

Minutes
Faculty Senate Meeting
Thursday, October 25, 2012, 2:30 p.m.
Savery Hall, Room 260

1. Call to Order and Approval of Agenda.

The meeting was called to order by Faculty Senate Chair James Gregory at 2:34pm. The agenda was approved as distributed.

2. Faculty Senate Orientation – Marcia Killien, Secretary of the Faculty. **[Exhibit A]**

Secretary of the Faculty Marcia Killien welcomed Senators and presented a brief orientation on the operation of the Faculty Senate using a PowerPoint presentation. This began with an overview of the *Faculty Code* and how its organization and call to governance is dated to 1956. To see the presentation, please see Exhibit A.

3. Report of the Chair – James Gregory. **[Exhibit B]**

Senate Chair Gregory referred the senators to his written report. He reminded attendees of the logistics for being recognized to speak. He introduced Senate Parliamentarian Joe Janes. Gregory announced that this is the 75th anniversary of the formation of the Faculty Senate and provided commentary on the historical context of the time as well as introducing issues facing the Senate for the coming year.

“You understand, I hope, that you elected an historian to lead you this year. And you know what that means. We are going to start out with a short history lesson. The Faculty Senate was created in 1938, at a time when UW enrolled 9,000 students, charging them a mere \$15/quarter tuition. That April, the faculty voted to endorse a plan for a governance system that had been worked out with President Lee Paul Sieg. The headlines tell part of the story. But the background is also important. Faculty members had been lobbying for a system of shared governance for a generation without success. In 1935 a group of professors announced that they were forming a union affiliated with the American Federation of Teachers. President Sieg decided that he would rather deal with a faculty senate than a faculty union and entered into negotiations that resulted in the 1938 vote.

‘There is another part of this story that is also fascinating. A few months before the agreement, President Sieg fired one of the few female faculty members, art instructor Lea Puymbroeck Miller. Dr. Miller was terminated because she had recently married. Unaware of an anti-nepotism rule imposed by the Board of Regents, she had married a Zoology professor. Nepotism rules in that era almost always cut in one direction: wives were fired, not husbands. Many of the faculty protested but the President and Regents held firm. Lea Miller was dismissed.

‘President Sieg also went after other female faculty members. He coaxed Economics professor Theresa McMahon into retirement and fired Drama department Assistant professor Florence James who had founded the Repertory Playhouse in the U. District. Sieg had a thing about women on his faculty.

‘Fortunately, he did not have the last word. After Lea Miller lost her job, her husband resigned and UC Berkeley quickly hired both of them. They each went on to enjoy prominent careers in California. McMahon Hall, a student residence hall now honors Theresa McMahon, though I have to say that it competes in ugliness with the building named for President Sieg. Florence James’s playhouse theater is the handsomest structure of the three buildings that remind us of Sieg’s war on women faculty. In any case this was part of what helped move along the Senate plan. President Sieg worked well with the new framework, which included the beginnings of what we now call the faculty code. A few years later the President and Board of Regents agreed to a system of tenure, understanding that the protections of tenure were necessary to insure academic freedom and unhindered scholarly inquiry. So that is how we started.

'Now a bit about what we hope to accomplish this year. We expect to see proposals for important legislation from several faculty councils and will also be dealing with critical issues involving faculty salaries, intellectual property rights, faculty demographics, and most immediately the proposal for online undergraduate degree program that has the potential to change undergraduate education in Washington State. I listed some of the legislation that we expect to see from the Faculty Councils in my written report.

'Salary policy: The Joint Faculty Salary Working Group is working on the assumption that the legislature will lift the salary freeze that has kept us from raising salaries since 2008. We expect to recommend formulas for an initial round of raises and are taking a look at proposals that might restructure salary policy.

'Intellectual property issues have become very important. A recent court decision (Roche v. Stanford) has upset procedures and things are being renegotiated at many universities including our own. In Susan Astley's report you will find information about what has been happening here. The Senate leadership is going to recommend the creation of Special Committee on Intellectual Property and Commercialization (which may later become a Faculty Council) that will provide appropriate faculty consultation on issues of intellectual property and commercialization. The Senate Executive Committee will vote on that at its November 5 meeting.

'Faculty demographics: The last five years have seen an accelerated decline in the percentage of faculty in tenure-track positions. At the same time, we have been making little progress on two important goals: increasing racial and ethnic diversity and achieving gender equality. As we rebuild the faculty over the next several years, the Senate leadership recommends that we stress the importance of (1) restoring the tenure track; (2) advancing diversity; (3) paying attention to the lingering patterns of gender inequality particularly at the full professor rank. We will spend time on this issue at the November 29 Senate meeting.

'The Online Degree Completion program is the most pressing item before us”.

4. Report of the President – President Michael K. Young

President Young provided updates on legislative efforts and efforts to organize supporters of the University. He shared information on the incoming class of undergraduates, which he believes is one of the best classes to enter the University. He also explained how well the University is doing with regard to graduation rates, in particular how well the University's graduate rate is relative the University's student demographics, indicating promotion of social mobility.

The president then focused on discussion of the proposed UW Educational Outreach Online Undergraduate Degree Completion Initiative. He mentioned that this was one of several initiatives to transform higher education that include Coursera, innovative uses of technology on campus, and online degrees. He described the proposed new initiative as aimed at assisting individuals, who have previously earned some college credit, to complete their undergraduate degrees. Data support that college completion is correlated with a number of positive outcomes for individuals and the society. UW has strong resources to bring to this initiative including a robust platform and excellent content. The proposal involves reaching out on a pilot basis to create a UW degree we are proud of that has appropriate faculty participation and oversight. It builds on existing online courses and the existing evening social science degree program. President Young acknowledged that this is an experiment and may not be successful, but stated that it is important to explore ways to increase higher education opportunities for individuals in the state and beyond and to further promote access.

Provost Cauce commented that the target is to have this degree online for Fall 2013, but if it is not ready, the rollout will be delayed. The initiative is supported by funds from the Bill & Melinda Gates Foundation. The tuition/cost is projected to be \$7000, but this figure is not firm and will need to be adjusted to address the costs of future degrees (e.g. Sustainability (COE) and early childhood education (Education)). The goal is to set a cost that is lower than the “day program” degree.

The president and provost then invited questions and discussion.

Concerns Senators shared were that the proposed target audience for the initiative appears to be the same as that of UW Bothell (UWB) and UW Tacoma (UWT), yet the proposal indicates it is not an overlap. The question was asked if there is data to show there is not overlap or to address what would be the impact of the initiative on UWB and UWT. Provost Cauce stated that interest in participating in the online completion program has been expressed by Chancellors at UWT and UWB while the chancellors have not expressed concern about overlap or competition. She expressed the belief that any online degree programs must have added value to the on campus degrees, and that UWT and UWB are currently focusing on freshmen and the campus experience. President Young discussed how UWT has a large military audience and that they have the ability to enroll full time. Data show that online degrees attract a different audience. He committed to share the data sources for their analysis with the Faculty Senate.

