

**FACULTY SENATE MEETING MINUTES**  
**THURSDAY, 3 DECEMBER 2009**  
**Gowen Hall, Room 301, 2:30 p.m.**

1. Call to Order and Approval of Agenda.

Faculty Senate Chair Bruce Balick called the meeting to order at 2:37 p.m. and the agenda was approved as drafted.

2. Introductory Comments – Professor Bruce Balick, Chair, Faculty Senate.

Faculty Senate Chair Bruce Balick welcomed Senators and guests and noted that there were a number of important issues on the agenda to be discussed. In addition to what's listed on the agenda, he informed Senators that he would take his introductory comments to introduce a proposal to restructure the Faculty Senate. This has been under consideration behind the scenes and in the Faculty Council on Faculty Affairs for the past three years.

He began by addressing the impetus for changing the structure of the Senate. First, the Senate has grown from about 100 in 1956 when it was established, to 260 members today. It is now by far the largest Senate among peer institutions, most of which have Senates with less than 100 members. Participation in UW Senate meetings is low. On an average only about 40% of Senators attend a Senate meeting. This reflects the impression that Senators in general feel this is not an effective use of their time. In any case, communications that ideally would flow from the Senate to the faculty and back are impeded by this apparent lack of interest. Studies show that effective deliberations can be more easily achieved by a smaller, better informed group. And, finally, complex and almost unmanageable administrative processes, especially elections, are an enormous challenge to Faculty Senate staff which has been greatly reduced with recent budget cuts.

The Faculty Council on Faculty Affairs has thoroughly debated every aspect of the current Senate structure and has come up with a proposal they feel will ensure representation of all faculty in a smaller Senate and a smaller Senate Executive Committee. He noted that if all goes according to plan, the FCFA will forward the proposal to the SEC at its next meeting, January 11. If approved by the SEC for Senate consideration, the proposal will be on the agenda for the January 28 Faculty Senate meeting.

Finally, he encouraged Senators to contact him at [senate@u.washington.edu](mailto:senate@u.washington.edu) with comments and concerns about this proposal.

3. Report of the President / Opportunity for Questions – President Mark A. Emmert.

In the absence of the Faculty Legislative Representative (who was at work in Olympia) the President was asked to brief the Senate on news from Olympia. The President reported that the budget situation continues to deteriorate with the anticipation of further revenue shortfalls and increasing expenses. In fact the situation is worse than last year and is not expected to turn around until February at the earliest.

The Governor's budget will likely call for a \$100 million reduction in funding for all of higher education. The reduction cannot exceed that amount without jeopardizing the terms of the federal stimulus money the state will be receiving. The Governor's intention at this point is to spread the reduction proportionately across all state institutions of higher education. That would be relatively good news to the University of Washington because the four-year institutions, and particularly the UW, took the brunt of the first round of budget cuts, leaving the community colleges comparatively better off. Given this approach, the UW would expect to see a reduction of about \$30 million.

Another area at risk for significant cuts in the Governor's budget is state need-based financial aid. This could have significant repercussions. The UW gets around \$41 million from the State for financial aid for undergraduate education. It's the largest single source of financial aid at the UW, including the Husky Promise Program. If cuts are made in the Governor's budget, and if they allowed

to stand, it would significantly change the student profile at the UW and elsewhere in higher education, including the community colleges. The President believes that the Governor's intention is to include this in her budget in order to stimulate debate within the legislature and encourage serious consideration of other ways to balance the state budget. His impression is that state legislators are beginning to consider entering into discussions that previously were off-limits concerning taxes and consideration of other new revenue sources.

In the meantime, the Higher Education Coordinating Board (HECB) has announced that higher education in the state needs to be redesigned. While the governor and legislature are contemplating a second year of historical cuts to higher education, the HECB is proposing that higher education in the state start gearing up to produce 4,000 more undergraduate degrees and 8,000 more masters degrees. The President feels that part of the solution to this incongruity is to provide the UW with more flexibility in managing in-state tuition. If granted this provision, the UW would seek to become competitive with its peers. The state could cap tuition at 75% of the local peer group, or institute some sort of cap that would prevent a catastrophic increase similar to the one implemented by the University of California system.

Another economy could be achieved by gaining greater flexibility in how the UW manages capital construction and related projects. State funding is now rarely the source of these projects, yet the UW is bound by state regulations that make the projects much more expensive than they need to be.

Finally, the President suggested that the UW could manage revenue, especially revenue from the Metro Tract, in a much more effective way. He suggested this parcel of land alone should be producing \$40-50 million a year – a much higher sum than it currently provides.

He reiterated the message he is making to State government: 1. Stop the bleeding. The UW has taken its fair share of cuts. 2. Allow for more flexibility in control of in-state tuition. 3. Allow for more control on managing costs. 4. Allow for more control over other sources of revenues.

Nevertheless, there will be more cuts during the Spring. This is a painful process, but last year's exercise paved the way to a process that is as humane and thoughtful as possible. Once again, no temporary measures will be taken. Hard decisions will be made to balance the budget in order to ensure that the University's financial situation does not continue in its downward trend.

Ensuing discussion touched on tuition, capital construction funding models, the duration of federal stimulus money provided to states (will probably be phased out over the next three to four years), indirect cost rates, and the federal role in supporting research universities.

4. Report from the Senate Committee on Planning and Budgeting – Professor David Lovell, Committee Chair.

Senate Committee on Planning and Budgeting (SCPB) Chair David Lovell suggested that if we are looking for a ray of hope, or a bit of good news, we'll need to look to the football team.

He reported that SCPB had been dealing with procedures for reorganization, consolidation and elimination of programs (RCEPs) -- making the transition of the final schools in the College of Ocean and Fishery Sciences into the College of the Environment. Some issues regarding these newly revised procedures were identified as needing further review and possible revision.

SCPB has also been taking a look at results from budget decisions made last year – especially with regard to the nature of the layoffs made, as well as the temporary suspension of the faculty salary policy. With this suspension of the salary policy, it seems necessary to be alert that what funds are available to address recruitment and retention be used according to departmental procedures defined by the *Faculty Code*. The Secretary of the Faculty is currently working to ensure that each department's policy is on file in her office.

In the meantime, presentations were made to SCPB and the Board of Deans about the trends in new hires and recruitment and retention offers. These presentations made it clear that more data is required in order to evaluate the situation adequately.

