

MINUTES
FACULTY SENATE MEETING
THURSDAY, May 21 2009
Gowen Hall, Room 301, 2:30 p.m.

1. Call to Order and Approval of Agenda.

The meeting was called to order at 2:38 p.m. and the agenda was approved as amended.

2. Introductory Comments – Professor David Lovell, Chair, Faculty Senate.

Faculty Senate Chair David Lovell began his remarks by noting that newly elected senators have been invited to attend this meeting, prior to their terms beginning in the fall quarter. He welcomed any who had accepted the invitation to attend today's meeting and expressed his hope that their terms as Senators would be productive and rewarding. He also noted that it was the last day to vote on two pieces of Class A legislation. The first would change procedures for conducting reviews of proposals to reorganize, consolidate or eliminate programs. The other would change the number and the way in which members of the Conciliation Board are selected. Lovell told Senators that polls would not close until 9 p.m., but it appears that both measures will be approved.

It being the final Faculty Senate meeting over which he would preside, Chair Lovell suggested that his year as chair did not readily lend itself to a typical, final listing of accomplishments and continuing challenges that may have worked in past years. This year was overshadowed by a financial situation that has begun to force significant changes upon the way the University does business. The University is now in the process of a research and planning process that will explore and define a new way of doing business going forward. It's been a messy and stressful process so far, but thanks to the wisdom of the Faculty Senate, the Administration, Lovell's cabinet advisors, and the Board of Regents the compact that upholds the ideal of shared governance has been saved and in fact strengthened.

He was gratified to report that this year has been building on the momentum begun over the past few years to involve the elected faculty councils of the colleges, schools and campuses in Faculty Senate activities through contact with the chairs of those councils. For example, input from meetings of those council chairs has been valuable in drafting a proposal to change the structure of the Faculty Senate, and for providing input to the SCPB on the extent of faculty involvement in local budget planning processes.

The importance of taking the initiative in approaching administration at times when faculty issues and concerns require problem-solving has become increasingly clear this year. If faculty members wait to be asked by administration to join in such an effort, they've missed an opportunity to be in the process of shaping and defining the solution from the outset.

He expressed his deep appreciation for the work done on the Senate Committee on Planning and Budgeting (SCPB) by the Chair of that Committee, and past Chair of the Faculty Senate, Dan Luchtel. Luchtel began his tenure as Chair of SCPB by working intensively with the Provost and Vice Provost for Planning and Budgeting to ensure that SCPB got the same information provided to other administrative offices and the Deans as the complex budget situation unfolded in Olympia. As a result of Dan's efforts and the responsiveness of the new Vice Provost for Planning and Budgeting, the SCPB has been able to participate more fully in the process and provide more meaningful faculty input over the past year.

On a personal note, Lovell related that during his tenure as chair, he had enjoyed thoughtful and productive working relationships with the President, Provost and Vice Provosts, as well as with the Board of Regents. He also expressed appreciation for the advice and counsel given him by his colleagues on his cabinet and by the dedicated staff in the Faculty Senate office, especially Nancy Bradshaw, his able assistant, as well as Susan Folk, Melissa Kane, Kelly Baker and Linda Fullerton. Given the nature of the challenging past year, he was especially grateful for the help.

3. Report of the Provost and Executive Vice President – Provost Phyllis M. Wise.

Provost Phyllis Wise began her remarks by announcing that Kellye Testy, the current Dean of the Seattle University School of Law, has been selected to become the new Dean of the UW Law School. After a long search, Dean Testy will begin her tenure at the UW in September. She has been at Seattle University for about five years, rising through the ranks, and has done much to improve and strengthen the Law School there. Wise is confident that she will bring the skills and experience required to further strengthen an already strong UW Law school here.

The Provost then briefly reviewed the history of the budget process since the economic downturn last fall, and stated that it has been a learning process for everyone in higher education. The UW has never taken a cut of this magnitude before, and it has focused the entire community on short- and long-term goals, given new funding scenarios.

She, too, expressed her appreciation for the work of Senate Chair Lovell and SCPB Chair Luchtel, along with the Board of Deans and Chancellors, working in concert with their elected faculty councils, in providing advice and feedback during the past several months. Now the work begins to find ways to ensure the mission of the University, and especially the quality of education provided to UW students, is maintained and improved during the challenging times ahead.

In response to a question about elimination of programs, the Provost responded that apart from those programs that are being moved into the College of the Environment, she is not currently aware of any academic programs currently targeted by Deans for elimination.

4. Report from the Senate Committee on Planning and Budgeting – Professor Dan Luchtel, Committee Chair.

SCPB Chair Luchtel reported that he was going to begin by saying what a difficult year this has been, but then it occurred to him to consider what the next two years will bring. In any case, this year was bearable because of his good fortune in working with those in the Office of University Committees, first and foremost with David Lovell, Chair of the Senate, Marcia Killien, Secretary of the Faculty, and the wonderful staff of Nancy Bradshaw, Susan Folk, Melissa Kane, Kelly Baker, and Linda Fullerton.

He reported that lofty goals and expectations outlined in the UW Operating Budget Request 2009-2011 were not achieved. With regard to the SCPB, member Jim Gregory accurately summarized SCPB meetings as follows: “Nothing went smoothly this year. There were tensions and misunderstandings. But the process worked. The Provost shared information and listened to advice. In the end her final budget allocations followed pretty closely the guidelines that the faculty members of SCPB had suggested. Whether the allocations prove to be wise will be debated, but this was an example of shared governance working.”

While Luchtel feels there's still room for improvement in the working relationship between faculty and administration, he thanked President Emmert and Provost Wise for working with the SCPB and for participating in the process of shared governance. He also acknowledged the co-operation and information the SCPB received from various Vice President and Vice Provost offices. While he still believes the administration could do better in terms of truly consulting with the SCPB, it also needs to be said that the administration does better than that of nearly any other university administration that he is aware of. He offered Washington State University as an example. They also needed to make a cut of about 10% in their biennial budget. To do so, they cut a total of 370 jobs that apparently will include tenured and tenure-track positions in several departments that were eliminated—including rural sociology, sports management, theater and dance, and German—all apparently accomplished with little or no consultation with the faculty.

To briefly review the damage of the budget cuts, Luchtel noted that one needs to begin looking at the coming year—after already cutting the budgets by 0.75% in the academic units and 1.5% in the administrative units this academic year—the SCPB recommended that a differential range of cuts be applied to the academic and administrative units. The Provost then came up with a range of cuts from 8% to 16%, with most of the cuts to the academic units being 9% to 12% and most of the cuts to the administrative units being 12% to 16%. The Provost also decided to use \$10 million from the reserve

fund to be used to retain teaching assistants, lecturers, and other academic positions that would have otherwise been eliminated due to permanent budget reductions. To use one example to illustrate the severity of the situation, the College of Arts and Sciences received a permanent budget cut of \$10.52 million. It was estimated that this would result in TA losses of 25% to 30%. Arts and Sciences received about \$4.5 million of the reserve funds and it now looks like the TA cuts will be reduced to around the 5% level. And Arts and Sciences is still \$6 million short of last year's funding level. A lot of uncertainty remains in exactly how the cuts will be made. The Provost and SCPB will need to closely monitor the budget as the process of making cuts unfolds.

While the agenda of the SCPB was largely overwhelmed by the state financial crisis, the SCPB did work on some other issues, such as trying to figure out the business model of Educational Outreach; laying the ground work for the new College of the Environment; and started, but didn't complete two projects, one on compiling data for the annual rate of salary change for a 20-year period from 1987-88 to 2007-08, down to the school and departmental levels, and a second project on analyzing the distribution of student credit hours, again, down to the school and departmental levels.

He concluded with a personal reflection, taking care to assure Senators that this was a personal assessment, not a recommendation to the Senate. He suggested that this might be time for the faculty to consider unionization. The rationale for thinking this is not because of the administration but because of the state legislature. He thinks the evidence clear that legislators neither respect nor support the University of Washington.

Although the University has some friends in Olympia, such as the governor and some legislators, as a group they view the University as elitist and deserving of budget cuts. The fact the UW received the highest percentage cut of all the state institutions of higher education was apparently intentional and meant to send a message. It appears that the faculty is about as ineffectual a political force as it's possible to be. Faculty should have more clout given that there are some 4,100 FTE regular faculty plus thousands more WOT, Research, and Adjunct faculty. Within the realm of possibilities, given a mostly non-engaged faculty, unionization may offer the best means for organizing. Also, given the political mood of the country, it feels like the right thing to do.