Some senators shared concern that it seemed like there has been a rush to develop the online program. Questions were asked about the coherent vision of a social science degree, and how a committee of interdisciplinary faculty provides the same level of oversight as departmental faculty. The Provost took responsibility for advancing the social science degree as the first degree because of the existing evening degree. She had subsequently learned that the evening degree program is not currently as well developed for this purpose as expected. She reiterated that quality has to be the first consideration in moving forward with any proposed degree, however, there is also much national competition for this type of program, so time to develop the offering is a consideration.

Senators asked if the degree would be branded differently, and some senators were supportive of differentiation, while others were concerned that if the degree was branded differently, how those graduated would be treated by employers compared to traditional graduates.

Some senators applauded the initiative in terms of its social usefulness, and also glad to hear about second thoughts about using the evening degree as the model, but shared concerns about what faculty who stand behind this degree. There were also questions about how tuition would be calculated. Provost Cauce explained the tuition would be by credit and in answer to concerns about the interdisciplinary component, she indicated there are currently a number of interdisciplinary degrees on this campus (e.g., Program on the Environment). The administration is looking to Arts & Sciences to determine the faculty oversight.

A senator expressed concern about the “electronic tissue box,” online guidance counseling and how students would receive traditional on campus support. Another point of discussion was about the idea to modularize offerings from a whole set of campuses to form a degree. There was also discussion as to the Faculty Senate procedure and structure moving forward with this initiative. Senate Chair Gregory explained that the Senate will stay observant and wait to see a more concrete proposal. He further indicated that the Faculty Senate would discuss the proposal more fully at the November meeting.

Additional ideas and concerns were shared including the need for long term evaluation of the program, taping faculty that currently teach hybrid courses and programs, and what was driving the timing of the grant. On another topic, a senator shared concern about childcare opportunities for faculty and staff on campus, and President Young shared that the administration is exploring this topic, and that it is a priority.

5. Opportunities for Questions and Requests for Information.
 - a. Summary of Executive Committee Actions and Upcoming Issues of October 8, 2012.
 - i. Electronic approval of the April 30, 2012, SEC minutes.
 - ii. Electronic approval of the May 17, 2012, Faculty Senate minutes.
 - iii. Report of Faculty Council Activities. **[Exhibit C]**
 - b. Report of the Secretary of the Faculty. **[Exhibit D]**
 - c. Report of the Chair of the Senate on Planning and Budgeting. **[Exhibit E]**
 - d. Report of the Faculty Legislative Representative. **[Exhibit F]**

6. Consent Agenda.
 - a. Approve Nominees for Faculty Councils and Committees. **[Exhibit G]**
The consent agenda was approved.

7. Memorial Resolution.
The memorial resolution was read by Senate Vice Chair Jack Lee and approved by a standing vote of the faculty.

Clinical Assistant Professor Charles O. Cressey of Pediatrics, who died on May 25, 2012, after having served the University since 1964.

Professor Emeritus Robert Eugene Greengo of Anthropology, who died on May 8, 2012, after having served the University since 1957.

Professor Warren Guntheroth of Pediatrics, who died on September 17, 2012, after having served the University since 1958.

Affiliate Professor John Hammerback of Communication, who died on May 9, 2012, after having served the University since 2007.

Professor Emeritus Lew R. Micklesen of Slavic Language and Literature, International Studies & Linguistics, who died on June 21, 2012, after having served the University since 1953.

Professor Emeritus Jerry Norman of Asian Language and Literature, who died on July 7, 2012, after having served the University since 1971.

Acting Assistant Professor John P. O'Connell of Romance Language and Literature, who died July 2, 2012, after having served the University since 1965.

Professor Emeritus David J. Olson of Political Science, who died on September 15, 2012, after having served the University since 1974.

Clinical Instructor John Paul Remington of Medicine, who died on July 30, 2012, after having served the University since 1974.

Associate Professor Emeritus Merrill Ernest Samuelson of Communication, who died on October 4, 2012, after having served the University since 1962.

Clinical Professor Emeritus James R. Smith of Obstetrics & Gynecology, who died on May 5, 2012, after having served the University since 1977.

Professor Emeritus David P. Thomas of Environmental & Forest Sciences, who died on August 25, 2012, after having served the University since 1946.

Clinical Professor Alvin Jerome Thompson of Medicine, who died on May 21, 2012, after having served the University since 1955.

Professor Emeritus Edward Wenk Jr. of Civil & Environmental Engineering & Public Affairs, who died on June 27, 2012, after having served the University since 1970.

Associate Professor Emeritus Robert T. Woodworth of Management & Organization, who died on October 18, 2012, after having served the University since 1961.

8. Announcements.

The Vice Chair Nominating Committee is being formed and will soon be seeking nominations for next year's Senate vice chair. The ideal candidate would be an accomplished senior faculty member who has served in leadership roles within the University and who has the breadth of understanding to speak for the Faculty across the university. Nominations should be sent to the Nominating Committee, c/o Nancy Bradshaw in the Faculty Senate Office. The Nominating Committee expects to recommend candidates to the Senate Executive Committee at its January 14 meeting.

The Senate Executive Committee is also currently seeking applications and nominations for the position of Secretary of the Faculty. Marcia Killien began her tenure as Secretary on July 1, 2008, and it ends on June 30, 2013. The new term for the Secretary begins July 1, 2013. The Secretary of the Faculty is a member of the faculty with tenure and serves a five year term. This position is elected by the Senate Executive Committee and confirmed by the Faculty Senate. This is a key position in the system of faculty governance. The Secretary's main duties are to keep the minutes and records of the Faculty Senate and Faculty Councils, administer the office of University Committees, and facilitate the faculty grievance process. In practice the Secretary plays a key role in interpreting and supporting the Faculty Code. The SEC has the final word on code interpretations. The Secretary often has the first word. To carry out these duties successfully, the Secretary of the Faculty should be an experienced faculty member who displays an informed interest in faculty affairs and university governance. Nominations can be sent to the Nominating Committee, c/o Nancy Bradshaw in the Faculty Senate Office. The Nominating Committee also expects to recommend candidates to the Senate Executive Committee at its January 14 meeting.

9. Unfinished Business.

There was no unfinished business.

10. New Business.

There was no new business.

11. Invited Guest.

UW Educational Outreach Online Undergraduate Degree Completion Initiative: David Szatmary, Vice Provost, UW Educational Outreach.

This agenda item was discussed in President's Young report. No further comments were expressed.

12. Good of the Order.

No comments were made.

13. Adjournment.

The meeting was adjourned at 4:40 pm.

Prepared by: Marcia Killien, Secretary of the Faculty

Approved by: James Gregory, Chair of the Faculty Senate

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Faculty Senate Orientation
2012-13

Marcia Killien
Secretary of the Faculty

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**UW Faculty Code
Organization & Governance**

A university is a community of scholars contributing, each according to his own talents and interests, to the transmission and advancement of knowledge. Because of its diversity of interests a university is a complex organization, not quite like any other in its management, which requires the understanding and good faith of people dedicated to a common purpose.

