

Minutes  
Faculty Senate Meeting  
Thursday, May 16, 2013, 2:30 p.m.  
Savery Hall, Room 260

1. Call to Order and Approval of Agenda.  
The meeting was called to order at 2:34 pm. The agenda was amended to add an addendum to Exhibit F and approved.
2. Report of the Chair – Professor James Gregory. **[Exhibit A]**  
Chair Gregory stated his report with his traditional history lesson. This history lesson focused on comparing the great recession to the great depression and focused on how the UW dealt with the great depression and how much of it parallels what has happened the last five years. Part of this time was the creation of the Faculty Senate in 1938. He provided the senate with an update on proposed academic freedom legislation that is expected to come to the senate next fall. He pointed out that the student government voiced its support to the Board of Regents for a small tuition increase if the resulting revenues go toward faculty salary increases. He reported that discussions on intellectual property are progressing and that he is optimistic. Gregory asked the senate to join him in thanking President Young for seeking genuine consultation from the Faculty Senate.
3. Report of the President – Michael K. Young.  
President Young thanked Gregory and the senate for the kind words. He explained that while there hasn't been much news out of Olympia early on in this special session, he has received indications that there are reasons for optimism. He went on to invite the faculty to three upcoming campus graduations and indicated how much students appreciate faculty presence.

There were no questions of President Young.

4. Opportunities for Questions and Requests for Information.
  - a. Summary of Executive Committee Actions and Upcoming Issues of May 6, 2013.
    - i. Approval of the [April 8, 2013, SEC minutes](#).
    - ii. Approval of the [April 25, 2013, Faculty Senate minutes](#).
    - iii. Approval of 2013-2014 Schedule of Faculty Senate and Senate Executive Committee Meetings. **[Exhibit B]**
    - iv. Lecturer Workgroups Update.

Provost Cauce reported on recommendations from lecturer workgroups from each campus. Representatives from each of the three met together recently and agreed on the following points:

All hiring should be open to provide opportunities for all qualified applicants. Open, competitive hiring also allows lecturers to seek multiyear contracts and promotions. Non-competitively hired full time lecturers will be limited to two renewals unless a very strong rationale for an exception can be provided. Reviews of competitively hired lecturers for promotions should occur by the faculty member's 5<sup>th</sup> year. Deans will be encouraged to consider multi-year contracts (at least 2 years) for lecturers; there are many advantages to the person and the academic unit.

Issues remaining for the workgroups to consider include issues for part-time lecturers and the need to address renewals of current lecturers not hired in an open search. Targets of opportunity may be considered in moving these faculty into competitively hired positions; providing mentoring will be important. The Provost will be coming forth with policy statements on lecturer employment.

In response to questions, the Provost indicated that open, competitive searches will be the expected process for future lecturer hiring. Multiyear appointments may be limited by budgetary considerations. She indicated that the workgroups are working with their

respective administrators on each campus. Gregory thanked the chairs of the work groups, Katie Baird, Pamela Joseph, Lisa Coutu, and Marcia Killien.

- b. Report of the Secretary of the Faculty. **[Exhibit C]**
- c. Report of the Chair of the Senate Committee on Planning and Budgeting. **[Exhibit D]**
- d. Report of the Faculty Legislative Representative. **[Exhibit E]**

There were no additional questions about the reports.

- 5. Consent Agenda.
  - a. Approve Nominations for Councils and Committees. **[Exhibit F]**
  - b. Approve Nominations for 2013-14 Senate Executive Committee Positions. **[Exhibit G]**

The consent agenda was approved.

- 6. Memorial Resolution.

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

**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 Herbert Blau of Humanities and English & Comparative Literature who died on May 3, 2013, after having served the University since 2000.

Professor Emeritus Robert G. Fleagle of Atmospheric Sciences who died on April 20, 2013, after having served the University since 1948.

Professor Emeritus Ernest Arthur Michael of Mathematics who died on April 29, 2013, after having served the University since 1953.

Professor David Notkin of Computer Science & Engineering who died on April 22, 2013, after having served the University since 1984.

Assistant Professor David W. Paul of Political Science and the Institute for Comparative & Foreign Area Studies who died on May 2, 2013, after having served the University since 1972.

- 7. Announcements.

Jack Lee presented an informal resolution of appreciation thanking Jim Gregory for his service as Faculty Senate Chair. The senate approved by a standing ovation.

Secretary of the Faculty Killien announced that the assistant to the secretary, Alex Bolton, will be leaving the office to attend UW School of Law in the fall. She thanked Alex for his good humor, his outreach to new constituencies on campus, and his commitment to shared governance. The senate concurred with applause and good wishes.

- 8. Unfinished Business.
  - a. Class A Legislation – Second Consideration. **[Exhibit H]**

**Title:** Changes to 24-54 the Promotion and Tenure Process.

**Action:** Conduct final review of proposal to submit legislation to the faculty for approval or rejection.

The process for Class A legislation was summarized by Gregory. Since this is its second consideration, the Senate is limited to an "up or down" vote on the legislation -- which was amended by the Senate Executive Committee between Senate considerations in response to requests made by the Advisory Committee on *Faculty Code* and Regulations.

The motion to approve the proposed legislation as amended was made by Vice Chair Jack Lee who then described the amendments. These amendments include: at the end of the last paragraph of subsection B (line 55), correct 'candidates' to 'candidate;' add 'promotion' before 'decision' in subsection D (lines 73 and 78), and because the change from 'President' to 'Provost' in subsection D (line 75) conflicts with the referral to the 'President' in cases involving tenure (i.e. Section 25-41.B), we recommend that you change the first appearance of 'President' in Section 25-41.B, line 98) to 'Provost' to ensure consistency.

The motion was approved as amended. The legislation will now be forwarded to the voting faculty for consideration.