At the meeting of the University Faculty held earlier this month, President Emmert presented a graph that showed that the University had reached a crossover point in funding sources, that is, tuition revenue now exceeded state appropriations for funding the core educational budget at UW. President Emmert was asked what it would mean if or when the state appropriation level would reach zero. The President replied that he didn't think it would reach zero but Luchtel didn't think he convinced the inquirer of that. Nevertheless, the President apparently believes that the University's budget woes are bad enough that efforts need to begin on what he calls a "transformative" process for the university. It will be important to pay attention to what the President means by this; as it likely will involve a new model of budgeting, probably some form of 'activity-based budgeting.' The SCPB, in the good hands of its next chair, will have lots to do and keep track of next year.

5. Legislative Report – Professor James "JW" Harrington, Faculty Legislative Representative.

Faculty Legislative Representative JW Harrington thanked the Senate, its leadership, Deputy Faculty Legislative Representative Jim Fridley, and the administration's legislative and budget team for their support during the past year.

He began by presenting a few figures and tables to provide an overview of the budget issues faced by the Legislature and how they dealt with them.

- The basic arithmetic reality is that the projected revenues into the state's General Fund for FY 2009-2011 (three years) are \$9B less than the expenditures that were mandated to come out of the Fund; that represented 16-17% of the projected expenditures. In other words, the problem was to adjust the projected budget by 16% through cuts and one-time sources of funds.
- This was accomplished by cutting programs by \$3.2B, applying \$3.0B in largely one-time Federal resources, changing compensation policy to save \$800M, using \$800M in General Fund revenues that otherwise would have supported the Capital Budget, using \$500M from the "rainy day fund" set aside last year, and \$800M in other transfers and changes.

- That \$3.2B in programmatic cuts represents about 6% of what the state would have otherwise spent from the General Fund over the 3 years (Harrington noted that was a very rough approximation on his part, subject to correction).
- Spending on higher education (community colleges, universities, and Evergreen State) from the state's General Fund was cut by 17%. In part, this reflects the fact that Higher Education, about 10% of the state's operating budget, is not legally or constitutionally mandated the way that public schools (over 40% of the budget), *some* human services (36% of the budget), and debt service (about 6% of the budget) are mandated.
- The 2009-11 biennial state funding for universities (and Evergreen) was cut by 19% (WSU) to 24% (CWU); UW was cut by 23%. If each institution raises resident undergraduate tuition by the maximum amount allowed and raises other tuition levels by projected amounts, the net change is 7% for UW and WSU, and 6.5% for each of the other institutions. It's moderately clear that this was the targeted level of net revenue reductions for these institutions, and the General Fund (and Federal stimulus) appropriations were set to create this evenness of percentage cuts across the institutions.
- Much of the underlying data can be found, in relatively readable form, in *Final 2009-11 Operating & Capital Budget: Overview*, http://leap.leg.wa.gov/leap/budget/detail/2009/so0911overview_0507.pdf

Harrington then suggested some elements of what he sees as the reality going forward:

- We can't do anything about the arithmetic reality of the past nor of the future: budgets grow incrementally and marginally; this was a 6-10-year cut.
- We do need to fight to keep the resources we generate: for example, the student building fee should not be considered a general part of the state's capital budget.
- We can and must do more politically: more messaging as an institution, more grassroots work as individuals and in groups aligned for more and better education.
- Dedicated sources of general revenue may be more feasible than a general tax increase or a new general-fund tax stream.

The UW administration has begun talking about "a new compact" with the State of Washington.

- What are the likely elements? State "buying" degrees by approximate levels, fields, and quality indicators; State giving institutions the authority for enrollment, in return for support of other state initiatives (new colleges, performance agreements).
- Internal discussion of the University's proposals need greater and systematic faculty involvement, as the people charged with quality. Appropriate measures are in place internally, but need to be carefully and skillfully used.
- We need to go to Olympia with a strong, unified voice and strategy. This requires more coordination among administration, faculty, and student legislative and policy strategies and week-to-week tactics – despite the potential for some differences in legislative and policy agendas.

The UW administration has begun planning for a new compact within the University: new budgeting models driven by enrollments, tuition flows, research and grants –

- What are the implications for faculty protections, workload, assessments, career paths?
- What are the implications for differential growth by disciplines and subdisciplines?
- This will likely result in increased autonomy for deans and chairs to select operational strategies – and that implies a need for greater and systematic faculty involvement at the school/college/campus and department levels.

6. Requests for Information.

- a. Institute for National Security Education and Research – Stephen Hanson, Vice Provost for Global Affairs.

Chair Lovell noted that there were two requests for information. The first was to provide further information on the Institute for National Security Education and Research (INSER). This conversation has been on-going during the past year. The Faculty Council on Research has responded to some of the issues related to this concern, but was unable to address another set of issues, related to study-abroad programs, because those issues were outside the purview of the Council's mandate. Steve Hanson, Vice Provost for Global Affairs, was invited to report on his work related to those issues.

Vice Provost Hanson began his remarks by noting that he is relatively new to his current position, having taken over as vice provost on January 5 of this year. Nevertheless he was familiar with the program through faculty and students who had participated in study-abroad programs on INSER grants. He discussed the complex dilemma of student safety issues whether or not they are identified as having been funded by the Central Intelligence Agency (CIA).

He reported working with the INSER grant PI about the problem, and they came up with a solution with which each of them could be comfortable. The safety issue was a concern that each of them could recognize and both were inclined to discontinue that part of the grant that provided for study abroad. But once they discovered that the grant *required* study-abroad programs in order to maintain funding, they had to reconsider that inclination. After discussions about many different models, they came upon a compromise to use these study abroad opportunities for ROTC students required to go to South Korea. This would fulfill the terms of the grant, and would assist ROTC students fulfill their requirement for travel and work in South Korea. These students would be trained and sensitive to national security issues in ways that other students would not be. Hanson reported that with two more years to go on this grant, this was a compromise that seemed to work with everyone involved. It may not be ideal, but, given the limited options, it seemed reasonable.

- b. UW Information Systems Security Breach Follow-up – Ann Anderson, Associate Vice President and Controller, Kirk Bailey, Chief Information Security Officer.

Lovell then introduced Ann Anderson, Associate Vice President and Controller in Financial Management and Kirk Bailey, Chief Information Security Officer to address the second request for information dealing with the UW information systems security breach.

Anderson then introduced Cindy Gregovich, Associate Controller, who had come with her to answer questions related to the details of implementing the plan to correct and reverse the breach and ensure that this doesn't happen again.

The breach was discovered in late December in a parking kiosk when the parking attendant couldn't get into the system. After some initial trouble-shooting and further investigation the breach was discovered. It took two weeks of examining what they assumed was a breach of information regarding credit card numbers only when they discovered that it included social security numbers as well.

The existing systems were immediately locked down and work began with the Vendor who had installed those systems. To date there have been no problems reported by the affected employees, and the goal of the breach was apparently not to obtain social security number information. Nevertheless on-going anxiety of identity fraud remains, and affected employees will be reimbursed by Transportation Services for up to six months of credit surveillance.

Correction of the situation includes looking carefully at all sources of data feeds and seriously questioning the need to include social security numbers. Whenever possible that information will be excluded from information stored on or linked to the system. When a social security number is required, that information will be encrypted.

Restricted data policies and procedures have been drafted and will be distributed.

7. Summary of Executive Committee Actions and Upcoming Issues and Actions of May 4, 2009.
 1. Approval of minutes; 2. Report from the Faculty Athletic Representative, including new Website for the Advisory Committee on Intercollegiate Athletics: <http://www.washington.edu/faculty/facsen/adhoc.html>, handouts attached as **{Exhibit A}**; 3. Approval of 2009-10 SEC and Faculty Senate schedule of meetings **{Exhibit B}**; 4. Resolution on Citation Practices (not approved) **{Exhibit C}**; 5. Council Issues as of 05-

04-09 **{Exhibit D}**; 6. Endorsed Career Cycle of Female Faculty Project Report, Faculty Council on Women in Academia, for distribution to President and Provost **{Exhibit E}**.

Chair David Lovell reported that Pat Dobel, Faculty Athletic Representative (FAR), was unable to present his report today. He was fulfilling his duties as FAR, and travelling with the softball team to the NCAA tournament to oversee study tables, tutoring and test taking. He would like to emphasize that the Advisory Committee on Intercollegiate Athletics (ACIA) and Faculty Senate have created a Web site to post relevant student athletes' graduation and progress rates as well as any relevant reports regarding sports, including the annual student survey and recent review of student academic support services. The Web address was indicated on the agenda. In addition, the attached exhibit A shows the newly revised ACIA charter.

