be sustainable.

Here are some topics we plan to discuss in future meetings. For agendas, see the SCPB [website](#).

- Unit adjustments
- Capital campaign update
- Sponsorships and branding
- North Campus Housing Plan
- Childcare planning
- EO & online degrees
- Libraries
- Research funding, RRF
- Activity Based Budgeting
- Infrastructure costs in the operating budget
- Sustainable Academic Business Plan
- Tri-campus planning
- Intellectual Property Policy
- Learning Spaces Project

Report of the Faculty Legislative Representative
JoAnn Taricani, Associate Professor and Chair, Music History Program
olympia@uw.edu

Legislative session 2015:

This is a particularly useful time of the session to contact legislators regarding your views on the 2015-17 biennial budget and legislation that affects the budget. At the end of this report are links to information on the details of the budget and ways to contact legislators. As always, using your own email account on your own time will avoid conflict with state ethics regulations regarding appropriate use of state resources.

Budget update: The state House and Senate have each approved their separate proposed budgets for 2015-17, Substitute House Bill 1106 and Substitute Senate Bill 5077. The two chambers are currently negotiating toward a budget they can both agree to pass, and which the Governor will agree to sign. Many of our colleagues have asked me about the meaning and impact of a tuition freeze (to continue the 2012-13 undergraduate resident tuition level), which the House proposes, or a tuition reduction, which the Senate proposes. What is called a "tuition freeze" is actually state reinvestment in higher education, to make up for the significant cuts during the recent recession, when the university needed to raise tuition at a much higher level than usual to compensate for the cut of state funding. The tuition freeze in the current biennium (2013-15) and the proposed freeze or reduction of tuition for resident undergraduates in the next biennium (2015-17) is the Legislature's attempt to restore a better balance of state funding to the university. Legislators have made this reinvestment in higher education a top priority in this session.

What to watch: The most significant discussion at this point is what type of revenue, and how much revenue, will be needed to support a final budget. The House Finance Committee has proposed a separate and significant revenue bill that would provide new and dedicated funding for all levels of education. As of the date of the submission of this report, the House has not yet passed this new revenue plan; if it passes out of the House, it will be considered by the Senate, where the majority caucus has stated throughout the session that it believes no new revenue source will be necessary to create a balanced budget.

Where we are going: The Legislature needs to arrive at the end of the session with a budget containing a plan for expenditure and revenue that is balanced and agreed to by House, Senate, and Governor. Both chambers have expressed strong interest in reinvesting in higher education, but identifying the funding to support that reinvestment is the divergent discussion point.

Comparison of proposals for tuition and financial aid: The House budget provides a tuition freeze for resident undergraduate tuition, staff/faculty salary increases and funding via a proposed capital gains tax, along with a significant increase, \$53 million, in the State Need Grant for students with financial need. The Senate budget proposes a tuition reduction, from the current \$10,740 down to \$7560 in 2016-17, and cuts the State Need Grant by \$17 million. Both budgets propose a significant amount of "backfill" to cover the tuition revenue that would be lost; neither comes to the level the university had requested, but each budget does contain significant funding for this purpose.

Comparison of compensation proposals: The big difference between the legislative compensation plans and the governor's plan is that the House and Senate would fund increases via state funds; The Governor's plan only funded 30% of the amount needed, with the rest to be provided by the university (an arrangement unprecedented in anyone's memory). The House offers faculty/staff salary increases at 3% in 15-16 and 1.8% in 16-17; the second-year raises would be funded by the new capital gains tax. The Senate proposes to offer all full-time state workers a \$1000/year salary increase, and also assumes that collective bargaining agreements negotiated already for 2015-17 would not be honored. This plan has already been dismissed by the Office of Financial Management as not adhering to legislation passed in 2002, which only allows the Legislature to approve or reject already-negotiated collective bargaining agreements, not to amend the agreements.

