

**MINUTES**  
**FACULTY SENATE MEETING**  
**THURSDAY, 13 March 2008**  
**Gowen Hall, Room 301, 2:30 p.m.**

1. Call to Order and Approval of Agenda.

Professor Dan Luchtel, Chair of the Faculty Senate, called the meeting to order at 2:38 p.m. The agenda was approved. The Chair reminded Senators to identify themselves by name and departmental affiliation when speaking.

2. Introductory Comments – Professor Dan Luchtel, Chair, Faculty Senate.

“Good afternoon. Today’s Senate meeting represents the beginning of the second half of my term as Senate Chair and in thinking about that, I wonder if this is what being a lame duck feels like. I decided to go back to the minutes of the first Senate meeting to determine if any progress has been made on issues that I had then identified as my priorities. There were 5 such issues.

“Priority # 1 was to restructure the faculty salary policy. We—that is, the Senate Committee on Planning and Budgeting (SCPB)—have worked hard on this. As Gail Stygall has reported at each Senate meeting this year, we have not only reviewed our faculty salary policy, but also have tried to understand the overall UW budget. It is stunningly complex. It is a \$3 billion dollar annual operation. We would also like to understand how the budget is constructed and how priorities are established. The SCPB has benefited from a helpful interaction with the Provost as her office has provided us with much information about the budget.

“The SCPB has been accused of focusing only on faculty salaries. I think there is some truth to that and the SCPB is developing a more comprehensive overview of the budget. But it is distressing to hear that last year “everything was put into faculty salaries” and that this year more discretion is needed in order to fund other things. A problem with this viewpoint is that it singles out the category of faculty salaries as a discretionary account and its funding takes away from other things. This begs the question as to why other parts of the budget aren’t viewed in the same light. What we need to do is to ask questions about priorities in the entire UW budget and how these priorities are decided on.

“One thing that is not generally appreciated by the faculty is how early in the game priorities are decided. I’m sure Gail will have more to say about this but if faculty are to have any meaningful input deciding on budgetary priorities for the 2009-11 biennium, now is the time in March and April of 2008 to do so. Once the Provost sends a budget to the Board of Regents in June, budgetary priorities have been determined.

“Priority #2 was to improve childcare facilities at the University of Washington. Childcare needs were addressed in the UW Supplemental Budget Request during this year’s short legislative session. There was an operational request for \$250,000 and a capital request for \$1 million to expand access to childcare. Unfortunately, there was not support for these two requests in the Governor’s budget or the House budget or the Senate budget. While not requested by the UW, \$500,000 was funded for HECB Childcare Institutional Grants.

“Priority #3 was to review the Faculty Grievance procedures and to prepare a Best Practices or a Frequently Asked Questions document that would be available online on the Faculty Senate and Secretary of the Faculty websites to help faculty understand grievance procedures, who to talk to, and the pros and cons of pursuing a grievance process. The Secretary of the Faculty, Gerry Philipson, carried this effort forward. I am happy to report that after reworking 2 or 3 drafts of an older document, we are now editing a final draft that we hope to put online next week. It will consist of two documents: 1). *A Faculty Guide to Dispute Resolution* and 2) *Summary Table of Options Available for Faculty Dispute Resolution*.

“Priority #4 was the appointment of a faculty member to the Board of Regents. J.W. Harrington, the Faculty Legislative Representative, did the heavy lifting on this one. The level of support for this in the legislature increased significantly this year. Bills were introduced in both the House and the Senate, sponsored by the Chairs of the Higher Education Committees in both chambers and supported by both Democrats and Republicans. Unfortunately, the bills did not make it out the Higher Education Committees. Nevertheless, the Faculty Senate leadership is committed to trying again next year.

“Priority #5 was to begin a discussion about the structure of the Senate and the SEC, and possible ways to restructure these bodies to stimulate more engaged input and debate. Discussions were held during meetings of the SEC and Senate and the merit of an initial restructuring proposal was debated. Based on this input, a second restructuring proposal is being written and this will be presented in future meetings of the SEC and Senate. I think it is fair to say that there are at least two areas of agreement; that is, that the Senate should consist of a smaller number of Senators and that the chairs of the College Councils or some designated representative from each of these Councils should be included as members of a restructured Senate.