8. Announcements.

Vice Chair Bruce Balick announced the availability of the draft Climate Action Plan that was just released for community review and criticism by May 29 on the UW News website. He also mentioned that the annual display by students in the Thesis Exhibition Masters of Fine Arts program would be on display in the Jacob Lawrence gallery, May 22 – June 21 at the Henry Gallery.

Chair David Lovell announced that there would be a special meeting of the Board of Regents on May 28 at 1 p.m., in Kane Hall, room 110, to receive public comment on the 2009-11 budget. He encouraged Senators to check the Regents' website for location and instructions for those who would like to contribute to the discussion.

Secretary of the Faculty Marcia Killien announced that Professor Peter Ward from Earth and Space Sciences, Biology and Astronomy had been selected to deliver next year's Annual Faculty Lecture. The selection committee, including a diverse group of faculty, had the opportunity to review eight outstanding nominees. The lecture will be delivered early in 2010.

9. Nominations and Appointments. **{Exhibit F}**

Action: Approve Nominees for Faculty Councils and Committees.

Faculty Legislative Representative JW Harrington requested unanimous consent to suspend the rules and have the Senate consider the following resolution of commendation for the Chair's outstanding service during what had been a very difficult year. He then read the following resolution:

WHEREAS, Professor David Lovell has led the Faculty Senate during a year that has challenged all of the University of Washington community; and

WHEREAS, Professor Lovell's efforts and insight have helped broker key communication and agreements among the University's Faculty, Administration, and Regents; and

WHEREAS, Professor Lovell has exhibited calm, patience, and grace in these matters;

BE IT RESOLVED, that the Faculty Senate, on this Thursday 21 May 2009, applauds Professor Lovell and thanks him for service on behalf of the University.

The resolution was approved by resounding applause.

Following this suspension of the rules, the nominations were approved as listed in Exhibit F of the agenda.

10. Resolution of Appreciation for Retired Faculty Members.

Chair Lovell noted that the next agenda item was a resolution of appreciation for retired faculty members. Procedures for these resolutions were initiated by the University of Washington Retiree Association in collaboration with the Secretary of the Faculty last fall in order to recognize and honor faculty who have retired.

Vice Chair Bruce Balick presented the resolution:

BE IT RESOLVED that the minutes of this meeting record the gratitude and appreciation of the entire faculty for the following esteemed colleagues who retired during the Winter Quarter of 2009:

Anthony Chan, Communication
Marc Cohen, Philosophy
Katrina Deines, Architecture
Samuel Fain, Physics
Alan Fantel, Environmental Health
Richard Gammon, Oceanography
Dianne M. Hanson, Education
Colleen Johnson, Medicine
John Junker, Law, and former Chair of the Faculty Senate
Anna Kartsonis, Art History
Devereaux Peterson, Dentistry
Richard Strathmann, Biology

BE IT FURTHER RESOLVED, that the senate chair and the secretary of the faculty be directed to communicate the University of Washington's appreciation and gratitude to these colleagues for their significant contributions to their fields, to the University, to the state of Washington, and well beyond the Pacific Northwest.

The resolution was approved by a show of blue voting cards.

11. Memorial Resolution.

The next agenda item was the Memorial Resolution. Vice Chair Bruce Balick presented the 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 Franklin Badgley of Atmospheric Sciences who died April 28, 2009 after having served the University since 1950.

Associate Professor Emeritus Alden Crittenden of Chemistry who died April 15, 2009 after having served the University since 1947.

Affiliate Instructor Karen Freeze of International Studies who died March 19, 2009 after having served the University since 1998.

Lecturer Emeritus Richard Hibbard of Environmental & Occupational Health Sciences who died May 7, 2009 after having served the University since 1971.

Clinical Professor Peter Tamas Knoepfler of Psychiatry & Behavioral Science who died May 4, 2009 after having served the University since 1970.

Professor Emeritus N. Karle Mottet of Environmental & Occupational Health Services who died April 24, 2009 after having serving the University since 1959.

Professor Emeritus Julian Patrick of Music who died May 8, 2009 after having served the University since 1990.

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 Senate approved the resolution by a standing vote.

12. Unfinished Business.

There was no unfinished business.

13. New Business.

- a. Class C Resolution: Resolution in Support of the University of Washington Hosting Tent City III.
Action: Approve for distribution to the faculty. **{Exhibit G}**

On behalf of the Senate Executive Committee Vice Chair Bruce Balick moved that the Faculty Senate endorse the resolution in support of the University of Washington hosting Tent City III, as seen in Exhibit G. Professor Josephine Ensign was introduced, who, in turn, introduced Abigail Pearl, a student in the course that developed this initiative, and Dr. Peter House, the instructor for that course. She referred Senators to the handout distributed at the door outlining the educational benefits of hosting Tent City III and noted that this could help improve the UW's public image by challenging the notion that ours is the state's University for "elitist" professors and students.

She then introduced Abigail Pearl, who proposed this initiative with her classmates. Pearl related that the process of exploring this possibility has led her to a new understanding about her own privilege and to challenging her assumptions and fears about visible homelessness. She and her classmates hope that bringing Tent City III onto campus will give that opportunity to the entire campus community, and may lead to challenging the injustices that make Tent Cities a reality within Seattle.

Peter House concluded the presentation by reviewing the work and effort the students of this class have expended to push this proposal through the hoops required to make it a reality – to the extent of independently scheduling additional classroom sessions. He was amazed by their dedication and hard work, and he asked Senators to support their efforts.

Questions were raised about location (yet to be determined) and safety. Students have been in discussion with the UW Police Department and with staff from Risk Management. In addition, they have been in touch with Seattle University Police about their recent experience of hosting Tent City III. Apparently the rate of police calls for incidents during Tent City's stay at Seattle University actually declined. Opportunities for related research were also discussed.

Resolution is approved.

- b. Class C Resolution: Resolution Concerning Observance of Central Cultural and Religious Practices.

Action: Approve for distribution to faculty. **{Exhibit H}**

On behalf of the Senate Executive Committee Vice Chair Balick moved that the Faculty Senate endorse the resolution concerning observance of central cultural and religious practices attached to the agenda as Exhibit H. Chair Lovell then introduced Sandra Silberstein, Professor of English, to provide information concerning the resolution.

Silberstein began by explaining that the introduction of this resolution was timed to come at a moment when faculty and students are not facing the hard questions and decisions about religious observances, when Jewish high holidays and Ramadan are at hand. This resolution simply acknowledges the issues and encourages students, faculty, staff and administration to talk about allowing for observance of central cultural and religious practices.

She then introduced a friendly amendment to her own resolution by adding the following:

BE IT FURTHER RESOLVED, that each year faculty and students should receive a message similar to that currently representing best practices in the UW School of Nursing:

"Dear Members of the Faculty and Staff,

The following are days of religious [and cultural] observance that may be of importance to your students during Summer Quarter 2009. Please be sensitive to these dates when scheduling exams and/or events, and to conflicts students may experience due to their observance.

This list is not exhaustive of all holidays that students, staff, and faculty celebrate; please add any that are not listed. Students will be sent a message stating that faculty and staff members have received this notice, and encouraging them to approach faculty early in the quarter with any conflicts. Faculty members are encouraged to provide the list to students and open the subject at the first class session.

Summer Quarter 2009 Days of Religious Observance (dates may change from year to year).

[Those interested in a multi-cultural calendar for departmental or personal use can find a calendar of religious and ethnic holidays at <http://www.interfaithcalendar.org/>]"

One Senator suggested that he would be more in favor of the amendment than the original resolution. The original resolution would leave open the possibility of supporting religious ceremonies on campus. Another Senator wondered if UW medical staff would be pressured to accommodate religious and cultural traditions that involve bodily mutilation.

After considerable discussion about possible re-wording of the body of the resolution, Senator Ron Moore made a motion to refer the resolution back to the SEC until the language could be re-framed. The motion to refer was approved.

Before adjournment, David Lovell relinquished the Chair to Vice Chair Bruce Balick in order to express, on record, his appreciation of Dan Luchtel in his roles as Vice Chair and Chair of the Faculty Senate, as well as the past, especially challenging year as Chair of the Senate Committee on Planning and Budgeting. Lovell's expression of appreciation was endorsed by a vigorous round of applause by the Faculty Senate.