These are just the overview large-ticket costs in the budget; there are many smaller but important items in the budget also, such as funding for the WWAMI-Spokane UW Medical School program (much better in the House budget) and funding for new degrees in computer science and engineering or STEM areas (better for the UW in the House budget). You can read details of the comparison of the proposed operating and capital budgets at this site of the Office of Planning and Budgeting:

http://opb.washington.edu/sites/default/files/opb/Policy/Senate_Cap_Bdgt_%26_Engrossed_Floor_Budgets.pdf

Revenue: The House relies on increasing state revenue through the creation of a capital gains tax (HB 2224) and the closing of certain tax loopholes; the Senate proposes no new taxes, and in higher education, saves money by offering lower salary increases and by proposing \$70 million less than the House for the State Need Grant.

It is generally accepted that the State of Washington has a highly regressive tax system, with reliance on the sales tax imposing a high tax rate on the lowest income population of the state. I provide several links below to recent articles that delve into the background of the tax system of our state, in case you want to read more about the current system. Taxes such as a capital gains tax or income tax (not being considered in this bill) draw revenue from taxes from higher levels of income than a sales tax is able to do.

The tax proposed in HB 2224 would apply to individuals who earn more than \$25,000/year in profits on the sales of stocks and bonds, or married joint filers earning more than \$50,000/year in profits, who would pay a 5 percent capital gains tax under the proposal. Exemptions, modeled on federal tax law, are provided for certain types of capital gains taxes, such as sale of a primary residence or retirement account.

The proposed House revenue plan hopes to generate \$570 million per year through the capital gains tax, and is counting on \$400 million for the first year, which would go to K-12 needs, with revenue above that amount going into a fund for higher education. There is concern about the predictability of this revenue stream, and that discussion will continue as the bill is debated in the House and moves to the Senate.

Here is an overview provided by the House Appropriations Committee:

<http://housedemocrats.wa.gov/tmp/2015/03/The-Fair-Share-Tax-FINAL.pdf>

And here is a link to the bill language (Sections 501 through 514 apply to the new capital gains tax):

<http://lawfilesexternal.wa.gov/biennium/2015-16/Pdf/Bills/House%20Bills/2224.pdf>

For additional background on the tax system in Washington State, this recent series aired on KPLU, March 23-27, 2015 (additional links are provided within these articles):

<http://www.kplu.org/post/wash-voters-once-passed-income-tax-wider-margin-vote-legal-booze>

<http://www.kplu.org/post/washington-republican-and-democrat-agree-if-only-we-had-idaho-s-tax-system>

You may write to your own legislators or other members of the House at any point from your personal email account to comment on or advocate for portions of the budget. Information on how to contact legislators and guidelines regarding state ethics law on the use of state resources can be found here:

<http://tinyurl.com/uwolympia-legislators> -- and information on legislative committee membership and contacts for individual legislators is at <http://leg.wa.gov/legislature/Pages/MemberInformation.aspx>

Key legislators for current House budget issues:

Chair of the Finance Committee (will approve the revenue package in HB 2224):

Representative Reuven Carlyle, reuven.carlyle@leg.wa.gov

Chair of the House Higher Education Committee (developed the higher education portion of the budget):

Representative Drew Hansen, drew.hansen@leg.wa.gov

Chair of the Appropriations Committee (will approve the budget):

Representative Ross Hunter, ross.hunter@leg.wa.gov

Chair of the Capital Budget Committee (will approve the capital budget):

Representative Hans Dunshee, hans.dunshee@leg.wa.gov

Speaker of the House, Representative Frank Chopp, frank.chopp@leg.wa.gov

Other committee members:

<http://app.leg.wa.gov/rosters/CommitteeMembersByCommittee.aspx?Chamber=H>

Faculty Access to Faculty Salary and Demographic Data

Questions:

1. When will the faculty receive access to their demographic data via Tableau (as piloted by OPB in 2014: See Figs 2 and 3)?
2. Why is the demographic data (gender and race) missing from the Academic Personnel Appointments with Demographics report (Fig 1) posted on the University's B.I. Portal? <https://biportal.uw.edu/Report>

Background

[Data presented to the Senate in May 2014](#) demonstrated lack of racial/ethnic diversity among faculty and gender inequity in Rank, tenure, salary, and leadership at the University of Washington. These diversity/equity issues vary markedly by School and Department.