“Additional issues are perking along in the various Faculty Councils, let alone other initiatives such as the proposed College of the Environment. I expect we will have a chance to hear about some of these in the remaining Senate meetings.

“So, overall, some progress, some setbacks. I worry about productivity as it seems really hard to get anything done or changed around here but I feel encouraged by what I believe are good working relationships between the Senate leadership and the offices of the President and Provost, and between the Senate leadership and the Board of Regents. I will leave it to our next speaker to comment on this if he wishes to. This ends my remarks. Thank you.”

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

President Emmert began by reiterating Luchtel’s comments about the strides that have been made this year in relationships between administration and faculty, and expressed a commitment to further efforts toward continued collegial relationships.

He reported that the legislative session was due to end that evening. The session was one that moved quickly from offense to defense. The Governor’s initial budget was modest. When subsequent reports of diminished revenue projections arrived, her budget became even more modest. The budget that’s approved will have a year-end balance of \$750 million. While many arguments can be made that higher education could put those dollars to good use, it’s clearly in the state’s best interest to have that balance as insurance against the challenges of next year’s economy.

Nevertheless, it’s been a good biennium for higher education in general. The UW has been able to hang onto existing revenues for the coming year. A modest amount of funding for Tacoma land acquisition and mitigation of pollution issues made it into the budget, but beyond that, there was no funding for any of the other initiatives proposed by the UW.

The status of UW North Sound is uncertain. The budget includes \$100,000 for the HECB to re-review studies that have been submitted to determine the extent and location of this campus, with the focus primarily on the location. The underlying issue continues to be how this will be paid for. The fiscal realities of this proposal have elicited well-founded doubt. There are no new revenues to support a fourth campus, and the UW’s position has consistently been that funding for such a campus could not come at the expense of current institutions of higher education in the state.

Debate over the use of King County revenues begins Monday. This debate will include possible funding for Husky Stadium repairs. The President will report on the outcome of those discussions at the next Faculty Senate meeting.

Finally, the President reported on the status of Dean searches currently in progress. Pending final approvals, the current dean of the Law School at the University of British Columbia will be the new

UW Law School Dean. All four candidates for the dean of the School of Pharmacy have been on campus for interviews, and the search committee will forward its recommendation next week.

4. Report from the Senate Committee on Planning and Budgeting – Professor Gail Stygall, Committee Chair.

“The Senate Committee on Planning and Budgeting has been meeting weekly, both with the Provost and her staff as well as having all-faculty meetings. Topics of discussion include reviews of the state’s financial forecast and its impact on budget planning and the legislature’s final budget decisions (which JW Harrington will discuss with you more thoroughly), the current status of financial aid practices at the university, and examining the current “University Compensation Principle” and “Principles and Goals for Faculty Compensation.” Both of these documents can be found on the Faculty Senate’s website under Membership and Records, then Reports, and then scroll down to Faculty Senate Policy Statements. The Principles and Goals for the Faculty Compensation document may need some minor revision on the benchmark used, currently the HECB 24 schools, especially if the Governor and the legislature have moved to the Global Challenge states. Additionally, we have made some progress on salaries over the past three years so the percentage behind the HECB 75<sup>th</sup> percentile was 12.1% and the change should be confirmed. We also note that the statement has no framework for implementation and timing. Over the course of the spring quarter, we will take up the fiscal 2009 budget, the proposed 2009-2011 biennial budget, an overview of Educational Outreach, salary floors, and the final salary instructions from the Provost to the Deans.

“It is on the last point that I want to spend some time. At the Senate Executive Committee meeting, I noted that (and I quote) “The Provost remains committed to trying to fund raises of 4.5% (including 2% ordinary merit and 2+% of additional merit), with some flexibility to go to the Deans this year.” I inadvertently used a term, “ordinary merit,” that rightly sets off alarm bells with some faculty members. “Ordinary merit” coupled as it was with the terms “additional merit” may suggest that the 2% is a maximum for across-the-board salary increase for all meritorious faculty and that any additional merit percentage must not be assigned to the across-the-board category. As SCPB has insisted for years, the 2% is a minimum and not a maximum. Last year’s raises, the “initial minimum equal percentage salary increases,” were actually higher. The Provost’s instructions to Deans last year on distribution of funds included a requirement that the Deans explain any increases that were lower than 3% and to report back to her the reasons why these faculty salaries were lower than a recommended 3%. The Deans did report back to the Provost who in turn reported to SCPB on all schools and colleges. Only one School had a larger number of raises lower than 3% and further investigation determined that that school’s faculty council had a faculty approved system of allocating raises that put some people below the 3%.