**b. Discussion:** Undergraduate Social Science Online Degree Completion Program – Judy Howard.

Divisional Dean Judy Howard presented an update on the status of planning for the undergraduate social science degree completion program. The purpose of the program is to enhance access to a college degree through outreach to populations who have some college credits but no degree, and cannot physically attend regular UW programs. Potential signature contributions of this program include creation of mechanisms of true integration of learning across courses, creation of a sustained pedagogical community among instructors, creation of new model of advising better suited to 21<sup>st</sup> c liberal learning, developing outreach to specific populations such as tribal, Latino communities, military personnel, and providing different types of training and preparation for online teaching. The goal is to submit the full degree proposal to FCAS in September 2013 and launch the degree in Autumn 2014. Professor Matthew Sparke will be heading up the new social science on-line degree program, beginning July 2013. A steering committee will be appointed, including at least one representative from each Social Science unit; members will be identified by departments, with consultation from Professor Sparke and Dean Howard. As other UW units participate, they will also have representation on this committee. This committee will launch in Autumn 2013. Initial curricular work has been done by Social Science chairs, faculty with interest and/or experience in online education, several social science advisors. A set of six themes of inquiry have been identified: social and global inequalities; information and technological society; population dynamics and movements; societies and environments; social contexts of health; conflict and cooperation. A review of current courses and courses in development indicates depth in general social inequalities and global justice, and reasonable coverage in information and technology ; very poor coverage in other themes. Future faculty hiring will be guided by the goal of offering more spread across themes. Admission criteria will likely be those used for the social science evening degree program and transfers, but in addition, students will write an essay addressing their capability to succeed in an online instructional environment. Dean Howard also discussed the need for resources to develop a quality program, appropriate advising and support services, and program evaluation. Professor Sparke then gave brief remarks on the program planning and emphasized how the program is expanding the University's teaching mission. He expressed his hopes that faculty will come together and share pedagogy. In the discussion that followed, senators responded positively to the plans and efforts to develop a model program at the UW. Comments also highlighted a positive response to efforts to tackle substantive academic issues.

**9. New Business**

**a. Report of the Director of Athletics, Scott Woodward.**

Woodward presented his annual report to the Senate. He expressed his pride that student athletes have generally represented the UW well both on and off the field of play. Athletics have provided many students with the opportunity to succeed at highest level in the classroom with an 81% graduation rate and 60% of the student athletes showing winter quarter grades of 3.0 or higher. Fourteen student athletes presented their work at the recent undergraduate research symposium.

Questions about monitoring the quality of medical care to athletes were addressed by Woodward and by the Faculty Athletic Representative Pete Dukes. Both described improvements in accountability through involvement of UWMC physicians and transparency of health care practices.

In response to questions from Senate chair Gregory and several senators, Woodward addressed the athletic department budget. With healthy revenues from television contracts and robust ticket sales for the new stadium, the Athletics Program reported more than \$7 million dollars net income for the current year, expected to rise to a \$19 million surplus next year. Gregory asserted that the Senate has strongly, and repeatedly, urged that some of these funds be used to support the academic mission of the university either in the form of student scholarships, overhead payments, or even one-time contributions. Woodward responded that he did not favor athletics revenues supporting recurring academic budgets but may be open to special, non-recurring contributions. President Young and Woodward indicated they will continue to discuss this. Gregory promised that the Senate will revisit this matter in the fall.

- b. Faculty Council on Teaching and Learning. **[Exhibit I]**  
Class C Resolution Concerning University Behind Bars.  
**Action:** Approve for distribution to the faculty.

Jan Carline presented the background of the resolution. The resolution was approved unanimously.

10. Good of the Order.

No items were raised for discussion.

11. 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

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

We were hoping to see Class A legislation regarding Academic Freedom at this, our final, Senate meeting. Faculty Council on Faculty Affairs drafted legislation and forwarded it to the Executive Committee. Unfortunately there was not enough time to discuss the legislation with President Young before the SEC meeting. He supports the thrust of the legislation but proposes some changes. SEC decided to refer the matter to a subcommittee to work things out with Chief of Staff Jack Johnson who is representing the President. We expect to bring the revised legislation to SEC at its first meeting in the fall and then to the Senate.

The diversity requirement and student designation measures approved at the April 25 Senate meeting have been published as Class B Bulletins. The deadline for faculty comments is May 24. The Class A measure modifying faculty promotion procedures approved by the Senate was signed by the President without modification. The Code Cops suggested three changes which have been approved by SEC. The measure now comes to the Senate for second consideration (Exhibit H). Further changes are not permitted. The Senate may accept or reject the SEC amended measure.

Also on the agenda:

**Lecturers' taskforces:** You will recall that at our January 31 meeting the Senate discussed the issue of lecturers who are hired year after year without any hope of longer contracts. In response Provost Cauce authorized the creation of three taskforces, one for each campus, to see what steps might be taken to insure that most lecturers are hired through a competitive search and thus become eligible for promotions. Provost Cauce will provide an update.

**Online degree completion initiatives:** We will hear from Judy Howard, Divisional Dean of Social Sciences, about plans for a fully online undergraduate degree with a major in Social Sciences.

**Athletics Program:** Director of Athletics Scott Woodward will provide an annual update on the athletics program focusing on academic achievement and budget issues. Last year, the Senate asked Woodward to consider using some of the excess revenues of IAS to support the academic mission of the campus. Thanks to lucrative Pac 12 television contracts, revenues in the current year exceed \$81 million and by 2016-17 are projected to reach \$111 million. Net income after expenses this year is almost \$8 million, project to rise to \$27 million four years from now. The IAS budget and financial projections are attached as Exhibit J.

Other ongoing issues:

**Intellectual Property:** I am happy to report that discussions between the administration and the Special Committee on Intellectual Property and Commercialization (SCIPC) are now going smoothly. Chief of Staff Jack Johnson has agreed to slow the pace and fully address concerns raised by SCIPC. Among other things, SCIPC asked for a report on IP policies at peer universities to learn whether other institutions have policies requiring "present assignment" of all future inventions as opposed to the "promise to assign" language that is our current policy (Executive Order 36). That research will be done this summer and SCIPC chair Susan Astley will be involved in planning the study. Susan will provide an update on current discussions. See her enclosed report for background on the IP negotiations.