Another concern resulting from the faculty salary policy suspension is the process of conducting yearly merit review required for the merit increases guaranteed by the faculty salary policy. If no merit increases are available, it may make little sense to spend faculty and administrative effort in assessing differential degrees of merit, and the process may not be taken seriously. Nevertheless, the meritorious versus non-meritorious assessment remains critical because after two years without a meritorious review, a faculty member, even tenured, could be at risk of losing his or her position. The Secretary of the Faculty will prepare a message to faculty, reviewed by the Provost's office, explaining that in the absence of a salary increase, units may choose not to assess relative degrees of merit, but the meritorious/non-meritorious assessment must still be conducted and recorded.

Discussion followed and included the source of funds for retention offers. Retention offers were made, but were not centrally funded. SCPB will be active in seeking out more data that reflect what has been done with regard to recruitment and retention activity at the UW.

5. Legislative Report – Professor Jim Fridley, Faculty Legislative Representative.

Faculty Legislative Representative Jim Fridley had commitments in Olympia that kept him from attending the Senate meeting. President Emmert's remarks included a summary of activities in Olympia over the past six weeks.

6. Summary of Executive Committee Actions and Upcoming Issues and Actions of November 16, 2009.  
1. Minutes of the October 12 SEC and October 29 Faculty Senate meetings were approved; 2. Report from the Faculty Athletic Representative, **{Exhibit A}**; 3. Request for Code Interpretation, **{Exhibit B}**; 4. Group Representative Concern regarding Intelligence Officer Training Programs, and their possible effects on academic integrity, safety and security of the UW's global activities request, **{Exhibit C}**.

Chair Bruce Balick referred to the actions listed above that had been taken by the Executive Committee during its meeting of November 16, 2009.

7. Announcements.

The President reminded Senators of the reception he was hosting following the Senate meeting and encouraged all to attend.

8. Requests for Information.

There were no requests for information.

9. Nominations and Appointments.

**Action:** Approve Nominees for Faculty Councils and Committees. **{Exhibit D}**

The nominations were approved.

10. Memorial Resolution.

Vice Chair JW Harrington presented the following resolution:

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

Professor Emeritus Wendell Lowell French of Management and Organization who died October 12, 2009 after having served the University since 1958.

Lecturer Jean W. Maulbetsch of Marketing, Transportation & International Business who died on October 12, 2009 after having served the University since 1947.

Professor Emeritus James B. Morrison of Mechanical Engineering who died on October 31, 2009 after having served the University since 1946.

Assistant Professor Philip Sidney Padelford of History who died on October 12, 2009 after having served the University since 1945.

Lecturer Gilles Joseph Clement Rivet of Building Construction who died on November 18, 2009 after having served the University since 1974.

Clinical Professor Emeritus Robert F. Wilkens of Medicine who died on November 11, 2009 after having served the University since 1955.

**BE IT FURTHER RESOLVED**, that the senate chair be directed to communicate to the immediate survivors the action taken, together with the condolences and sympathy of the faculty.

The resolution was approved by a standing vote.

#### 11. Unfinished Business.

There was no unfinished business.

#### 12. New Business.

- a. Class C Action: Marcia Killien, Secretary of the Faculty. **{Exhibit E}**  
**Title:** Proposal to Create a Special Committee on Honorary Degrees.  
**Action:** Approve for distribution to the faculty.

A motion was made to approve this recommendation to create a Special Committee on Honorary Degrees. Marcia Killien, Secretary of the Faculty, spoke to this and the following two items of Senate legislation.

She explained that her office conducted periodic reviews of faculty councils and committees and their charges. She began conversations with Faculty Council Chairs over the summer, including the Faculty Council on University Relations. In 2002, FCUR took over procedures for making faculty recommendations on the awarding of honorary degrees – which has since then become the primary function of the Council. Other activities included in their original mandate have been taken over by other Councils over the past several years. Upon the recommendation of the Chair of the FCUR, and with the approval of the majority of Council members, she has prepared Class C legislation that creates a Special Committee on Honorary Degrees with membership to be approved by the Faculty Senate, but with staffing provided by the office of the Associate Vice President for Media Relations and Communications. Class B legislation, the next item on the agenda, changes the *University Handbook* to reflect this change in procedures for the awarding of honorary degrees. Class A legislation follows the Class B – eliminating the Faculty Council on University Relations from the *Faculty Code*.

The legislation was approved.

- b. Class B Legislation: Marcia Killien, Secretary of the Faculty. **{Exhibit F}**  
**Title:** Proposed Legislation Changing Volume Four, Part III, Chapter 11, Section 6 Honorary Degrees.  
**Action:** Approve for distribution to the faculty.

Killien reiterated the reason and background for this legislation, which was approved with no further discussion.

- c. Class A Legislation – First Consideration. **{Exhibit G}**  
 Stuart Sutton, Member, Faculty Council on University Relations.  
**Title:** Proposed Legislation to Eliminate the Faculty Council on University Relations.

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

Again, Killien reiterated the reason and background for this legislation, which after some discussion about which councils would carry out the charges of the FCUR was approved.

d. **Discussion Item:** Faculty Salary Policy.

Faculty Senate Chair Bruce Balick introduced this discussion with a PowerPoint presentation beginning with the history and context of the issue. The Faculty Salary policy evolved in the 1990s and at its foundation is a recognition that regular merit-based salary progression is the highest and best form of salary policy.

Executive Order 64 implements the spirit of the principle of steady salary progression by mandating that 2% raises are to be issued annually, with one caveat: "Without the infusion of new money from the Legislature into the salary base, career advancement can only be rewarded at the expense of the size of the University faculty. Without the influx of new money or in the event of decreased State support, a reevaluation of this Faculty Salary Policy may prove necessary."

Last year, Executive Order 29 formally suspended all merit-related salary increases for the 2009-11 biennium reflecting legislative and gubernatorial mandates concerning salaries of state employees. EO 29 concludes by saying that "regular merit increases will resume first priority for allocation of salary funds after this suspension expires." Clearly everyone shares the same long-term goals. The challenge is to manage the short-term realities and challenges.

Balick suggested that long-held assumptions about funding models need careful reexamination. Currently under consideration are new long-term and short term funding models: The 2Y2D initiative is looking at broad priorities for long-term funding. The ABB (activity-based budgeting) funding model addresses an alternative for the short-term.