“The state had allocated 3.2% to raises for faculty last year, matching faculty raises with the contracts negotiated with a variety of unions across the state. This year the state allocated only 2% to faculty raises. Any additional raises will come from the University’s own funds. The Provost’s proposed allocation of raises for this year is 2% for the minimum regular raise and in addition another 2.5% that would address additional merit, correcting inequities, and retention. Under discussion in SCPB now is how retention funds will be distributed and from where those funds should come.

“As we are coming up on the season in which we as faculty will assess merit, let me review the mandatory and permissive categories.

Mandatory:

“an initial minimum equal-percentage salary increase to all faculty deemed meritorious” (Section 24-71 A 1)

an allocation to “provide salary increases to all faculty awarded promotions” (Section 24-71 A 2)

### Adjustments to salary floors

#### Permissive:

additional merit salary increases, also in equal-percentage increase

unit adjustments

retention

“Over the past few years, the Provost has included instructions to the Deans to address inequities, in particular, inequities and compression, a circumstance that SCPB continues to monitor. The actual 2% minimum is based on language in Executive Order 64, appended to Chapter 24-71 in the Faculty Code. Department faculties, when they vote on merit, can, in consultation with their Chair, on their own address inequities, compression, or across-the-board initiatives.

“I hope this clarifies these issues and that completes my report.”

#### 5. Legislative Report – Professor James “J.W.” Harrington, Faculty Legislative Representative.

Faculty Legislative Representative JW Harrington reported that the 2008 session of the State Legislature ended today. A record number of bills were winnowed to a relatively few that have passed both chambers and have gone on or will go on to the Governor.

From the limited perspective of the University of Washington, and even more specifically as faculty, there are a few highlights that he categorized as follows:

#### Bad things that didn't happen:

- Common course numbering
- Dueling bills that would have legislatively mandated campus gun policy
- Fight over re-authorization of tuition and fee increases, based on I-960

#### Good things that didn't happen:

- Funding for most of UW's research initiatives
- Recruitment and retention funding
- Faculty/staff childcare

#### Good things that happened:

- Legislative provision and funding for child care subsidy for students: what we learned – persistence and organization pay off
- Official faculty participation in the institutional committees that will develop and negotiate performance agreements with a central statewide board
- Partial funding for property purchase and land remediation at UW-Tacoma
- Partial funding for the “e-Science” initiative
- Adoption of the HEC Board strategic master plan

#### To be continued:

- UW North (funding this time only for the HEC Board to have the warring factions meet; no plan for more UW study or opening UW classes)
- Husky Stadium renovation (there will be a “King County Projects Financing Task Force”)
- Faculty on governing boards (will need support of the majority leadership and/or the Governor; in the meantime, we'll work on a process to suggest strong nominees to the Governor)
- Performance agreements: our Board of Regents is to appoint two faculty reps, suggested by the Faculty Senate, to an institutional committee that will propose performance measures and requests for funding and flexibility to the state by the first of September
- Work on budgets for biennium, fiscal year and future biennia

Not to be continued:

- Farewell to Rep. Helen Sommers, who represents the 36<sup>th</sup> District (Queen Anne, Magnolia, Ballard, Crown Hill), small, strong, and taciturn chair of the House Appropriations Committee, and friend of the University of Washington, who is retiring.

In response to a question about performance agreements, Harrington replied that the UW has existing budget language concerning benchmarks (e.g. time-to-degree, graduation rates, etc.), and the first question to raise in these discussions will be how these existing benchmarks relate to what might be proposed in a performance agreement.

In response to a question about what the UW would gain from the proposed institution of performance agreements, President Emmert suggested that this might ultimately allow for greater flexibility in the running of the institution, including how construction projects and budget processes are handled. It might also pave the way toward more flexibility in local tuition setting authority.

On the other hand, it will be important that any such discussion recognize the significant progress made in many of the areas that would be under the purview of a performance agreement. In many of these areas, the UW already out-performs other institutions. The UW would need to study any proposed benchmarks and see which ones make sense for the UW and which don't.

