

**MINUTES OF THE FACULTY SENATE**  
**301 Gowen Hall**  
**2:30 p.m., Thursday, 28 October 2004**

**New Senator Orientation**

Prior to the start of the formal meeting, an orientation was held for new senators.

**The meeting began at 3:03 p.m.**

**Introductory Comments – G. Ross Heath, Chair, Faculty Senate**

Greetings and welcome back for the 2004-05 academic year. As this is a budget year in Olympia, the next few months will inevitably be exciting and problematic. Add to that the federal presidential election with its plethora of fiscal, security, environmental, and social implications, as well as the first initiatives of a new administration here at UW, and there is little doubt that our plates will be overflowing with items of interest to the faculty.

Some of our attention will continue to focus on issues that Doug Wadden effectively brought to the fore during his term as Senate chair last year. Future developments of the tri-campus University of Washington and academic aspects of intercollegiate athletics, particularly the welfare of student athletes will reach important milestones this quarter. Faculty salaries, access and tuition policy, and attempts to develop a contract between the University and State Government will require our continued focus and energy throughout the year.

New issues will likely appear because of efforts at the federal level to control the massive deficit. Already we are hearing talk of dramatically reduced growth, if not actual declines, in the budgets of agencies such as NIH and NSF, which play an important role in the ongoing success of this university. We must develop contingency plans and be nimble enough to navigate the rough terrain ahead. At the state level, the failure to build higher education capacity over the past decade has finally collided with the "baby boom echo;" there is no room at the public 4-year universities, particularly at the UW, for many well qualified and well prepared students who seek a baccalaureate education and more. Especially at a time like this, we must continue to fight for quality against unreasonable pressures to do ever more with less. At the same time, we must provide access to members from all segments of our society, not just those able to afford the special preparation and high costs associated with a UW education.

At a more local level, the faculty must remain involved in its many roles in shared governance, at the program, department, college, and university levels. Not only must we ensure the continued smooth functioning of this great academic enterprise, but we must also maintain an awareness of all the forces acting on the University so that we can help to set the course for the future, not simply be swept along as innocent or even gullible passengers

**Report from the Senate Committee on Planning and Budgeting – Douglas Wadden, Past Chair, Faculty Senate**

Noting that the former Senate chair is now chairing this committee, Wadden began his report. The group has already met three times and anticipates weekly meetings in January, given the need to consider the budget. The following topics have been considered:

1. Performance Contracts: A faculty group has been meeting regularly with the administration on this issue.
2. Faculty Salary Policy: A small working group has been formed to consider this issue.
3. Wireless Environment: The University is moving to provide wireless connections in all University facilities, to be financed through telephone line charges. This will ensure uniform security throughout campus.

Most recently, the SCPB has discussed revisions to Chapter 26 of the *Faculty Code*: Reorganization, Consolidation and Elimination of Programs (RCEP). After the experience of running three RCEPs in the 2003-04 academic year, a small faculty group met to consider revisions to the *Code* that would make the process more efficient and flexible. Wadden outlined some of the problems we have encountered in using the current provisions: timing, lack of a clear triggering event, documentation issues. The draft, prepared by Lea Vaughn, was presented at the SCPB and a small working group will be considering this.

Upcoming topics include course fees, and the impact of classified staff and TA collective bargaining on faculty compensation.

### **Legislative Report – Gail Stygall, Legislative Representative**

This summer, Stygall visited legislators and attended HEC Board working meetings, largely on the articulation agreement. She identified up-coming election issues of concern to the faculty, noting particularly the various legislative races and the open governor's position. The composition of the body has implications for the future shape of the performance contract issue. The session begins January 10, 2005 although planning for it is already under way; the budget will be presented about half way through the session.

### **Report of the President – Opportunity for Questions – Mark Emmert**

Noting that he is delighted to be back at his alma mater, Emmert stated that along with that feeling comes a serious sense of responsibility. His undergraduate experience here was transformative in exposing him to the possibilities of intellectual life.

First, he thanked the Senate for being willing to move the meeting to accommodate his schedule. Last week, he attended the annual meeting of the Seattle Chamber of Commerce in Vancouver, B.C. The University was successful in focusing the meeting on research for its own sake, rather than on the applied or business uses of research. Similarly, it allowed us to address the kind of support the University needs from the business and regional community. For example, Seattle Mayor Greg Nickels said that we need to look at the University as an asset rather than as a difficult neighbor. It was heartening, Emmert commented, to see the support for the University and a recognition of the role that the University plays in the region. He hopes that these sentiments can be carried forward into an agenda that will benefit the University, particularly in this election season.