# Recovering from Great Recessions



Looking forward by Looking back

## THE GREAT DEPRESSION IN WASHINGTON STATE



**Home**  
About  
Photographs & Films  
Economics & Poverty  
Hoovervilles  
Strikes & Unions  
Politics  
Public Works  
Radicalism  
Civil Rights  
University of Washington  
Culture & the Arts  
Theatre Arts  
Maps  
Timeline  
Research Reports

The Great Depression first shattered and then rebuilt the economy of Washington State, leaving it with roads, bridges, dams, and a new electric grid that set the stage for rapid industrial growth. It rearranged the state's politics, ending decades of Republican rule, setting up a powerful labor movement, a new Democratic Party, and a new set of political priorities. It ended prohibition and launched new cultural institutions. It saw the creation of parks and trails and the realization of a long struggle to create the Olympic National Park. By the end of the 1930s, Washington was a different place, its future beginning to come clear even before World War II turned the state into an aerospace center and industrial powerhouse.



The Great Depression in Washington State Project is a multimedia website that explores this important decade. Here you will find detailed accounts of issues, incidents, institutions, and people, along with hundreds of photographs, documents, and news articles from the period. This site is one of a collection of [Pacific Northwest Labor and Civil Rights Projects](#) based at the University of Washington in Seattle, which involve undergraduate and graduate students, faculty, and community members.

<http://depts.washington.edu/depress>

## Welcome to 1935

- UW has lost half its state funding in previous five years
- Student fees have increased
- Many students have dropped out
- Enrollments first fell, then increased
- Faculty and staff have been fired
- Faculty salaries cut 30-40%
- Regular faculty have been replaced by "sub faculty"
- Everyone is fed up

**University's Budget May Be Cut To \$2,028,000**

Legislature To Pass on Appropriations at Coming Session

ALTHOUGH it has increased 2300 since 1933, the university today faced a possibility of operating next two years on nearly \$1,500,000 when its register only 6000.

**Faculty Protest Of Salary Cuts Not In Evidence**

Budget For 1933-35 Now Before Legislature At Olympia

Figures May Change

Annual Salaries Of Some Deans Raised: Professors' Cut

These "boozing, rambling noses" which a downtown newspaper yesterday said characterized the unreserved disapproval of University professors and instructors of alleged discriminations in salary reductions in the 1933-35 University budget could not be heard on the campus yesterday.

## Building boom



- Hall Health
- Gowen, Smith, Bagley halls
- New library wing
- Dormitory
- Husky Stadium Expansion and athletic facilities
- Arboretum

**QUARTER MILLION FEDERAL GRANT TO U. NEW SOD FOR STADIUM**

**FRESH POND, RAINIER VISTA AMONG WPA PROJECTS**

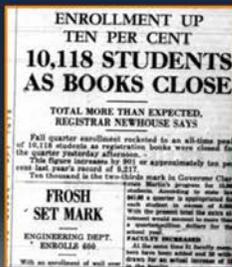
Five more improvements are being planned for the University grounds this year with the Federal grant of \$250,000, according to C. C. May, superintendent of buildings and grounds.

These are all WPA projects with most of the money going to the State for labor. The University is planning to build a new stadium.

FRANCE ROSA

## Restoration

- Enrollment increases
- Budget increases
- Faculty hiring increases
- Faculty pay restored



### Faculty to Decide Between Pay Raise, Retirement Pension

Jobs of 50 or 60 Employees Threatened By \$100 Minimum for Non-Teachers; Faculty Will Meet Saturday

Salary restoration provisions in the 1987-1989 University budget adopted Saturday by the board of regents, will confront the administration and faculty this week with two important problems:

1. The faculty must decide whether to take its pay restoration in the form of a retirement pension program or a direct salary increase.
  2. The administration must find a way to support the retirement program and the pay raise through a reorganization of the University's resources.
- The new budget, now before the board of regents, says that the retirement program and the direct salary raise are additional programs. According to President Lee Paul Rice, the faculty will decide on Saturday.
- Faculty To Choose**  
 Faculty members will decide their choice between the pension program and the pay raise through a meeting of the Association of University Teachers in Saturday, May 19.
- Although the legislature approved the retirement program, providing that teachers could sign up and receive the benefits after five years of their pay, it made no provision for additional funds for a direct salary raise. Consequently, putting the retirement plan off, the school would probably think the salary raise would be more difficult to implement.
- Boley Resigns As Daily Business Manager**  
**Takes Advertising Post With Seattle Times; Rice Promoted**  
 Jack Boley, business manager of the Daily for the past two years, resigned last week to accept a position with a Seattle company. Rice, assistant business manager, was named to succeed Boley. Rice, junior in accounting and worked last week during a spring vacation on his new position. He has been on the business staff for the past three years. The other changes will be made this week, Rice said.