In the meantime, Faculty Senate leadership will be working with the President on the possibility of a new Executive Order to replace EO 29 that preserves the core of the existing salary policy while clarifying conditions for which 2% raises can be curtailed.

Ensuing discussion touched on the following concerns:

- Results of impending interpretation of existing Code language concerning the Faculty Salary Policy.
- The impact of the 2% policy being more significant with newer faculty than on older faculty.
- Approaches to the modification of the salary policy contained in the Executive Order.
- Lessons learned from how this was handled during previous budget short-falls.

13. Adjournment.

The meeting was adjourned at 4:29 p.m.

PREPARED BY: Marcia Killien, Secretary of the Faculty

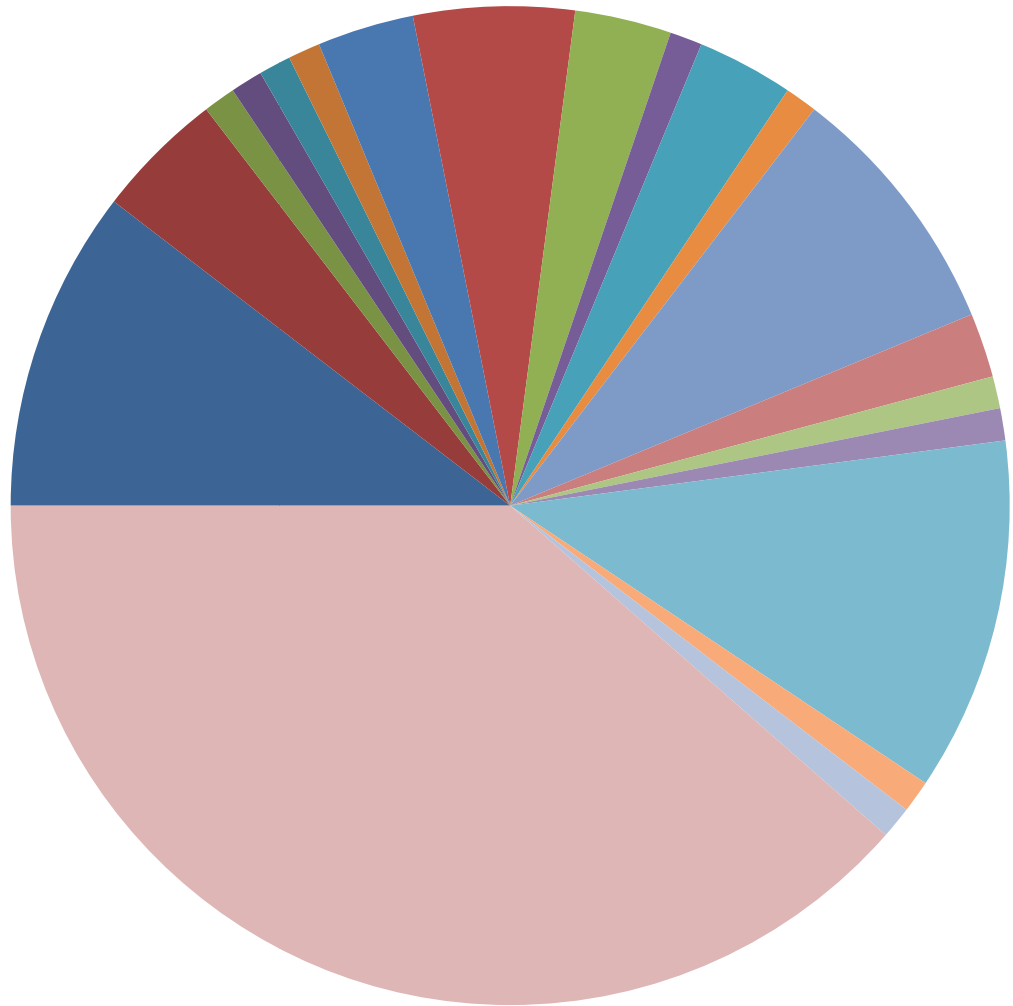
APPROVED BY: Bruce Balick, Chair, Faculty Senate

*NOTE: If a continuation meeting is necessary, it will be held on Thursday, December 11 at 2:30 p.m. in Gowen 301.*

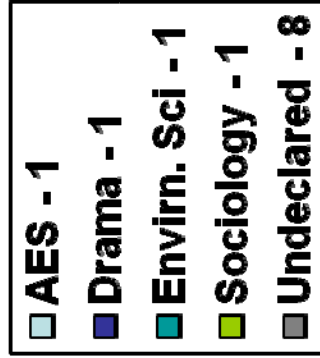
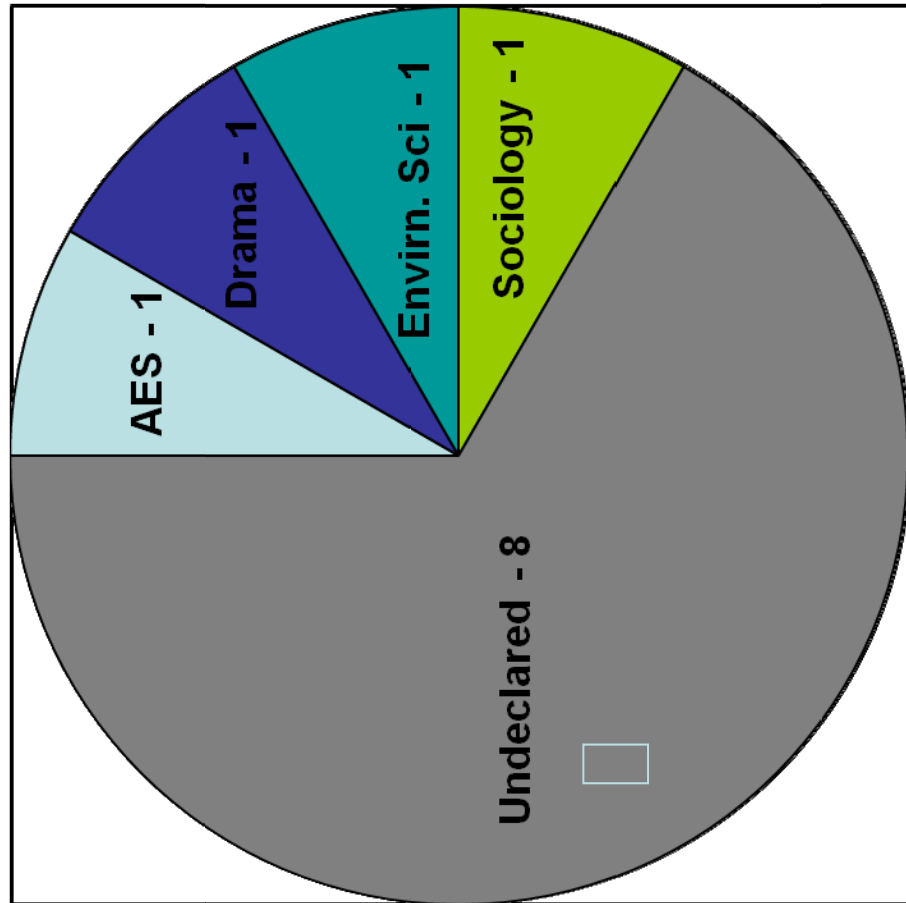
# Football Academic Majors