6. Summary of Executive Committee Actions and Upcoming Issues and Actions of February 25, 2008.

a. Minutes of the January 14, 2008 SEC meeting and January 31, 2008 Faculty Senate meeting were approved; b. Senate leadership is recruiting for a Deputy Legislative Representative to serve beginning Fall 2008; c. the Secretary of the Faculty reported on progress toward posting *Code*-compliant by-laws of all colleges and schools to the Faculty Senate website; d. reports from Councils included Research, Women in Academia, Educational Technology and Multicultural Affairs.

7. Announcements.

Chair Dan Luchtel introduced the Secretary of the Faculty, Gerry Philipsen, who called Senators' attention to the blue sheets of paper distributed at the check in desk. He explained that his office is now engaged in the annual campaign to recruit faculty into voluntary service on faculty councils and committees. He reported that the level and quality of faculty participation is currently quite high – and that he was not approaching his colleagues with “hat in hand.” The immediate needs of the councils and committees will be easily met this spring. Current recruitment efforts will focus on the on-going need for a list of faculty willing to serve on the numerous short-term and ad hoc committees that come up during the course of an academic year and require faculty representation. He urged Senators to complete the blue forms with names of colleagues who might be willing and effective contributors to these kinds of committees. Why involve faculty? Philipsen put forth the premise that faculty participation in governance is directly linked to the quality of the university. The *Code* empowers faculty to work hand in hand with the President and Provost in the University's governance. Our current University leaders do welcome that participation. Provost Wise listens, weighs in on important faculty concerns, and will do as she says. He stressed the need to cultivate our faculty and bring them into governance for deliberations with senior leadership. If not today, Philipsen asked Senators to complete and send their blue forms to him through campus mail by the end of the following week.

8. Requests for Information.

There were no requests for information.

9. Statement from Candidate for 2008-09 Faculty Senate Vice Chair.  
Bruce Balick, Professor, Astronomy.

Faculty Legislative Representative JW Harrington (acting on behalf of Vice Chair David Lovell) nominated Bruce Balick to serve as Senate Vice Chair (08-09), Senate Chair (09-10) and Chair of the Senate Committee on Planning and Budgeting (10-11).

There were no further nominations from the floor, and Chair Luchtel invited Professor Balick to deliver his prepared remarks (see below):

“U.W.’s future rides on the faculty, a bright, spirited, energetic, committed, multicultural and sometimes raucous team (which gives the Provost pause, I’m sure!). We are the people who have the ultimate responsibility to implement U.W.’s mission of learning and scholarship. We deliver teaching and learning opportunities directly to the students. We lead the scholarship; we run the labs; we write the books; we propose the grants that drive research, and we develop the expectations that drive change. Every student can recall a capstone experience at U.W., and with it the name of a faculty member or faculty-led group that made it possible.

“However, our authority to allocate the necessary resources is more limited than our responsibility might suggest. The Regents have charged the Administration—not us—to run the University. Still, we share—not control—the responsibility for high-level policy development and budget planning<sup>1</sup> through a process called “Shared Governance”.

“Shared governance gives us a voice—a voice that expresses our values, our expectations, our aspirations, our wisdom, our thoughtfulness. Shared governance is more than a tradition. It is a codified process.

“The Faculty Senate is one tool—and the most authoritative one—that enables us to implement shared governance. The Faculty Senate is a legislative body charged by code to share various responsibilities with the President and Provost, primarily:

- educational policy and general welfare;
- policy for the regulation of student conduct and activities;
- scholastic policy, including requirements for admission, graduation, and honors;
- approval of candidates for degrees;
- criteria for faculty tenure, appointment, and promotion;
- recommendations concerning campus and University budgets.

“The Faculty Senate has traditionally adopted a set of continuing activities, which include:

- developing that thoughtful faculty voice through consensus;
- communication & coordination with the Administration;
- assuring a continuous focus on fair and competitive salaries;
- keeping a focus on workplace issues such as childcare and grievances;
- liaison with administration on resource planning and budgeting;
- maintaining the Faculty Code.