A university administration must seek wisely and diligently to advance the common effort, and the strength of a university is greatest when its faculty and administration join for the advancement of common objectives. Much of the faculty-administration relationship has been established through long experience, and has the weight and good sense of academic form and tradition. But the terms of this relationship are essentially those of spirit, mutual respect, and good faith, and thus must be flexible to meet changing needs.

*[Undated: About April 16, 1956]
Faculty Code & Governance, Section 13-20*

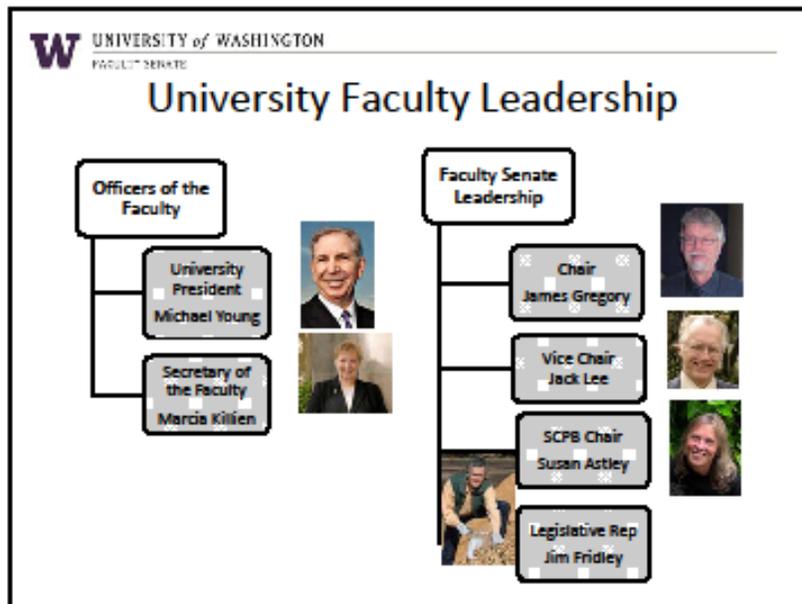
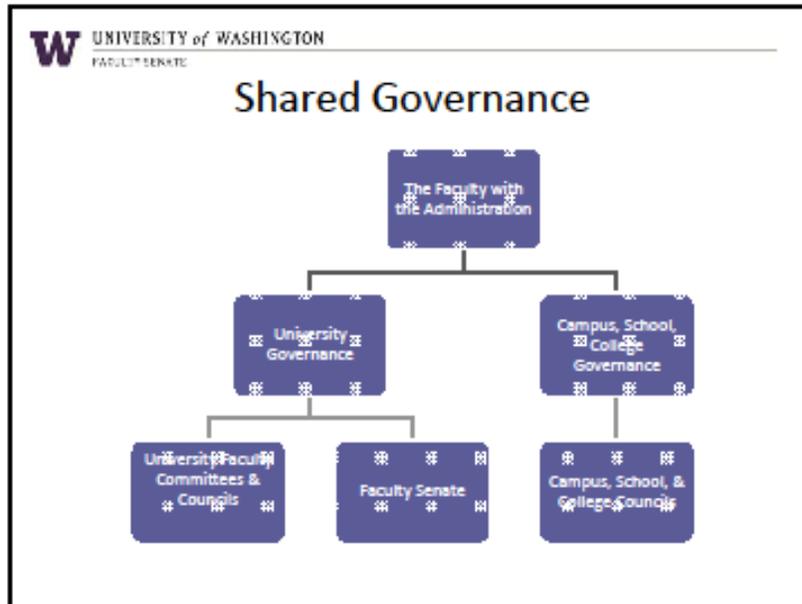
Authorization for the Faculty to Share in the Formulation of Rules

... the President authorizes the faculty to share with him and the academic deans responsibility for the formulation of rules for the immediate government of the University under such resolutions and executive orders as the Board of Regents and the President from time to time may adopt or issue.

Executive Order (unnumbered) of the President, May 31, 1956
Faculty Code, Section 13-21

The Faculty Code

- Adopted 1956
- Outlines faculty rights & responsibilities
- Describes shared governance with administration
- Describes faculty organization, including Senate & SEC
- Part of the UW Policy Directory
- Available online:
<http://www.washington.edu/admin/rules/policies/FCG/FCGTOC.html>



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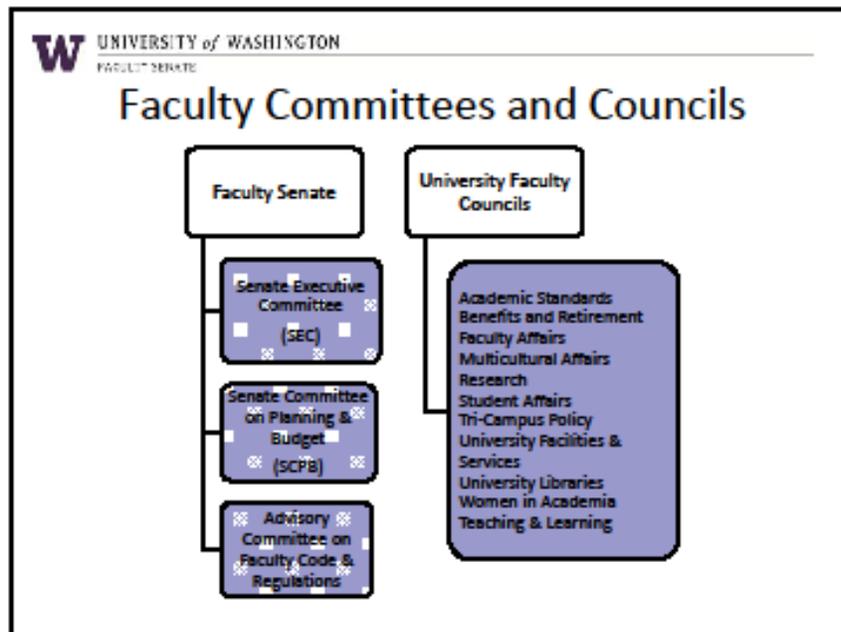
Professional Staff Support for Shared Governance



Nancy Bradshaw
Assistant to the Chair,
Faculty Senate

Alex Bolton
Assistant to the
Secretary of the Faculty

Jay Freistadt
Faculty Council Support
Analyst



Faculty Senate: Elected Senators

- Ratio of representation 1:40 faculty
- Senators elected by & represent their academic unit (School, College, or Campus) through process determined by the Elected Faculty Council
- Senators elected for 2 year term, with half of Schools/Colleges/Campuses conducting elections each year

Composition of the Senate: With Vote n=129

- University President
- Elected Senators: (n=113)
- Chairs of University Faculty Councils (n=11)
- Chairs of UWB & UWT faculty organizations (n=2)
- Chair of Senate, Vice-Chair of Senate

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Composition of the Senate: Without Vote

- Chairs of Elected College Councils
- Deans of Schools & Colleges, Dean of University Libraries
- Presidents of ASUW & GPSS
- Secretary of the Faculty

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Faculty Senate: Legislative Arm

- “The primary concern of the Senate is the general welfare of the University.”
- The Senate shall consider the views of all.
- Senators are responsible to the University, the Faculty, and the Academic Unit they represent.