2009

- AES - 10
- AIS - 4
- App Math Comp Sci - 1
- App Math PS Eng - 1
- Aquatic & Fish Sci - 1
- Astronomy - 1
- Biology - 3
- Business - 5
- Communication - 3
- German - 1
- History - 3
- Informatics - 1
- Individualized Studies - 8
- Law, Society & Justice - 2
- Music - 1
- Political Science - 1
- Sociology - 11
- Spanish - 1
- Swedish - 1
- Undecided - 37



# M. Basketball Academic Majors



## **Special Admit Data Snapshot By Year**

### **Entering Class of 2005-2006 (29 special admits)**

9      **Withdrew from UW/quit the team/ cut or transferred**  
2      **Dismissed from UW**  
8      **Remain at UW and in good academic standing**  
0      **Went pro (left school early)**  
0      **Below 2.0 or are academically ineligible**  
10     **Earned UW degree**

### **Entering Class of 2006-2007 (30 special admits)**

10     **Withdrew from UW/quit the team/ cut or transferred**  
1      **Dismissed from UW**  
17     **Remain at UW in good academic standing**  
0      **Went pro (left school early)**  
1      **Below 2.0 or are academically ineligible**  
1      **Earned UW degree**

### **Entering Class of 2007-2008 (32 special admits)**

5      **Withdrew from UW/quit the team/ cut or transferred**  
1      **Dismissed from UW**  
23     **Remain at UW in good academic standing**  
1      **Went pro (left school early)**  
1      **Below 2.0 or are academically ineligible**  
1      **Earned UW degree**

### **Entering Class of 2008-2009 (27 special admits)**

3      **Withdrew from UW/quit the team/cut or transferred**  
0      **Dismissed from UW**  
24     **Remain at UW in good academic standing**  
0      **Went pro (left school early)**  
0      **Below 2.0 or are academically ineligible**  
0      **Earned UW degree**



## **Priority Admit Data Snapshot By Year**

### **Entering Class of 2005-2006 (46 priority admits)**

- 10 Withdrew from UW/quit the team/cut or transferred/ no info.
- 2 Dismissed from UW
- 15 Remain at UW in good academic standing
- 0 Went pro (left school early)
- 0 Below 2.0 or are academically ineligible
- 18 Earned UW degree
- 1 Never attended UW

### **Entering Class of 2006-2007 (54 priority admits)**

- 12 Withdrew from UW/quit the team/cut or transferred
- 2 Dismissed from UW
- 27 Remain at UW in good academic standing
- 1 Went pro (left school early)
- 0 Below 2.0 or are academically ineligible
- 9 Earned UW degree
- 3 Never attended UW

### **Entering Class of 2007-2008 (55 priority admits)**

- 11 Withdrew from UW/quit the team/ cut or transferred
- 2 Dismissed from UW
- 39 Remain at UW in good academic standing
- 0 Went pro (left school early)
- 0 Below 2.0 or are academically ineligible
- 0 Earned UW degree
- 3 Never attended UW

### **Entering Class of 2008-2009 (72 priority admits)**

- 4 Withdrew from UW/quit the team/cut or transferred
- 3 Dismissed from UW
- 61 Remain at UW in good academic standing
- 0 Went pro (left school early)
- 3 Below 2.0 or are academically ineligible
- 0 Earned UW degree
- 1 Never attended UW