## Restructuring

- More students of modest means
- More student and faculty activism
- Reorganized curriculum:
  - Arts & Sciences created;
  - engineering most popular major
- Faculty reorganized

April 21, 1938





## Today's business

- Class B diversity and student status measures
- Academic freedom legislation
- Budget and salary discussions
- Intellectual property
- Lecturer's task forces
- Online degree with major in social science
- Athletics program

**2013-2014**  
Schedule of Senate and Executive Committee Meetings

<b>Autumn Quarter, 2013</b>	
Executive Committee Agenda Deadline -----	September 30
Executive Committee Meeting -----	October 7
SEC Continuation Meeting <sup>1</sup> -----	October 14
Faculty Senate Meeting -----	October 24
Senate Continuation Meeting-----	October 31
Executive Committee Agenda Deadline -----	November 8
Executive Committee Meeting-----	November 18
SEC Continuation Meeting -----	November 25
Faculty Senate Meeting -----	December 5
Senate Continuation Meeting-----	December 12
<b>Winter Quarter, 2014</b>	
Executive Committee Agenda Deadline -----	January 3
Executive Committee Meeting-----	January 13
SEC Continuation Meeting -----	January 21 (Tues.)
Faculty Senate Meeting -----	January 30
Senate Continuation Meeting-----	February 6
Executive Committee Agenda Deadline -----	February 3
Executive Committee Meeting-----	February 10
SEC Continuation Meeting -----	February 18 (Tues.)
Faculty Senate Meeting -----	February 27
Senate Continuation Meeting-----	March 6
<b>Spring Quarter, 2014</b>	
Executive Committee Agenda Deadline -----	March 31
Executive Committee Meeting-----	April 7
SEC Continuation Meeting -----	April 14
Faculty Senate Meeting -----	April 24
Senate Continuation Meeting-----	May 1
Executive Committee Agenda Deadline -----	April 25
Executive Committee Meeting-----	May 5
SEC Continuation Meeting -----	May 12
Faculty Senate Meeting -----	May 15
Senate Continuation Meeting-----	May 22

Senate meetings will be held at 2:30 p.m. in Savery 260.

Executive Committee meetings will be held at 2:30 p.m. in 142 Gerberding Hall

<sup>1</sup> Continuation meetings will occur if necessary to conduct unfinished or special business of the SEC or Senate.

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

1. My office has been working with the HR/Payroll Modernization efforts, and I believe this will be a big improvement from our current system. One important aspect of this project in terms of faculty governance will be how much easier it will be to gather faculty data including demographic information and service on multiple campuses.
2. Senate Executive Committee elections will begin after the May Faculty Senate meeting.
3. Should the Class A legislation regarding promotion and tenure disclosure pass at the May Faculty Senate meeting, it will then be sent to the faculty for vote.
4. My office is monitoring the Class B bulletins that were sent out May 3<sup>rd</sup>. Objections must be registered by May 24.
5. A survey regarding interest in Faculty Governance service was sent out in April, and we received a great response and have been using it to identify new members for Faculty Councils.
6. We are continuing to fill rosters of Faculty councils and committees. If you interested in serving on any, or would like to know about current opportunities, please contact Alex Bolton at [bolt@uw.edu](mailto:bolt@uw.edu) or 543-2637.
7. Thanks to everyone who has participated in faculty governance activities during this past academic year. Your service is essential for the wellbeing of our university!

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

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 [Spring 2013 Agenda](#) will soon be 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. And new issues will arise as the year progresses. Below is a summary of the key issues we are currently addressing. For each issue, I will present a brief history followed by the most recent updates.

**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](#) (SPWG) in March 2012. I served as the Co-Chair of this committee from March-Dec 2012. As I approach the end of my 3-year Senate leadership role, Jack Lee, Senate Vice Chair was selected to serve as Co-Chair starting Dec, 2012. I will remain a member of the SPWG. 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 4<sup>th</sup> and hopefully final year of salary freezes, and fully implement Activity Based Budgeting. Working under the presumption that salary increases will be awarded in 2013-14, the SPWG spent March-Oct 2012 drafting guidelines for the allocation of these funds. Drafts of these guidelines were shared with the SPWG Advisory Group on 11/19/12 and the SCPB on 01/07/13 and 01/14/13 to solicit comments. The SPWG Advisory Group includes all faculty members of the SCPB, SEC, Jim Gregory's Cabinet, Faculty Council Chairs, and Chairs of the Bothell and Tacoma Faculty. The Provost distributed her 2013-14 Guidelines for Salary Adjustment February 20, 2013, (attached). The SPWG's met on January 17, 2013, and began addressing question 2: "Are there entirely new salary models that might be more sustainable and flexible over the next decade? A proposal currently being discussed is a salary system that would add 'steps' to the promotion ladder at the full professor rank (and possibly at the associate professor rank). This concept was shared with the SPWG Advisory Group on February 25, 2013. The Senate will be consulted in spring quarter. This will be my last update on this topic. As I no longer serve as the chair of this salary policy committee, I will leave it up to the faculty Chair of the committee, Jack Lee, Faculty Senate Vice Chair to keep you abreast of the committee's progress. I also refer you to the Jim Gregory's reports to the Senate and SEC for brief summaries of progress to date. The most recent comparisons of UW 2012 faculty salaries by rank to our Global Challenge Peers, [Faculty Salary Comparisons by Rank, 2012](#), demonstrate we have lost all the gains achieved in the early 2000's. In 2002 UW faculty salaries were 13% below the peer average. This gap dropped to 7% below the peer average by 2008, but rose back to 12% below the peer average by 2012. By rank, UW full professors are 16% below peer average, associate professors are 9.2% below peer average, and assistant professors are 2.2% above peer average.

**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 we will address the most recent developments in online education at the UW: the [Proposed Online Learning Undergraduate Degree Completion Program Pilot](#), [MOOCs](#) (Massive Online Open Courses), and [Coursera](#) (a platform to offer MOOCs). The Degree Completion proposal was discussed at length at the October 15, 2012, SCPB meeting and October 25, 2012, Senate meeting. Discussions will continue as the details of this proposed program coalesce. On April 22, David Szatmary provided an overview (strategic plan, budget, outcomes) for UWEO.