14. Adjournment.

The meeting was adjourned at 4:47 p.m.

PREPARED BY: Marcia Killien, Secretary of the Faculty

APPROVED BY: David Lovell, Chair, Faculty Senate

Advisory Committee on Intercollegiate Athletics

Mandate

The Advisory Committee on Intercollegiate Athletics ("the Committee") advises the President of the University of Washington on all matters pertaining to (1) institutional control of the athletic program; (2) the academic and financial integrity of intercollegiate athletics; (3) the academic and personal well-being of student-athletes; and (4) the accountability of the athletic department to the values and mission of the University of Washington.

Membership

The committee consists of the following voting members: the Faculty Athletic Representative and nine additional faculty members, and two representatives from the University of Washington Student Athlete Advisory Council. The faculty members shall serve staggered three-year terms that are renewable.

The President shall appoint the faculty members. Half of the faculty members shall be appointed from nominees from the Chair of the Faculty Senate. The Committee shall elect its own Chair who may serve renewable terms.

Ex-officio members (non-voting) of the Committee include: the Dean of Undergraduate Academic Affairs, the Vice Provost for Student Life, the Director of Intercollegiate Athletics, the Chair of the Faculty Council on Student Affairs or his or her designee, a Presidential representative, the Director of Admissions, and senior athletic administrators as designated by the Committee.

Relationship to the Faculty Senate

The President appoints the Committee in collaboration with the Chair of the Faculty Senate. The Chair of the Committee is responsible for submitting an annual report to the Faculty via the Faculty Senate Chair. The Committee Chair is also responsible for apprising the Faculty Senate Chair in a timely manner of any Committee actions requiring Faculty Senate action. The Faculty Senate Chair will refer such matters to the appropriate Faculty Senate Council.

Faculty Athletic Representative

The Faculty Athletic Representative is selected by the President of the University of Washington and serves a renewable five-year term. The President will select the Faculty Athletic Representative with the advice of the Advisory Committee on Intercollegiate Athletics, the Faculty Senate Chair and the Athletic Director.

Authorized by University of Washington President Mark A. Emmert
With the concurrence of Faculty Senate Chair David Lovell
August 19, 2008



Office of the Registrar / Data Management: rpropp@u.washington.edu 206-543-0734

Teams	Winter 2009			Autumn 2008			Spring 2008			Winter 2008			Autumn 2007			Summer 2007		
	Qtr GPA	Cum GPA	Athletes															
BASEBALL-MEN	2.57	2.66	36	2.73	2.72	38	2.50	2.70	41	2.58	2.74	41	2.80	2.77	44	2.84	2.61	4
BASKETBALL-MEN	2.11	2.61	13	2.44	2.67	13	2.23	2.58	12	2.76	2.64	13	2.59	2.62	14	2.81	2.68	11
BASKETBALL-WOMEN	2.54	2.87	16	2.90	2.95	16	3.08	3.01	11	3.00	2.88	14	2.82	2.85	15	2.63	2.94	8
CREW-MEN	3.15	3	40	2.99	2.93	41	3.10	2.99	41	3.11	2.98	42	2.92	2.96	42	2.87	2.98	6
CREW-WOMEN	3.07	3.16	30	3.15	3.19	101	2.93	2.89	29	2.95	2.87	29	3.06	2.89	30	2.40	2.78	4
CREW-WOMEN	3.09	3.19	56	3.30	3.31	94	3.11	3.07	31	2.99	2.98	32	3.06	3.02	37	3.61	3.52	3
CREW-WOMEN	3.06	3.07	42	3.06	3.11	60	2.99	3.05	48	3.13	3.06	49	2.98	3.05	49	3.01	3.21	10
CROSS COUNTRY-M	3.25	3.15	18	3.21	3.24	26	2.86	3.14	6	3.18	3.13	8	3.11	3.11	9	3.68	3.20	2
CROSS COUNTRY-W	3.41	3.32	23	3.24	3.30	27	3.36	3.50	6	3.47	3.38	7	3.37	3.37	9	3.05	3.17	4
FOOTBALL-MEN	2.53	2.57	115	2.49	2.56	113	2.63	2.59	97	2.44	2.59	99	2.56	2.64	105	2.69	2.61	45
GOLF-MEN	3.12	2.89	9	2.92	2.83	9	3.20	2.79	6	2.92	2.74	6	2.72	2.60	8	3.70	2.00	1
GOLF-WOMEN	3.07	3.07	10	3.21	3.07	10	3.17	3.02	7	3.23	2.97	7	2.86	2.88	7			
GYMN-WOMEN	3.46	3.32	14	3.48	3.29	14	3.35	3.20	14	3.30	3.20	16	3.44	3.18	16	3.67	3.23	7
SOCCER-MEN	3.07	3.2	23	3.06	3.11	24	3.02	3.02	27	3.13	3.03	25	2.84	2.97	26	2.40	2.76	4
SOCCER-WOMEN	3.17	2.96	28	3.05	2.91	29	3.00	3.03	27	3.01	3.03	27	2.76	3.03	28	3.08	2.99	5
SOFTBALL-WOMEN	3.15	3.09	19	3.15	3.08	19	2.90	3.01	17	3.05	3.03	17	2.87	3.02	18	2.75	2.97	7
SWIM-MEN	3.38	3.13	18	3.10	3.09	17	3.32	3.11	19	3.21	3.07	20	3.13	3.05	20	3.15	2.80	3
SWIM-WOMEN	3.41	3.14	15	3.12	3.11	16	3.23	3.18	21	3.35	3.17	22	3.11	3.11	23	2.94	3.06	7
TEENS-MEN	3.57	3.35	12	3.32	3.31	12	3.36	3.35	12	3.42	3.35	12	3.43	3.33	12		3.46	1
TEENS-WOMEN	3.21	3.37	10	3.39	3.42	10	3.39	3.38	12	3.54	3.38	12	3.25	3.34	10	3.78	3.53	5
TRACK-MEN	3.13	3.02	56	3.00	3.08	72	2.89	3.08	58	3.07	3.11	60	3.05	3.11	60	3.18	3.00	11
TRACK-WOMEN	3.23	3.19	59	3.11	3.17	65	3.12	3.20	55	3.10	3.17	57	3.17	3.18	55	3.40	3.09	11
VOLLEYBALL-WOMEN	3.12	3.2	13	3.03	3.17	15	3.23	3.21	13	3.20	3.11	16	2.98	3.10	16	3.23	2.92	8

TeamHistoricalGPASummary



Office of the Registrar / Data Management: rsprsq@u.washington.edu 206-543-0734

	Winter 2009		Autumn 2008		Spring 2008		Winter 2008		Autumn 2007		Summer 2007	
	Qtr GPA	Cum GPA										
Average Team GPAs	3.08	3.07	3.06	3.07	3.04	3.05	3.09	3.03	2.99	3.01	3.09	2.98
Average Athlete GPAs	2.96	2.98	2.95	2.96	2.95	2.96	2.97	2.95	2.92	2.95	2.93	2.92
Avg Undergraduate GPAs					3.22	3.20	3.20	3.19	3.20	3.18	3.21	3.11

	Winter 2009		Autumn 2008		Spring 2008		Winter 2008		Autumn 2007		Summer 2007	
	# of Stds	% of Athletes	# of Stds	% of Athletes	# of Stds	% of Athletes	# of Stds	Athletes	# of Stds	Athletes	# of Stds	Athletes
GPA Distribution												
0.00 - 1.99	50	7.9%	67	8.6%	60	10.1%	61	10.0%	55	8.7%	46	29.1%
2.00 - 2.99	224	35.6%	266	34.0%	228	38.3%	208	33.9%	256	40.5%	49	31.0%
3.00 - 3.49	193	30.7%	251	32.1%	175	29.4%	203	33.1%	194	30.7%	26	16.5%
3.50 - 3.99	156	24.8%	192	24.5%	124	20.8%	137	22.3%	119	18.8%	32	20.3%
4.00	6	1.0%	7	0.9%	8	1.3%	4	0.7%	8	1.3%	5	3.2%
No. of Athletes	629		783		595		613		632		158	

	Winter 2009		Autumn 2008		Spring 2008		Winter 2008		Autumn 2007		Summer 2007	
	# of Stds	% of Athletes	# of Stds	% of Athletes	# of Stds	% of Athletes	# of Stds	Athletes	# of Stds	Athletes	# of Stds	Athletes
Comments												
**	6		5		12		11		5		24	
Dean's List	125		138		98		122		100		3	
Drop					5				1			
Probation	13		4		9		21		4		1	
Re In state							1					
Warning	1		16				1		16			
Withdrawn from Qtr	1		2		3				1		10	