Equity in Athletics Disclosure Act Comparisons, 2006-07

11/9/2009

	Arizona	Arizona State	California	Oregon	Oregon State	USC	Stanford	UCLA	Washington	Washington State	Michigan	Minnesota	Georgia Tech
Number of FT Undergrads	28,442	32,722	23,863	14,949	13,559	16,729	6,689	25,432	27,836	14,051	24,631	28,516	11,842
Men	13,510	15,809	10,981	7,064	7,260	8,310	3,449	11,103	13,412	7,442	12,218	13,389	8,501
Women	14,932	16,913	12,882	7,885	6,339	8,419	3,240	14,329	14,424	6,609	12,413	15,127	3,341
Number of Sports	19	22	29	18	18	22	38	24	23	17	27	25	17
Male Athletes	239	311	494	238	291	343	422	345	325	234	379	396	252
Female Athletes	181	222	304	163	234	348	372	359	326	205	384	436	104
Athletically-Related Aid	\$6,624,595	\$8,084,474	\$8,317,318	\$6,137,477	\$6,147,552	\$10,836,337	\$15,478,248	\$8,171,292	\$7,181,423	\$5,407,143	\$12,507,069	\$8,242,694	\$6,436,351
Women's Teams	\$3,595,849	\$4,698,470	\$4,319,241	\$3,689,223	\$3,538,132	\$6,106,681	\$8,204,564	\$4,280,942	\$4,025,638	\$2,972,874	\$6,811,589	\$4,446,546	\$4,252,985
Women's Teams	\$3,026,746	\$3,386,004	\$3,998,077	\$2,468,254	\$2,111,420	\$4,729,656	\$7,273,684	\$3,910,350	\$3,155,785	\$2,434,269	\$5,695,480	\$3,796,148	\$2,183,566
Revenues by Team	\$45,320,053	\$53,473,276	\$60,538,725	\$50,489,771	\$45,409,990	\$76,383,688	\$65,480,187	\$61,309,668	\$59,648,451	\$31,928,453	\$89,079,982	\$64,828,596	\$49,581,182
M Basketball	\$16,710,417	\$5,368,916	\$6,952,235	\$4,922,491	\$3,544,167	\$3,747,231	\$6,049,183	\$9,108,587	\$8,842,303	\$2,830,494	\$7,536,902	\$9,277,073	\$8,787,087
W Basketball	\$391,018	\$401,725	\$1,966,176	\$529,646	\$276,369	\$259,210	\$1,246,139	\$1,92,484	\$805,745	\$362,942	\$83,929	\$1,127,229	\$623,500
Football	\$17,489,510	\$23,519,742	\$26,001,075	\$21,495,626	\$28,299,199	\$31,705,207	\$12,927,407	\$23,539,593	\$33,694,962	\$10,466,370	\$50,982,629	\$17,390,376	\$25,331,130
Other Team Revenues	\$2,821,019	\$2,521,596	\$12,007,778	\$789,551	\$1,603,139	\$2,409,619	\$4,033,204	\$1,758,147	\$4,462,203	\$2,012,672	\$3,634,259	\$7,983,946	\$3,521,524
Not Allocated by Gender or Sport	\$7,908,089	\$21,661,297	\$14,611,461	\$22,752,457	\$11,687,116	\$38,262,421	\$41,224,254	\$26,710,857	\$11,843,238	\$16,255,975	\$62,237,719	\$29,049,972	\$11,417,941
Recruiting Expenses	\$901,858	\$751,269	\$777,600	\$1,077,266	\$826,996	\$903,799	\$893,425	\$641,494	\$934,969	\$636,317	\$1,001,770	\$998,950	\$1,111,936
Men's Teams	\$666,415	\$547,151	\$491,117	\$781,116	\$564,828	\$635,350	\$658,543	\$403,480	\$608,472	\$412,380	\$672,016	\$670,484	\$635,418
Women's Teams	\$235,443	\$204,118	\$286,483	\$286,150	\$262,168	\$268,449	\$234,397	\$238,014	\$326,497	\$223,937	\$329,754	\$328,506	\$276,518
Coed Teams	\$0	\$0	\$0	\$0	\$0	\$0	\$485	\$0	\$0	\$0	\$0	\$0	\$0
Operating Expenses by Team	\$5,894,941	\$8,180,790	\$9,059,643	\$7,404,198	\$6,833,055	\$12,310,249	\$9,291,219	\$9,641,579	\$9,101,878	\$5,190,160	\$9,899,702	\$6,135,261	\$4,252,905
M Basketball	\$1,256,816	\$909,904	\$612,562	\$1,468,111	\$528,946	\$920,800	\$916,973	\$1,677,895	\$1,050,861	\$821,483	\$929,046	\$665,857	\$643,223
W Basketball	\$403,765	\$643,329	\$527,139	\$541,916	\$378,878	\$689,236	\$675,716	\$407,682	\$708,218	\$425,539	\$536,849	\$587,975	\$403,456
Football	\$2,010,921	\$3,700,743	\$4,409,967	\$3,647,982	\$2,933,472	\$6,038,327	\$3,017,787	\$4,454,538	\$3,620,719	\$1,838,609	\$4,001,171	\$1,764,696	\$1,281,760
Baseball	\$394,596	\$473,965	\$268,360	\$0	\$1,088,652	\$754,576	\$298,290	\$342,538	\$469,190	\$402,721	\$336,059	\$316,783	\$181,783
M Track Combined	\$266,913	\$297,391	\$219,402	\$323,329	\$0	\$231,084	\$268,873	\$300,053	\$259,489	\$205,707	\$291,145	\$246,824	\$219,503
W Track Combined	\$259,064	\$290,658	\$165,395	\$176,482	\$63,435	\$298,474	\$230,628	\$272,516	\$317,152	\$177,135	\$394,971	\$306,507	\$224,359
M Golf	\$94,031	\$142,621	\$95,738	\$79,680	\$118,213	\$325,967	\$222,253	\$126,121	\$194,391	\$0	\$84,736	\$90,423	\$219,784
W Golf	\$84,418	\$136,722	\$80,349	\$79,253	\$85,581	\$338,115	\$94,727	\$79,449	\$87,071	\$104,661	\$97,059	\$78,258	\$0
W Gymnastics	\$117,243	\$146,788	\$108,420	\$0	\$278,829	\$0	\$133,255	\$210,734	\$165,158	\$0	\$198,133	\$124,877	\$0
M Rowing	\$0	\$0	\$264,457	\$0	\$106,794	\$0	\$225,615	\$0	\$201,356	\$0	\$0	\$0	\$0
W Rowing	\$0	\$0	\$160,985	\$0	\$105,851	\$343,749	\$404,051	\$158,513	\$311,787	\$329,271	\$369,540	\$225,576	\$0
M Soccer	\$0	\$0	\$135,225	\$0	\$125,418	\$0	\$145,597	\$191,162	\$196,073	\$0	\$133,784	\$0	\$0
W Soccer	\$160,123	\$163,038	\$155,753	\$121,415	\$134,684	\$364,306	\$225,965	\$166,691	\$203,515	\$208,590	\$153,925	\$143,257	\$0
Softball	\$247,600	\$299,330	\$226,526	\$252,403	\$430,802	\$0	\$174,369	\$218,314	\$373,496	\$0	\$238,134	\$154,225	\$224,711
M Swimming	\$143,792	\$128,200	\$161,776	\$0	\$0	\$194,336	\$0	\$132,786	\$0	\$0	\$195,762	\$151,829	\$93,397
W Swimming	\$135,573	\$122,742	\$178,970	\$0	\$163,013	\$199,645	\$248,470	\$146,819	\$138,207	\$186,042	\$197,966	\$151,829	\$91,329
M Tennis	\$66,165	\$133,079	\$137,261	\$91,227	\$0	\$450,453	\$99,825	\$119,938	\$167,546	\$0	\$166,429	\$95,888	\$153,638
W Tennis	\$84,055	\$154,034	\$150,090	\$111,626	\$0	\$258,847	\$136,205	\$145,444	\$139,829	\$127,411	\$133,650	\$76,550	\$131,471
W Volleyball	\$169,866	\$163,308	\$193,371	\$157,653	\$134,759	\$356,646	\$264,186	\$272,947	\$365,064	\$210,145	\$205,689	\$196,821	\$247,491
Other	\$0	\$274,668	\$807,897	\$353,121	\$155,728	\$535,668	\$1,244,495	\$350,525	\$0	\$0	\$1,168,992	\$735,852	\$0
All Expenses by Team	\$41,067,902	\$53,473,276	\$60,538,725	\$49,531,150	\$45,409,990	\$76,383,688	\$63,834,193	\$61,309,668	\$50,813,075	\$29,730,429	\$68,292,190	\$64,828,596	\$49,169,816
M Basketball	\$3,492,214	\$4,132,636	\$3,840,457	\$3,854,636	\$2,856,470	\$4,149,235	\$3,277,456	\$5,262,775	\$4,802,437	\$2,351,125	\$5,299,018	\$3,069,003	\$3,358,501
W Basketball	\$1,427,989	\$2,342,040	\$2,277,320	\$1,805,802	\$1,786,439	\$2,199,916	\$2,578,547	\$1,447,148	\$2,434,708	\$1,479,138	\$2,397,482	\$1,987,347	\$1,846,696
Football	\$9,161,561	\$18,629,486	\$17,283,717	\$12,641,511	\$11,740,804	\$18,699,944	\$12,892,487	\$16,872,615	\$13,765,662	\$7,533,545	\$14,750,836	\$8,304,534	\$9,397,208
Other Sports	\$8,695,342	\$13,397,429	\$17,093,290	\$12,235,790	\$10,626,840	\$15,430,679	\$21,758,141	\$13,619,677	\$13,229,989	\$7,579,472	\$19,755,980	\$13,440,364	\$9,255,467
Not Allocated by Gender or Sport	\$18,290,796	\$14,971,685	\$20,043,941	\$18,983,411	\$18,399,437	\$35,903,914	\$23,327,562	\$24,107,453	\$16,580,279	\$10,787,149	\$26,088,874	\$38,027,348	\$27,311,944

