

MINUTES
Faculty Senate Meeting
Thursday, 1 December 2005
Gowen Hall, Room 301, 2:30 p.m.

1. Call to Order and Approval of Agenda.

Chair Ashley Emery called the meeting to order at 2:40 p.m.

Action: The agenda was approved without amendment.

2. Introductory Comments – Professor Ashley F. Emery, Chair, Faculty Senate.

2006-2007 Vice Chair Search - The 2006-2007 nominating committee is currently conducting interviews and plans to forward their recommendations in time for a Winter Quarter vote.

President's Report – President Emmert will discuss a variety of issues including an elaboration on the E-mail President Emmert sent to all faculty regarding the Storti case.

Provost's Report – Emery indicated that this was the first time that Provost Wise has been asked to address the Senate.

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

Status Report on Fall Freshman Admissions: President Emmert introduced Philip Ballinger, Director of Admissions, who presented a status report regarding fall freshman admissions attached as **{Exhibit A}**. Senators posed questions regarding underrepresented student enrollment statistics. Ballinger responded by saying that he would distribute information to Senators via E-mail following the meeting. {<http://depts.washington.edu/repreq/diversity/current.pdf>}

Joint Status Report – Committee to Improve the UW Undergraduate Experience and Faculty Senate ad hoc Committee on Undergraduate Education: President Emmert introduced Vice Chair Gail Stygall who presented a brief update on the two undergraduate education committees.

Professor Stygall began by outlining the work of the committee on the undergraduate experience. The committee identified four core values that are central to the UW undergraduate experience: intellectual discovery; demographic and intellectual diversity; purposeful, sustained and integrated personal development; and sustained engagement in the larger university community.

The committee then translated these core values into five key goals:

- Create and sustain a coordinated University-wide guide/process to assist students in navigating the university experience;
- Create and support a network of university-related communities that nurture academic achievement, enlightened citizenship, personal growth, diversity and social engagement for all students;
- Foster excellence in general education and provide clear direction toward the major;
- Establish major as an integrated experience that highlights research, scholarship and creative activities in the discipline;
- Invest in faculty and program / department development, and create a broader and more balanced faculty reward system – a goal the committee believes is central to success in the other four.

The committee has shared its interim report with stakeholders, and the final report will also be shared widely after December 5.

In October, the Faculty Senate convened an *ad hoc* committee on undergraduate education to explore several issues related to the work of the Undergraduate Experience committee, including how to focus on excellence in undergraduate teaching and how to make teaching important in the reward structure of the university. The *ad hoc* committee is made up of the faculty council chairs of Academic Standards (Don Janssen), Instructional Quality (Jan Carline), Educational Technology (Kalpana Kanal), Student Affairs (Clark Pace), and Steve Buck, representing the previous Undergraduate Education Council. Additionally, the *ad hoc* committee is examining how other universities' senates and faculty organizations address undergraduate education.

Although the committee's report is not yet complete, the committee recommends a focused development commitment for two initiatives: establishing endowed professorship in Excellence in Teaching and a permanent fund for faculty quarters or summers spent on course and curriculum development. The committee also recommends a thorough review of the reward structure, specifically, tenure, promotion, merit, and annual reviews that include excellence in teaching and the scholarship of teaching and learning.

The *ad hoc* committee will continue to examine faculty governance structures in undergraduate education, development initiatives at other universities in support of faculty teaching, and the results of our own and other research schools' participation in the National Survey of Student Engagement. Members of the Undergraduate Experience committee will meet jointly with the Faculty Senate *ad hoc* Committee on Undergraduate Education in early winter quarter to explore implementation of their recommendations.

Undergraduate Scholar Awards - President Emmert announced two undergraduate student achievements:

Eliana Hechter (Mathematics) was selected as a 2006 Rhodes Scholar. Eliana, the second youngest Rhodes Scholar in history, will pursue a Doctor in Philosophy in mathematics at Oxford.

Sariah Khormae (Neurobiology and Biochemistry) was selected as a Marshall Scholar. Sariah will pursue a research degree in clinical neuroscience at the University of Cambridge.

Chancellor and Dean Search Update – A chancellor and dean search update was presented by Emmert; information is attached as **{Exhibit B}**.