**2009-2010
Schedule of Senate and Executive Committee Meetings**

Autumn Quarter, 2009

Executive Committee Agenda Deadline-----	October 2
Executive Committee Meeting -----	October 12 *
SENATE Meeting-----	October 29**
Executive Committee Agenda Deadline-----	November 6
Executive Committee Meeting -----	November 16 *
SENATE Meeting-----	December 3 **

Winter Quarter, 2010

Executive Committee Agenda Deadline-----	January 4
Executive Committee Meeting -----	January 11 ***
SENATE Meeting-----	January 28 **
Executive Committee Agenda Deadline-----	February 12
Executive Committee Meeting -----	February 22 *
SENATE Meeting-----	March 11**

Spring Quarter, 2010

Executive Committee Agenda Deadline-----	March 29
Executive Committee Meeting -----	April 5 *
SENATE Meeting-----	April 22 **
Executive Committee Agenda Deadline-----	April 30
Executive Committee Meeting -----	May 3 *
SENATE Meeting-----	May 20 **

Senate meetings will be held at 2:30 p.m. in Gowen 301.

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

- * A continuation meeting may be held on the following Monday.
- ** A continuation meeting may be held on the following Thursday.
- *** A continuation meeting may be held on the following Tuesday.

Resolution Concerning Information Literacy and Citation Practices.

WHEREAS, the University of Washington has pedagogical and ethical responsibilities to teach students about information literacy and the appropriate use of intellectual property; and

WHEREAS, effective assignment design can greatly reduce instances of student plagiarism; and

WHEREAS, online similarity checking tools can help in finding missed or improper citations; and

WHEREAS, such checking tools could contribute to the University's endeavor to make academic conduct a matter of achievement and skill acquisition PRIOR to the evaluation of student work product rather than relying on an environment of policing and punishment once work has been submitted; and

WHEREAS, the University has a responsibility to provide students with guidelines for interpreting and using the results of such similarity checking tools; therefore

BE IT RESOLVED THAT, the following practices should be readily available to UW faculty, staff, and students:

1. The University will promote information literacy among students and faculty by providing guidelines for best practices in assigning and managing student writing that takes advantage of online technology while respecting intellectual property.
2. In case online similarity checking tools are considered to be compatible with a class or program, and if used appropriately, faculty members may choose to
 - a. make students aware of such instruments, and
 - b. advise students on proper interpretation of the findings of such instruments.

*Submitted by:
Werner Kaminsky, Chair
Faculty Council on Educational Technology
May 4, 2009*

Rationale, increasing awareness of information literacy and citation practices:

With the increasing prominence of the Internet in the life of students and faculty alike, and the changes the Internet makes to how we access and use information, the need for exercising responsibility in using this technology effectively and ethically has increased. In 2000, the Association of College and Research Libraries published its Information Literacy Competency Standards for Higher Education, which defines information literacy as “a set of abilities requiring individuals to ‘recognize when information is needed and have the ability to locate, evaluate, and use effectively the needed information.’” This ability is connected to information technology skills and includes understanding “the economic, legal, and social issues surrounding the use of information,” and the need to “access and use information ethically and legally” (<http://www.ala.org/ala/mgrps/divs/acrl/standards/informationliteracycompetency.cfm>).

The University has an important legal and ethical responsibility to teach students about appropriate use of intellectual property, implications of copyright, and the consequences of violating University rules on these issues. We also have an opportunity to take a leading role among our peer institutions to promote information literacy that faculty and students learn from and participate in. Working to instill ethical conduct, provide training, and create acceptance of intellectual property rights among our students will positively impact our graduates' future careers and ethical behavior.

Toward these ends, the Faculty Council on Educational Technology recommends the implementation of guidelines for promoting information literacy, as well as the use by faculty of pedagogical strategies for assigning and managing student writing that takes advantage of online technologies while also respecting intellectual property rights. In the context of such guidelines and strategies, FCET also recommends the appropriate use of online "similarity detection" tools by students and faculty to help in creating and maintaining proper scholarly standards, provided that the implementation of such tools does not interfere with the syllabus of the programs. With guidance, students can use such tools to identify potential similarities between parts of their writing and material on the Internet, thereby helping them make decisions about what might need to be cited. Students will need guidance in interpreting the results produced by such tools, since similarity is not necessarily plagiarism, and is in fact often a result of the use of common phrases, jargon, etc. It is crucial, then, to provide students with guidelines to help them interpret the results so that they can make effective (and not counter-productive) use of such tools. Some online tools are available at no costs, others may charge for their services.

Faculty Council Issues
For Distribution: May 4, 2009
Faculty Senate Executive Committee Meeting

1. Academic Standards
 - a. Academic Rigor Committee (Joint with FCIQ). The committee is currently crafting proposed guidance for independent study and special topics courses.
 - b. Provost's Working Group on English Proficiency. The working group submitted a progress report to the President and Provost recommending revised policies relative to English language proficiency and proposing additional resources for students needing support in improving their English skills.
 - c. Review of departmental grade-based graduation requirements.
 - d. Review of Handbook language relative to graduation and application for degree process.
2. Benefits and Retirement
 - a. Conversion of opt-in system for UWRP contributions to an automatic-enrollment (opt-out) system (i) upon initial employment and (ii) for the increase in contributions from 7.5% to 10% at age 50. The University has decided to convert to automatic enrollment at 10% for those turning 50 (requires SCPB follow-up.). The council feels that one can still opt-out, but would be a bad idea financially as one would give up the University match on the incremental 2.5% contribution. The group was also told that the auto-enrollment at initial employment was meritorious but too expensive to implement at this point.
 - b. Continue to advocate the council's proposal that dependents of faculty, professional staff and librarians receive a discount in the base undergraduate UW tuition.
 - c. Review a communication plan for the supplemental benefit.
 - d. Review retirement fund options, possibly meet with fund reps, and review the committee charged with evaluating such funds.
 - e. Explore ways to better understand communicate the "total compensation" faculty receive, that is, the value of their salary plus benefits.
 - f. Look into an easier way for faculty to distribute their salary and benefits contributions over 12 months.
3. Educational Outreach
 - a. FCEO Charge: A challenge the Council faces this year is deciding where to focus its attention. The challenge results in part from the fact that there may be overlapping issues among Councils. Council chairs will meet this fall to discuss potentially common issues. It may be that the Faculty Senate leadership will wish to consider whether the Council's charge is still appropriate.
 - b. Identification of University-wide "outreach programs" through development of a database of all fee-based, state-funded, degree/non-degree, and certificate programs with a goal of developing the means to support distance learning.
 - c. Departmental level support for faculty using instructional technology. This would be different from the proposed support for faculty who teach distance learning courses through UWEO.
 - d. Concern about what happens to the work of each year. For example, there is no indication of what happened to the request from last year's work, summarized in the Annual Report, and submitted to the Chairs (current and incoming) of the Faculty Senate as well as the Provost.
4. Educational Technology
 - a. The Faculty Council on Educational Technology requests a stable source of financial support for contemporary teaching technology to be made available for the 'Technology Consortium'* to innovate teaching capabilities to meet and satisfy student's and faculty's expectations and learning experience as well as sustain the University of Washington's position as a center of teaching excellence. * The Teaching Consortium consists of: Classroom Support Services; Health Sciences Classroom Services; University Libraries; Catalyst.
 - b. Continues to address issues of plagiarism. This issue will hopefully be broadened to include FCUL, FCIQ, and FCAS.
 - c. Investigating current practices in research data archiving. FCET will continue to follow this issue in the coming year and to set the direction for providing more contemporary forms of data storage. FCET is seeking collaboration with FCUL.