NCAA Division I	Avg 4-year APR										WA rank in	
	Arizona	Arizona State	California	Oregon	Oregon State	USC	Stanford	UCLA	Washington	Pac-10	Washington State	
M Baseball	930	938	967	NA	942	977	975	953	969	3rd	944	
M Basketball	949	930	944	975	936	906	968	968	956	4th	946	
W Basketball	946	987	978	988	930	959	989	963	973	5th	938	
W Crew	NA	NA	995	NA	982	992	989	977	992	T-2nd	970	
M Cross Country	1000	987	968	974	NA	NA	981	980	983	3rd	967	
W Cross Country	965	977	977	977	984	1000	995	991	979	5th	995	
Football	924	945	970	935	930	956	984	948	954	4th	918	
M Golf	957	994	982	975	959	992	1000	969	973	6th	972	
W Golf	975	993	985	1000	992	1000	991	982	1000	T-1st	993	
W Gymnastics	987	955	984	NA	978	NA	1000	976	995	2nd	NA	
M Soccer	NA	NA	957	NA	956	NA	993	965	957	T-3rd	NA	
W Soccer	992	977	995	958	970	997	997	960	991	5th	968	
W Softball	945	985	927	986	981	NA	1000	988	960	6th	NA	
M Swimming	951	965	968	NA	NA	983	979	NA	967	4th	NA	
W Swimming	974	997	968	NA	969	955	995	994	988	5th	993	
M Tennis	945	NA	960	935	NA	993	980	965	980	T-2nd	NA	
W Tennis	965	1000	972	958	NA	986	1000	977	949	9th	952	
M Indoor Track	938	933	948	968	NA	NA	981	969	958	5th	969	
W Indoor Track	965	980	959	979	NA	980	998	976	974	7th	989	
M Outdoor Track	939	928	950	956	NA	957	982	946	953	5th	973	
W Outdoor Track	949	980	959	977	984	972	998	967	975	6th	990	
W Volleyball	965	995	990	970	979	976	1000	958	974	6th	946	

The following is a glossary of definitions related to the common terms used in the NCAA's academic reform efforts.

**Academic Progress Rate (APR).** The APR is the fulcrum upon which the entire academic-reform structure rests. Developed as a more real-time assessment of teams' academic performance than the six-year graduation-rate calculation provides, the APR awards two points each term to student-athletes who meet academic-eligibility standards and who remain with the institution. A team's APR is the total points earned by the team at a given time divided by the total points possible.

**925.** This is the cut score the Division I Board of Directors approved for immediate or contemporaneous penalties. APR scores have already become meaningful numbers to the membership and general public. Based on current data, an APR score of 925 (out of 1,000) translates to an approximate 60 percent Graduation Success Rate.

**900.** This is the cut score for historical penalties. This benchmark of 900 APR translates to an approximate 45 percent Graduation Success Rate.

**Squad-size adjustment.** Small sample sizes of some teams can lead to reduced confidence in the APR as an estimate of academic performance for those teams. That is particularly true with only one or two years of data. Confidence intervals, commonly used in statistics, roughly represent a range of scores within which the true APR likely resides. That means the "upper confidence boundary" of a team's APR would have to be below 925 for that team to be subject to APR penalties. The squad-size adjustment is a short-term tool, however, and will be eliminated with the 2007-08 reports.

**Quarter school variance.** Schools that are on a quarter system instead of a semester system were found to have an unintended advantage in APR calculations simply because of the number of reporting occasions and not because of academic performance. Because the reporting of APR is done at two occasions for semester schools but at three occasions for quarter schools, a slight numerical advantage can accrue from the extra reporting occasion. To account for the disparity, a statistical formula will be applied to slightly alter quarter school APRs.