Storti Case – President Emmert, in regards to the communication he sent to faculty about the Storti lawsuit, stated that the sole intent of his message was to keep faculty as informed as possible, while recognizing that there are constraints in the context of the legal litigation process. In order to make sure the communication was clear and provided the minimal amount of confusion, the missive was vetted by many people. A question was posed asking if the University plans to appeal the decision. Emmert answered by saying that because this is a complicated case with many different pieces besides the issue of the 2% pay raise, he could not comment any more than what was in his missive. He further stressed the fact that his position has been and always will be that faculty compensation is of the highest budgetary consideration of the University of Washington.

4. Report of the Provost and Vice President for Academic Affairs – Phyllis M. Wise.

Provost Wise said that she and the President want to help bring this eminent University to an even better place. Their unified steps are as follows:

Leadership, Community and Values Initiative (LCV) – This initiative was started by President Emmert and just as she arrived at the university, the initial survey results were published. The survey results were discussed with various administrators, deans, chairs and directors, in the form of workshops. Wise indicated that there were a lot of good things reported in the survey. However, there were other findings identified that the University must address, such as there is relatively little trust in the central administration. Some responses indicated that since the University had a new president and

searching for a new provost, that this was a time for change. Some changes instituted in the provost office to begin addressing the lack of transparency and lack of responsiveness includes:

- Creating an Executive Vice Provost position, held by Ana Mari Cauce, to assist in responding to requests to initiate changes that we believe are important in a more rapid more responsive manner;
- Selecting a new Vice Provost for Research, Mary Lidstrom, and staffing two additional IRBs. Lidstrom's goal will be to connect the University with agencies in Washington D.C. in order to find grants we may not currently be aware;
- Doubling the University's effort to increase diversity. To this end, Rusty Barcello, Vice President for Minority Affairs and Vice Provost for Diversity, will be appointing an associate vice president for faculty advancement. This person will pay particular attention to the recruitment and retention of faculty of color. Retention meaning the success, promotion and progress in their UW careers.

Vision Statement – President Emmert and she are creating a draft of a vision statement that they will share with the Faculty Senate and the Board of Deans. Their hope is to end up with a document that can be collectively embraced by the University and will help to develop a set of guidelines over the next 5 years that we can live with.

Undergraduate Experience – Provost Wise referred to Senate Vice Chair Stygall's update regarding the committees on the undergraduate education experience. The final report of the Provost's *ad hoc* committee on the undergraduate experience will be used to work with the standing University committees and the Board of Deans to generate a plan of action. This process will provide the context for reconsidering the positions of Vice President of Student Affairs and Vice Provost for Undergraduate Studies, in order possibly to create a more cohesive administrative structure for implementing the results of this planning.

Global Health Initiative – Provost Wise spoke briefly about the new department in Global Health. Two years have been spent in creating this new department, which will be administered jointly by medicine and public health. She indicated that this was the first department of its kind in the country and that funding would come both from the University as well as generous gifts from the Gates Foundation. Board of Regents approval is expected at their January meeting.

Faculty Salary Compression – A request was made to the provost to provide faculty with the documents that are being used to guide the faculty salary compression implementation. Provost Wise agreed to distribute the information. She spoke briefly about the guidelines used to determine the distribution of the \$2 million stating that identified increases will be retroactive to September 1, 2005. Most of the funds went to associate and full professors, but if a particular egregious compression was identified, funds were also applied to assistant professors, tenure track professors and senior lecturers. Additional funds over the \$2 million will go towards faculty at UW Bothell and UW Tacoma.

5. Report of the Senate Committee on Planning and Budgeting – Professor G. Ross Heath, Immediate Past Chair and Committee Chair.

The Senate Committee on Planning and Budgeting is currently tracking three issues: the possible impact of the Storti case on the University budget and on the interpretation of the Faculty Code; implementation of the special compression salary increases, with a special focus on adherence to the procedures spelled out in the Faculty Code; and implementation of the new Faculty Effort Certification procedures and their potential to impact the ability of research faculty to participate in broader University activities (including shared governance). The Faculty Council on Research has been asked to pursue this issue.