- d. FCET looked into the possible benefits of using cameras connected to the internet for educational purposes, as these cameras are inexpensive and easily installed. A list of recommendations was devised that should be considered by those using such cameras. This class C resolution was presented to the Senate Executive Meeting and is currently under revision. The issue seems to cross path with item b from FCIQ as it affects campus photos used on the internet in general.
5. Faculty Affairs
 - a. Revisions to Section 26-41 of the *Faculty Code*, Procedures for Reorganization, Consolidation, and Elimination of Programs (RCEP).
 - b. Revisions to Section 27-41 of the *Faculty Code* concerning the conciliation procedures, with a view to revitalizing the mechanism for resolving differences. Although the section was extensively revised during the 2007-2008 academic year, the council is currently working on additional modifications to the text.
 - c. Restructure Proposal – the Council will continue consideration of the most recent version of this proposal, which was distributed at the SEC orientation.
 6. Instructional Quality
 - a. Ad hoc Committee on Academic Rigor: Committee was created to address the issue of academic rigor of UW courses. Committee members were drawn from FCAS and FCIQ. The committee began the process of establishing criteria to assess 'academic rigor' and applying those criteria to a systematic review of data from UW courses. The committee will continue this process in 2008-09.
 - b. Student photos attached to class lists: The council began looking at the possible benefits of the University providing student photos with class lists. FCIQ will continue to work with the Registrar and ASUW to help make student class photos a reality for faculty at the UW.
 - c. 10-year Review Process: FCIQ began an in-depth investigation of the purpose, aims and outcomes of the current 10-year review process as it is conducted by the Graduate School. The Graduate School welcomed input into the process and plans were made to begin work over the summer.
 - d. Summer school tuition rates and faculty pay: Members reviewed information concerning the comparison of tuition rates that students pay for summer school versus the academic year. In 2008-09, tuition is \$2,219 for 10-18 credits during the academic year and \$2,088 for 10-18 credits for residents during summer quarter. It was noted that the tuition cost are very comparable yet faculty who teach in the summer are only paid 2 months of salary whereas they are paid 3 months of salary for the same course during the academic year. As many lecturers teach during the summer months this could be a form of rank discrimination. Further information is sought as to why faculty are paid different rates for classes taught during the school year and during summer. This discrepancy will continue to be pursued during the next academic year.
 - e. Summer school: Exam period and A and B terms. Members are concerned that the current policy of having exams on the last day of class rather than on a final's week does not allow students enough time to gain a deep understanding of the material but rather encourages superficial understanding. We are pursuing the idea of an abbreviated exam week (M-T-W) following the last week of class.

Members are also concerned that the shortened terms (A &B) may encourage students to view courses as something to check off as quickly as possible rather than invest in building deep understanding.
 - f. Review of the general education requirements: How well do they prepare students for their majors? What are the proposed learning outcomes for these courses? What is the academic rigor of these courses?
 - g. Review of course approval form: Are learning outcomes clearly stated, how are learning outcomes assessed, create a 5 year review of courses to confirm that the course still meets the requirements established in the original course approval, this would also be an opportunity to modify course approval entry to better reflect the evolution of the course.
 - h. Teaching challenges for future faculty hires: Given the ever-increasing size of the student body and the need for large classes to meet this increasing student demand, are we recruiting faculty who are prepared to teach these classes and what support is the University offering faculty to help them attain teaching and learning excellence in the large class format?

- i. Inventory and publish best teaching and learning practices: Conduct a study of faculty to ascertain their best teaching and learning practice. Highlight and display the results of this study on a Learning at the UW site where written and videotape reports of teaching innovations will be stored.
 - j. Identify teaching challenges and solutions of 21st Century: Some topics could include; teaching students with disabilities, interdisciplinary teaching, technology in the classroom, helping students prioritize their time, etc.
 - k. Documenting impacts on educational quality that are a result of the budgetary issues of 2010.
7. Multicultural Affairs
- a. FCMA began looking at first steps toward creating an exchange program with schools from the Black College and University Consortium. This project will continue during the next academic year.
8. Research
- a. Classified, Proprietary and Restricted Research: review, and if appropriate, approve applications for grants and contracts. Consider the mechanisms by which classified, proprietary and restricted research is accepted into the University.
 - b. Faculty Effort Reporting: including consideration of related issues such as the inability of research faculty to write new grants under funding from current grants.
 - c. Senate Interdisciplinary Research Committee (SIRC): This group proposed a class C resolution concerning fostering multi-unit interdisciplinary research adopted by the Faculty Senate spring of 2008, and is a first in a series of proposals that will be forthcoming.
 - d. Royalty Research Fund (RRF): participate in a comprehensive review of the RRF via an *ad hoc* committee including FCR members and others across campus. The ad hoc committee will report to FCR, which will make final recommendations and forward them to the Research Advisory Board and, if appropriate, to the Board of Deans and Faculty Senate.
 - e. Scholarly Communication Committee (joint with University Libraries): address issues of open access with the goal of encouraging and facilitating faculty publishing rights at the University of Washington.
9. Student Affairs
- a. North of 45th Street and Campus Safety issues require continuing attention and oversight, including tracking the Administration's implementation of recommendations of the North of 45th Street Working Group.
 - b. Review of efforts to streamline and coordinate the activities of the Mental Health Clinic at Hall Health Center and the Counseling Center in Schmitz Hall.
 - c. FCSA notes that the current policy regarding the admission of "special" and "priority" student athletes has expired and strongly suggests that the ACIA present a revised policy to the Faculty Senate.
10. Tri-campus Policy
- a. The Tri-Campus Relations Work Group was able to secure funding from the UWB and UWT Vice Chancellors and Vice Provost Doug Wadden for a Research Assistant this quarter. Through a literature and web search, the RA will address questions about multi-campus governance models and systems. We anticipate having a report that includes a bibliography and web links by the end of the quarter.
 - b. A subcommittee of student representatives is working on examining access to the IMA for UWB/UWT students. They will report back to FCTCP later in the quarter.
 - c. We continue to be in touch with the Faculty Council on Educational Outreach about educational outreach issues that affect all three campuses.
11. University Facilities and Services
- a. Stewardship and Sustainability: FCUFS devoted much of its time this year to the implementation of sustainable operations practices and the implementation of best practices on the Seattle campus. FCUFS developed a class-C resolution praising the Environmental Stewardship Advisory Council (ESAC) and the Administration for their efforts and pressing for more support for future activities under consideration by ESAC. It is clear that the low-hanging fruit has been

harvested in the greening of the campus, and that future progress will take more effort and collaboration, especially in areas of controlling atmospheric carbon (i.e., commuting, air flights, and campus heating). FCUFS went on record as wanting to remain an active collaborator with ESAC through frequent liaison as new programs reach the implementation stage.

- b. Sound Transit.
- c. Husky Stadium.
- d. Expansion of UW medical facility; proposed new Molecular Engineering Building.
- e. Parking
- f. Longhouse

12. University Libraries

- a. Scholarly communication: The Scholarly Communication Committee (joint with Faculty Council on Research) adopted a resolution addressing issues of escalating online and print journal costs for UW Libraries, publishing options open to faculty members and the importance of informed choices, preservation of faculty members' rights to the products of their work, and use of ResearchWorks, the UW institutional repository for published papers. The FCUL unanimously passed a motion approving the SCC's resolution.
- b. Libraries' budget: Review with Libraries' leadership of impending serials cancellations, potential reductions in Libraries' hours, and possible closures of branch libraries in light of budget constraints.
- c. Development of ResearchWorks: discussions with Libraries' leadership regarding plans and priorities for future development of the institutional repository.
- d. Faculty access to information about journal costs and publishing policies: discussion of collection and organization of resources by Libraries' staff to aid faculty in identifying policies of individual publishers and journals.
- e. Survey of UW faculty in editorial positions: FCUL is co-sponsoring, with the UW Libraries, the Graduate School, the College of Arts and Sciences, and the Office of Research a survey designed to identify faculty members with editorial responsibilities to facilitate communication about common concerns.
- f. Status of librarians in relation to faculty: Librarians are currently classified as academic staff in a separate category from faculty. Possible alternate forms of categorization for UW Librarians have been discussed, as well as increased participation of librarians in faculty governance. The FCUL unanimously passed a motion in favor of pursuing the representation of librarians on the Faculty Senate as full voting members.

13. University Relations

- a. Ongoing issues: SR 520 and Sound Transit Issues.
- b. UW North Campus.
- c. The issue of the Honorary Degree nomination from UW Bothell was discussed at length. The submission of this nomination is unique and raises governance issues and concerns relating to a tri-campus university. It was suggested that faculty representation from UW Bothell and UW Tacoma might be added to the Faculty Council on University Relations.
- d. The Council is currently actively soliciting nominations for honorary degrees.

14. Women in Academia

Completing the report on the "Career Cycle of Female Faculty Members."