Chapt. 22-37

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Classes of Legislation

- **Class A: Amends Faculty Code**
- **Class B: Amends non-Faculty Code policy in University Handbook**
- **Class C: Non-legislative actions such as Resolutions; Approval of Committee Reports**

Most formality required for Class A Legislation.

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Recent Examples of Class A Legislation

- **#122 Senate restructure (2010)**
- **#124 Revisions for lecture and instructor issues (2011)**
- **#127 Multi-Year Part Time Lecturer Appointments (2012)**

The image shows a slide from the University of Washington Faculty Senate. At the top left is the logo, a stylized 'W' followed by the text 'UNIVERSITY of WASHINGTON' and 'FACULTY SENATE' below it. The main title of the slide is 'Logistics #1' in a large, bold, black font. Below the title is the text 'Rule 5 from Faculty Senate By-Laws' in a smaller, italicized black font. A bulleted list follows, with a single item: '■ A quorum for each Senate meeting consists of a majority of the voting members, except that voting members who have notified the Secretary of the Faculty prior to a Senate meeting of their inability to attend shall not be included in the determination of a quorum for that meeting.' The text is in a standard black font.

Logistics #2

- If a Senator is unable to attend a Senate meeting, he or she may ask a colleague to attend the meeting to take notes, but these colleagues cannot be considered “proxies” and will not be allowed to vote.

Effective Senate Meetings

Preparation



Logistics #3 Meeting Format

- **The consent agenda:** noncontroversial matters that can be adopted by unanimous consent; these are proposed as a group, and will be approved unless any member objects. Any objection removes an item from the consent agenda and places it first under New Business.
- **The report format:** most regular reports will no longer be given orally, but will be collected in written form, attached to the SEC agenda, and distributed prior to each meeting; though, authors of reports will be available at the meeting to answer questions.
- **The Good of the Order:** an opportunity for the Senate to discuss matters freely, without the strict requirements of having a main motion before it.

ALERT!! Materials Provided Electronically

- Printed agendas or reports are not provided at meetings.
- Please print out materials or bring laptop

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Effective Senate Meetings

**Productive discussions
Adhere to parliamentary
procedures (“Roberts Rules”)**



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Orientation Packet

Packet mailed via e-mail that includes:

- Roster of the Senate Executive Committee (SEC)
- Schedule of Senate and SEC Meetings
- General Information about the Senate
- Explanation of Class A, B, and C legislation
- Glossary
- List of Faculty Councils
- Some basics of Parliamentary Procedure

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Comments & Questions



Report of the Faculty Senate Chair
Jim Gregory, Professor, History

Welcome to the first meeting of the Faculty Senate for this academic year. It looks to be a memorable year for faculty governance. We expect to see proposals for important legislation from several faculty councils and will also be dealing with critical issues involving faculty salaries, intellectual property rights, faculty demographics, and most immediately a bold new online undergraduate degree program that has the potential to change undergraduate education in Washington State.

Below is a partial list of what we expect to see. Other issues will certainly arise. Thursday's meeting will focus largely on the online degree completion program.

Upcoming legislation:

- Faculty Council on Faculty Affairs may propose the following: (1) legislation to provide more openness in the tenure and promotion process; (2) legislation to clarify Academic Freedom rights and responsibilities; (3) legislation to modify the way the SEC members are nominated and elected.
- Faculty Council on Student Affairs may propose legislation to revise the student code of conduct and change the disciplinary review system.
- Faculty Council on Academic Standards and Faculty Council on Multicultural Affairs may propose legislation that would revise graduation requirements to include a course addressing issues of social or cultural diversity in human societies.

Salary policy: The Joint Faculty Salary Working Group is working on two tracks. The priority so far has been to develop a plan for allocating funds in the 2013-2014 academic year assuming that the legislature lifts the salary freeze. Long term, the working group is looking at policy proposals that might involve changes to the Faculty Code or Executive Orders.

Intellectual property: A recent court decision (Roche v. Stanford) has caused universities, including our own, to rethink intellectual property issues in ways that may be uncomfortable for faculty. Who owns research results, publications, course content, etc.? Who decides what is of commercial value and how to use it? These are issues that will shape the future of the University. The Senate leadership is going to recommend the creation of Special Committee on Intellectual Property and Commercialization (which may later become a Faculty Council) that will provide appropriate faculty consultation on issues of intellectual property and commercialization. The Senate Executive Committee will vote on that at its November 5 meeting.

Faculty demographics: The last five years have seen an accelerated decline in the percentage of faculty in tenure-track positions. At the same time, we have been making little progress on two important goals: increasing racial and ethnic diversity and achieving gender equality. As we rebuild the faculty over the next several years, the Senate leadership recommends that we stress the importance of (1) restoring the tenure track; (2) advancing diversity; (3) paying attention to the lingering patterns of gender inequality particularly at the full professor rank. We will spend time on this issue at the November 29 Senate meeting.

Online Bachelor of Arts Degree Completion Program: The President is proposing a bold new program that has the potential to transform undergraduate education in Washington State. It will enroll adults who have completed 75 units or more of college or university courses and allow them to earn a University of Washington BA degree exclusively through distance learning courses. The goal is to dramatically expand access to four year degrees while lowering tuition rates. Tuition would be \$6,975 per year for a full-time student, almost 40% percent less than the rate for in-state students in the regular UW program (currently \$11,307). The administration is hoping to begin classes next fall.