Noting several important electoral issues, including Initiative 884, he noted that he cannot take a position as a public official but he has been active in his non-working time. Regardless of who is elected, we will spend a great deal of time this winter in making the case for higher education in general and this University in particular. In his first three months here, he has spent a great deal of time speaking to elected officials about the

University. There is a great deal of affection for the University but it is not yet been translated in support. Many legislators and supporters have been surprised at the statistics, for example, that we are ranked 47<sup>th</sup> in access to baccalaureate education. Similarly, they are surprised to learn that core funding has fallen here faster than anywhere except South Carolina, resulting in a ranking of 49<sup>th</sup> on this dimension. At the same time, the demographic bulge peaks in 2008; many students will be without seats in the university system. Our need to turn away transfer students this summer was just the beginning of the problem. We spend \$3000-4000 less educating students than our peers such as Michigan and California. Those are things that we need to turn around.

Another activity that has taken his time has been to meet and visit colleagues and students in the various parts of the University. Characterizing our achievements as "stunning," Emmert has enjoyed learning what really goes on at the University.

Later in the meeting, he will be discussing the performance contract. Another policy issue that involves all of us has been the future of the three campus university. There are many open and unanswered questions about the future of the relationship, and 90 faculty and administrative staff will be meeting this weekend to take first steps about that future. Pursuant to HB 2702, we will be presenting plans regarding Bothell and Tacoma to the Regents in November.

Recently we had some terrific news when Linda Buck, UW Class of 1975, and a double alum, won the Nobel Prize. We now have a total of nine alums that have received the award.

Quickly, he provided an update on the Provost search that will be chaired by Prof. Tom Daniel (Biology). Emmert identified this is the single most important personnel decision that any president can make. Also, he would like to change the model of provost at this university, strengthening it so that the deans and chairs have an unequivocally strong leader for the academic program. The president can provide leadership and identity, and seek resources for our programs; his most important value is garnering the financial and political support that is needed for the faculty to do their work.

Last, we have begun to make our budget proposals to the Governor, noting that there will be changes when the new governor takes office. For the first time, we will submit a joint budget with WSU to focus on the concerns of the research universities. This had no substantive impact on what we requested, however, and signaled our willingness to work together on our shared concerns.

### **Questions/**

1. In response to a question about last spring's parking fee increases as contrasted with negligible faculty salary increases, the President said that he will consider the issue. Regarding faculty morale, the President added that pay increases are probably the most significant part of morale, and that we need to make sure it is the first, second and third most important thing that we worry about. Faculty pay lags behind our competitors and this needs to be fixed so that we can be competitive in the market. Obviously, when a state has gone through a downturn, this is more difficult but we need to find new ways to address those issues.

## **Call to Order and Approval of the Agenda**

The meeting was called to order at 3:38 p.m., and the agenda, as amended, was **approved**.

## **Summary of Executive Committee Actions and Upcoming Issues and Actions**

a. Minutes of the 3 May 2004 Senate Executive Committee meeting and 13 May 2004 Faculty Senate meeting were approved. b. The 2004-2005 Schedule of Senate and Executive Committee meetings was revised. c. The Academic and University Technology Advisory Committees have recommended that the University move to a wireless format in all facilities over the next three years. The main reasons for this are to maintain the security of campus computing networks, provide broad access for wireless users, and ensure consistent system standards. The initial proposed funding will come from the student technology fee and multiple university budgets. Ongoing operation and updating costs are proposed to be covered by an increase in per line phone line charges of \$2.38 per line per month. D. There was a lengthy discussion regarding the performance contract proposal.

## **Announcements**

The Senate Executive Committee is currently accepting applications for the position of Secretary of the Faculty. The 5-year term of the Secretary will begin summer of 2005. Letters of interest, application or nomination should be sent to the Secretary of the Faculty Search Committee, c/o Nancy Bradshaw, Faculty Senate Office, Box 351271. The Search Committee will begin considering applications on November 29, 2004 and hopes to forward its recommendations to the Senate Executive Committee in January, 2005.

Nominations for Vice Chair of the Faculty Senate are being sought. The successful candidate will serve as Vice Chair during the 2005-2006 academic year and as Chair of the Faculty Senate during the 2006-2007 academic year. This position requires a two year, half-time commitment. To facilitate the performance of these duties, the Office of the Provost provides the elected representative with one and one-half months summer salary and negotiated release time from other departmental duties. Other arrangements are possible for those on twelvemonth appointments. If you are interested or know someone who should be well qualified for the position, please contact the Faculty Senate Office at Box 351271, 685-2703, or E-mail [senate@u.washington.edu](mailto:senate@u.washington.edu). The Nominating Committee expects to recommend candidates to the Senate Executive Committee at its November 15 meeting.