6. Legislative Report – Professor David Lovell, Faculty Legislative Representative.

Professor Lovell said that there was very little new to report, except that meetings with several of our friends in the legislature have been scheduled. There are some issues on the horizon, such as the implications of tighter Faculty Effort Certification requirements, that may require legislative attention but are not yet well enough defined to report on. Otherwise, work continues on the same topics mentioned at the last meeting:

- Meetings are continuing with the administrative representatives about our legislative agenda.
- The state budget outlook continues to improve.
- The HEC Board continues to meet; among issues currently under review, the most contentious will be the minimum qualifications for college admissions and performance measures according to their strategic plan.
- Washington Learns has produced an interim report that focuses on early education. The need to reform higher education financing is mentioned, but at this point it recommends only that the state adopt a holistic approach.
- Many responses have been received on faculty stories of research projects that specifically benefit citizens of the state. So far they come mainly from the professional schools (nursing, medicine); Professor Lovell would like to hear a bit more from the humanities.
- Finally, the Council of Faculty Representatives continues to focus on helping the legislature understand the value of what we do. A recent column by several key legislators emphasizes the importance of community college for helping disadvantaged groups. Professor Lovell sees an opportunity to respond that the vision and leadership abilities are best developed by a four-year college education and invited Senators to offer their thoughts.

7. Summary of Executive Committee Actions and Upcoming Issues and Actions.

a. Minutes of the 3 October 2005 Senate Executive Committee meeting and 27 October 2005 Faculty Senate meeting were approved. b. The agenda for the December 1, 2005 Faculty Senate meeting was approved for distribution. c. The SEC approved the creation of a special committee to review the scope and focus of the Faculty Councils in order to consider modifications that may strengthen shared governance **{Exhibit C}**.

Vice Chair Stygall talked briefly about the special restructure committee. She indicated that the group is ready to begin meeting winter quarter and will address the four questions in the committee charge as referred to in Exhibit C.

8. Memorial 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:

Clinical Professor John LeFebvre of Pediatrics who died on November 4, 2005 after having served the University since 1962.

Clinical Assistant Professor Charles Marshall of Pathology who died on November 12, 2005 after having served the University since 1959.

Professor Emeritus Jerre Noe of Computer Science who died on November 12, 2005 after having served the University since 1968.

Professor Emeritus Ronald Pyke of Mathematics who died on October 22, 2005 after having served the University since 1960.

Associate Professor Emeritus Louise Wiegenstein of Pathology who died on October 23, 2005 after having served the University since 1953.

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.

9. Nominations and Appointments.

Action: The nominees for Faculty Councils and Committees were approved attached as {Exhibit D}

10. Announcements.

There was none.

11. Requests for Information.

Report Regarding the NCAA Certification Results.

Patrick Dobel, Faculty Athletic Representative, summarized the process of the University of Washington's NCAA recertification. Summaries of various aspects of the self-study are attached as **{Exhibit E}**.

12. New Business.

There was no new business.

13. Adjournment.

The meeting was adjourned at 3:50 p.m.

PREPARED BY: Donna H. Kerr, Secretary of the Faculty

APPROVED BY: Ashley F. Emery, Chair, Faculty Senate

IV. UW-Bothell and UW-Tacoma

- Bothell's 2005 state-funded fall headcount was 1511 compared to 1588 last year.
- Tacoma's 2005 fall headcount was 2137 compared to 2053 last year.
- Both campuses are bringing in their first freshman classes ever next fall. They are actively recruiting in the high schools and beginning to receive applications.

Search updates:

- **Dean, College of Architecture and Urban Planning** – Candidates have been invited for two-day visits to the College of Architecture and Urban Planning and the UW to meet with students, faculty, staff, and the professional community. Interviews that have been scheduled are:
 - Dr. Daniel Friedman, Professor and Director, School of Architecture, University of Illinois at Chicago (November 14 and 15)
 - Dr. Elliott Sclar, Professor of Urban Planning and Public Affairs, Columbia University (November 28 and 29)
 - Bradford C. Grant, AIA, NOMA, Chair and Endowed University Professor of Architecture, Department of Architecture, Hampton University (December 1 and 2)
 - Alan Plattus, Professor of Architecture and Urbanism, School of Architecture, Yale University (December 14 and 15)