NCAA Graduation Success Rates, 1998-2001 Cohorts

11/9/2009

Division I NCAA	Avg										Washington	WA rank in Pac-10	WA State
	Arizona	AZ State	California	Oregon	OR State	USC	Stanford	UCLA	UCLA	Stanford			
M Baseball	40	30	84	NA	54	36	100	71	75	3rd	72		
M Basketball	20	38	30	58	64	37	67	46	50	4th	33		
W Basketball	80	90	71	93	100	69	100	100	100	T-1st	91		
W Crew	NA	NA	96	NA	100	89	93	NA	89	T-4th	88		
M Cross Country/Track	81	44	67	63	NA	60	100	77	68	4th	48		
W Cross Country/Track	81	92	75	76	NA	88	93	88	87	5th	86		
Football	41	60	53	53	64	54	93	62	65	3rd	68		
M Golf	30	100	75	80	80	86	100	83	88	4th	100		
W Golf	86	89	100	83	86	57	100	80	100	T-1st	60		
W Gymnastics	92	90	100	NA	100	NA	100	93	93	T-3rd	NA		
M Soccer	NA	NA	74	NA	86	NA	100	65	79	3rd	NA		
W Soccer	81	87	85	92	95	85	100	100	100	T-1st	93		
W Softball	69	76	87	89	82	NA	100	100	100	T-1st	NA		
M Swimming	76	78	68	NA	NA	89	94	NA	100	T-1st	NA		
W Swimming	91	86	92	NA	87	84	94	95	94	T-3rd	100		
M Tennis	57	63	57	100	NA	67	100	78	100	T-1st	NA		
W Tennis	71	86	88	86	NA	86	100	100	100	T-1st	67		
W Volleyball	83	100	92	90	100	92	91	90	100	T-1st	75		
Overall GSR	64	69	76	71	81	69	95	79	83	2nd	73		

The NCAA Graduation Success Rate (GSR) was developed in response to college and university presidents who wanted graduation data that more accurately reflect the mobility among college students today. Both rates improve on the federally mandated graduation rate by including students who were omitted from the federal calculation.

The GSR measures graduation rates at Division I institutions and includes students transferring into the institutions. The GSR also allows institutions to subtract student-athletes who leave their institutions prior to graduation as long as they would have been academically eligible to compete had they remained.

Request for Code Interpretation  
David Lovell, Chair, Senate Committee on Planning and Budgeting

In deliberations of the Special Committee to re-evaluate the salary policy, jointly appointed by the President and the Senate Chair, two primary considerations have emerged:

1. Emergency Class A legislation to change the Faculty Code should be avoided if possible;
2. If any changes are needed in Executive Order #64, after the temporary suspension of parts of it expires, there should be sufficient time to deliberate in a problem-solving process that includes faculty and administration.

The request for interpretation of the Code responds to the first of these issues.

The possible need for changes in the Code arises from 24.70.B.1: *A salary increase shall be granted to provide an initial minimum equal-percentage salary increase to all faculty following a successful merit review . . .*

The administration and the Board of Regents have evidently been advised that this provision may require a substantial equal merit increase, notwithstanding the provisions of any Executive Order, and that this requirement would take effect in July of 2010.

A further relevant provision is 24.71.A: *The Provost shall consult with the Senate Committee on Planning and Budgeting and, each biennium, shall recommend to the President the allocation of available funds for salary increases, for distribution among all categories listed in 24.70.B . . .*

As Chair of the Senate Committee on Planning and Budgeting, I would like to request that the Senate Executive Committee address two questions of Faculty Code interpretation:

- 1) What is the range of an initial minimum equal-percentage increase that would satisfy the requirement of 24.70.B.1?
- 2) The principles of this code are implemented by an Executive Order that prescribes an initial minimum equal percentage merit increase under normal circumstances. If severe decreases in the UW's core educational budget lead to consideration of an initial equal merit increase lower than the percentage stipulated under normal circumstances:
  - a) Do the references in 24.71.A to consultation and to "the allocation of available funds for salary increases" require that the Provost consult with the Senate Committee on Planning and Budgeting on the amount of a minimum equal-percentage merit increase?
  - b) If so, what elements are required as necessary to achieve consultation on the amount of a minimum equal-percentage merit increase under extraordinary circumstances?

# The Washington Post

## Obama Administration Looks to Colleges for Future Spies

By Walter Pincus  
Washington Post Staff Writer  
Saturday, June 20, 2009

To the list of collegiate types -- nerds, jocks, Greeks -- add one more: spies in training. The government is hoping they'll be hard to spot.

The Obama administration has proposed the creation of an intelligence officer training program in colleges and universities that would function much like the Reserve Officers' Training Corps run by the military services. The idea is to create a stream "of first- and second-generation Americans, who already have critical language and cultural knowledge, and prepare them for careers in the intelligence agencies," according to a description sent to Congress by Director of National Intelligence Dennis C. Blair.

In recent years, the CIA and other intelligence agencies have struggled to find qualified recruits who can work the streets of the Middle East and South Asia to penetrate terrorist groups and criminal enterprises. The proposed program is an effort to cultivate and educate a new generation of career intelligence officers from ethnically and culturally diverse backgrounds.

Under the proposal, part of the administration's 2010 intelligence authorization bill, colleges and universities would apply for grants that would be used to expand or introduce courses of study to "meet the emerging needs of the intelligence community." Those courses would include certain foreign languages, analysis and specific scientific and technical fields.

The students' participation in the program would probably be kept secret to prevent them from being identified by foreign intelligence services, according to an official familiar with the proposal.

Students attending participating colleges and universities who agree to take the specialized courses would apply to the national intelligence director for admittance to the program, whose administrators would select individuals "competitively" for financial assistance. Much like the support provided to those in the military programs, the financial assistance could include "a monthly stipend, tuition assistance, book allowances and travel expenses," according to the proposal. It also would involve paid summer internships at one or more intelligence agencies.

Applicants to the intelligence training program would have to pass a security background investigation, although it is unclear when they would have to do so. Students who receive a certain amount of financial assistance would be obligated to serve in an intelligence agency for the same length of time as they received their subsidy.

Students in the military programs typically participate for all four years of college, but the intelligence program would seek to recruit sophomores and juniors.

Through grants to colleges and universities, intelligence agencies have been building partnerships with academia and specific professors, some of whom in past decades served as channels for recommending applicants to the CIA and other intelligence agencies. The intelligence community already has a Centers of Academic Excellence Program that funds programs in national security studies at more than 14 colleges and universities, with a goal of having 20 participating schools by 2015. The programs receive between \$500,000 and \$750,000 a year.

The intelligence officer training program would build on two earlier efforts. One was a pilot program, first authorized in 2004, for as many as 400 students who took cryptologic training and agreed to work for the National Security Agency or another intelligence agency for each year they received financial assistance. That program will be replaced by the new one because cryptology is not as needed as it once was.

A second program provided financial assistance to selected intelligence community employees who agreed to study in specialized academic areas in which officials believed there were analytic deficiencies.

Named the Pat Roberts Intelligence Scholars Program, after the Kansas Republican who chaired the Senate Select Committee on Intelligence, over the past four years it has provided funds to some 800 students and current employees.