## **Requests for Information**

### **Performance Contract Draft – Presented by the President’s Office and Staff**

#### **President Emmert**

Putting the document in context, the President stated that the process leading to this document began about two years ago. The original intention of this process was to change the nature of the discussion about support for higher education with the Legislature and the Governor’s office. First, it is to specify with the Legislature in a broad sense what it should expect from the University but on the other hand, we can only do those things if we are

properly supported and funded so that the expectations are reciprocal. This would put all of the moving parts of funding on the table. Using the example of tuition and enrollment, he noted that discussions of each issue are usually held separately and they are not linked to quality. The performance contract was originally designed to force the linkage of these issues and to tie all of those elements to quality. The Regents took the first step last year when they froze enrollment, actually shrinking the freshman class, so that we could begin to realize this. He then provided several examples of other linkages. It is fair to say, he opined, that it is not entirely clear that this effort will be successful but that the discussion is worth having.

On the other hand, it is inappropriate to rely on crude metrics to measure university performance. To the extent the contract does measure university performance, we are trying to identify what is important to budget decision makers, rather than everything that occurs at the University.

### **David Thorud, Acting Provost**

The University is doing well on many fronts, most notably funding for research and grants. The hospital and outreach programs are doing well also. Where we are not doing well is in the core academic budget. The \$130 million dollars in state funds that we get a year is a critical building block and this support has dropped. In 1993-94, compared to our HEC Board peers, the UW ranked 13<sup>th</sup> in terms of total funding per student. In 2003-04, we were ranked 17<sup>th</sup>; we have clearly fallen behind even though faculty are doing their best to keep the University moving forward. We are a research 1 university and must remain competitive nationally if not internationally.

As we have watched this slide, several potential options for funding changes have been considered. One would be to ask to be more like a private university, but this option has been rejected as against the core value of public education. A second option is to continue to argue the merits of investing more state money in higher education. Although most sectors of the populace are aware of the merits of what we do, the fiscal tradeoffs that drive decision in Olympia do not rank higher education that highly; other sectors have a higher demand on state resources. A third option would be to accept those trends and allow the University to decline. This has been rejected because it does not serve the interests of the citizens of the state.

Given this, we wanted to change how we debate funding and educational quality with the state. One goal in changing these discussions would be to move us forward in dollars per student (We are about \$90-100 million behind what we need.); the amount of tuition and size of enrollment are the variables. All of these interact synergistically. Also, this institution should not have to take a budget cut to give a decent salary increase to faculty and staff but that is what we have had to do.

It appears that this idea has gotten some traction in Olympia and with the general community. Last year's legislature asked us to look into some prototypes and come back to them in the next session. It has been discussed with faculty and authority to negotiate a contract has been sought from the Regents. [A copy of the current draft of the performance contract was attached to the Agenda.]

The guiding principles of the contract are as follows:

1. The contract has to work for both the University and the State.

In commenting on this principle, Thorud stated that the contract approach has not worked in other states for the universities because it put the states in a box. To address that concern, we need to understand that this is not an instant solution and work towards our goals over as many as four biennia. Another tack is to talk about the relationship between the state general fund, general enrollment levels and tuition, presumably seeking a form of controlled tuition authority.

2. The outcomes, which are all still up for negotiation, should be true outcomes. We should avoid micromanagement of the University.
3. Affordable access should be part of the contract. One of the commitments sought is that if tuition is raised, financial aid would be raised so that we do not go down in the amount of financial aid.
4. We are asking for more authority for the Regents to manage the affairs of the University, financial and otherwise. Many believe that there are some efficiencies that could be gained by doing this. It is not the biggest factor but it could make a difference in being more efficient.

### **Questions and Comments/**

During an extensive question and comment period, the following points were raised:

1. Responding to concerns that the document does not appear to seek additional funding, Thorud stated that target numbers have not yet been finalized or negotiated in the draft, and are shown with an "X." The administration wants to be sure that resources are considered together with outcomes, and expects that these would be added in phase two of the discussions.
2. This is a positive development that puts an endorsement on the gutsy move of the Regents to control enrollment. There are always downsides with an agreement with the legislature because they believe that they know how to run the University as well as we do.
3. We should proceed cautiously in developing metrics for the contract. The metrics that are used should genuinely contribute to performance that improves quality and are beyond question.
4. Development of the fourth principle of the contract regarding Regental control of University affairs should include an evaluation of the cost of working as a state agency as opposed to providing an education. This may enable us to more accurately identify inefficiencies that flow from following state agency rules and limitations, and hopefully free ourselves from those limitations.
5. The guiding principles listed in the second paragraph of the document should include "cultural" in addition to "civic" education. This suggestion was greeted with a round of applause. Heath added that many of the important values of the University are not

really captured in a document like this, and that this document should not be considered to be a statement of all of our values.