**Intellectual Property (IP):** As we move into the 21<sup>st</sup> 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 by the President. The committee is charged with reviewing the policy set forth in EO 36 and recommending such changes to the President as deemed desirable. The committee will also advise the President 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. In September 2012, Ana Mari established a work group to revise the "Request for Approval of Outside Professional Work for Compensation" form. Professor Breidenthal is a member of the work group. The workgroup revised the Compensation Form and submitted it to the Senate Leadership on 11/14/12 for their review. The revised Compensation Form was addressed at the November 26, 2012, SCPB meeting and was reviewed by the newly established [Special Committee on IP and Commercialization](#) (SCIPC) on November 27, 2012. The establishment of the SCIPC was approved by the SEC on November 5, 2012. SCIPC is charged to review all University of Washington policies and practices related to faculty Intellectual Property, including its management and commercialization. These policies are broadly outlined in [EO 36](#) and [APS 59.4](#), and managed in part through the Center for Commercialization ([C4C](#)). Any proposed changes to such policies/practices shall be brought to this Special Committee as a part of shared governance. This special committee shall report to the Senate Executive Committee. The committee consists of five faculty members (voting) and a presidential designee (nonvoting). One of the faculty members will be the Chair of the Faculty Council on Research. Members will normally serve a three year term, but the initial terms will be staggered. Members include: Susan Astley, School of Public Health (serving as Chair); Kate O'Neill, School of Law; Matthew Sparke, A&S; Duane Storti, College of Engineering; Tueng Shen, School of Medicine; and Gerald Miller, Physics and Chair of the Faculty Council on Research, and Jack Johnson, Chief of Staff, Office of President (serving as the Presidential designee). SCIPC meeting schedules, agendas, and minutes are posted on the [SCIPC website](#). SCIPC's proposed revisions to the revised Compensation Form are posted on the SCIPC website. We learned at our Jan 29, 2013 SCIPC meeting that our recommendation to remove the IP language from the Compensation Form has been followed. But the administration now proposes to accompany the Compensation Form with a separate IP Agreement Form (which requires revision of EO36: UW IP Policy). This proposed IP Agreement Form would be distributed to all faculty, not just those submitting the Compensation Form. The IP Agreement would require all faculty to assign to the University all their right, title, and interest in all future inventions. Language in the IP Agreement form attempts to define and distinguish inventions from scholarly work. Scholarly work belongs to the faculty; inventions 'belong' to the University. But with advancements in technology, how does one distinguish between scholarly work and inventions? Why are they distinguished and treated differently? For example, software is currently classified as an invention, thus a faculty member is required to sign it over to the UW. But to a faculty member in music, their software is as much their scholarly work as a musical composition is to a faculty member in music. Along these same lines, who owns the content of faculty websites or online courses? Who owns the copyrights and patents when multiple faculty are involved in a project? What role does the Center for Commercialization ([C4C](#)) have in helping faculty protect and commercialize their innovations? How can C4C best meet the faculty's needs? Faculty are state employees, but what aspect of our duties are 'works for hire'? Academia is not private industry, but what happens when a faculty member engages with private industry? These are important questions to address that have tremendous impact on faculty, thus faculty must be involved in these discussions. Two groups of faculty were solely established to address/discuss these issues: IPMAC and SCIPC. These issues are also being addressed in some of the Faculty Councils. But it is time to engage a broader segment of the faculty. The senate leadership is bringing these issues to the SEC, SCPB, and Senate this quarter. We will post core documents central to this discussion on [SCIPC's website](#). I encourage all faculty to avail themselves of this information. With today's technology, matters of copyright, patents, trademarks, and licensing impact the full spectrum of faculty from the sciences to the arts. We need to educate ourselves on these matters. As the UW considers revisions to its IP policy, IPMAC and SCIPC are conducting a comparative study of IP policies at UW peer institutions.

**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%). There are even a handful of departments at the University of Washington that have never promoted a woman to full professor in the history of the department. 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%). The [proportion of assistant, associate, and full professors who are female within each department in 2012](#) is posted on the Senate website. These statistics do not bode well for gender equity in faculty rank and underscore the importance of a thorough review of gender and race equity in salary compensation. Small, but significant salary inequities across race and gender were identified in a 1997 study of UW faculty entitled "[Faculty Salary Study, UW June 1997](#)". 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 was addressed at the November 29, 2012 Senate meeting and the January 7 and April 22, 2013 SCPB meetings. The Faculty Senate unanimously endorsed [A Resolution Addressing Faculty Demographics](#) that requested all units and departments "make an effort to evaluate and discuss faculty demographics during this academic year". Resources to help that discussion are posted on the Senate website under [Issues Under Consideration](#). I am pleased to report that faculty from the School of Public Health are responding to the resolution by bringing the topic to the School's Faculty Council, the School's Diversity Committee, and identifying the issue as a Strategic Objective to address in the School's [Self-Study March 2013 report](#) in preparation for accreditation. There is also talk of establishing a school-wide task force to address this issue head on. I encourage all schools/colleges to take action. The most current 2012 data, [Faculty Composition 2012](#), presented at the April 22, 2013 SCPB meeting continue to demonstrate significant inequities in the proportion of women holding the rank of full professor. Among UW tenured/tenure track faculty in Fall 2012, the proportion of women in each rank was as follows: full professor 36.3%, associate professor 49.1%, and assistant professor 45.5%. Compiling and posting these statistics is an important first step in informing faculty and administration of the breadth and magnitude of this problem. But these statistics will remain unchanged until schools and departments develop and implement action plans to reverse these trends.

Report of the Faculty Legislative Representative  
Jim Fridley, Professor, Environmental and Forest Sciences and Mechanical Engineering

**Note:** The report below was prepared for the May 6 Senate Executive Committee meeting. As of the due date for the Faculty Senate report, the legislature remains adjourned and due to reconvene its first special session on Monday, May 13.

The 2013 Regular Session of the Washington State Legislature was adjourned *sine die* late in the afternoon on Sunday April 28 without having agreed on a budget for the 2013-2015 biennium. The governor immediately ordered a special session of the legislature to be convened on May 13 so that a budget can be passed. He has asked the leadership of the “four corners” (the Republicans and the Democrats in the House and the Senate) and the representatives and senators who had been tasked with writing and negotiating budgets to remain in Olympia and continue their work toward passing a budget instead of waiting until the special session is convened.