BASELINE REPORT FOR THE FCWA CAREER CYCLE OF FEMALE FACULTY PROJECT
by
The Faculty Council on Women in Academe
29 April 2009

EXECUTIVE SUMMARY

This report compiles data from several recent studies¹ to provide a baseline for the FCWA Career Cycle of Female Faculty Project, which explores the career trajectory of UW women faculty. Stages examined comprise being hired, being promoted and attaining tenure, being promoted to full professor, and assuming leadership roles. Particular focus is given factors that cross career stages and affect the retention and overall success of women faculty: mentoring; family leave, career flexibility, and work-life support; service commitments; and teaching load. The purpose of this summary is to provide a baseline for future analysis on the status of women faculty.

There is much to be proud of in these findings. We find women at the highest levels of the institution, and women are being hired into assistant and acting assistant professor positions in rates similar to men. Moreover, the same proportion of women and men are gaining tenure. In surveys, both men and women see the UW as supportive of work-family flexibility. Perhaps most impressive is how few gender differences arose in STEM (science, technology, engineering, and mathematics). We see this as a testament to good leadership and the role of institutional initiatives like ADVANCE, whose goal has been "increasing the participation and advancement of women in academic science and engineering careers." It is clear that institutional commitments can change perceptions.

At the same time, there are findings that raise concerns. The majority of non-ladder faculty positions are held by women. In a period of financial exigency, this can create a gendered at-risk population. There remain climate challenges for women and faculty of color: Men agree more than women that the tenure and promotion processes at UW are fair and straightforward; women and faculty of color report higher service loads overall; women faculty in general are less satisfied with prospects for career advancement or advancement to date than their male counterparts. And, as we go into a period of reduced resources, work-life issues are already affecting everyone. Almost 40% of all faculty who responded to the 2008 LCVI survey reported being impacted by a lack of childcare during the previous 12 months. A quarter of all faculty respondents indicate being impacted by adult care. In both cases, percentages are higher for women. More women than men indicate experiencing work-family conflict, and more men than women see the environment as supportive. But lest we think that childcare affects only women: more than half of the men responding who had children under the age of 18 indicated experiencing decreased productivity (63%), work-life imbalance (60%), and work-life stress (73%). And many faculty believe that their departments would not be supportive if they used various flexible options. Finally, the discussion of findings and recommendations below flags key areas where our institutional data is inadequate.

Summary of Findings

- A 13-year study (1995-2008) shows women and men hired at similar rates into assistant professor and acting assistant professor positions. The Council had no data available on the pools from which hiring took place nor the disciplines into which women were hired.
- The same proportion of male and female junior faculty gain tenure; however, women take slightly longer. Men agree more than women that the tenure and promotion processes at UW are fair and straightforward. More women than men tend to leave before the tenure decision (30% vs.

¹ First source is a synthesis of reports by Kate Quinn (undertaken at Balance@UW) on UW hiring, retention, and work-life policies. Second is the 2007 report of the President's Advisory Council on Women (PACW). Third are secondary analyses of data collected from the 2005 and 2008 LCVI surveys, including questions FCWA was able to add to the 2008 survey. Finally, we also use results from the Spring 2008 FCWA electronic survey sent to all voting faculty. Statistical analyses were not performed on small samples; statistical analysis is provided only for studies with samples larger than 200 faculty.

24%); perhaps because more women leave earlier, more men than women are denied tenure (5% vs. 1%). We need more data on why so many people leave before tenure.

- The Council found no data on promotion rates of women to full professor.
- Negative factors in women's decisions to come to the University of Washington (e.g., affordable housing and childcare) can prove to be reasons why the university is unable to retain them. We do not have exit interviews.
- Almost 40% of all faculty who responded to the 2008 LCVI survey reported being impacted by a lack of childcare during the previous 12 months, including many faculty without children younger than 18. A quarter of all faculty respondents indicate being impacted by adult care. In both cases, percentages are higher for women.
- Women faculty are less satisfied with prospects for career advancement or advancement to date than their male counterparts and indicate lower levels of agreement than men with the proposition that they could move into a leadership position. This gender effect is particularly strong for faculty in professional schools and the School of Medicine.
- Overall, fewer women than men report serving on committees with budgetary authority; the difference is largest in the professional and medical schools and is not present in STEM fields. Women in SOM (School of Medicine) also report less hiring authority and fewer committee assignments at university and department levels than do their male colleagues.
- Although (outside the professional schools and SOM) women report similar committee service loads to men, some women and faculty of color report higher service loads overall; we have limited data on the range of additional kinds of service and outreach women and faculty of color perform.
- Faculty across the career cycle report wanting more mentoring. Overall, women indicate lower levels of satisfaction with mentoring on both professional and work/life issues, with the largest and most significant difference occurring for women in the professional schools. Not satisfied with the mentoring they've received, female respondents report working to provide it for others.
- Most respondents to the FCWA survey are satisfied with their teaching loads. Of those who are unhappy with their teaching load, the majority are women as well as those in lecturer and instructor ranks (more of whom are women).
- The ACE-Sloan survey found that both men and women saw the UW as supportive of work-family flexibility. However, multiple surveys find men are more satisfied than women with our flexible policies, and women report higher levels of work-life conflict. Women are more likely to use flexible policies.
- Work-life issues, particularly lack of childcare, can negatively affect the climate and productivity of all faculty and create retention issues for some.
- There are significant gaps in the data describing the full pallet of issues facing women faculty. In some cases the data is simply not there (e.g., with respect to promotion to full professor), in others the data lack nuance (e.g., are women being hired in fields where traditionally they have been underrepresented? In what ways are faculty being impacted by elder care?)

Recommendations

- Data with respect to these baseline categories should be collected on an ongoing basis, and these results should be updated regularly. This requires research capacity. This report, like the PCWA data would benefit from an administrative home.
- Gaps in data (either because we lack data or nuance concerning what we have) should be addressed in future research. Note that these data largely describe tenure-stream faculty. Richer data on lecturers and other faculty categories should be added to future studies.
- Every effort should be made to increase the availability of quality affordable childcare and elder care.
- The university needs to remedy the discrepancy between the percentage of women in central leadership positions (which we applaud) and those at the college and (especially the) department level by increasing the latter.
- To maximize potential for faculty success in all arenas, professional and work-life mentoring should be provided across career stages.
- The difference in perception of climate documented for women and minority faculty in the LCVI (2005, 2008) and FCWA (2008) surveys needs to be addressed.
- The university needs to prevent or remedy situations in which women and/or minority faculty bear a disproportionate burden of instructional budget cuts (e.g., in terms of teaching load, layoffs of non-tenure-stream faculty, etc.)
- The university should enhance the visibility and consistent implementation of flexible policies.

REFERENCED REPORTS

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- Quinn, K. (2008b). Impacts of care and the work-life opinions of faculty: Findings from the 2008 LCVI. from <http://faculty.washington.edu/kquinn/Kate/2008%20Faculty%20Work-Life.pdf>
- Quinn, K. (Under Review). Flexible options for faculty: Who uses them and to what effect?
- Quinn, K., & Abel, A. (2009). *Preliminary report: FCWA survey of UW faculty careers and workload*
- Quinn, K., & Blair, M. (2008). University of Washington faculty hiring practices: Study results from a 13-year faculty cohort. from <http://faculty.washington.edu/kquinn/Kate/UW.Faculty.Hiring.Trends.pdf>

APPENDIX ACRONYMS

ADVANCE: UW initiative whose goal is "increasing the participation and advancement of women in academic science and engineering careers."

AHSS: Arts, humanities, social sciences.

FMLA: Family Medical Leave Act.

LCVI: Leadership, Community, and Values initiative.

PACW: President's Advisory Committee on Women.

PROF: Professional schools.

SOM: School of Medicine.

STEM: Science, technology, engineering, and mathematics.

2009-2012 Faculty Member Appointments to University and Faculty Senate Committees.**Faculty Council on Academic Standards**

- Susanna Cunningham, Group 8, Biobehavioral Nursing and Health Systems, for a term beginning September 16, 2009, and ending September 15, 2012.
- Richard Keil, Group 3, Oceanography, for a term beginning September 16, 2009, and ending September 15, 2012.
- Patricia Kramer, Group 4, Anthropology, for a term beginning September 16, 2009, and ending September 15, 2012.
- David Pengra, Group 3, Physics, for a term beginning September 16, 2009, and ending September 15, 2012.

Faculty Council on Benefits and Retirement

- Robert Breidenthal, Group 6, Aeronautics and Astronautics, as Chair, for a term beginning September 16, 2009 and ending September 15, 2010.
- Jon Brock, Group 4, Evans School of Public Affairs, for a term beginning September 16, 2009, and ending September 15, 2012.