“The work of the Senate involves routine and not-so-routine matters, all of them reviewed and reprioritized continuously. The Secretary, who is appointed for a five-year term to assure the necessary continuity, is the navigator. The Secretary is charged by the Code to administer the Office of University Committees, which is responsible for the efficient handling of the affairs of the Senate and the 14 standing councils. The outgoing Secretary, Gerry Philipsen, and the new Secretary, Marcia Killien perform brilliantly.

“The roles of the Chair and Vice Chair are largely legislative. The issues of recent importance are extremely broad. Here I highlight:

- three-campus integration;
- student policies, evaluation;
- activities within the 14 active standing councils;

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<sup>1</sup> Colleges, schools and campuses construct particular codes and policies for their needs.

- working conditions, especially for young faculty;
- help with adjudication of grievances.

“Now let’s turn to the job of Chair and to me. Of course, I bring my own aspirations and self-challenges into this job. They’re necessary for my sense of direction, if not my sanity. These aspirations are

- **broadening the engagement of U.W.’s strong start in environmental stewardship.** As the Chair of FCUFS I have seen some brilliant planning at ESAC and Charles Kennedy’s office in the past three years. Changes to our lighting, plumbing, and out vehicle fleet are well underway, many of them visible only in our peripheral vision. Now the effort must have direct and daily impacts in every office and trip that each of us takes. Pushes from the Senate could be critical.
- **spinning a tighter web of tri-campus faculty-led collaborations.** This will take that extra mile to achieve. But if not us, then who?
- **more comprehensive and strategic department/program reviews.** U.W. has five-year reviews of Chairs and decadal reviews of graduate programs with external reviewers. The data and critical evaluation used to formulate these can easily be extended to the broader department with the goal of enhancing national competitiveness, especially for research-oriented programs and departments. Future funding priorities can be established, forcing the issue of thoughtful, prioritized strategic planning from within the programs and departments.
- **priorities for U.W.’s next Master Plans**

“Shared governance is both a principle and a practice. I studiously read through the campaign speeches of the last six Chairs elected in this forum. The most obvious change that emerges is the evolution from conflict to collaboration with the President and Provost. Everyone in this room agrees that Gerberding Hall has been palpably more open, more attuned, and more focused on the needs and the interests of the faculty. We all pray that will only deepen now that the President and Provost have found their legs.

“I also believe very deeply that moving UW forward through the financial clouds gathering over Olympia will be most productive, and recovery will be fastest, if we focus together on our highest principles and values, and seek to promote our common interests as a team.

“Oh yes, my qualifications. I have served on FCUFS for seven or eight years and chaired it for the past two. Within the past five years I have been the Chair of the Department of Astronomy. I led the ten-year review program panel for the Department of Applied Math last year. On the national scene I serve on the Astronomy and Astrophysics Advisory Council which is charged by the U.S. Congress to advise it on the priorities for the support of major new facilities in astronomy by the National Science Foundation, NASA, and the Department of Energy. I also serve on the science team for a very capable new camera to be installed by astronauts on the Hubble Space telescope in September.”

Chair Luchtel thanked Professor Balick for his willingness to be considered for this position.

#### 10. Nominations and Appointments.

**Action:** Election of the 2008-09 Faculty Senate Vice Chair.

Luchtel then noted that Senators should have received a ballot when they arrived. He asked them to take a moment to vote for one candidate on their ballots. Ballots were collected and counted. Professor Bruce Balick was elected Vice Chair of the Faculty Senate for academic year 2008-09.

**Action:** Confirm Secretary of the Faculty Position.

Marcia Killien, Professor, Family & Child Nursing. **{Exhibit A}**

Luchtel told Senators that according to the *Faculty Code* as recently amended, the Secretary of the Faculty shall be a member of the faculty with tenure and shall be elected by a majority vote of the Senate Executive Committee and confirmed by a majority vote of the Senate.

On behalf of the Senate Executive Committee, JW Harrington then moved that the action of the Senate Executive Committee on the election of Marcia Killien, Professor of Family and Child Nursing, as Secretary of the Faculty, appointment effective July 1, 2008, be confirmed.

Luchtel explained that Professor Killien was out of town, but that her introductory statement was appended to the agenda as Exhibit A.

There was no discussion and the motion was approved by the Senate.

