

**Minutes**  
Faculty Senate Meeting  
Thursday, January 29, 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 2:33pm. The agenda was approved.

**2. Faculty Senate Chair's Remarks – Professor Kate O'Neill. [Exhibit A]**

Chair O'Neill welcomed members. O'Neill outlined the format for the upcoming Faculty Salary Policy Proposal Town Hall and noted that the event was moved from Architecture Hall to the Walker-Ames Room in Kane Hall. She added that the discussion would be recorded and available on the Faculty Senate website following the event. Lastly, she commented that the University Faculty Councils were very active and encouraged Senators and their constituents to read the councils' written reports.

**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 was a question about the issue discussed in SCPB regarding an article that ranked the UW as the "5<sup>th</sup> most unequal" university in the United States. SCPB Chair Jack Lee directed members to his comments made on the AAUP listserv explaining the methodology of the survey and correcting the inaccuracies in the data used to reach that conclusion. He noted that the publication withdrew their allegation, though it was unclear how far down the ranking UW dropped since the publication only listed the top five.

A Senator from the School of Public Health raised concern about the debt load for students and suggested that graduate student debt should also be an issue.

A question was raised if the Walker-Ames Room had adequate capacity for the town hall meeting. Faculty Senate office staff responded that the previously scheduled room was not available due to maintenance and that the Walker-Ames Room was the best option available, despite having lower capacity.

**4. President's Remarks– Michael K. Young.**

President Young remarked that various UW officials were spending their time working on the current legislative session. UW's priorities for the capital budget are new life sciences and computer science buildings and an upgrade to the T-Wing of the UW Medical Center. President Young hoped for state funding for those requests.

Young noted that the Governor's most recent budget generated significant debate because it would likely not allocate any additional resources to the UW. He was concerned that the UW could be taxed under the Governor's cap and trade proposal but noted that the Governor had expressed interest in holding public universities harmless. Additionally, the budget proposal adds some funds to the Graduation Success Program but does not significantly increase funding for the State Need Grant. It is too early in the session to know if any significant tax increases will be part of the final budget.

The UW has been unable to reach an agreement with WSU to resolve allocation of funds to medical education in Spokane. Young communicated to lawmakers that continued funding would be necessary to maintain our program there and that increased funding would provide the highest quality and most cost-effective expansion of medical education.

President Young invited questions; there were none.

## 5. Requests for Information.

Summary of Executive Committee Actions and Upcoming Issues of October 6, 2014.

- a. Approval of the November 17, 2014, SEC minutes.
- b. Approval of the December 4, 2014, Faculty Senate minutes.
- c. Report of the Faculty Council Activities. **[Exhibit E]**
- d. Faculty Code Interpretation: Appointment and promotion of part time lecturers and part time senior lecturers. **[Exhibit F]**

There were no requests for information.

## 6. Memorial Resolution

Vice Chair Norm Beauchamp read the following 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 Albert Leslie Babb of Chemical Engineering who died on October 22, 2014, after having served the university since 1952.

President Emeritus and Professor Emeritus William P. Gerberding of Political Science who died on December 27, 2014, after having served the university since 1979.

Professor Emeritus John Goodlad of Education who died on November 29, 2014, after having served the university since 1983.

Affiliate Instructor James Dale Haberman of Dentistry who died December of 2014, after having served the university since 2004.

Affiliate Professor Robert E. Johnson of Dentistry who died on December 4, 2014, after having served the university since 1949.

Clinical Instructor Fredy E. Martinez of Medicine who died on January 1, 2015, after having served the university since 1968.

Adjunct Professor Roger Rosenblatt of Family Medicine who died on December 12, 2014, after having served the university since 1977.

Professor Emeritus Claus Seligmann of Architecture who died on November 14, 2014, after having served the university since 1964.

Professor Emeritus Morton Albert Stenchever of Medicine who died on January 21, 2015, after having served the university since 1976.

Clinical Assistant Professor Teresa Troiano-Chatrion Medicine who died on December 13, 2014, after having served the university since 2001.

Lecturer Glenn D. White of Music who died on December 4, 2014, after having served the university since 1970.

The faculty approved the resolution with a standing vote.

## 7. Consent Agenda.

Approve Nominees for Faculty Councils and Committees. **[Exhibit G]**

There were no objections and the consent agenda was approved.

## 8. Announcements.

Chair O'Neil announced that the Faculty Senate office had received several requests from senators asking to clarify the units they represent. To help find this information the senate roster on the website now lists members by their school, college, or campus and then by the units they represent. Please contact Marcia Killien or Jed Bradley with any questions.

## 9. Invited Guest: UW Learning Spaces Update – Gerald Baldasty, Senior Vice Provost for Academic and Student Affairs and Betsy Wilson, Vice Provost for Digital Initiatives and Dean of University Libraries. [Exhibit H]

Gerald Baldasty attended to gather comments to inform the UW Learning Spaces project. Issues being investigated include the adequacy of pass time between classes and the scheduling of classes throughout the day and week. Classrooms are not fully used during certain hours while other times are being requested more often than can be accommodated.

Questions/comments/responses followed:

Q. What incentives are being considered to encourage use of classroom space outside of 'prime time'?

A. Still gathering that information. Faculty are requesting rooms with more ability to move desks, tables, and chairs.

Q. What are you hearing from students?

A. The lack of predictability of scheduling of classes. Students are members of all these committees and ASUW & GPSS are involved in the survey. Unevenness irritates them the most, since they can't count on times or want to take classes that barely overlap.

C: Some departments teaching large classes have experimented with offering classes outside of 'prime time' which resulted in significant decreases in enrollment. This impacts ABB revenues and may be a disincentive to using non-prime hours.

R: This is the information the committee is seeking. They had discussed pushing classes that will fill no matter what to the non-prime hours because some very popular electives had been taught later without affecting enrollment.

C: If standard time slots change, faculty may need advice on how to calculate the number of instructional hours to meet credit hour requirements.

C: More access to childcare, for both faculty and students might allow more flexibility. Those with young families may require a conscious effort on behalf of units to avoid making them teach or attend evening classes.

C: Professional/health sciences students have specific challenges with pass times because many take classes on both upper and lower campus. Concerned that a 45 minute class period would exacerbate the problem.

R: We have no intent to merge classroom scheduling for upper campus and health sciences or to decrease the standard class time to 45 minutes.