Senate Resolutions call for efforts to advance racial and ethnic diversity and achieve gender equity.

Class C Resolution: [Resolution Concerning Equity, Access, and Inclusion in Hiring](#), Jan 2015
 Class C Resolution 525: [Resolution Addressing Faculty Demographic Concerns](#), Nov 2012

Access to Data

To address these Resolutions, faculty need access to faculty demographic data in two formats:

1. Annual salary and demographic data on individual faculty members in excel format for statistical analysis.

The Academic Personnel Appointments with Demographics report posted on the B.I. Portal is a good example (Fig 1). It is interactive (e.g. faculty can select Year back to 2007, Unit, and Job Class Code). Within seconds the report is presented (with one row of data for each identified faculty member) and can be downloaded as an excel file with the push of a button. (Unfortunately, the demographic data is currently missing from the report: Fig 1)

Academic Personnel Appointments with Demographics
 Currently active appointments as of Monday, December 31, 2012

Executive Summary
 Lists all active academic personnel for a selected Pay Period and a selected group of org units and job class codes. The appt FTE % and Full-Time Rate are as set in OPUS/HEPPS. PaidFTE is derived for each appt by summing all "Regular Equivalent Earnings" (earn types: REG, P/LP, TFA, S/L, SUM, MLP, TRN) from Actual Distributions and dividing by the Full-Time Rate. EXPORT INSTRUCTIONS: To export a nicely formatted Excel file, select "XML" file with report data which saves the file with an .xml file extension. Open Excel, find that file looking at all file types, and open it.

Official Name	ED	Dept Org Code	College	Department	JCC	Title	Monthly Rate	Appt FTE %	Paid FTE %	Sex	DOB	Age	Race
		3100003	SCH OF PUBLIC HEALTH	EPIDEMIOLOGY	0101	PROFESSOR	\$16,772	100.00	64.88			2014	
		3100004	SCH OF PUBLIC HEALTH	HEALTH SERV/ICES/MAIN	0102	ASSOCIATE PROFESSOR	\$15,417	100.00	100.00			2014	
		3100002	SCH OF PUBLIC HEALTH	ENV/RO & OCCUP HEALTH	0101	PROFESSOR	\$0	100.00	0.00			2014	
		3100002	SCH OF PUBLIC HEALTH	ENV/RO & OCCUP HEALTH	0101	PROFESSOR	\$10,818	100.00	100.00			2014	
		3100003	SCH OF PUBLIC HEALTH	EPIDEMIOLOGY	0101	PROFESSOR	\$13,318	100.00	100.00			2014	
		3100049	SCH OF PUBLIC HEALTH	GLOBAL HEALTH	0101	PROFESSOR	\$0	0.00	0.00			2014	
		3100002	SCH OF PUBLIC HEALTH	ENV/RO & OCCUP HEALTH	0101	PROFESSOR	\$13,613	100.00	100.00			2014	
		3100003	SCH OF PUBLIC HEALTH	EPIDEMIOLOGY	0101	PROFESSOR	\$11,918	100.00	0.00			2014	
		3100004	SCH OF PUBLIC HEALTH	HEALTH SERV/ICES/MAIN	0101	PROFESSOR	\$15,048	100.00	100.00			2014	
		3100004	SCH OF PUBLIC HEALTH	HEALTH SERV/ICES/MAIN	0101	PROFESSOR	\$13,772	100.00	100.00			2014	
		3100002	SCH OF PUBLIC HEALTH	ENV/RO & OCCUP HEALTH	0101	PROFESSOR	\$12,447	100.00	100.00			2014	
		3100002	SCH OF PUBLIC HEALTH	ENV/RO & OCCUP HEALTH	0102	ASSOCIATE PROFESSOR	\$12,767	100.00	100.00			2014	

Fig 1. <https://biportal.uw.edu/Report>

- 2. **Interactive visualization of annual salary and demographic data via the [Tableau](#) platform.** Tableau allows the User to select parameters (race, age, gender, dept, rank, etc) via dropdown menus. Within seconds the data requested is presented graphically (Figs 2, 3).