- **Dean, College of Engineering** – Four candidates were selected by the search committee for on-campus interviews. During their 1½ day visits, they met with the President, Provost, college faculty, staff and students, college leadership, corporate partners, and representatives from the Board of Deans and central administration. They were given a tour of the campus and each candidate presented a seminar to the campus community. The candidates are:
 - Matthew O'Donnell, Jerry W. and Carol L. Levin Professor of Engineering, and Professor and Chair of Biomedical Engineering, University of Michigan (November 7 and 8)
 - Pramod Khargonekar, Professor and Dean, College of Engineering, University of Florida (November 15 and 16)
 - Kyle Vanderlick, Professor and Chair, Department of Chemical Engineering, Princeton University (November 17 and 18)
 - Ilesanmi Adesida, Professor and Interim Dean, University of Illinois at Urbana-Champaign (November 28 and 29)

- **Dean, School of Social Work** – The Committee has invited four candidates for full interviews with the School of Social Work, the President, Provost, and administration during the first two weeks in December. The candidates who have been invited for interviews are:
 - James Moran, Vice Provost for Graduate Studies and Research, University of Denver (November 30-December 1)
 - Jerry Flanzer, Program Official for the National Institute on Drug Abuse, Division of Epidemiology, Services and Prevention Research Branch (December 5-6)
 - James Herbert Williams, E. Desmond Lee Professor of Racial and Ethnic Diversity and Associate Dean for the Master's Program, George Warren Brown School of Social Work, Washington University, St. Louis (December 8-9)
 - Edwina (Eddie) Uehara, Associate Dean for Educational Initiatives and Associate Professor, UW School of Social Work (December 12-13)

- **Chancellor and Dean, UW Bothell** – During November the Committee expected to reduce the candidate pool to eight or nine candidates, who will be invited for interviews in January. The campus interviews would begin in February, and the Committee hopes to make a recommendation to the President in March.

- **Dean, The Information School** – New appointment to be announced soon.

Special Committee on Council / Committee Restructure

Committee Charge:

Review the scope and focus of the Faculty Councils and their relationship to the administrative structure, in order to consider modifications that may strengthen shared governance. This study is a means to ensure the best working relationship with the President and Provost in a time of likely administrative restructuring. By initiating an ad hoc committee the SEC hopes to enhance the faculty's role in shared governance.

Some of the questions that the committee should address include:

1. What did we learn from the Rose Report that may be useful in our reaction to the administration's restructuring?
2. What issues are currently without a council home? What issues consistently overlap between councils? What is the best structure for both situations?
3. How closely do we want to match the administrative structure of responsibility?
4. How do other Faculty Senates and organizations address similar problems and issues?

Members:

Committee Chair:	Gail Stygall, Faculty Senate Vice Chair
Provost Appointment:	Ana Mari Cauce, Executive Vice Provost
UW Bothell Administrative Appointment:	Thomas Bellamy, Vice Chancellor of Academic Affairs
UW Tacoma Administrative Appointment:	Charles Lord, Director, UW Tacoma Library
UW Bothell Faculty Appointment:	Kevin Lavery, Chair, UW Bothell General Faculty Organization
UW Tacoma Faculty Appointment:	Robert Jackson, Chair, UW Tacoma Faculty Assembly
Faculty Senate Past Chair:	Bradley Holt, Chemical Engineering (Group VI)
Faculty Senate Past Chair:	Mícéal Vaughan, English and Comparative Literature (Group I)
Faculty At-Large:	Robert Bowen, Accounting (Group V)
	Paul Hopkins, Chemistry (Group III)
	Margaret Rogers, Speech and Hearing Sciences (Group II)
	Debbie Ward, Psychosocial & Community Health (Group VIII)

Faculty Council and Committee Nominations:

Nominate, for Senate appointment, effective immediately, representative members of Faculty Councils and Committees for terms ending September 15, 2006, with voting rights to be determined by the appropriate council:

A. Representatives from the Retirement Association:

Multicultural Affairs..... John Macklin

B. Representatives from the Graduate and Professional Student Senate

Academic Standards..... Henry Louie
University Libraries..... Theresa Barker
Women in Academia..... Kate Quinn

Nominate for Senate appointment, effective immediately, J. W. Harrington, Group IV, Geography, Faculty Council on Tri-campus Policy, for a term ending September 15, 2008.