C: A senator from the Art Department had three concerns: First, most classes in the department are taught within their building. Some classes meet elsewhere if they need larger rooms and it is useful to know what spaces have projectors that display art and movies well, since accurately displaying color has been an issue. Second, they have an occasional need for evening presentations and have found it difficult to see what rooms are available. Lastly, scheduling in the evening is difficult because special events are given priority over instructional time.

C: Graduate students were not excited about extending hours from 8-6, undergraduates were split. Some faculty were excited to teach earlier or later.

C: A possible incentive would be to distribute weighted ABB funds if faculty members teach later classes.

R: Baldasty and Provost Cauce were clear that incentivizing through ABB was not on the table.

C: We received more response from this than the salary policy proposal, but generally no consensus. Some faculty teach Monday, Wednesday, Thursday, Friday which leaves an empty classroom on Tuesday. Suggested that faculty and students could handle different rooms on different days. Other incentives could include parking and lab space.

C: We need to better attend to the mix of teaching and learning between south campus and upper campus. Under the current system, faculty must fail to find a room in health sciences before being allowed on the list for upper campus spaces. Secondly, CTE controls Kane before 5pm and UW Events controls the space after 5, giving events priority over classes.

R: The issue with Kane Hall was brought up by several people and Baldasty was already looking into it.

C: Would be preferable to provide 2<sup>nd</sup> and 3<sup>rd</sup> choices for room assignments, which is not allowed under the current system. Some hybrid in-person/online classes appear to meet on Fridays, for example, but the room is actually empty because it is not an instructional day.

R: Current system offers maximum flexibility in duration of classes and scheduling but is not working. New proposals hope to balance flexibility with a finite number of options.

C: We need to consider graduate students who also teach and how their own classes may conflict with their teaching obligations.

C: UW Bothell is having issues with space as well.

R: This initiative is focused on the Seattle campus, though Bothell has its own committee and their actions will be informed by the outcome of the Seattle proposals.

Q/C: Most universities used to be on the quarter system but have now changed to semesters. Has there been consideration of switching to semesters? Secondly, faculty are having problems with the uniformity of equipment for showing films or presentations.

R: This group is not tackling a move to a semester system but technology is a concern.

Q: Will proprietary rooms, such as those in the Law School, be subject to general scheduling under the new system?

A: We have no intention of forcing proprietary rooms into general assignment.

C: Staff recommended an update to the scheduling system itself, noting that a more visual calendar for each room would be useful. It is also difficult to find out what equipment is available in each room.

## 10. Unfinished Business.

There was no unfinished business.

## 11. New Business.

Class C Resolution. **[Exhibit I]**

Title: Resolution concerning equity, access and inclusion in hiring.

Action: Approve for distribution to faculty.

Rachel Chapman, Chair of the Faculty Council on Multicultural Affairs, introduced the legislation. She introduced Norma Rodriguez, who has been working in the Office of Faculty Advancement to develop resources to train faculty in hiring practices. Chapman indicated that the council has been hard at work, most notably passing undergraduate curriculum requirements and changing the Faculty Code to take into consideration diversity work. Chapman argued that faculty members need the skillset to build institutional diversity, which is crucial to our success as a university. The council decided that adding implicit bias training at the hiring level would allow for more appreciation of diversity when making hiring decisions.

As a case study, the Anthropology department has been providing implicit bias training to hiring committees since 2007 and is about to make its 5<sup>th</sup> hiring of an underrepresented minority in as many

years. She used a metaphor to illustrate that humans create the world as we know it, which leads to bias in hiring. Chapman reasoned that we need tools to make new assessments of excellence.

Questions and comments followed:

C: College of the Environment: Expressed support and recommended that as resources allow, this training should be made available to graduate students and hiring committees for high level staff.

Q: Arts & Sciences: What penalties would be imposed?

A: Provost Cauce responded that chairs and deans would be accountable up to leadership. She added that implicit bias resources are online, many developed here at UW.

C: We need efforts to report on diversity outcomes.

R: Cauce responded that this is not about the outcomes but about making the process fairer by giving the best information available to the committee and ensuring an open process.

C: Public Health: Many peers have similar mandates. Would every member of the committee go through, training, just the chair, or the entire faculty?

A: Depends on resources. Norma Rodriguez is hoping to have a handbook available for units to use with existing online resources by spring quarter.

C: A&S, English: In favor of the resolution. Would departments with existing training be compliant?

A: It is important to have institutional standards so the existing training would need to be approved.

C: Leadership should be included in trainings so that they are on board with the changes.

A: Some training has already occurred in the Provost's executive leadership, the College of Engineering, and some department chairs in Arts & Sciences, which already resulted in increased support.

C: Law: encouraged members to take an implicit bias test since a number of studies have shown that university faculty members are no more immune to implicit bias than others. Suggested that admissions committees would be a good next step.

Q: UW Bothell: This resolution focuses on hiring, but line 28 mentions retention. What was the intent of including that and why aren't promotion and tenure decisions included?

A: This is a new proposal and hiring is the first place this needs to occur. The hope is that it will soon be easy to make the argument to include this in other processes including promotion, tenure, and admissions.

C: The Graduate and Professional Student Senate expressed strong support, given that better equity in hiring could result in more faculty diversity, which leads to better educational experience and outcomes.

C: Jack Lee, chair of SCPB, commended the work of the councils. He reminded members that this is a Class C resolution supporting the Provost and the Office of Faculty Advancement in their efforts on inclusion in hiring, and that the major details and implementation would be up to them.

C: Nursing: We appreciate making this step and are looking forward to a future resolution regarding promotion and retention.

C: UW Tacoma: Concern that sometimes there is a bias within faculty about how to define diversity and faculty, and encouraged members to think about faculty diversity beyond personal traits.

The resolution was approved unanimously.

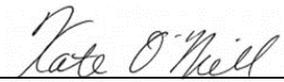
## **12. Good of the Order.**

A brief discussion ensued about promotion of non-competitively hired part-time lecturers. Chair O'Neill pointed to online resources regarding promotion, including recent guidelines posted by the Provost.

**13. Adjournment.**

The meeting was adjourned at 4:33pm.

Prepared by:   
Marcia Killien  
Secretary of the Faculty

Approved by:   
Kate O'Neill, Chair  
Faculty Senate

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

I hope everyone enjoyed a restorative winter break. Please take the time to review the agenda and supporting materials. In particular, we will be considering an important proposed Class C resolution today, concerning diversity training to promote more hiring and better retention of diverse faculty. It deserves careful review.