April 2014: OPB piloted a faculty demographic Tableau platform (Figs 2, 3).

May, 2014: Astley and Gregory presented the pilot faculty demographic Tableau platform to [the Faculty Senate](#). Only Astley and Gregory had access to the pilot website. When asked when the rest of the faculty would receive access to this Tableau website, Ana Mari reported she hoped by September 2014.

Feb 2015: Astley was informed the OPB pilot Tableau website was discontinued.



Fig 2



Fig 3

Faculty demographic data is posted in aggregate, tabular, pdf format ([Academic Personnel Data](#)) (Fig 4). This format prevents most forms of empirical statistical analysis and would require tremendous time and effort to transform the data into a format that could be summarized descriptively or graphically.

Workforce Analysis by Departments Page 56 of 64

Department: 3100002 ENVIRO & OCCUP HEALTH
Reports to: 310 SCH OF PUBLIC HEALTH

Job Code & Title	Grade	EEO	Tot	MALE							FEMALE							Tot						
				T	W	B	A	H	I	P	2	T	W	B	A	H	I		P	2				
0445 3100002 SENIOR FELLOW		2	5	2	1	0	0	0	0	0	0	0	0	0	0	3	0	0	0	0	0	0	0	4
0442 3100002 SENIOR FELLOW-TRAMEE		2	2	1	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0
0385 3100002 LECTURER PART-TIME		2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0325 3100002 ACTING ASSISTANT PROFESSOR-TENURE		2	1	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0
0317 3100002 SENIOR LECTURER-FULL-TIME		2	2	1	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0
0313 3100002 ASST PROFESSOR WITHOUT TENURE		2	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1
0312 3100002 ASST PROFESSOR WITHOUT TENURE		2	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0311 3100002 PROFESSOR WITHOUT TENURE		2	3	1	1	0	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0	0
0302 3100002 ASSOCIATE PROFESSOR		2	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0301 3100002 PROFESSOR		2	15	13	13	0	0	0	0	0	0	0	0	0	2	1	0	0	0	0	0	0	0	1
0206 3100002 ASSOCIATE VICE PROVOST		3	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total:			35	24	23	0	1	0	13	6	0	1												

Department: 3100003 EPIDEMIOLOGY
Reports to: 310 SCH OF PUBLIC HEALTH

Job Code & Title	Grade	EEO	Tot	MALE							FEMALE							Tot						
				T	W	B	A	H	I	P	2	T	W	B	A	H	I		P	2				
0445 3100003 SENIOR FELLOW		2	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1
0442 3100003 SENIOR FELLOW-TRAMEE		2	9	5	0	0	0	0	0	0	0	0	0	0	4	3	1	0	0	0	0	0	0	7
0385 3100003 LECTURER PART-TIME		2	2	0	0	0	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0	0
0376 3100003 SENIOR LECTURER-PART TIME		2	1	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0
0348 3100003 RESEARCH ASSOCIATE		2	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1
0343 3100003 RESEARCH ASSISTANT PROFESSOR		2	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1
0342 3100003 RESEARCH ASSOCIATE PROFESSOR		2	1	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0
0341 3100003 RESEARCH PROFESSOR		2	4	2	2	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0
0313 3100003 ASST PROFESSOR WITHOUT TENURE		2	5	2	1	1	0	0	0	0	0	0	0	0	3	3	0	0	0	0	0	0	0	1
0312 3100003 ASST PROFESSOR WITHOUT TENURE		2	4	3	3	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0
0311 3100003 PROFESSOR WITHOUT TENURE		2	12	3	3	0	0	0	0	0	0	0	0	0	9	0	0	0	0	0	0	0	0	0

Fig 4

The UW has made tremendous progress providing faculty and students with access to UW data.