**Action:** Approve nominees for Faculty Councils and Committees. **{Exhibit B}**

On behalf of the Senate Executive Committee, JW Harrington nominated faculty councils and committees attached to the agenda as Exhibit B.

There were no additional nominations from the floor, and the nominations as attached as Exhibit B of the agenda were approved.

#### 11. Memorial Resolution.

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 Carleen Collins of Microbiology who died February 12, 2008 after having served the University since 2002;

Professor Jane Decker, UW-Bothell, of Interdisciplinary Arts and Sciences who also served many roles including founding Program Director for Liberal Studies, Interim Program Director for Nursing, and Interim Vice Chancellor for Academic Affairs, died February 21, 2008 after having served the University since 1990;

Associate Professor William Harbold of Political Science who died February 16, 2008 after having served the University since 1949

Professor Marc Hershman of Marine Affairs who died February 17, 2008 after having served the University since 1975;

Professor and Acting Chair Ronald Lemire of Pediatrics who died February 4, 2008 after having served the University since 1962;

Research Professor Zbigniew Pietrzyk of Nuclear Engineering who died December 16, 2007 after having served the University since 1973;

Professor Emeritus Richard Reed of Atmospheric Sciences who died February 4, 2008 after having served the University since 1954;

Research Instructor George Ridgway of Microbiology who died February 16, 2008 after having served the University since 1956;

Professor Emeritus David Saunders of Medicine who died January 22, 2008 after having served the University since 1964;

Affiliate Assistant Professor Don Wulff of Communication who also served as Director of the Center for Instructional Development and Associate Dean of the Graduate School who died February 16, 2008 after having served the University since 1994

**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.

**Class C Resolution. {Exhibit C}**

**Title:** Resolution Concerning Fostering Multi-Unit Interdisciplinary Research.

**Action:** Approve for distribution to the faculty.

Chair Luchtel reported that there was one item of new business – a Class C Resolution concerning fostering multi-unit interdisciplinary research attached as Exhibit C to the agenda.

JW Harrison made a motion on behalf of the Senate Executive committee that the Faculty Senate endorse the resolution concerning fostering multi-unit interdisciplinary research in Exhibit C.

Mark Haselkorn, Vice Chair of the Faculty Council on Research, and Chair of the Interdisciplinary Research Committee, then reviewed the resolution under consideration.

After minimal discussion the resolution was approved by the Senate.

14. Adjournment. The meeting was adjourned at 3:55.

PREPARED BY: Gerry Philipsen, Secretary of the Faculty

APPROVED BY: Dan Luchtel, Chair, Faculty Senate

February 20, 2008

To: Senate Executive Committee

From: Marcia Killien, PhD, RN, FAAN  
Professor, Family & Child Nursing

RE: Secretary of the Faculty

I am honored to have been selected as a final candidate for the position of Secretary of the Faculty of the University of Washington (UW). The position offers the opportunity to advance the role of faculty in the shared leadership and governance of the University and to contribute to the ongoing excellence of the University.

Among the key issues the incoming Secretary of the Faculty will need to address are 1) strengthening the faculty's involvement in shared governance through faculty councils at the College as well as the University level, 2) providing leadership in the development of shared governance on the newer campuses, UWT and UWB, 3) working with the staff of the office of university committees to provide effective support to the University Councils and committees, 4) promoting effective resolution of conflicts through informal and formal mechanisms including working with the Ombudsman and the Adjudication process, and 5) implementing the new structure and relationships associated with the recent legislative changes in the position of Secretary of the Faculty.

Below is a summary of the background and experiences that I would bring to these issues as well as ongoing functions as Secretary of the Faculty.

#### Academic Background.

I have been a member of the University community since 1973 when I came to the UW as a graduate student in the School of Nursing. I subsequently earned my master's (1974) and doctoral (1982) degrees here. I held a joint appointment between the School of Nursing (Lecturer, then Associate Professor WOT) and University of Washington Medical Center (Associate Director for Research and Quality Assurance) for several years. I joined the faculty of the School of Nursing as an Associate Professor with tenure in 1985 and currently hold the rank of Professor in Family and Child Nursing as well as an adjunct appointment in Women Studies. My area of research is women's health, specifically health outcomes for women related to employment and family roles. I currently am the PI of an NIH research training grant in Women's Health Research (T32 NR07039) and Co-director of the Center for Women's Health and Gender Research (P30 NR04001) as well as co-investigator on several other interdisciplinary research grants.