### **Update on Proposed Faculty Salary Policy**

I'll take a moment to update this committee on the deliberations over the proposed new faculty salary policy. I am pleased to report that at the last Senate meeting in December, senators engaged in a vibrant, constructive discussion of the proposed salary policy. Senators took their representative jobs seriously. As a result, we heard from many different schools and departments and a great variety of issues and questions were raised. A summary of the discussion can be found in the December 4 Faculty Senate minutes being approved at this meeting. Although we did not take a straw poll, I thought the tenor of the discussions was generally supportive, although there were a significant number of specific concerns.

The Faculty Council on Faculty Affairs is taking note of the Senate discussion as the FCFA members continue their hard work on translating the proposal into code language. FCFA Chair Joe Janes anticipates that he will be able to bring proposed code changes to the SEC at our second meeting this quarter. If this body approves, then the Senate will consider the proposed code changes in spring quarter.

In the meantime, we will host a town hall meeting to which all faculty are invited on February 4, 2015, at 2:45 - 5:15 p.m. in 147 Architecture. The meeting will be recorded and available after the meeting on the Senate website. We plan to begin with a panel discussion among a group of faculty members and administrators representing diverse units and perspectives. Audience members will have an opportunity to raise issues and questions afterwards.

### **New Payroll System**

We continue to work with the administration on implementation of a new payroll system, scheduled to launch at the end of December 2015. This is an enormously complex and expensive project – but it is plain that the UW cannot continue with the 40 year-old legacy system. We will continue to work with the administration to ensure that faculty, student employees, and staff are informed about procedural changes and about the costs to units. Cheryl Scott, the project director, will be making a presentation to the Senate, among other venues, early next fall. In the meantime, you can find more information, including FAQs, here: <http://f2.washington.edu/teams/hrp/>.

### **Continuing projects**

We are following up with the Provost to improve access to accurate faculty demographics and to analyze the implications of that data.

Another project follows up on last year's committee and task force work on lecturers. We are considering whether we need to change faculty code or Academic HR policies, or both, for instructional faculty appointments.

We continue our efforts to monitor and participate in efforts to update and improve UW policies governing intellectual property management. We are coordinating the work of the Senate Special Committee on Intellectual Property and Commercialization, the Faculty Council on Research, and the Faculty Council on Libraries, with the President's Intellectual Property Management Advisory Committee, Educational Outreach, Information Technologies, and the Center for Commercialization. We hope to gather information about diverse faculty and students' teaching and research needs and goals, recommend appropriate changes to UW's intellectual property policies, and to educate faculty and students about best practices. Among the many issues under consideration is an initiative to encourage open source publication of research and teaching materials.

In closing, I note that we have begun the biennial budget-setting process in Olympia. I will defer to JoAnn Taricani's great expertise on what that may entail. Much of the remainder of our work this year will require us to think carefully about preserving core priorities in a period of challenging and uncertain finances, but I worry that our prolonged financial challenges make many faculty entirely focused on coping with internal budgets. In the public square, however, these are interesting times. I cannot recall a time when there was as much public attention on issues concerning the funding of education, including higher education, and the state's tax structure. I think we do our future students and colleagues a disfavor if faculty cannot figure out better ongoing ways to persuade the public that an excellent, affordable education and first-class, disinterested research are public goods that merit more public funding. We should not leave this entirely to administrators and public relations officers. Since the SEC and the Senate's traditional agendas do not easily accommodate such discussions, I hope that you will let me know by email if you are interested in joining an informal group to brainstorm how to advocate more effectively within ethics rules.

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

1. New Staff. Joseph (“Joey”) Burgess has joined the office of faculty governance in the role of supporting faculty councils. He replaces Grayson Court who has moved to a new position. Joey is a graduate of the University of Oregon where he previously worked in their Faculty Senate office.
2. Senate Vice Chair Election. The vice chair nominating committee is interviewing candidates for Vice Chair of the Faculty Senate for a term beginning in 2015. Final candidates will be presented to the Senate Executive Committee at its February 9, 2015, meeting.
3. Election of Senators for 2015-17. Nominations from the elected faculty councils (EFC) of schools, colleges, and campuses holding Senate elections this year will be due to the Secretary of the Faculty on February 11, 2015. Further information about the election process and deadlines has been sent to those EFC chairs.
4. Changes to the Online Roster. In response to requests for representation information, we recently updated the Faculty Senate roster to reflect units represented, as opposed to appointing unit of the faculty senator. Senators representing an entire school or college are now labeled as at large, and senators representing multiple departments are now labeled with each unit they represent. The updated roster can be found [here](#).
5. University Lecturer Nominations. The University Faculty Lecture Award Selection Committee is now accepting nominations. The purpose of the award is twofold: to honor UW faculty members whose scholarship or creative work is widely respected by their colleagues as original and important and to share those accomplishments with the community, both on and off the campus, through a public lecture. Each year since 1974, a distinguished member of our faculty has been chosen. Nominations should be received by February 19, 2015. Nominations can be submitted [here](#).
6. Conciliation Board seeking members. The Conciliation Board is seeking new members. Conciliators work through the office of the University Ombud as part of the informal dispute resolution processes outlined in Chapter 27 of the Faculty Code. If you are interested in learning more about this opportunity for service, please contact the Secretary of the Faculty ([secfac@uw.edu](mailto: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. We plan to start posting documents and data related to all of these discussions on the SCPB website soon.

### **Faculty salary survey**

On December 1, we received a report from the Office of Planning and Budgeting on how UW Faculty salaries have changed from 2007 to 2014. Overall, faculty salaries at the Associate Professor and Professor levels were nearly flat from 2008 to 2012 (and actually declined several percentage points when adjusted for inflation), and then increased about 5% to 6% per year from 2012 to 2014. At the Assistant Professor level, salaries continued their historical pattern of rising considerably faster than inflation, even during the depths of the recession. As a consequence, salary compression, always a significant problem, has increased dramatically.

### **Executive salaries**

We also had a discussion about executive salaries, prompted by a widely circulated report that described the University of Washington as the “fifth most unequal” public university. It turned out that this dubious distinction had been based on erroneous or outdated information, and a corrected version of the report placed Delaware in that position instead of UW; but even so, we thought it would be useful to find out how UW stacks up on the various measures that the report authors (Andrew Erwin and Marjorie Wood of the Institute for Policy Studies) had been looking at: excessive executive pay, high student debt, and large increases in low-wage and/or contingent faculty labor. We asked the Office of Planning and Budgeting to report to us on these measures.