Nominate for Senate appointment, effective immediately, Kathy Gill, Group II, Communication, as Chair of the Faculty Council on University Relations, for a term ending September 15, 2006.

Nominate for Senate appointment, effective immediately, Marcia Killien, Group VIII, Senate Committee on Planning and Budgeting, for a term ending September 15, 2008.

Nominate for Senate appointment, effective immediately, John Bramhall, Group VII, Senate Committee on Planning and Budgeting, for a term ending September 15, 2008.

Nominate for Senate appointment, effective immediately, Jonathan Lee, Joint GPSS / ASUW Representative, Senate Committee on Planning and Budgeting for a term ending September 15, 2006.

Summary of Self-Study, 2005 University of Washington

The Self-Study promotes campus-wide education about the goals and purposes of the athletics program; affirmation of the positive practices in the athletics program; and suggestions for improving any problems revealed throughout the process. Below you will find summaries of the 1997 and 2005 UW Self-Study Report recommendations.

University of Washington Self-Study, 1997 Summary

Strategies for Improvement Recommended by NCAA in 1996-7 Report

- The ICA mission statement was rewritten to complement the University's mission statement
- Academic issues have been incorporated into coaching evaluations
- ICA and the Office of Undergraduate Education have strengthened their relationship, leading to continuous oversight of academic support services
- The By-laws of the Tye Club were rewritten to emphasize institutional control issues
- The assorted support and booster programs have been consolidated under one office in the Tye Club for improved oversight

Summary of Results from 1997 Recommendations

- *Governance and Commitment to Rules Compliance Subcommittee*
 - Increased release time for FAR and provided support staff
 - Increased level of staff support for monitoring
 - Appointed staff person to oversee Student-Athlete Jobs Program
 - Developed programs to prepare athletes for careers in professional sports
 - Implemented formal self-reporting standards
- *Academic Integrity Subcommittee*
 - Integrated student-athletes into University-wide counseling system
 - Negotiated student-athlete access to the Office of Minority Affairs
 - Added two Academic Coordinators, two Academic Counselors, one Learning Specialist
 - Negotiated student-athlete access to University-wide priority registration
 - Expanded the Bridge Program to include 35-40 student-athletes and separated it from regular Bridge Program
- *Equity and Welfare Subcommittee*
 - Improved data collection
 - Closely monitored the numbers of minority and women coaches
 - Began to address diversity issues in coach evaluations

University of Washington Self-Study, 2005 Summary

Goals and objectives of 2005 Self-Study

- The welfare and success of student-athletes is the core goal for the athletic program, building upon five principles:
 1. Academic Integrity
 2. Athletic Success
 3. Compliance
 4. Equity and Welfare
 5. Fiscal Integrity

Key Personnel, University of Washington Self-Study, 2005

- Chair J. Patrick Dobel, Self-Study Steering Committee
- Three subcommittees:
 - Chair Michael McCann, Governance and Commitment to Rules Compliance
 - Chair Robert Crutchfield, Academic Integrity
 - Chair Helen Remick, Equity, Welfare and Sporting Conduct
- Dave Burton, NCAA Campus Liaison, Associate Athletic Director

- In July, 2005, Liz McFarland, Executive Assistant to the Athletic Director, assumed Campus Liaison responsibilities
- Dr. Norman Arkans provided institutional support
- Mr. Mark Mulhauser provided staffing
- Jennifer Hoffman, Chief Report Writer and provided staffing

Schedule and Outline, University of Washington Self-Study, 2005

- March 1, 2004: Initial NCAA orientation visit
- April to June 30, 2004: Subcommittee meetings and data collection
- July to September 30, 2004: Subcommittee drafts completed
- February, 2005: Final revisions of report and final drafting
- July, 2005: NCAA Committee on Athletics Certification sends UW first review of report
- August, 2005: Peer-review team visit
- September, 2005: UW responds to NCAA first report review
- October, 2005: Final decision by the NCAA Committee on Athletics Certification