The director of national intelligence would make the Roberts program permanent under the new proposal and expand it beyond analysts to include personnel in acquisition, science and technology. It also could be used to help recruit employees by reimbursing them for prior education in critical areas.



Faculty Senate  
Class C Recommendation:  
Proposal for a  
Special Committee on Honorary Degrees

Rationale:

During the past few years, the Faculty Council on University Relations (FCUR) has been operating almost exclusively as a special committee on honorary degrees, with responsibility established in 2002 by Class B legislation in the *University Handbook* (Volume Four, Part III, Chapter 11) for recommending candidates for honorary degrees to the President. Because of financial exigencies in the Office of University Committees, and because the current Associate Vice President is willing to take on the staffing of this Committee, the following proposal was drafted:

Proposal:

To create a Special Committee on Honorary Degrees that will be staffed by the Office of the Associate Vice President for Media Relations and Communications. The Associate Vice President chairs the University's Committee on Ceremonies and is the President's designee to the Council or Committee managing honorary degrees. This Committee will continue to provide faculty input and oversight to the process, as described in the *University Handbook*, of selecting and nominating individuals for honorary degrees at the University of Washington. The Committee would be chaired by a faculty member elected from the Committee membership, and would consist of seven members of the voting faculty serving three-year, overlapping terms. The first seven members of the Committee would be drawn from the current membership of the Faculty Council on University Relations, with additional members recruited, as needed, and appointed by the Faculty Senate. The Committee would report to the Senate Executive Committee (SEC) and would be required to deliver a brief, yearly annual report on its activities at the penultimate SEC meeting of the academic year.

Faculty Code provision for this action:

Section 21-60. Faculty Councils and Faculty Committees Defined--Power to Appoint

- A. The standing committees of the University faculty, authorized by Section [13-31](#).B, shall be designated Faculty Councils.
- B. The power to select and appoint the chair and members of each Faculty Council is delegated by the University Faculty to the Senate.
- C. ***The term "faculty committee" or "committee of the faculty" as used in [Chapters 21, 22, 25, 41](#) and [42](#) means a special or an ad hoc committee of the University Faculty, of the Senate, or of a Faculty Council, appointed by the Senate, or by the Senate Executive Committee, or by a Faculty Council and responsible to the Senate, or to the Executive Committee, or to a Faculty Council.***

*S-A 29, June 8, 1964: with Presidential approval.*

*Submitted by:*  
Marcia Killien, Secretary of the Faculty  
November 16, 2009

*Approved by:*  
Senate Executive Committee  
November 16, 2009



**Class B Legislation.**

Volume Four, Part III, Chapter 11: Grades Honors and Scholarship

Section 6. Honorary Degrees

Upon the recommendation of the Faculty, the Board of Regents may confer Honorary Degrees upon a person or persons of exceptional merit, other than graduates of this University. The ~~Faculty Council on University Relations~~ Special Committee on Honorary Degrees will have jurisdiction over all matters pertaining to the award of Honorary Degrees. Nominations for candidates may come from a variety of sources, including faculty councils, committees, departments, programs, schools, colleges or campuses. The names of nominees approved by the ~~Council~~ Special Committee will be forwarded to the President of the University. After consultation with the President, the ~~Council~~ Special Committee will, on behalf of the Faculty, recommend candidates for Honorary Degrees to the Regents. Honorary Degrees will be presented at either a commencement ceremony or a formal academic convocation.

Faculty Senate Proposed Changes  
(Additions are underlined; deletions are struck through)  
Changes to Volume Two, Part II, Chapter 42, Sections 42-31 and 42-35

**Rationale:**

The Faculty Council on University Relations (FCUR) was established as an advisory body to the Office of the Vice President for University Relations, which no longer exists in the administrative structure at the University of Washington. The current FCUR operates almost exclusively as a faculty committee on honorary degrees, with responsibility established in 2002 by Class B legislation in the *University Handbook* (Volume Four, Part III, Chapter 11) for recommending candidates for honorary degrees to the President. Other issues which FCUR had once followed have been assigned to other Councils. Student/neighborhood issues are now overseen by the Faculty Council on Student Affairs, and various transportation issues, including the Sound Transit proposal for the campus and the impact of the proposed replacement of the SR 520 bridge, are overseen by the Faculty Council on University Facilities and Services and government relations issues are overseen by the Special Committee on Legislative Matters. That being the case, this legislation would retire the Faculty Council on University Relations. A concurrent Class C recommendation to create a Special Committee on Honorary Degrees has been drafted. The Special Committee will be staffed by the Office of the Associate Vice President for Media Relations and Communications. The Associate Vice President chairs the University's Committee on Ceremonies and is the President's designee to the Council or Committee managing honorary degrees.

Since "University Relations" no longer exists as an administrative structure at the UW; and since the Office of University Committees has found it necessary to curtail activities as a result of budget cutbacks; and given that the current Associate Vice President's Office accepts responsibility for staffing a special committee, this proposal was drafted to retire the FCUR and allow for the creation of a Special Committee on Honorary Degrees that reflects the reality of what is currently happening.

Chapter 42: Faculty Councils (the Standing Committees of the University Faculty) and their duties  
Section 42-31. The Faculty Councils

**Proposed changes:**

A. As the principal advisory bodies to the Senate there shall be the following Faculty Councils:

1. The Faculty Council on Academic Standards;
- ~~2. The Faculty Council on University Relations;~~
2. The Faculty Council on Faculty Affairs;
3. The Faculty Council on Research;
4. The Faculty Council on Student Affairs;
5. The Faculty Council on University Facilities and Services;
6. The Faculty Council on University Libraries;
7. The Faculty Council on Instructional Quality;
8. The Faculty Council on Educational Outreach;
9. The Faculty Council on Benefits and Retirement;
10. The Faculty Council on Educational Technology;
11. The Faculty Council on Tri-Campus Policy;
12. The Faculty Council for Women in Academia;
13. The Faculty Council for Multicultural Affairs.

B. Faculty Councils may be abolished and created only by amendment to the *Faculty Code*.

C. Faculty Councils are responsible to the Executive Committee of the Senate.

**Section 42-35. Faculty Council on University Relations**

The Faculty Council on University Relations shall be responsible (as described in Section 42-33) for all matters of policy relating to University relations, including community affairs; government relations at the local, state, and federal levels; public service; University communications; and alumni relations.