Here’s a summary of what we found out: (1) President Young’s 2012-2013 salary was 19<sup>th</sup> highest among public university presidents. (2) Average student debt load is moderate compared to national averages, with half of all UW undergraduates graduating with zero debt, and with those that did borrow having an average debt load of \$21,263, compared to the national average of \$25,000. (3) Although there was a large and well-documented increase in lecturer hiring at the Bothell and Tacoma campuses from 2006 to 2013, that trend seems to have abated, and the percentage of lecturers at UW-Seattle has not changed significantly in recent years; while recent directives by the provost (see below) should have the effect of increasing lecturers’ job security and opportunities for salary advancement. There was some concern about the president receiving a 6.2% raise while other faculty and staff were receiving only 4% on average. But on the whole, the consensus of SCPB seemed to be that while there is still work to be done in improving the UW’s allocation of resources, the alarming “fifth most unequal” headline was not justified.

### **State Audit Report**

On January 5, we heard a report about the [audit of UW](#) commissioned by the State of Washington. In general, the audit report was favorable, and the recommendations it did make were primarily concerned with improving communication between the university and the state, and improving the consistency of accounting procedures, goals that the UW administration supports.

### **RCEP for Graduate Certificate in Global Trade, Transportation, and Logistics**

The Graduate School requested the elimination of the interdisciplinary Graduate Certificate in Global Trade, Transportation, and Logistics. Because the content of the certificate program has been incorporated into a new Master’s program in transportation logistics offered by the Department of Civil and Environmental Engineering, members of SCPB decided to recommend to the Provost that this be treated as a “Limited RCEP” (Reorganization, Consolidation, and Elimination Procedure).

## **Voluntary Retirement Incentive (VRI) program**

Cheryl Cameron, Vice Provost for Academic Personnel, informed us that the university is considering offering another round of the [Voluntary Retirement Incentive \(VRI\) program](#), with enrollment to be open from July 1 to December 31, 2015, for those planning to retire between July 1, 2015 and June 30, 2016. The number of eligible faculty members and the expected cost are closely comparable to the corresponding figures for the last offering (10/1/13-3/31/14). Members of SCPB reacted positively to the proposal.

## **Overview of the Governor's budget**

Faculty Legislative Representative JoAnn Taricani and Assistant Vice Provost Sarah Hall reported on Governor Inslee's 2015-2017 budget proposal. A brief on the proposal from the Office of Planning and Budgeting is available [here](#). The most important area of concern is that while the governor proposes \$40 million in additional funds for the university, after various obligations are covered it is not nearly enough to pay for the governor's proposed extension of the resident undergraduate tuition freeze. The budget will go through many revisions before it becomes final, so we need to watch carefully as it develops.

## **Guidelines for lecturer hiring**

Provost Cauce reported on the directions that she gave to deans and chancellors this past fall about hiring and recruiting lecturers. The main new expectation is that units will use open and competitive recruitments for all part-time lecturers hired on an annual basis at 50% FTE or more (not just full-time ones).

## **Academic Units' Provost Reinvestment Fund Requests**

Each year, all units in the university submit [budget proposals](#) to the Office of Planning and Budgeting. Part of those proposals is requests for temporary or permanent allocations from the Provost Reinvestment Fund (the 30% "tax" that the provost's office takes from tuition revenues before they are distributed via ABB). On January 12, SCPB looked at the requests from all academic units. (We will look at administrative units' requests on Feb 2.) Because of pressures on the legislature, it is not clear whether any new revenue will be available for distribution; so we focused primarily on deciding which requests were the most urgent ones to be funded if at all possible. Members of SCPB reached a consensus that the highest priority items were the School of Medicine request for \$3 million to backfill the Spokane WWAMI program should the legislature not agree to the UW's request to keep WWAMI funds that were previously appropriated to WSU in WWAMI; and the second year of a previously requested two-year bridge fund for the Bioresource Science and Engineering program in the College of the Environment.

Here are some topics we plan to discuss in future meetings. For agendas, see <http://uw.edu/faculty/senate/scpb/agendas>.

- Provost reinvestment fund requests for administrative units
- Reports from the Colleges of Engineering and the Environment
- Administrative review of services and overhead rates
- Financial aid
- Undergraduate and graduate tuition setting process
- Faculty retention, recruitment, & separations
- Global Innovation Exchange
- Transportation services and UPass
- Unit adjustments
- Intercollegiate athletics: effects of new NCAA rules
- 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
- C4C
- Intellectual Property Policy
- Learning Spaces Project

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

### **Legislative session 2015:**

I want to start by encouraging you to be in contact with your own elected legislators by sending them email from your non-UW accounts, signing up for their newsletters, and attending their district meetings when they occur (likely in early March). You can find your legislators and contact information at: <http://app.leg.wa.gov/districtfinder/>. Our greatest impact is always on the three legislators who represent our districts.

New this year: members of the public may comment on any bill via this link on the legislative website: <https://app.leg.wa.gov/pbc/>. Please try it and let me know how it appears to be working. I will post bill numbers of active bills at <http://tinyurl.com/uwolympia>, the faculty website for current UW legislative information.

The University of Washington has been well represented by faculty expertise in the first two weeks, invited by legislators to testify on particular areas of concern to the Legislature. Professor and Chair of Radiology Norm Beauchamp (Vice-Chair of the Faculty Senate) provided moving testimony about the impact of the free public clinic held in Key Arena in October, while Professor and Chair of Psychiatry Jürgen Unützer testified about the public health issues of treating patients who need psychiatric care. From Computer Science and Engineering (CSE), Professor Hank Levy was invited to present on the workforce issues and ongoing need to be able to serve the large number of students who are qualified to pursue degrees in CSE but for whom there is no space. Professor Jim Fridley presented a model for financial aid. Our colleagues were warmly received in the various committees where they testified.

Policy bills are being introduced at a rate of over 100 bills per day; hearings in the first half of the legislative session will determine which bills will proceed past their filing – only a small percentage survive. There have been a number of bills related to financial aid, and assorted operational issues. Some of these bills will have hearings and pass out of their committees in the next four weeks.

On the day I am writing this report, companion bills in the House and Senate are being introduced that would allow WSU to create a medical school; the bills in both chambers have bipartisan support. (HB 1559 and SB 5487). One of the major agenda items for the UW is the request for funding for a long-planned expansion of the School of Medicine-Spokane medical education (a site in the extensive network also known as WWAMI in the five states that have UW medical training sites), so while the UW will not oppose the WSU plans to create a medical school, the UW is proceeding with its original request for additional slots for medical students at the Spokane site.