In our state a special session of the legislature is thirty days long so the one that convenes on Monday May 13 is scheduled to adjourn on Tuesday June 11. The new biennium begins on July 1.

The next state economic forecast review is scheduled for Thursday June 6. The state’s Economic and Revenue Forecast Council prepares economic forecasts (for the U.S. and the state) in order to complete a state General Fund revenue forecast. The next revenue forecast review is scheduled for June 18 which is after the special session concludes. The June revenue forecast review is an update to the forecast that was released in March and used to prepare the budget proposals that are the subject of the current budget negotiations. While there might be talk about the legislature possibly waiting for the June revenue forecast update prior to passing a budget, doing so would risk substantially complicating the task of reaching a compromise because of the myriad expectations of how any additional or reduced revenue projections would be incorporated.

As we look to the end of the budget negotiating process it is important to note that higher education, and therefore the University of Washington, is in the relatively small portion of the state budget where flexibility exists for the budget writers. Unlike legally mandated responsibilities for things like providing K-12 education for Washington’s children and feeding and caring for the incarcerated, higher education is funded entirely at the discretion of the legislature and the Governor. While the current budget proposals are OK (they should be much better but could be much worse) there is reason for great concern about the level of state support that our university could be facing when the 2013-15 operating budget is eventually adopted.

The Board of Regents of the University of Washington has a meeting scheduled for June 13, 2013 – two days after the special legislative session must adjourn. Ideally the legislature will have completed their work so the board can have the opportunity to adopt a budget for the university at that time. Hopefully it can be a budget that reflects a state legislature that views supporting the work of the University of Washington’s students and faculty as a most critical investment in our state’s future and not as a piggy bank to raid in order to expedite a difficult and conflicted state budget negotiation.

**2013 – 2014 Faculty Member Appointments to University and Senate Committees.****Faculty Council on Academic Standards (Meets Fridays at 1:30)**

- Patricia Kramer, Anthropology, College of Arts & Sciences, as chair for a term beginning September 16, 2013, and ending September 15, 2014.
- Phil Brock, Economics, College of Arts & Sciences, as a member for a term beginning September 16, 2013, and ending September 15, 2016.
- Elizabeth Sanders, College of Education, as a member for a term beginning September 16, 2013, and ending September 15, 2016.
- Peter Hoff, Statistics, College of Arts and Sciences, as a member for a term beginning September 16, 2013, and ending September 15, 2016.
- Robert Harrison, Forest Resources, College of the Environment, as a member for a term beginning September 16, 2013, and ending September 15, 2016.

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

- Ashley Emery, Mechanical Engineering, College of Engineering, as chair for a term beginning September 16, 2013, and ending September 15, 2014.
- Stephan Siegel, Finance & Business Economics, Foster School of Business, as a member for a term beginning September 16, 2013, and ending September 15, 2016.

**Faculty Council on Faculty Affairs (Meets Thursdays at 9:30 a.m.)**

- Gordon Watts, Physics, College of Arts & Science, as chair for term beginning September 16, 2013, and ending September 15, 2014.
- Joe Janes, Information School, as a member for a term beginning September 16, 2013, and ending September 15, 2016.
- Lea Vaughn, School of Law, as a member for a term beginning September 16, 2013, and ending September 15, 2016.
- Margaret Adam, Pediatrics, School of Medicine, as a member for a term beginning September 16, 2013, and ending September 15, 2016.
- Gail Stygall, English, College of Arts and Sciences, as a member for a term beginning September 16, 2013, and ending September 15, 2015.

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

- James Carothers, Chemical Engineering, College of Engineering, as a member for a term beginning September 16, 2012, and ending September 15, 2015.
- Joseph Babigumira, Global Health, School of Public Health, as a member for a term beginning September 16, 2013 and ending September 15, 2016.

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

- Gerald Miller, Physics, College of Arts and Sciences, as chair for a term beginning September 16, 2013, and ending September 15, 2014.
- Juliet Shields, English, College of Arts & Sciences, as a member for a term beginning September 16, 2013, and ending September 15, 2016.
- George Demiris, Biobehavioral Nursing and Health Systems, School of Nursing, as a member for a term beginning September 16, 2013 and ending September 15, 2016.

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

- Charles Treser, Environmental and Occupational Health Sciences, School of Public Health, as chair for a term beginning September 16, 2013, and ending September 15, 2014.

- Sarah Lopez, College of Education, as a member for a term beginning September 16, 2013, and ending September 15, 2016.
- Sarah Stroup, Classics, as a member for a term beginning September 16, 2013, and end September 15, 2016.

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

- Bill Erdly, Computing and Software Systems, UW Bothell, as chair for a term beginning September 16, 2013, and ending September 15, 2014.
- Bill Erdly, Computing and Software Systems, UW Bothell, as a member for a term beginning September 16, 2013, and ending September 15, 2016.
- Michael Kucher, Interdisciplinary Arts and Sciences, UW Tacoma, as a member for a term beginning September 16, 2013, and ending September 15, 2016.

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

- Craig Allen, School of Law, as chair for a term beginning September 16, 2013, and ending September 15, 2014, and as a member for a term beginning September 16, 2013, and ending September 15, 2016.
- Jan Carlone, Medical Education, School of Medicine, as a member for a term beginning September 16, 2013, and ending September 15, 2016.

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

- Rich Christie, Electrical Engineering, College of Engineering, as chair for a term beginning September 16, 2013, and ending September 15, 2014.
- Chris Ozubko, Art, College of Arts and Sciences, as a member for a term beginning September 16, 2013, and ending September 15, 2015.
- Ann Mesher, Mechanical Engineering, College of Engineering, as a member for a term beginning September 16, 2013, and ending September 15, 2016.

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

- Karen Edwards, Epidemiology, School of Public Health, as a member for a term beginning September 16, 2013, and ending September 15, 2016.
- Marjorie Olmstead, Physics, College of Arts and Sciences, as chair for a term beginning September 16, 2012, and ending September 15, 2014.