Faculty Council on Educational Outreach

- Bill Erdly, Group 9, UWB Computing & Software Systems, for a term beginning September 16, 2009, and ending September 15, 2012.

Faculty Council on Educational Technology

- Werner Kaminisky, as Chair, for a term beginning September 16, 2009, and ending September 15, 2010.

Faculty Council on Faculty Affairs

- Rich Christie, Group 6, Electrical Engineering, for a term beginning September 16, 2009, and ending September 15, 2012; and as Chair, for a term beginning September 16, 2009, and ending September 15, 2011.
- Zoe Barsness, Group 10, UWT Milgard School of Business, for a term beginning September 16, 2009, and ending September 15, 2012.

Faculty Council on Instructional Quality

- Mary Pat Wenderoth, Group 3, Biology, as chair, for a term beginning September 16, 2009, and ending September 15, 2010.
- Eugene Edgar, Group 5, Education, for a term beginning September 16, 2009, and ending September 15, 2012.
- Barbara Henry, Group 1, Slavic Languages and Literature, for a term beginning September 16, 2009, and ending September 15, 2012.
- Bruce Nelson, Group 3, Earth and Space Sciences, for a term beginning September 16, 2009, and ending September 15, 2012.
- Albert Merati, Group 7, Laryngology/Otolaryngology, for a term beginning September 16, 2009, and ending September 15, 2012.

Faculty Council on Research

- Gerald Miller, Group 3, Physics, as chair, for a term beginning September 16, 2009, and ending September 15, 2010.
- Ronald Stenkamp, Group 7, Biological Structure, for a term beginning September 16, 2009, and ending September 15, 2012.

Faculty Council on Student Affairs

- Brian Fabien, Group 6, Mechanical Engineering, for a term beginning September 16, 2009, and ending September 15, 2012; and as Chair, for a term beginning September 16, 2009, and ending September 15, 2010.
- Jordanna Bailkin, Group 4, History, for a term beginning September 16, 2009, and ending September 15, 2012.

Faculty Council on Tri-Campus Policy

- Steve Collins, Group 9, UWB Interdisciplinary Arts & Sciences, for a term beginning September 16, 2009, and ending September 15, 2012; and as chair, for a term beginning September 16, 2009 and ending September 15, 2010.

Faculty Council on University Facilities and Services

- Charles Treser, Group 7, Environmental Health, for a term beginning September 16, 2009, and ending September 15, 2012.

Faculty Council on University Libraries

- Margaret Laird, Group 2, Art History, for a term beginning September 16, 2009, and ending September 15, 2012.
- Mark Kot, Group 3, Applied Mathematics, for a term beginning September 16, 2009, and ending September 15, 2012.
- Sonnet Retman, Group 4, for a term beginning September 16, 2009, and ending September 15, 2012.
- Bill Seaburg, Group 9, for a term beginning September 16, 2009, and ending September 15, 2012.

Faculty Council on Women in Academia

- Sandra Silberstein, Group 1, English, for a term beginning September 16, 2009, and ending September 15, 2012; and as Chair, for a term beginning September 16, 2009, and ending September 15, 2010.
- Dorothy Paun, Group 6, Forest Resources, for a term beginning September 16, 2009, and ending September 15, 2012.
- Michelle Habell-Pallan, Group 4, American Ethnic Studies, for a term beginning September 16, 2009, and ending September 15, 2012.
- Ann Mescher, Group 6, Mechanical Engineering, for a term beginning September 16, 2009, and ending September 15, 2012.

Conciliation Board *"Conciliation Officers may be reappointed to successive terms by mutual consent of the President and the Senate Executive Committee."* Faculty Code, Section 27-41.A.3.

- Gerry Philipsen, Group 2, Communication, for reappointment to a term beginning September 16, 2009, and ending September 15, 2012.
- Rose Anne Cattolico, Group 3, Biology, for reappointment to a term beginning September 16, 2009, and ending September 15, 2012.

Adjudication Panel

- Lea Vaughn, Group 5, Law, as Chair, for a term beginning September 16, 2009, and ending September 15, 2010.
- Lisa Coutu, Group 2, Communication, for a term beginning September 16, 2009, and ending September 15, 2012.
- Arnold Berger, Group 9, UWB Computing, for a term beginning September 16, 2009, and ending September 15, 2012.
- Clare Ryan, Group 6, Forest Resources, for a term beginning September 16, 2009, and ending September 15, 2012.
- Jan Sjavik, Group 1, Scandinavian Studies, for a term beginning September 16, 2009, and ending September 15, 2012.
- Thomas Cobb, Group 5, Law, for a term beginning September 16, 2009, and ending September 15, 2012.
- Kenneth Krohn, Group 7, Radiology, for a term beginning September 16, 2009, and ending September 15, 2012.
- Gautham Reddy, Group 7, Radiology, for a term beginning September 16, 2009, and ending September 15, 2012.

Advisory Committee on Faculty Code and Regulations

- Karen Boxx, Group 5, Law, as Chair, for a term beginning September 16, 2009, and ending September 15, 2010.

Class C Resolution in Support of the University of Washington Hosting Tent City III

WHEREAS, a resolution in support of the University of Washington hosting Tent City passed 03/01/05 by the Associated Students of the University of Washington (R-11-25); and

WHEREAS, according to a King County Survey, an estimated 8,000 people are homeless on any given day; and

WHEREAS, approximately 6,000 people are faced with finding shelter night after night, or are on waiting lists for transitional housing programs; and

WHEREAS, 30% of the single individuals who are homeless are women; and

WHEREAS, 30% of the people who used King County shelters/transitional housing were children; and

WHEREAS, in 2009, the annual One Night Count found 2,827 sleeping outside without shelter, and of that group, 30% spent the night in their cars; and

WHEREAS, South King County homeless population increased by 68% more than last year; and

WHEREAS, throughout King County only 32.4% of rental housing is affordable for low-income families. Only 12.6% of rental housing in Bothell is affordable, and 9% of rental housing in Kirkland; and

WHEREAS, Tent City III offers a temporary fix to the problem of homelessness here in King County by providing temporary housing to those without housing for a minimal cost; and

WHEREAS, an August 2004 report made by the Citizens' Advisory Commission on Homeless Encampments (CACHE) to King County officials said that tent cities are a necessary, yet temporary fix to the greater problem of homelessness that King County has not yet fully addressed; and

WHEREAS, Seattle University hosted Tent City III in February 2005; and

WHEREAS, Tent City III has moved 35 times since 2000 to different host places; and

WHEREAS, Tent City III is currently staying at St. Mark's Cathedral in Seattle, Wa; and

WHEREAS, Tent City III will soon need a new host to allow them use of land on which to live for a period of time not to exceed 90 days; and

WHEREAS, as faculty at a major public university located inside of King County within the greater state of Washington, we are intimately involved with the problems of poverty and homelessness; therefore,

BE IT RESOLVED BY THE FACULTY SENATE -OF THE UNIVERSITY OF WASHINGTON, that in an effort to promote social justice and community outreach, the faculty of the University of Washington support the university in hosting Tent City III for a period of time between 30 and 90 days; and

BE IT FURTHER RESOLVED, that the decision on where to locate Tent City should involve significant input from across the campus community.

*Approved by:
Faculty Senate
May 21, 2009*

*Approved by:
Senate Executive Committee
May 4, 2009*

*Submitted by:
Josephine Ensign, Faculty Senator, Group Eight
Associate Professor, School of Nursing
April 6, 2009*

Sponsors: Health Services Class 572: Lauren Applewood, Chami Arachchi, Emiko Atherton, Noah Barclay-Derman, Shelan Debesai, Sage Emry-Smith, Richa Kumar, Odile Lallemand, Tracy Lantow, Marisa Laufer, Jamie Lee, Shannon Marsh, Maggie Milcarek, Jessica Nguyen, Kathlyn Paananen, Abigail Pearl, David Smolker, Amanda Wysocki

Class C Resolution Concerning Observance of Central Cultural and Religious Practices

WHEREAS, the University of Washington takes pride in being a diverse community; therefore

BE IT RESOLVED, that to foster success for all students we urge faculty and students to work together to accommodate students' ability to observe their central cultural and religious practices, and

BE IT FURTHER RESOLVED, that in the same spirit, the University should support the ability of faculty and staff to observe central cultural and religious practices.

*Approved by:
Senate Executive Committee
May 4, 2009*

*Submitted by:
Sandra Silberstein
Professor, English*