Four hearings in the first week related to the Governor's budget, with opportunity for the universities to explain the impact – the adverse impact – of the Governor's plan to freeze resident undergraduate tuition without providing new investment to offset the loss of new tuition dollars. This message of concern was delivered by many constituencies, including all the four-year universities, the community and technical colleges, students from these institutions, and the umbrella organizations that represent the interests of higher education: the Council of Presidents (for four-year institutions) and the State Board for Community and Technical Colleges.

Back in their districts, legislators have heard broadly from their constituents in the recent election that freezing resident undergraduate tuition has been very well received. Public colleges and universities support the continuation of this policy if the state can provide the same types of investment it made in 2013-15, which was \$225 million to the four-year universities. For 2015-17, the four-year universities are collectively requesting \$198 million to offset the cost of freezing tuition for five years in a row (2012-17).

For the first time, all the entities involved in higher education have agreed on a joint agenda for 2015-17; this agreement includes the four-year universities, the community and technical colleges, the independent (private) colleges, and the Washington Student Achievement Council. The key items are: Reinvesting in

student financial aid; sustaining high-quality learning environments, with full funding of the maintenance-level budgets for public institutions; and increasing support for STEM/high-demand programs.

Several key members of the higher education committees have already indicated their support for full funding for higher education in order to maintain educational quality, while also holding tuition levels steady. See, for example, this joint statement from Senator David Frockt, member of the House Higher Education Committee and Senator Jeanne Kohl-Welles, the ranking member of the Senate Higher Education Committee (also linked at the legislative website below):

<http://sdc.wastateleg.org/frockt/2014/12/11/frockt-kohl-welles-call-for-full-funding-for-higher-education/>

**The Governor's proposed budget (issued 12-19-14) – overview** (Provided to the Faculty Senate Executive Committee on 01-12-15)

The Governor's budget is a starting point for discussion in Olympia; it is always the first proposal of the legislative session. The next budget proposals, from the House and Senate, cannot appear until after the publication of the next official economic forecast on March 18, 2015. Almost always, the final approved state budget looks very different from the first proposal, and Governor Inslee's budget provides higher education with many issues to pursue with legislators.

A significant point of context for this first budget proposal of the 2015 session is that it does not take into account a joint request from the six presidents of the four-year universities of the state: a request that the state invest \$198 million (total to all six institutions) to offset a continuation of the freeze of undergraduate resident tuition at the level of 2012-13 and to continue to provide a high quality of learning, along with the current levels of access and productivity. The proposed budget does not provide this investment, and also would create a cut to the base budget because of the proposed method of funding all pay increases. (For related documents and analysis, see: [www.tinyurl.com/uwolympia](http://www.tinyurl.com/uwolympia))

### **Details of the Governor's budget proposal (Book 2):**

Much of the budget is focused on K-12 education, as expected, given its large proportion of the state budget and the need to address the requirements of the McCleary decision to fully fund K-12 education.

Tuition: In higher education, the Governor proposes to freeze resident undergraduate tuition for two more years; if the Legislature agrees, resident undergraduate tuition will have been at the same level for five years by the end of academic year 2016-17. His position on other categories of tuition will be clarified in the full budget.

Investment in higher education: But, as noted above, this budget provides no offset of funding to universities for the tuition freeze he proposes. Last week, the Council of Presidents (COP, presidents of the four-year universities) stated that the amount of funding that would be necessary to offset two more years of a tuition freeze for resident undergraduates (\$198 million for all four-year universities for the biennium). The COP took the same position for the 2013-15 budget, asking for a \$225 million offset for the current biennium, which eventually was included in the final budget.

Pay increases: The Governor's budget proposed to provide all state employees with a 3% pay increase in July 2015 and a 1.8% increase in July 2016. There is also permissive language that would allow other pay increases in higher education, provided that additional increases would not create a new carryforward obligation for the state.

Funding pay increases: The Governor's proposed method of funding all UW raises (including collective bargaining agreements) represents a marked change in state policy, which would essentially cut the base budget. As the noted by the UW Office of Planning and Budgeting (OPB; *analysis linked above*): "Although the Governor's budget provides the UW with \$40 million more in general funds for 2015-17 than the UW received in 2013-15, the call on these funds is significant. In particular, the Governor's budget assumes that the UW will cover one-third of total compensation increases using state funds and two-thirds using tuition revenue."

Bottom line: Ultimately, although there is an appearance of a \$40 million increase to the budget of the UW, there is no net gain, and to again quote the UW OPB: “once salary increases are covered, recognized additional operational needs are met and dedicated funds are removed from the equation, there are no new state funds. In fact, the loss of resident undergraduate authority and the increased compensation expenses we would bear could result in potential unit-level shortfalls.”

Financial aid: the Governor proposes to invest \$125.5 million in all of higher education, particularly the Opportunity Scholarships for STEM fields (\$100 million, which would be matched by private contributions), College Bound Scholarships, and the State Need Grant (\$25.5 million combined for these two, primarily supporting the College Bound program).

Increased access: At the UW, 150 new student slots are budgeted to expand access to programs in computer science and engineering will be added; at WSU, the budget provides 75 new slots in computer science, and at WWU, CWU, EWU, and TESC, 400 new student slots (total) for majors in mathematics and science would be added.

Capital projects: The Governor’s proposed capital budget includes the full requested amount for CSE Expansion (\$40 million) as well as appropriations for the design of the Center for Advanced Materials and Clean Energy Technologies (\$6.6 million), and Clean Energy Research Test Beds (\$12 million). The budget also supports Health Sciences Education: MHSC T-wing Renovation predesign (\$623,000), Nursing Simulation Lab (\$4 million), Interprofessional Education (IPE) Classroom (\$3 million). The proposed budget also supports the completion of the phased renovation of Lewis Hall, and includes funding for the Burke Museum (\$16 million), which is less than the Burke’s request of \$46 million.

## Report of Faculty Council Activities

### Faculty Council on Academic Standards

In addition to normal business reviewing curriculum changes, major topics that FCAS is undertaking are:

1. Creation of an ad hoc subcommittee on questions associated with courses, joint with FCTL
2. Participating in 2 taskforces: Taskforce on Enrollment and Taskforce on Online Education

### Faculty Council on Benefits and Retirement

1. Advocate changing increased faculty contributions at age 50 from "opt-in" to "opt-out."
2. Provide through the faculty senate process information to faculty regarding benefits and retirement.