Summary of Subcommittee Recommendations, 2005

- *Governance and Commitment to Rules Compliance Subcommittee*
 - Create detailed specification of responsibilities and agenda for the ACIA
 - Compensate FAR and provide 50-75% release time through the President's Office
 - Improve oversight for eligibility decision-making
 - Improve education and monitoring for boosters, especially for boosters of Olympic sports
 - Upgrade internal auditing process to monitor new equipment and equipment room
 - Continue to systematically identify and learn from best practices
 - Examine placement of Financial Aid and Initial Eligibility
- *Academic Integrity Subcommittee*
 - Director of Student-Athlete Academic Services to report jointly to Athletic Director and Dean of Undergraduate Education
 - Formalize the orientation for transfer students
 - Provide additional funds for off-campus testing for learning disabilities
 - Provide additional funds for hiring tutors, aiming to attract more graduate students
 - Consider scheduling and travel issues to find the best solution for student-athletes
- *Equity and Welfare Subcommittee*
 - Continue to build upon past practices of gender equity
 - Continue to improve gender equity in participation rates and scholarship awards
 - Implement educational efforts to counter Title IX misinformation among athletes
 - Continue to recruit women for senior level administration and coaching positions and consider creating a succession program
 - Continue to recruit persons of color for senior level administration and coaching positions and consider creating a succession program
 - Implement educational efforts to raise awareness about grievance procedures
 - Create special minority and gender committee to recommend and monitor practices

Summary of Athletics Certification Committee Analysis, 2005 University of Washington

The Athletics Certification Committee (ACC) of the NCAA is comprised of 12 members who are primarily responsible for organizing institutional peer-reviews and determining the certification status of NCAA member institutions.

In July, Pat Dobel, Chair Self-Study Steering Committee, and President Mark Emmert, University of Washington received the ACC response to the UW Self-Study Report. Their response suggested the following revisions and extensions of the UW report.

Rules Compliance, Operating Principle 1.3

1. Provide written evidence that a statement regarding the importance of rules compliance is included in contracts or letters of appointment and job descriptions for all coaches and administrative staff associated with athletics.
2. Provide written evidence that a statement regarding the importance of rules compliance is included in contracts or letters of appointment and job descriptions for all individuals outside of the athletics department who are involved or associated with athletics.

Academic Standards, Operating Principle 2.1

1. Analyze, explain and, if necessary, address through specific plans for improvement the difference between the graduation rates of the aforementioned student-athlete subgroups and the graduation rate of students generally. Acceptable plans for improvement must include the following required elements:
 - o Identification of issues or problems
 - o Measurable goals the institution intends to achieve
 - o Steps to achieve the goals
 - o Specific timetables
 - o Individuals/offices responsible for carrying out the specific actions
 - o Institutional approval

Gender Issues, Operating Principle 4.1

1. Analyze, explain and address discrepancies in the treatment of male and female student-athletes and comment on any trends or significant changes for the three most recent academic years.
2. Provide written evidence demonstrating the revision of the gender-equity plan to ensure that all 13 gender-equity program areas are addressed, including the program areas of athletics scholarships and the accommodation of interests and abilities, and all gender issues identified have measurable goals, steps to achieve those goals and specific timetables for completing the work. Please note, acceptable plans for improvement must contain the following minimum required elements:
 - o Identification of issues or problems
 - o Measurable goals the institution intends to achieve
 - o Steps to achieve the goals
 - o Specific timetables
 - o Individuals/offices responsible for carrying out the specific actions
 - o Institutional approval
3. Clarify gender-equity plan to identify a timeline that extends at least five years into the future.

Minority Issues, Operating Principle 4.2

1. Revise minority-issues plan to identify a timeline that extends at least five years into the future.
2. Provide evidence that the minority-issues plan received formal institutional approval.

Student-Athlete Welfare, Operating Principle 4.3

1. Provide written evidence that grievance procedures related to transfer students exist within the athletics department and are available and disseminated to student-athletes.
2. Develop a written plan for improvement or provide written evidence of communication initiatives/efforts that have been implemented to better educate student-athletes about the existence of grievance or appeal procedures available to student-athletes in the areas required by NCAA legislation, as well as in other areas.

3. Provide evidence that the instrument used to conduct student-athlete exit interviews contains questions related to the University's commitment to the academic success of student-athletes and questions to measure the effectiveness of mechanisms to monitor the welfare of student-athletes.
4. Evaluate travel policies and provide evidence that these policies ensure the protection of the health and safety of student-athletes and that the policies are communicated to athletics department staff and student-athletes.