**Special Committee on Intellectual Property and Commercialization (Meets Tuesdays at 3:30)**

- Susan Astley, Epidemiology, School of Public Health, as chair for a term beginning September 16, 2013, and ending September 15, 2014.
- Dan Jacoby, School of Interdisciplinary Arts & Sciences, UW Bothell, as a member for a term beginning September 16, 2013, and ending September 15, 2016.
- Tueng Shen, Ophthalmology, School of Medicine, as a member for term beginning September 16, 2013 and ending September 15, 2016.
- Ankur Teredesai, Computer & Software Systems, UW Tacoma, as a member for a term beginning September 16, 2013, and ending September 15, 2016.
- Ed Rubel, Otolaryngology, School of Medicine, as a member for a term beginning September 16, 2013, and ending September 15, 2016.

**Adjudication Panel**

- Tom Andrews, School of Law, as chair for a term beginning September 16, 2013, and ending September 15, 2014, and as a member for a term beginning September 16, 2013, and ending September 15, 2016.

## Nominations for 2013-14 Senate Executive Committee Positions

### Open Seat Nominations

Positions	Nominees
<b>Medicine – 2 positions</b>	
<b>Position 1</b>	Edward Gill, Cardiology
	Ben Greer, Obstetrics & Gynecology
	Eric Stern, Radiology
<b>Positions 2</b>	Melissa Lewis, Psychiatry & Behavioral Sciences
	Tueng Shen, Ophthalmology/Bioengineering
<b>Arts and Sciences – 2 positions</b>	
<b>Position 1</b>	Leah Ceccarelli, Communication
	Richard Wright, Linguistics
<b>Position 2</b>	Fred Bookstein, Statistics
	Kyle Crowder, Sociology
	Leroy Searle, English
<b>Engineering – 1 position</b>	
	Duane Storti, Mechanical Engineering
<b>Other health science colleges<sup>2</sup> – 1 position</b>	
	Susan Astley, Public Health
	Diane Morrison, Social Work
	Chuck Treser, Public Health
<b>Environment and Built Environments – 1 position</b>	
	Alex Anderson, Built Environments
	Erika Harnett, Environment
	Rob Wood, Environment
<b>Professional Schools<sup>3</sup> – 1 position</b>	
	Gail Joseph, Education
	Brett Rubio, ROTC

### Faculty Council Nominations

1. Faculty Council Faculty Affairs
2. Faculty Council on Multicultural Affairs
3. Faculty Council on Teaching and Learning

**Nominating Committee:** Norman Beauchamp, Medicine; Dan Luchtel, Public Health, Susan Nolen, Education, JoAnn Taricani, Arts and Sciences.

### Charge

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

Section 22-63 of the Faculty Code provides guidance: “The Chair and immediate past Chair of the Faculty Senate shall appoint a nominating committee that shall nominate at least one candidate for each Executive Committee position. Nominations of Faculty Council Chairs shall consider the relationship of the Council’s work to the Senate’s upcoming agenda. The nominations as a whole shall provide broad

<sup>2</sup> Public Health, Dentistry, Pharmacy, Nursing, Social Work

<sup>3</sup> Business, Education, Evans, Information, Law, ROTC

representation across academic disciplines, such as Health Sciences, Arts and Sciences, and other schools and colleges, and shall endeavor to balance continuity and turnover of representation.”

### **How Nominees were selected**

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

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

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

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

**Class A Legislation****Faculty Code Section 24-54. Changes in the Promotion & Tenure Process  
Justification Statement and Proposed Language****Background and Rationale**Introduction

The Faculty Senate has approved the first consideration of this legislation, the Senate Executive Committee has approved the first and second consideration, and is forwarding to the Faculty Senate for final consideration, Class A legislation that modifies Section 24–54 of the Faculty Code, “Procedure for Promotions” in two major areas:

1. Requires additional disclosure to the candidate of the recommendations of the Elected Faculty Council and the Dean.
2. Provides one additional opportunity (if the dean’s initial recommendation is unfavorable) for candidates to respond to recommendations.

Reasons for proposed changes

- The goal is to encourage best practices in communication throughout the promotion process.
- Inconsistent practices exist among the departments, schools, colleges, and campuses in what candidates are told about the recommendations being made at each level of the promotion process.
- Candidates who aren’t informed of recommendations and rationale may have unrealistic expectations about the level of support for their advancement or may be unduly anxious. Annual reviews vary in the level of honest and clear feedback provided to candidates, and may be limited to department level perspectives that could differ at the school/college/campus/university level.

Background:

The proposed legislation was initially prepared by the Faculty Council on Faculty Affairs after lengthy debate and consideration that began in Fall 2011, including communication with chairs of the elected faculty councils, chairs of small departments, the Board of Deans, and the Provost. The legislation was approved, in amended form, by the Senate Executive Committee.

Currently, in the *Faculty Code*, candidates for promotion are only required to receive information about their case after the faculty of their academic unit has taken a vote. The proposed changes would allow the candidate to learn about the recommendation of the elected college council, hear from the dean, respond in writing before the Dean makes a final decision, and be informed of the final decision and reasons therefor.

**Class A Legislation**  
**Faculty Code Section 24-54. Changes to Promotion & Tenure**  
**Justification Statement and Proposed Language**

**Section 24–54 Procedure for Promotions**

Annually, all eligible members of the faculty shall be informed of the opportunity to be considered for promotion by their department chair (or chair's designee or the dean of an undepartmentalized school or college, or the dean's designee). At the request of the faculty member, or if the promotion decision is mandatory, a promotion review shall be conducted following the procedure below.