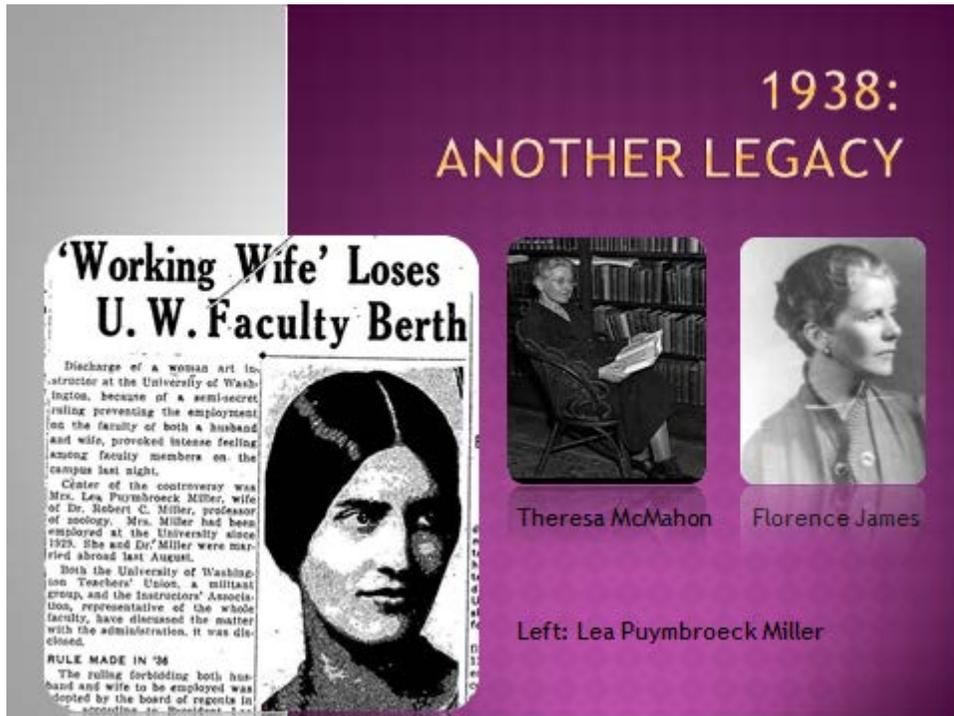
Here are some basic elements of the draft plan:

- The program will seek to enroll 750 students in the first year, most of them part-time averaging 30 credits per year. Admissions will increase in subsequent years and the forecast is for an enrollment of 5,158 part-time students in the fifth year. This will exceed the enrollment of either the Bothell or Tacoma campus.

- Initially only a single major (Social Sciences) will be available, but if the program succeeds others may be offered. Most of the courses will be taught by regular tenure-track faculty which means that faculty FTE in cooperating social science departments will expand dramatically. The draft budget calls for 64 new tenure-track positions within the first five years. Adjunct faculty will teach some courses. And more than 100 full-year TA positions and 22 advisor/mentor positions are budgeted. In the fifth year 332 courses will be offered.
- Design of the curriculum and decisions about admission and graduation standards are the responsibility of the College of Arts and Sciences which has not yet begun the process of planning. Those decisions are subject to review by the Faculty Council on Academic Standards which will decide whether the program meets UW standards and whether to waive the 45 credits in residence rule.

The proposal has the potential to greatly expand access to higher education in a state that is near the bottom when it comes to access to four year college programs. But it also raises serious questions that have not yet been fully answered. How do we insure that the fully online program provides a high quality educational experience worthy of a UW Bachelor of Arts degree? How do we insure that it doesn't hurt the reputation of the UW undergraduate program or pull traditional students away from the three campuses? How do we insure that daytime students are not in effect subsidizing this program? How do we insure that it doesn't affect the College of Arts and Sciences or the division of Social Sciences in ways that will damage the scholarly profile of those units? How do we guard against cost underestimations that might drain resources from the core operations of UW?

Faculty at the University of Washington are responsible for the curriculum and it is imperative to be actively involved in evaluating and shaping this initiative. David Szatmary, Vice Provost for Educational Outreach, will be a guest of the Senate at the October 25 meeting and will present information about the plan. You will find an information sheet about the proposed online degree program in this packet as Exhibit G.



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. Implementation of revised satisfactory progress policy
2. Enrollment restrictions imposed on students in fee-based programs
3. Potential diversity graduation requirement
4. Review of Distance Learning Supplement for Course Change and New Course forms
5. Student Effort versus Credits Earned in courses
6. UW Educational Outreach Degree Completion Initiative
7. Proposed Humanities Major in the College of Arts and Sciences
8. Proposed Bachelor of Science degree in Integrated Sciences from the College of Arts and Sciences

Faculty Council on Benefits and Retirement

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

Faculty Council on Faculty Affairs

1. P&T Issues – Openness and consideration of collegiality in the P&T process
2. Without Tenure term length legislation – Revision of the proposed legislation returned to the Council after the April 2012 Senate meeting

Faculty Council on Multicultural Affairs

Last year, FCMA drafted and proposed changes to the Faculty Code in order to make accomplishments related to enriching diversity in teaching, research and service considered, but not required, in faculty, appointments and promotions decisions. FCMA is working with the ASUW regarding their proposed Diversity Requirement for Undergraduates.

Faculty Council on Research

FCR is continuing to monitor and promote activities strengthening the research environment at the University (our goal as stated in October, 2010). One of FCR's activities is to review proposals from UW researchers containing restrictions of various sorts (publication policies, personnel, data transfer, etc). FCR dealt with two such proposals of this sort last year.

This quarter FCR will hear presentations regarding challenges for the Research at UW, conflict of interest training, the Sci-Val research collaboration, an update on Federal Budget Sequestration, revision of federal Human Subjects regulations, Intellectual Property issues and the revised "Request for Outside Work" form.

Faculty Council on Student Affairs

FCSA continues to conduct discussions on issues pertinent to students, including recent topics on admissions policies and standards, campus renovations, revisions within the Student Conduct Code, student-athlete issues (sports psychology and missed class time), and the faculty appeal board.

Faculty Council on Teaching and Learning

FCTL continues to discuss strategies for faculty development in the use of educational technology, issues of using technology to increase class size, and increasing student engagement. Current agenda items include technology priorities across campus (Canvas, Tegrity and e-texts), competency based learning

models, new IASystem (electronic course evaluation system), working to resolve Classroom Support Services issues and discussion on the Online Undergraduate Degree Completion 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

Faculty Council on University Facilities and Services FCUFS continues to examine current construction projects, including the Stadium, HUB, housing west of 15th, Intellectual House, UW / Children's Hospital Housing, and police relocation from the Bryant Building. Other topics have included the impact of Sound Transit at the edge of campus, the UW Smartgrid Project, 520 bridge expansion, bicycles, and the Burke-Gilman Trail.

Faculty Council on University Libraries

1. Implementation of the Faculty Fund for Library Excellence, as approved by the Faculty Senate. Fund website is located at https://www.washington.edu/giving/make-a-gift?source_typ=3&source=LIBFAC.
2. Facilitation of Open Access publishing at the UW. The FCUL will continue to seek to engage faculty and students in submitting documentation of their past, current, and future research (i.e., archival and grey literature) to the open access repository ResearchWorks.
3. Strengthening educational partnerships/ the development of a sustainable academic business plan. The FCUL will continue to investigate ways to bring emerging Libraries technologies and initiatives into UW courses. The strategic plan will consider a wide variety of issues, including fee-based and distance courses and programs.
4. Employment of multi-institutional approaches. The FCUL will provide input to continuing Libraries efforts to lead and leverage multi-institutional Libraries initiatives, related to e.g., the Hathi Trust, the Western Storage Trust, and Orbis Cascade activities.
5. Libraries issues related to capital projects. For example, the FCUL will continue to monitor the Odegaard renovation.
6. Inclusion of Librarians on the Senate. The FCUL will continue to follow up on the 2009-2012 discussions on representation of Librarians on the Faculty Senate, the SEC, and on the Faculty.
7. General planning for collections, services, and staff. The FCUL will advise the Libraries on changes in collections, services, and staff in support of its strategic plan and necessitated by continuing budget constraints. Initial topics include the subject librarian framework, physical and virtual space planning, etc.