Summary of UW Response to Athletics Certification Committee Analysis Report, 2005 University of Washington

In September, after extensive discussion, the University of Washington sent a response to the Athletics Certification Committee at the NCAA. This response became the focus of the site review in September and is outlined below.

Rules Compliance, Operating Principle 1.3

1. Created new language for a statement regarding the importance of rules compliance, which is now included in contracts or letters of appointment and job descriptions for all coaches, administrative staff, classified staff and others associated with athletics.
2. Created new language for a statement regarding the importance of rules compliance, which is now included in contracts or letters of appointment and job descriptions for all individuals outside of the athletics department who are involved or associated with athletics.
 - Created new language for a Rules Compliance Statement to be signed by those who don't receive contracts or appointment letters as well as a plan to distribute this document.

Academic Standards, Operating Principle 2.1

1. As a student sub-population, student-athletes at the University of Washington are performing at or above the graduation rate of their undergraduate peers. When graduation rate data is examined by ethnicity and gender, student-athletes typically outperform other undergraduate sub-populations.

Gender Issues, Operating Principle 4.1

1. Differences in operating expenses, recruiting expenses and coaching salaries reflect the lack of a female equivalent for men's football. The financial aid percentage for women's teams approximates that of men's programs. Additionally, in every category with a men's and women's team, the scholarship amounts for women exceed those of their male counterparts.
2. Several responses:
 - o Will add one additional scholarship to women's track and field.
 - o Will increase the number of scholarships for women by seven, as allowed by recent NCAA proposal.
 - o The maximum number of roster spots in all women's sports is currently filled.
 - o Sports are not "tiered" and all women's teams are operated with the same status as men's sports.
 - o Might possibly upgrade a sport from intercollegiate club status to varsity status in the Intercollegiate Athletics Department, if necessary to accommodate interest. Possible sports include: lacrosse, water polo, and skiing.
3. Extend all program plans to 2010, unless otherwise indicated.

Minority Issues, Operating Principle 4.2

1. Extend all program plans to 2010, unless otherwise indicated.
2. The minority-issues plan is part of a university-wide, ongoing diversity assessment. A plan has been developed to increase participation strategies and opportunities for minority student-athletes (pending ACIA approval, October 2005). The plan establishes the ICA (Intercollegiate Athletics) Gender Equity & Diversity Committee, which will develop and implement gender equity and diversity plans and programs as well as be responsible for addressing related issues and producing an annual "report card" for the Athletic Director. This committee will be chaired by a Vice Provost.

Student-Athlete Welfare, Operating Principle 4.3

1. The University of Washington currently refers to a well-defined set of policies and procedures when handling various situations with transfer students. Procedures include information on permission request, notification, hearings, deliberations, confidentiality and finality. New appeal procedures were designed for transfer and scholarship changes.

2. Grievance procedures have been added to the student-athlete rules education program conducted by the FAR and ICA staff. To date this information has been included in rules education programming for men's football, men's and women's soccer, volleyball, and all freshmen. Procedures have also been posted in the student-athlete handbook and on the ICA website. Additionally, new procedures have been developed by the Compliance Team to educate student-athletes about both ICA and University services available to assist them with grievances.
3. A new program evaluation plan for improvement is being developed, which will include a revised student-athlete survey, focus group interviews (led by non-ICA staff) and the addition of staff feedback mechanisms. An ICA staff person will be identified to coordinate the program evaluation efforts and staff from outside of ICA will be recruited to assist. This data will be given to ACIA.
4. Development of travel policies that ensure the protection of the health and safety of student-athletes and communication of those policies is currently underway. These policies will be reviewed by the ICA Senior Management Team and the University Risk Management Office (where applicable) and will be included in the student-athlete handbook and on the ICA website. Implementation and communication of these policies is planned to be included in the student-athlete education program and regular meetings of appropriate ICA staff by December 1, 2005.

Site Review Team

- Dr. Bernard Machen, President, University of Florida
- Joel Maturi, Director of Athletics, University of Minnesota
- Lori Ebihara, Assistant Commissioner-Compliance, Big XII Conference
- Dr. Jane Moore, Professor Emeritus, Auburn University