- Visit the UW Business Intelligence Portal for UW Enterprise Data Warehouse Reports and Analytics. <https://bjportal.uw.edu/>. Its impressive.

Note: Student demographics (gender, race) are posted via Tableau from 2006-2014 (Fig 5). <https://bitools.uw.edu/views/06-DiversityProfileandTrends/06-DiversityProfileTrends#1>

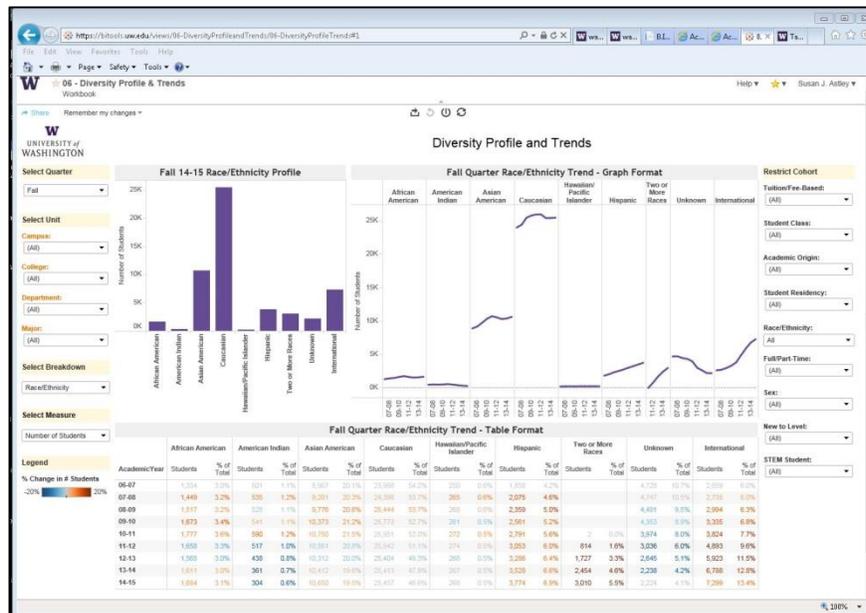


Fig 5

It's time to post the faculty demographics via Tableau.

2014 – 2015 Appointments to University and Senate Committees.

Special Committee on Intellectual Property and Commercialization

- David Goldstone, ASUW, as an ex-officio member without vote for a term beginning immediately and ending September 15, 2015

Faculty Council on Faculty Affairs (Meets Tuesdays at 9:30)

- Elyse Janzen, ASUW, as an ex-officio member without vote for a term beginning immediately and ending September 15, 2015.

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

- Alexis Nelson, GPSS, as an ex-officio member without vote for a term beginning immediately and ending September 15, 2015.

Resolution Concerning Childcare

WHEREAS, the University of Washington has fallen behind its peer institutions in providing flexible on-site childcare; and

WHEREAS, the faculty recognizes the administration's efforts to address this issue by appointing a full-time director for Childcare Development & Access; and

WHEREAS, the University of Washington continues "to create welcoming and respectful learning environments, promoting access, opportunity and justice for all." (UW Diversity Mission Statement 2014).

BE IT RESOLVED, that the faculty endorses the administration's appointment of a director and a permanent advisory committee on Childcare Development and Access; and

BE IT FURTHER RESOLVED, that through the permanent advisory committee the faculty will continue working with the administration to develop a family friendly environment at the University of Washington by the following actions:

- Develop accessible, near / on-site university childcare centers.
- Support collaborations between new campus childcare centers, affording access for families and ensuring excellence and quality programs for those served.
- Provide leadership in the field of early education, family relationships, and early mental health, essential to developing a qualified and informed workforce in meeting the varied needs of our graduate and professional school students, faculty, and staff.
- Strengthen family relationships by providing support and educational services that are based on research and best-practice methodology.
- Create flexibility whenever possible to adjust and respond to the changing needs of campus families, the workforce, and our environment.
- Develop productive partnerships to facilitate access by the University of Washington community to a full range of childcare support.