Faculty Council on Women in Academia

1. Efforts to inform and support the actions of the Faculty Senate regarding improving faculty demographics.
2. Survey of Non-Ladder Faculty – Dissemination of the report based on last year's work of FCWA, and follow up with administration to pursue report recommendations.

3. Faculty Mentoring Program –
 - a. Follow-up on creation of sub-committee on mentoring by Board of Deans, providing information gathered by FCWA in 2010-11 and supplementing that information as required
 - b. Development of “Faculty Matters” memos relevant to all faculty, with emphasis on women, garnered from issues raised in FCWA surveys of both ladder and non-ladder faculty
4. Review of issues relevant to women on campus.

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

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

1. Over the summer the Secretary has met with individual faculty and administrators seeking advice on a variety of matters, including possible RCEP proposals.
2. All Faculty Councils have nearly full membership and chairs appointed. Councils will continue meeting on fixed schedules for the year; we appreciate everyone's cooperation in implementing this new system last year, and welcome all returning and new members. The list of members, along with meeting minutes and schedules can be found on our website at <http://www.washington.edu/faculty/committees/councils.html>.
3. The Senate Leadership will be meeting regularly throughout the year with Faculty Council Chairs and Chairs of the Elected Faculty Councils of Schools, Colleges, and Campuses for coordination and information sharing. Specific invitations to these meetings will be forthcoming.

Report of the Chair of the Senate Committee on Planning and Budgeting
Susan Astley, Professor, Epidemiology and Pediatrics

Welcome to the new academic year. I look forward to serving as the Chair of the Senate Committee on Planning and Budgeting (SCPB) this year. The SCPB advises the administration and informs the Faculty Senate on long-range planning, preparation of budgets, and distribution of funds, with a particular focus on faculty concerns. The Committee consults with the Executive Committee and the Senate on matters of policy. The [Fall Agenda](#) is posted on the Senate website. A number of issues came before the Senate last year that will continue to be addressed in the SCPB this year.

Faculty Salary Policy: At our first Senate meeting in October, 2011, Senator Giebel proposed a Class C Resolution "[Shared Governance and the Faculty Salary Policy](#)" that was approved by the Senate in December and led directly to the establishment of the [Salary Policy Working Group](#) in March 2012. I serve as the Co-Chair of this committee. The group's charge is to examine the following questions: 1) over the next 6-12 months, how should we proceed with wage increases under the current salary policy and revenue expectations, and 2) in the longer term, are there entirely new salary models that might be more sustainable and flexible over the next decade? These topics are paramount as we slowly move out of this recession, face our 4th and hopefully final year of salary freezes, and fully implement Activity Based Budgeting. The group has made progress and will present an update at the October 22 SCPB meeting.

Online Learning: One need only [read](#) the [headlines](#) to see the impact online learning will have (is having) on all forms of education across this country, not just higher education. Jan Carline, chair of the Faculty Council on Teaching and Learning, shared the Council's year-long evidence-based [review](#) of the strengths and limitations of online learning with the Senate in December, 2011. The implications of online education on access, quality of instruction, faculty time, class size, cost, even intellectual property are broad. The potential benefits of online learning are unlimited, if implemented strategically and guided by an evidence base. This year (starting with the October 15 SCPB meeting) we will address the most recent developments in online education at the UW: the proposed online undergraduate degree completion initiative, [MOOCs](#) (Massive Online Open Courses) and [Coursera](#) (a platform to offer MOOCs).

Changes to the UW Retirement Plan: Thanks to joint efforts between the Faculty Council on Benefits and Retirement, the Benefits Office, and the Fund Review Committee, faculty were provided an important opportunity to comment on proposed changes to the retirement plan in January 2012. Faculty attended the forums in droves and offered substantive comments/suggestions. The faculty's comments were incorporated into the plan, leading to a much improved [plan](#) that we have been transitioning to since May. [November 1](#) is an important deadline for transition into the plan. An update will be provided to the SCPB on October 22.

Intellectual Property (IP): As we move into the 21st century, intellectual property takes on a whole new meaning, as every aspect of our lives and careers move online. The playing field is rapidly changing and policies are needed to address these changes. In February 2012, Professor Storti brought to the Senate's attention the need to review new language regarding assignment of IP recently inserted in the "[Request for Approval of Outside Professional Work for Compensation](#)" form. This discussion led to the discovery that the Intellectual Property Management Advisory Committee (IPMAC), established 15 years ago through [EO 36](#), held its last meeting in March 2010. As of April 2012, [IPMAC](#) has been reinstated and is charged with reviewing the policy set forth in EO 36 and reporting on broader IP issues that arise in the promotion and protection of research. IPMAC will have a very full agenda over the ensuing years and I recommended IPMAC present annually to the Faculty Senate. And back to the topic of the form used by faculty to request approval of outside professional work for compensation-just last month (September 2012), Provost Ana Mari Cauce established a work group to help revise the form.

Gender Equity in Faculty Promotion and Tenure: In my final report to the Regents in June, 2012, I addressed the topic of gender equity at the UW. The timing of my report coincided with the week Congress failed to pass the Paycheck Fairness Act; an Act requiring equal pay for comparable work. Overall, women in the U.S. make 77 cents to a man's dollar. I shared with the Regents that I could not help but notice some compelling statistics presented in the University of Washington [2011 Facts for Academic Personnel](#), included in their meeting notes for the day. While 53% of students (undergraduate

through professional) are female, only 38% of the faculty is female. This statistic becomes more troubling as you compare the proportion of female faculty across the ranks (Lecturer 58%, Assistant Professor 45%, Associate Professor 43%, Full Professor 27%). Among the tenure/tenure track faculty, the proportion of women has increased by only 5 percentage points over the past ten years (2001 29% women, 2011 34% women). The New Hire statistics for 2011 may help explain, in part, why so little progress has been made in the past ten years. Only 44% of Professional Faculty new hires were female. The percentage of female hires drops precipitously as one advances up the ranks (47% of Assistant Professors hired were female; 36% of Associate Professors hired were female; and only 18% of Full Professors hired were female). Of the 3,899 professional faculty in 2011, 52% are tenure/tenure track, 38% WOT, and 10% Research. Of the tenure/tenure track positions across the schools in 2011, many schools had less than 25% of their tenure positions held by women (Public Health 23%, Pharmacy 25%, Medicine 21%, Environment 25%, Foster 19%, Engineering 20%). These statistics do not bode well for gender equity in faculty rank and underscore the importance of a thorough review of gender equity in salary compensation. It will be important to identify and minimize factors that may be impeding women from advancing to or being hired into full professor positions. This topic will be addressed by the SCPB in November.