### Faculty Council on Faculty Affairs

FCFA is continuing to work on language to revise the Faculty Code regarding the proposed faculty salary policy, with a goal to send to the Senate and the faculty in Spring Quarter.

### Faculty Council on Multicultural Affairs

FCMA is holding joint meetings with the Faculty Council on Women in Academia to address specific issues that impact faculty demographics, including:

- Tenure demographics
- Lecturers
- Mentoring
- Data
- Faculty salary policy

### Faculty Council on Research

The FCR is working with IPMAC, SCIPC, and C4C on a new Policy on Intellectual Property (Revisions to EO 36). We are discussing a possible resolution to be brought to the SEC and the Faculty Senate for creation of a UW "open access" repository for UW scholarly and research publications. The FCR is also focusing on barriers for collaborative, interdisciplinary research and teaching imposed by ABB and determining what services are currently available (or needed) for faculty to meet all of the regulatory requirements needed for conducting research at the UW. We will also be consulting with the Office of Financial Management on the negotiations with HSS on new F and A rates.

### Faculty Council on Student Affairs

The Faculty Council on Student Affairs (FCSA) is "responsible for all matters of policy relating to non-academic student affairs such as financial aid, housing, regulation of social affairs, eligibility rules, intercollegiate athletics, and general student welfare." (Faculty Code, Sec 42-38.)

The FCSA continues to conduct discussions on issues pertinent to students. The major issues that have come before the Council so far this year are:

- Childcare Facilities;
- Diversity;
- Enrollment Management;
- Quality of Student Life;
- Student Athletes;
- Student Conduct Code; and,
- Student Financing & Debt.

7 October: The first meeting of the 2014-2015 academic year featured Elizabeth Lewis who discussed the Faculty Appeal Board.

4 November: Faculty Senate Chair, Kate O'Neill briefly met with the Council, to welcome members, and inform them of the important role that they play in share governance. Elizabeth Lewis returned to provide an update on the revision of the Student Conduct Code. This is an ongoing activity which will result in a complete reorganization of the code, clarification of the responsibilities of students, and a restructuring of the appeal processes.

2 December: Kay Lewis (Assistant Vice Provost for Enrollment, Executive and Director of Student Financial Aid) was present to discuss student loan debt. Lewis provided an overview of different forms of undergraduate aid by type (scholarships/grants/loans/work study) and source (federal/state/university/private) and residential status. Lewis also provided results of cost of attendance by family income and statistics covering grants awarded to students with need. Patricia Kramer (Chair of the Council on Academic Standards) and Hailey Badger (ASUW representative) joined in the discussion stressing the need to factor in financial need and family contribution to available forms of financial aid for students.

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

1. Update on FCTL Report on Hybrid Online Learning: On April 4, 2013, former FCTL chair Jan Carline transmitted to President Young the council's report on hybrid online learning. At its January 9, 2014, the council hosted Jim Gregory, co-chair of the UW Task Force on Online Learning, to learn the scope of its work and its relevance to FCTL's mission. On February 25, 2014, President Young responded to the 2013 FCTL letter (a copy of the letter was forwarded to the Senate leadership and Faculty Secretary). The president thanked FCTL for its efforts, then went on to cite several UW teaching-with-technology success stories. At the same time, the president indicated that he shares FCTL's concerns about maintaining quality and monitoring faculty effort with regard to online teaching and recognized there "is considerably more work to do." In response to FCTL's recommendation for supplemental faculty funding for support of hybrid courses, he indicated that he and the provost are giving it "serious consideration," indicating that such support is central to their vision in the 2Y/2D initiative and in the Center for Teaching and Learning.
2. FCTL continues to address faculty concerns over access to student course evaluations outside UW. In 2012, Nana Lowell (UW-OEA) learned that students from the Information School had provided public access to results of student evaluations of courses they obtained from a web site accessible only to those with a UW NetID. The practice of giving access to these evaluations only to individuals with NetIDs had been put in place based on discussions in the former Faculty Council on Instructional Quality, after consulting the Attorney General's office. This was done because of two concerns, the first being potentially inappropriate use of faculty evaluations by individuals not affiliated with the university, and the second being restrictions on the publication of evaluations of teaching assistants included in the bargaining agreements with their union. An inquiry about this matter was referred to the Attorney General's office for advice, but the AG's office has ignored the request. At its February 2014 members of the FCTL supported adding a disclaimer to the web site for faculty teaching evaluations warning that the information is intended solely for the use of individuals within the University of Washington community and that redistribution to anyone who does not have a current UW NetID is prohibited.
3. FCTL provided advice on a number of teaching and technology issues this year, including the move to paperless, online course evaluations (and its possible effect on response rates), use of anti-plagiarism software, transition to the Canvas learning system, possible transition from Tegrity to Panopto and the possible integration of e-Texts and Catalyst.
4. Senior Vice Provost for Academic and Student Affairs Gerald Baldasty requested that he be added as a "regularly invited guest" for all FCTL meetings. The council members agreed. He has also requested FCTL support and assistance in implementing the UW Two Years to Two Decades Initiative.

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

1. Conducting a review of tri-campus information dissemination and faculty member representation between the three faculty governance structures.
2. Reviewing issues related to student conduct code violations and how they are disseminated and treated if/when student seeks cross-campus enrollment.
3. Examination of processes related to cross-campus degrees/minors and role of UW Curriculum Committee.
4. Coordinated Faculty Senate communication of tri-campus awareness regarding governance, policies, new issues, budget, etc.
5. Budget and legislative representation related to tri-campus strategic planning.
6. Discussion of potential issues related to "UWS/B/T" self-sustaining and distance learning degree programs and cross-campus implications.
7. Examination of variations/changes to faculty handbook that affect UWT/UWB faculty.
8. Cross-campus faculty research activities/opportunities – and an examination of selection processes related to limited submission research applications from the University of Washington.

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

The Council toured the new Mercer dormitories, in anticipation of another round of dormitory construction replacing the northeast campus dormitories. In general construction is cheaper than renovation and seismic upgrading. The UW student dorm lifestyle is a considerable improvement on the ones in the memories of the Council members.

The Council heard a report on the campus Wayfinding Study from the campus Landscape Architect. At its roots this is about consistent signage on campus.