#### Administrative Experience

I chaired the Department of Family and Child Nursing from 1990-1999. My department included about 70 tenured, non-tenured, and research faculty and staff, and 5 graduate academic programs, as well as contributing to the School's undergraduate and PhD program. As Chair, I was responsible for allocating budget and personnel support for a variety of programs, managing departmental staff, handling personnel issues, and mediating conflicts. During this time I provided leadership during a reorganization of the School under the RCEP procedure. I have continued with administrative responsibilities in my role as PI of grants and research centers, including interdisciplinary projects.

Faculty and Shared Governance Experience

I have been actively involved in Departmental, School, and University governance throughout my career at the University of Washington. In doing so, I have become familiar with and an advocate for the University Handbook and Faculty Code. I have chaired my school's appointment, promotion, and tenure committee and currently serve on our college council. These experiences have highlighted to me the importance of the Faculty Code in guiding our work as faculty and our relationships with administration at all levels. In the past five years I have become increasingly involved in faculty leadership at the University level. I served as the Group VIII representative to the Senate Executive Committee, chaired the Faculty Council on Tri-Campus Policy, and currently serve on the adjudication committee, the Senate Planning and Budget committee, the Advisory Committee on Intercollegiate Athletics, and am chair of the President's Advisory Committee on Women (PACW). I have also served on a number of university level task forces, search committees, and review committees, so bring a history of working effectively with the President and Provost and with faculty across our Schools, Colleges, and Campuses. My involvement in these various groups has given me insight into how the University functions and how the faculty and administration can work together on shared goals. I believe I have provided effective leadership in my various roles through my strong organizational skills, sense of justice and equity, and effective collaborative and interpersonal skills.

I believe I offer to the position of Secretary of the Faculty experience in shared governance, effective leadership skills, and commitment to the welfare of the faculty. In particular, I bring strong experience working across all three campuses of the UW and the perspective of a faculty member (and former department chair) from a health sciences school. I have enjoyed a productive and satisfying career as a member of the faculty of the University of Washington. It would be a privilege to give back to the University and to my faculty colleagues by serving as the Secretary of the Faculty.

**Nominations and Appointments.**

Nominate, for Senate appointment, effective immediately, representative members of Faculty Councils and Committees for terms ending September 15, 2008, with voting rights to be determined by the SEC through the Faculty Councils:

Representatives of the Graduate and Professional Student Senate:

- Faculty Council on Instructional Quality: -----Delonna Zarelli
- Faculty Council on Academic Standards:-----Dave Iseminger
- Faculty Council on University Libraries-----Katherine Thornton

**Faculty Senate Resolution Concerning Fostering Multi-Unit Interdisciplinary Research**

WHEREAS, UW President Emmert has stated that because of interdisciplinary research "the UW is one of the few places that can tackle the biggest, most complex, and most challenging problems of all time." (<http://www.washington.edu/research/impact/index.php>); and,

WHEREAS, the University of Washington's statement of vision and values states that "We foster creativity, challenge the boundaries of knowledge, and cultivate independence of mind through unique interdisciplinary partnerships." (<http://www.washington.edu/discovery/discover.pdf>); and,

WHEREAS, the National Academies report on *Facilitating Interdisciplinary Research* states that "Interdisciplinary research can be one of the most productive and inspiring of human pursuits that lead to new knowledge" and that "Despite the apparent benefits of interdisciplinary research, researchers pursuing it often face daunting obstacles and disincentives" including: "culture barriers" and "the traditions of organizing research by discipline-based departments . . . commonly mirrored in funding organizations, professional societies, and journals" and that "Good leadership can assist interdepartmental interactions, which are often hindered by organizational structures."([http://books.nap.edu/openbook.php?record\\_id=11153&page=16](http://books.nap.edu/openbook.php?record_id=11153&page=16)); therefore,

BE IT RESOLVED, that the following shall be a formal consideration in the evaluation of all academic administrators (e.g., Deans, Department Chairs): **evidence of initiating, fostering or supporting interdisciplinary activities involving their unit with other units across the university.**

*Submitted by:  
Senate Executive Committee  
March 13, 2008*