Faculty Effort Certification (FEC) and allocation of non-sponsored funds to match effort: Over the years, considerable attention has been focused on how to handle funding and allocation of effort for university service or proposal-writing activities when faculty are funded primarily by sponsored grants or contracts. Up to 48% of the faculty (WOT and Research) receive their funding through sponsored grants or contracts. As outlined in Grants Information Memoranda [GIM 35, Faculty Effort Certifications](#) (FECs) are quarterly or semi-annual reports designed to track the effort of faculty who have been paid from and/or committed to sponsored project effort. The FEC is used to ensure compliance with the [OMB Circular A-21](#) requirement to confirm that the distribution of effort "represents a reasonable estimate of the work performed by the employee during the period." Faculty review and certify their FEC to ensure it reasonably reflects their effort. Use of the UW institutional base salary and average faculty work week are necessary in proposing, charging, and certifying effort. The total UW institutional base salary must be distributed across all of a faculty member's university research, instruction, administration, service and/or clinical activities. This requirement may not be avoided by characterizing true UW activities such as proposal writing, instruction (including service on thesis committees), university-related administrative duties, service or clinical activities as "unfunded" or "volunteer" activity for which no UW salary is paid. With few exceptions, salary support for teaching, administration, service, clinical activity, institutional governance and proposal preparation effort must come from non-sponsored funds. Appropriate funding sources include, but are not limited to department funds, research cost recovery, gifts and endowments. Considerable progress has been made over the years since this topic was first addressed in the SEC on January 9, 2006 ([Exhibit B](#)). A comprehensive [FEC website](#) has been established providing departments and faculty with guidance and training that include FEC [Newsletters](#), [School and College effort policies](#), [FAQs](#) (e.g., Q: *How is my effort preparing my next grant proposal funded?* A: *During the effort reporting period in which you prepare the proposal, the percentage of your effort spent on proposal preparation must be funded by University sources other than sponsored projects.*), and most recently the launch of [eFECS](#). To assess the effectiveness of the University's effort certification process, it will be important to confirm sufficient non-sponsored funds are available to match faculty's non-sponsored University efforts. This topic, along with many more, appears on the SCPB's Fall Agenda.

Report of the Faculty Legislative Representative

Jim Fridley, Professor, Environmental and Forest Sciences and Mechanical Engineering

By the time the 2013 session of the Washington State Legislature convenes in January, will have seen some substantial changes made to the roster of our state government. During the current election cycle we are choosing a new governor; replacing around 25% of the membership of the State House of Representatives; and replacing a number of members of the State Senate. While it seems somewhat unlikely that the majority control of the House or the Senate will change it is certainly possible. Additionally, the membership of the legislative committees most relevant to higher education and the University of Washington will no doubt be changing. And in addition to that, there have been some important changes in the agencies and other offices that are particularly important to public higher education. For example the State Board of Community and Technical Colleges has brought on Marty Brown as their new executive director. Mr. Brown has most recently been serving as Director of the state's Office of Financial Management. The Higher Education Coordinating (HEC) Board has been replaced by the newly established Washington Student Achievement Council. It has all new members and will be chaired by former US Congressman Brian Baird.

There is an old adage in education lobbying and advocacy that says that when they (legislators) can't fund it better they *fix* it instead. So right now, with the current state of the economy, competing demands for state services, an apparent disdain for higher taxes, and higher education's recent rise to being a frontline topic in national policy discussions, I think a legislature aiming to *fix* or reform what we do in higher education is pretty likely to appear. It has become very widely accepted that more students need to be earning college degrees, they need to be earning them faster and with less debt, and more of them need to be in areas perceived as being of particular importance to our national economy. So I expect to see bills that try to do those things by *fixing* about anything we do that you can imagine being perceived as having some relation to the access and cost of a college degree.

The real challenge though is helping the legislature to understand that even when they *think* they can't fund higher education better (or as was the case last session think they must fund it even worse than before) that they *must* fund it better and that it's not really a difficult decision to do so. Related to that, the state salary freeze that was enacted in February 2009 is currently set to expire at the end of June 2013. Part of helping them understand that they can and must fund higher education better is helping them understand that salary increases are now critically important and in fact necessary if they are serious about all the things they will be aiming to *fix*.

Lastly, as your Faculty Legislative Representative there are times that I would like to contact you but I would prefer not to be in a position of having to determine where my message falls in the university's and the state ethics board's rules about public and university resource use. Other times I know where it stands per the rules, but I'd like to be able to contact you anyway. **Will you please help me by sending me your personal non-uw** (e.g., @gmail or @comcast) **email address?**

As always, please feel free to contact me (email jim.fridley@fridleys.net or phone 206-914-8454) if you have any questions or concerns.

Faculty Member Appointments to University and Senate Committees.**Senate Committee on Planning and Budgeting**

- Kurt Johnson, School of Medicine, Rehabilitation Medicine, as a member for a term beginning September 16, 2012, ending September 15, 2015
- Brad Holt, College of Engineering, Chemical Engineering, as a member for a term beginning September 16, 2012, ending September 15, 2015.

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

- Nives Dolšak, UW Bothell, Interdisciplinary Arts & Sciences, as a member for a term beginning immediately, ending September 15, 2015.

Faculty Council on University Libraries (Meets Wednesdays at 2:30 p.m.)

- Julie Nicoletta, UW Tacoma, Interdisciplinary Arts & Sciences, as a member for a term beginning immediately, ending September 15, 2015.

Conciliation Board

- Rose Ann Cattolico, Arts & Sciences, Biology, as a member for a term beginning immediately, and ending September 15, 2015.
- Gerry Philipson, Arts & Sciences, Communication, as a member for a term beginning immediately, and ending September 15, 2015.

Ex-Officio Member Appointments to University Committees**Faculty Council on Academic Standards (Meets Fridays at 1:30 p.m.)**

- Annette Anderson, Professional Staff Organization, as an ex-officio member with vote for a term beginning immediately, and ending September 15, 2013.
- Cynthia Fugate, Association of Librarians of the University of Washington, Administration, as an ex-officio member with vote for a term beginning immediately, and ending September 15, 2013.
- Mel Wensel, Undergraduate Academic Advising Council, as an ex-officio member with vote for a term beginning immediately, and ending September 15, 2013.
- Michael Kutz, Associated Students of the University of Washington, as an ex-officio member with vote for a term beginning immediately, and ending September 15, 2013.

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

- Alison Navarette, Professional Staff Organization, as an ex-officio member for a term beginning immediately, and ending September 15, 2013.
- Thom Deardorff, Association of Librarians of the University of Washington, as an ex-officio member with vote for a term beginning immediately, and ending September 15, 2013.
- J. Ray Bowen, University of Washington Retirement Association, as an ex-officio member with vote for a term beginning immediately, and ending September 15, 2013.

Faculty Council on Faculty Affairs (Meets Tuesdays at 9:00 a.m.)