The Council discussed the issue of faculty governance review of capital projects. This was also discussed at a recent SCPB meeting. The takeaway was that the SCPB and Senate leadership expect FCUFS to do these reviews. The Capital Projects Office (CPO) has agreed to present revisions to the Capital Plan to FCUFS (and will do so in April). CPO has also agreed to add a box to the project flowchart for FCUFS review, and let the FCUFS chair know about projects going to the Regents for approval. The goal is for the FCUFS chair to advise the Senate Chair of whether the project has been reviewed by FCUFS, and any unresolved issues, prior to the project going to the Regents.

Future issues: Spring: Sound Transit. Transportation review. Capital Plan review. New CSE building. Fall: NE campus dorms. We'll also hear a report from the transportation committee liaison on UPASS for faculty and staff.

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

The FCUL met in October and December 2014. At the October meeting, the role of the Council was reviewed. At the December meeting Vice Provost/Dean Wilson summarized the UW Libraries' strategic plan for the next three years around the themes of Collections and Access; Research and Scholarship; Teaching and Learning; and Organizational Effectiveness.

The FCUL will be involved in Collections and Access as it participates in ongoing dialog with other Faculty Senate groups regarding open access and information sharing by UW faculty and students. The UW Libraries will be piloting a Data Repository as a method for faculty to deposit data; this process will be followed by FCUL. Open access publishing by faculty is an active topic for discussion by FCUL. Finally FCUL is hearing and commenting on student discussions regarding 'open access textbooks'. Although no specific actions were taken on these topics in the fall, they will be major discussion items in the remaining academic year and may lead to the development of specific recommendations by FCUL. The FCUL continues to observe and advise, as requested, on infrastructural work by UW Libraries. It is planning to tour the newly-opened Data Science Studio in the former Physics/Astronomy library space in conjunction with its January 2015 meeting, and may re-visit the recently refurbished Odegaard Library and meet its new Director, John Dannicker in the Winter or Spring 2015 quarter.

**Faculty Council on Women in Academia**

FCWA is meeting jointly with FCMA; please see updates under FCMA.

Approved council minutes are available online at <http://www.washington.edu/faculty/councils/>.

**Findings of the Advisory Committee on Faculty Code and Regulations.**

Official request for Faculty Code Interpretation: Appointment and promotion of part time lecturers and part time senior lecturers.

**Question:**

1. Are part-time lecturers eligible for consideration for promotion to senior lecturer, part time?
2. Is a Senior Lecturer, Part-time, eligible for consideration for promotion to Principal Lecturer, Part-time?
3. May a faculty member be appointed as Principal Lecturer, Part time?

**Response from the Advisory Committee on Faculty Code and Regulations****General Comment:**

Behind these questions (and our responses) lie some clear difficulties with the use of the term 'promotion' in connection with what are renewable, term appointments in the Lecturer titles.

There are two distinct occasions where something like a 'promotion' can occur: 1) during the term of one appointment, a Lecturer could be proposed for 'promotion' to a higher title (24-41.C); and 2) at the end of a term of appointment a colleague could be offered a renewed appointment at a higher title, and some would use the term 'promotion' (we think incorrectly) in such cases.

The former would appear to us to be a 'promotion' that would lie in the power of a dean to effect (under 24-54.D), while the latter is instead a 'new' appointment (i.e., after the end of a previous term appointment) and would require approval by the President (under 24-52.C.1). The term 'renewal of appointment' (24-53; and cf. 24-41), in our judgment, applies ONLY to reappointment at the same rank (i.e., Ass't Prof) or the same title (i.e., Lecturer, or Senior Lecturer, or Principal Lecturer).

To address your specific questions:

1. Are part-time lecturers eligible for consideration for promotion to senior lecturer, part time?

Our response: Nothing in the *Faculty Code* (or current practice) prevents the 'promotion', or the appointment, of a Lecturer (part-time) to the position of Senior Lecturer (part-time).

2. Is a Senior Lecturer, Part-time, eligible for consideration for promotion to Principal Lecturer, Part-time?

Our response: Likewise, nothing in the *Faculty Code* prevents the 'promotion', or the appointment, of a Senior Lecturer (part-time) to the position of Principal Lecturer (part-time).

3. May a faculty member be appointed as Principal Lecturer, Part time?

Our response: Interpreting this question to mean, more precisely, 'May someone who does not presently hold a Lecturer or Senior Lecturer position be appointed as Principal Lecturer, Part time?', we find nothing in the *Faculty Code* that prevents this: i.e., that a candidate for a new appointment could be initially appointed to the UW faculty with the title of Principal Lecturer (part-time).

On the other hand, however, since final authority for *new* appointments resides with the President/Regents, there is nothing in the *Faculty Code* that would prevent the President/Provost from restricting appointments to this title only to those who have previously served as Lecturers/Senior Lecturers at UW. In other words, while the *Faculty Code* does not conceive of Principal Lecturer as only a 'promotional' title (and we are not aware of this being the legislative intent when the matter was debated and voted upon by the faculty), it is clearly within the authority of the President to restrict new appointments in this fashion, and since each renewal of all those with term appointments, such as those with Lecturer titles (whether full- or part-time), is in fact a new appointment, it follows that the President's requirement is not explicitly in violation of the letter of the *Faculty Code*.

For the Advisory Committee on *Faculty Code* and Regulations, Mícheál Vaughan, Chair

**2014 – 2015 Appointments to University and Senate Committees.****Faculty Council on Academic Standards (Meets Fridays at 1:30)**

- Aaron Vetter, GPSS, as an ex-officio member with vote for a term beginning immediately and ending September 15, 2015.

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

- Jewel Evenson, GPSS, as an ex-officio member with vote for a term beginning immediately and ending September 15, 2015.

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

- Eldrige Alcantara, GPSS, as an ex-officio member with vote for a term beginning immediately and ending September 15, 2015.\*

**Senate Committee on Planning and Budgeting**

- Thaïsa Way, College of Built Environments, Landscape Architecture, as a member with vote for a term beginning immediately and ending September 15, 2017.

### Learning Spaces Initiative Winter Quarter 2015 update

This is the second year of our work on making more efficient use of classrooms at our Seattle campus.

#### Our goals:

1. Make more efficient use of current classrooms, so that we can avoid construction of additional classrooms. A second Kane Hall-like facility would cost between \$75m and \$100m.
2. To respond to faculty and student concerns about how we schedule classes now, availability of well-equipped classrooms, and the current 10-minute pass time between classes.

#### We began our work on this topic last year, with:

1. A broad-based faculty and staff committee
2. Support from several consultants
3. An overview of how we use classrooms now
4. Extensive interviews with a wide range of stakeholders at the Seattle campus (Note: this is a Seattle initiative only)
5. Some peer benchmarking (to find out what other major universities do in terms of scheduling).