Submitted by:
Faculty Council on University Facilities and Services
April 6, 2015

Approved by:
Senate Executive Committee
April 6, 2015

Approved by:
Faculty Senate
April 23, 2015

Concerning the UW Open Access Repository & Request for Advice on an Open Access Policy

WHEREAS, the primary mission of the University of Washington is the advancement, dissemination and preservation of knowledge; and

WHEREAS, dissemination of academic research by deposit of authors' copies of published articles in Open Access repositories (that enable anyone with internet access to read the articles without financial, legal, or technical barriers) is associated with increases in the impact, visibility and use of that research [[view a bibliography of relevant studies](#)]; and

WHEREAS, the University of Washington Libraries has established an online, freely accessible and searchable Open Access repository, *ResearchWorks at the University of Washington (ResearchWorks)*, for the dissemination and preservation of scholarly works published by members of the University community [[view ResearchWorks](#)]; and

WHEREAS, use of *ResearchWorks* by University of Washington researchers to disseminate their research is currently obstructed by the limited functionality of the repository, and by the absence of a University-wide Open Access policy, and

WHEREAS, University of Washington Faculty, Students and Staff have a long-standing interest in enabling Open Access to scholarly articles produced by University Faculty, for example

- 2007: The University of Washington Office of Research issued a Statement of Position encouraging faculty to work towards rapid, free, voluntary dissemination of scholarly works to their peers and the public-at-large through open-access publications [[view the Statement of Position](#)];
- 2009: The University of Washington Faculty Senate approved Class C Bulletin No 481 recommending that the University of Washington (1) prepare for a future in which academic publications are increasingly available by open access (2) maintain and further develop *ResearchWorks* and related services to enable faculty to disseminate their scholarly work without financial or copyright barriers [[view the Class C Bulletin](#)];
- 2015 : The Graduate and Professional Student Senate resolved to encourage faculty to adopt an open access publications policy that facilitates free and public access to the scholarly peer reviewed articles produced by University of Washington students, staff, and faculty [[view the resolution](#)]; and

WHEREAS, there is scope for enhancing *ResearchWorks* to provide a world-class Open Access repository to support the dissemination of University of Washington research, and raise the impact and visibility of the University's research; and

WHEREAS, there is a need for a University-wide policy to enable the University to work with publishers and other universities to simplify procedures to enable deposit of scholarly articles in an Open Access repository; and

WHEREAS, among University of Washington Faculty and Staff there is substantial scholarly expertise of international renown on Open Access issues, including economics, bibliometrics, recommendation systems, and legal analysis; therefore,

BE IT RESOLVED, that the Faculty Senate requests the following:

That the Provost direct the Vice Provost of Digital Initiatives, Dean of the University Libraries to develop an open access publication policy for recommendation to the University. In doing so, the following shall be among the issues considered:

1. The University of Washington Libraries and UW IT conduct a needs and integration assessment to determine what resources are necessary to enhance *ResearchWorks* to the level of a world-class Open Access repository.

2. The Provost's Office provide resources to the University of Washington Libraries to support this needs and integration assessment, and when the assessment is complete, further support the expeditious implementation of the recommendations.
3. The Intellectual Property Management Advisory Committee and the Senate's Special Committee on Intellectual Property promptly investigate and report to the Faculty Senate on options for implementing a robust and sustainable Open Access policy that is both sensitive to Faculty needs and concerns, and consistent with existing University policies and state and federal legislation.
4. Faculty and staff with expertise in Open Access economics, human-centered design, bibliometrics, recommendation systems, legal expertise and other specializations relevant to building a world-class Open Access repository and implementing an Open Access policy contribute to the enhancement of *ResearchWorks* and contribute to the implementation of a policy via the relevant University committees.

Submitted by:
Faculty Council on Research
April 6, 2015

Approved by:
Senate Executive Committee
April 6, 2015

Approved by:
Faculty Senate
April 23, 2015