- A. The voting members of the appropriate department (or undepartmentalized college or school) who are superior in academic rank or title to the person under consideration shall decide whether to recommend the promotion. Research faculty shall be considered by voting members of the appropriate department, or undepartmentalized college or school, who are superior in academic rank to the person under consideration. Faculty with instructional titles outlined in Section 24-34 Subsection B shall be considered by voting members of the appropriate department or undepartmentalized college or school who hold an eligible professorial appointment or an instructional title superior to that of the candidate being considered. In this decision they shall take into account the qualifications prescribed in Sections 24–32, 24–33, 24–34, and 24–35 for the various academic ranks and titles. Promotion shall be based upon the attainment of these qualifications and not upon length of service. In arriving at recommendations for promotion, faculty, chairs, and deans shall consider the whole record of candidates' qualifications described in Section 24–32.
- B. The record of the candidate being considered for promotion shall be assembled following the guidelines of the candidate's college and unit. The candidate is responsible for assembling the promotion record, which shall include a self–assessment of the candidate's qualifications for promotion. External letters of review shall be kept confidential from the candidate.

For departments (or college/school if undepartmentalized) where an initial report and/or recommendation on the qualifications of the candidate for promotion is produced by a subcommittee of the faculty senior in rank and title, the report shall be written. The department chair (or chair's designee or the dean of an undepartmentalized school or college, or the dean's designee) shall provide the candidate with a written summary of the committee's report and recommendation. For purposes of confidentiality, ~~all names~~ specific attributions shall be omitted and vote counts may be omitted from the candidate's summary. The candidate may respond in writing within seven calendar days. The chair or dean shall forward the candidate's response, if any, together with the committee's report to the voting faculty.

The voting faculty of the candidate's department (or college/school if undepartmentalized) superior in rank and title to the candidate shall then meet to discuss the candidate's record. ~~and to a~~ A vote on the promotion question shall occur following the discussion.

The department chair (or the chair's designee or the dean of an undepartmentalized school or college or the dean's designee) shall write a formal report of these proceedings for the candidate, summarizing the discussion and recommendation. For purposes of confidentiality, ~~all names~~ specific attributions shall be omitted and vote counts may be omitted from this report. The candidate may then respond in writing to the department chair (or dean in an undepartmentalized school or college) within seven calendar days.

If ~~this~~ the faculty recommendation is a departmental one, and is favorable, or if the promotion decision is mandatory, or if the candidate has written a response to the departmental vote, the chair shall transmit all documents produced in this promotion process to the appropriate dean, with his or her independent analysis and recommendation. The chair may at his or her discretion, share the chair's recommendations with the candidate.

C. The dean shall be advised by a committee or council of the college or school. This advisory group, elected by the faculty of the college or school, shall consider each case presented to it and submit its recommendations with reasons therefor to the dean. If the recommendation of the committee or council is not favorable, or if it conflicts with the faculty vote, then the council or committee recommendation with reasons therefor shall be provided to the candidate. For purposes of confidentiality, specific attributions shall be omitted and vote counts may be omitted from this report. In a departmentalized school or college, when a candidate for promotion is under consideration, any member of the committee or council who is also a member of the candidate's department may be excused.

D. After receiving the recommendation of this committee or council the dean shall decide the matter,

Prior to the issuance of a decision or recommendation by the dean that is not favorable, the dean shall provide the candidate with his or her initial recommendation and reasons therefor. In such cases, the dean or the dean's designee shall then discuss the case with the candidate. The candidate may then respond in writing to the dean within seven calendar days of the discussion.

and, if the ~~decision~~ recommendation of the dean is favorable, or if the promotion decision is mandatory, the dean shall transmit his or her recommendation and the candidate's response, if it exists, to the candidate and to the Provost ~~President~~. For purposes of confidentiality, specific attributions shall be omitted and vote counts may be omitted from the report to the candidate.

If the promotion decision of the dean is not favorable and not mandatory, and the candidate has written a response to the dean, the dean shall transmit his or her decision and the candidate's response to the Provost for information purposes.

E. After the case is decided, the dean shall ensure that the candidate is informed in writing in a timely way of the result of the case and, if the result is not favorable, the reasons therefor.

#### **Section 25-41 Granting of Tenure: Policy and Procedure**

B. Consistent with the timelines set in Section 25-32, Subsection A.2 for full-time assistant professors and Chapter 24, Section 24-45 for part-time assistant professors, and Section 25-32, Subsection D for associate professors or professors "without tenure," a decision shall be made in the following manner:

A recommendation that the faculty member be granted or denied tenure shall be sent to the dean of the school or college. This recommendation shall be based upon a majority vote of the eligible professors and associate professors of the department, or of the school or college if it is not departmentalized. If the chair does not concur in the recommendation she or he may also submit his or her own recommendation.

The dean, advised as prescribed in Chapter 24, Section 24-54, Subsection C shall then make his or her recommendation to the ~~Provost~~ President, and if tenure is to be granted it shall be conferred by the President acting for the Board of Regents.

*Section 13–31, April 16, 1956; S–A 22, April 18, 1958; S–A 59, April 23, 1979; S–A 64, May 29, 1981; S–A 81, January 30, 1990; S–A 94, October 24, 1995; S–A 100, April 25, 2000; S–A 124, July 5, 2011; S–*

*Approved by:*  
Senate Executive Committee  
April 8, 2013

*Approved by:*  
Faculty Senate  
April 25, 2013

*Approved by:*  
Senate Executive Committee  
May 6, 2013

*Approved by:*  
Faculty Senate  
May 16, 2013

Class C Resolution Concerning University Beyond Bars

WHEREAS, the Faculty Council on Teaching and Learning strongly supports programs for higher education inside prisons as exemplified by University Beyond Bars, founded through the efforts of faculty from the University of Washington and other regional universities; therefore

BE IT RESOLVED that the work of the teachers and staff in providing educational opportunities for incarcerated men and women is worthy of attention and backing from our academic community.

More information about University Beyond Bars is available at [www.universitybeyondbars.org](http://www.universitybeyondbars.org).

*Submitted by:*  
Faculty Council on Teaching and Learning  
May 2, 2013

*Approved by:*  
Faculty Senate  
May 16, 2013