Note: Changes would go into effect in autumn 2016.

#### What we found in our work last year:

1. We have a huge variety of class schedules. Some classes start on the half hour, others on the hour, some run for 50 minutes, some 75 or 90 minutes. Some classes might meet daily, others MWF, or others still, MThursFriday. The result of this great array of class times means that some classrooms sit vacant for 30-45 minutes or more, even during the “prime time” hours of late morning and early afternoon.
2. Our use of classrooms is heavy during the “prime time” hours of 9:30 am to 3:30pm; we make little use of earlier or later times, and on Thursdays and Fridays, we see a drop off in classes after 1:30 pm.
  - a. We are trying to crowd most of our classes into about half of the time available. So many do not get classrooms they want, and we end up having to scramble to find rooms for classes.
    - i. In autumn 2014, our class scheduling systems were simply unable to accommodate the flood of prime-time requests, so more than 700 classes had to be scheduled manually. Unfortunately, the number of classes that need to be manually scheduled continues to increase.
3. Some units inflate class size estimates in order to obtain specific rooms during “prime time”, which has led to significant under-utilization of rooms ( e.g., a class with 35-50 students in a room that accommodates 200 or more), thus blocking more efficient use of that classroom.
4. Both faculty and staff have told us that the current 10-minute pass time is insufficient.
5. In essence: Our scheduling system is no longer working
6. Our consultants advised us that, by more efficient scheduling, we could reduce the number of classrooms we need, from the current main campus inventory of ~310 down to 280 or below. That would free up some rooms –especially rooms in the 20-40 person capacity size – for other uses. Fewer classrooms would also mean a faster improvement/remodeling and repair schedule.

#### Consequently we are exploring a variety of options:

1. Block Schedules. We are exploring the use of clearly defined time blocks with an associated number of days.
2. Schedule Distribution. What requirements or incentives should we have to move more classes into off peak times? This might also include expansion of the daily schedule, with classes starting at 8 am.
3. Pass Time: We are studying implications of increasing the pass time from 10 to 15 minutes. This would take some time to get used to, but other universities use such pass times without problems.

#### Benefits of changing our current approach to class scheduling:

1. For students:
  - a. Consistent scheduling blocks will minimize course overlap, making academic planning easier.

- b. Increased predictability of course times, making it easier to schedule co-curricular activities (internships, work, etc.).
2. For students and faculty: Increased pass time will allow students to get to class on time, and give faculty time to set up technology or distribute material needed for class.
3. For faculty: Reducing prime-time pressures for rooms will make it possible to provide faculty with the same class rooms in successive quarters or years.
4. For UW: More efficient use of current rooms will save millions of dollars --\$70 to \$100million-- that would be needed for construction of new classroom buildings.

What we have learned from Autumn Quarter campus consultations

1. Distribution of classes. We will think about “carrots” to help units- e.g., if a faculty member is willing to teach class at 3:30 pm, and needs the technology afforded by a particular room, we will work to provide multi-year guarantees for access to that classroom.
2. We will ask units/departments to figure out how best to use more hours of the day in scheduling. Department schedulers know what times need special attention (e.g., faculty meetings and colloquia times), so departments will have a good deal of autonomy in addressing how best to spread classes throughout the day.
3. We will also monitor issues of enrollment estimate inflation; Units will not be able to repeatedly “game” the system by overstating enrollment estimates in order to get certain classrooms.

We will be back in spring quarter with the options we identify.

FOR NOW

1. We need any advice you have for us. If you give us advice NOW, we can consider it. In spring, we will be seeking input on options already formulated, so there will be less ability to consider a lot of new ideas.
2. Please share this information with colleagues – faculty, staff, students.

Let us know your thoughts:

[Baldasty@uw.edu](mailto:Baldasty@uw.edu)

[pjreid@uw.edu](mailto:pjreid@uw.edu)

[edtrends@uw.edu](mailto:edtrends@uw.edu)

**Resolution Concerning Equity, Access and Inclusion in Hiring**

1 WHEREAS, the leadership of the University of Washington is committed to a broad vision of excellence  
2 that requires equity, access and inclusion, which is upheld by our institutional Diversity Mission statement:  
3 "diversity is integral to excellence. We value and honor diverse experiences and perspectives, strive to  
4 create welcoming and respectful learning environments, and promote access, opportunity and justice for  
5 all" (UW Diversity Mission Statement 2014); and  
6

7 WHEREAS, consistent with this vision and mission of excellence, the UW has implemented, with  
8 University-wide faculty endorsement, important changes to the Faculty Code related to diversity work in  
9 promotion and tenure assessment, an Undergraduate Diversity Requirement, and passed Class C  
10 [Bulletin No. 525 Resolution Addressing Faculty Demographic Concerns](#), (November 29, 2012); and  
11

12 WHEREAS, in order to empower current and future UW faculty to contribute to its dynamic vision and  
13 mission of excellence, they must be equipped with resources and skills to achieve our commitment to  
14 diversity through the above changes to tenure and promotion assessment and undergraduate teaching,  
15 and to respond to UW's faculty demographic concerns; and  
16

17 WHEREAS, the UW commitment to diversity work in faculty promotion, tenure assessment and teaching  
18 should begin at the point of recruitment and hiring; and  
19

20 WHEREAS, current research on faculty excellence and diversity suggests that gaps in equity, access and  
21 inclusion in hiring are linked to patterns of institutional bias, and that these often unconscious practices  
22 can be productively addressed through interactive training that helps committees successfully hire more  
23 diverse and excellent faculties; therefore,  
24

25 BE IT RESOLVED, that all University of Washington faculty search committees be given a mandate and  
26 adequate resources to participate in some form of "Equity, Access and Inclusion in Hiring" training  
27 developed in collaboration with the Office for Faculty Advancement that informs participants on best  
28 practices regarding faculty candidate outreach, assessment, recruitment and retention; and  
29

30 BE IT FURTHER RESOLVED, that all UW unit heads are accountable to University leadership for making  
31 improvements in the area of faculty diversity by reporting unit participation in "Equity, Access and  
32 Inclusion Hiring" training efforts as well as reporting diversity hiring activities and outcomes.

*Submitted by:*  
Faculty Council on Multicultural Affairs  
Faculty Council on Women in Academia

*Approved by:*  
Senate Executive Committee  
January 12, 2015

*Approved by:*  
Faculty Senate  
January 29, 2015