- Shanna Sukol, Professional Staff Organization, as an ex-officio member for a term beginning immediately, and ending September 15, 2013.
- Judith Henchy, Association of Librarians of the University of Washington, as an ex-officio member for a term beginning immediately, and ending September 15, 2013.

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

- Christine James, Professional Staff Organization, as an ex-officio member for a term beginning immediately, and ending September 15, 2013.
- Maureen Nolan, Association of Librarians of the University of Washington, as an ex-officio member for a term beginning immediately, and ending September 15, 2013.

Faculty Council on Multicultural Affairs (Meets Wednesdays at 3:30 p.m.)

- Eliana Lobo, Professional Staff Organization, as an ex-officio member for a term beginning immediately, and ending September 15, 2013.
- Laura Lillard, Association of Librarians of the University of Washington, as an ex-officio member for a term beginning immediately, and ending September 15, 2013.

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

- LeAnne Jones Wiles, Professional Staff Organization, as an ex-officio member with vote for a term beginning immediately, and ending September 15, 2013.
- Faye Christenberry, Association of Librarians of the University of Washington, as an ex-officio member with vote for a term beginning immediately, and ending September 15, 2013.
- Michael Kutz, Associated Students of the University of Washington, as an ex-officio member with vote for a term beginning immediately, and ending September 15, 2013.

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

- Robert Corbett, Professional Staff Organization, as an ex-officio member for a term beginning immediately, and ending September 15, 2013.
- Terry Jankowski, Association of Librarians of the University of Washington, as an ex-officio member with vote for a term beginning immediately, and ending September 15, 2013.
- Michael Kutz, Associated Students of the University of Washington, as an ex-officio member with vote for a term beginning immediately, and ending September 15, 2013.

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

- Rebecca Deardorff, Professional Staff Organization, as an ex-officio member for a term beginning immediately, and ending September 15, 2013.
- Sarah Leadly, Association of Librarians of the University of Washington, as an ex-officio member for a term beginning immediately, and ending September 15, 2013.

Faculty Council on University Libraries (Meets Wednesdays at 2:30 p.m.)

- Ellen Barker, Professional Staff Organization, as an ex-officio member with vote for a term beginning immediately, and ending September 15, 2013.
- Susanne Redalje, Association of Librarians of the University of Washington, as an ex-officio member with vote for a term beginning immediately, and ending September 15, 2013.
- Richard Kirkendall, University of Washington Retirement Association, as an ex-officio member with vote for a term beginning immediately, and ending September 15, 2013.

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

- Paul Zuchowski, Professional Staff Organization, as an ex-officio member with vote for a term beginning immediately, and ending September 15, 2013.
- Christina Byrne, Association of Librarians of the University of Washington, as an ex-officio member with vote for a term beginning immediately, and ending September 15, 2013.

- Steve Goldblatt, University of Washington Retirement Association, as an ex-officio member with vote for a term beginning immediately, and ending September 15, 2013.

Faculty Council on Women in Academia (Meets Mondays at 12:30 p.m.)

- Deci Evans, Professional Staff Organization, as an ex-officio member with vote for a term beginning immediately, and ending September 15, 2013.
- Elaine Jennerich, Association of Librarians of the University of Washington, as an ex-officio member with vote for a term beginning immediately, and ending September 15, 2013.

Concept

Proposed Online Learning Undergraduate Degree Completion Program Pilot

Executive Sponsors: Michael Young and Ana Mari Cauce

Goal

- Extend access to a high-quality University of Washington undergraduate degree to an adult student population.
- Help to brand the UW as a national university.

Audience

- Adults (students 25+ years of age) who have some college (at least 75 credits) but want to complete a baccalaureate degree.
- Potentially a national market.
- Likely a diverse population with potential military personnel participation.
- 52 million people nationally who have some college but no baccalaureate degree.
- 900,000 people in Washington State.

Program

- We will adapt the interdisciplinary social sciences major in Evening Degree Program into an online format.
- The program will begin as a pilot with the first-year admissions limited to 500 FTE students.
- This online program, with degree not offered during the day, would have its own brand.
- The program would be degree completion only (the final two years of the degree).
- This program would follow all the normal approval processes: The appropriate departments, the College, the Faculty Council on Academic Standards and Tri-campus review. In addition, any new online classes would be forwarded to the Curriculum Committee.
- The program might include embedded certificates such as database management to complement the skills students learn in the social sciences and make graduates more attractive to employers.
- Graduation requirements would be similar to those of the Evening Degree Program.

Program Development Resources

- Currently have 30 online upper-division Arts and Sciences classes.
- Develop another 15-20 classes by Autumn 2013.
- Faculty developing the courses would receive additional compensation for their efforts.
- Faculty work with UWEO instructional designers to design the classes.
- Online version of the classes could be used for students in day program.
- A series of online services would be developed for the students: online advising and mentoring, online career services, analytics expertise, etc.
- We have worked with UW service units to ensure that online students would have access to all the necessary services (e.g. disability services, veterans aid, financial aid, admissions, career services, libraries, UW IT, student conduct code, etc).

Faculty Teaching Resources

- Courses would be taught by faculty and adjuncts in the same proportion as Arts and Sciences classes offered during the day program. We have initially planned 80% of the classes to be taught by UW faculty.
- New faculty would be hired by key departments.

- A department as a whole would agree to teach a normal load of courses for each new faculty FTE (the EDP model) with scheduling flexibility for faculty teaching online.
- Faculty salaries have been budgeted at an average of \$90K/yr.
- Classes would be quarter-based.

Admission

- College controls the admission standards.
- Students would be specifically admitted to this degree in a separate pool and cannot transition to the day or evening programs without another application process.
- The admission prerequisites would be similar to the EDP.
- Students who completed a certain number of UW classes with a certain grade-point-average could possibly be admitted to the program.
- Admission would operate on a rolling basis
- Preference could be given to former UW students and Washington residents.
- Preference would be given to students over the age of 25, pending approval by the Attorney General.

Implications for Day Students

- Unlike the day program, the online program would have a very limited curriculum, would not include the sciences or engineering and would likely feature only 50 to 60 courses per year.
- The day program could make use of the online courses, thus lowering the \$350 fee for online classes.
- Day students could access these online degree classes in this program on a space-available basis at their current tuition rate.
- Any net revenue from the program would be returned to the College and could be used to enhance day program.

Financial

- The program would be operated on a fee-basis with no funds from the state or daytime tuition.
- The program has been tentatively budgeted at \$6,975 per year to allow access to many low-income students. The price will be finalized soon.
- The lower tuition reflects the limited number of class offerings, and the absence of science labs, study abroad opportunities, the honors program, and more expensive research-based seminars and independent study courses.
- Students pay for each credit with no tuition cap.
- Students would not be eligible for Husky Promise.
- Net revenue would be returned to the sponsoring academic unit and could be used to enhance the day program.

Possible Launch Date: Autumn 2013

10/5/2012