6. Some faculty were concerned that of the three major aspects of faculty life – research, teaching and service – research seemed to receive short shrift. The response was that research is not at the center of this document because much of our research program is self-sustaining; the state provides little funding for research. Most of the state funds go to teaching and that is the legislature's core concern. Research is mentioned, however, because it is part of the whole benefit that we create for the state and we do this differently than other universities and colleges in the state. Thus, our argument is the following: We are the only ones who do research so do not fund us the way you do other colleges and universities. We need a higher level of funding that we could not justify if we did not include all of those functions.
7. Several faculty were concerned about the significance of calling this agreement a "contract" rather than a "compact." This concern was particularly acute in regards to the enforcement of the mutual obligations, although the University could terminate the agreement if it is not working. Emmert remarked that this is not a contract in the legal sense but more in the sense of a social contract and so it is supported by moral suasion. The legislature cannot bind the next legislature; the next governor cannot bind the next governor and we have to recognize that. Randy Hodgins Director, Office of State Relations noted that the word "contract" had been selected because legislators preferred it.
8. In response to concerns that the legislature could alter this agreement's terms in a way that is very unfavorable to the University, as well as undermine or replace our current mission statement, it was pointed out that currently, we do not have a workable funding arrangement with the legislature and that this approach has been the only avenue for real improvement. Acknowledging that the legislature has more leeway for ignoring or enforcing this agreement, the University administrators present felt confident that they could maintain and forward the University's interests during negotiations. In fact, it is for these reasons that many matters of concern to faculty, such as salary or other academic personnel policies, are not mentioned in the contract. By keeping the contract as written, it would preserve our ability to set policy within the University on matters such as salary without legislative oversight. Thorud said that his hope is that this will also lessen the adversarial part of our relationship with the state. Hopefully, it would lead to a collaborative and friendly relationship in solving our problems.
9. Discussions regarding the performance contract will be conducted simultaneously with regular budget discussions. Ultimately, the administration would like the two discussions to be integrated so that budget and outcome discussions are linked. This would be one way to reverse the past expectation that each year we should do more with less.
10. Regarding a timetable for the approval of this proposal, Thorud stated that we expect to introduce bills regarding the contract in the upcoming session. This could be an alternate avenue for our friends in Olympia to help the University. Thorud's concluding comment is that when the legislature gets a big idea like this, we should be realistic about how long it will take to resolve. The administration will work closely with the Senate and the Faculty so they are fully informed and involved in the development of this proposal.

## **Nominations and Appointments**

The following individuals were nominated for Senate appointment, effective immediately:

Bruce Balick, Astronomy, Group Three, Faculty Council on University Facilities and Services for a term ending September 15, 2007.

Jeffrey L. Schwartz, Radiation Oncology, Group Seven, Faculty Council on Student Affairs for a term ending September 15, 2007 and as chair of the Faculty Council on Student Affairs for a term ending September 15, 2005.

Marcy Stein, Education, UW Tacoma, Group Ten, Faculty Council on Tri-Campus Policy for a term ending September 15, 2007.

Carol Leppa, Nursing, UW Bothell, Group Nine, Faculty Council on Tri-Campus Policy for a term ending September 15, 2007.

Ilene S. Schwartz, Education, Group Five, Faculty Council on Tri-Campus Policy for a term ending September 15, 2007.

Craig H. Allen, School of Law, Group Five, Senate Committee on Planning and Budgeting for a term ending September 15, 2007.

Jim Fridley, Forest Resources & Mechanical Engineering, Group Six, Senate Committee on Planning and Budgeting for a term ending September 15, 2006.

Susan Woods, School of Nursing, Group Eight, Senate Committee on Planning and Budgeting for a term ending September 15, 2007.

Brian Fabien, Mechanical Engineering, Group Six, Special Committee on Minority Faculty Affairs, for a term ending September 15, 2007 and as chair of the Minority Faculty Affairs, for a term ending September 15, 2005.

Tom G. Colonnese, American Indian Studies, Group Four, Special Committee on Minority Faculty Affairs, for a term ending September 15, 2007.

Sandra Silberstein, English, Group One, the Advisory Committee on Faculty Code and Regulations, for a term ending September 15, 2007.

Gerry Philipsen, Communication, Group Two, as chair of the Adjudication Panel Winter and Spring quarters, 2005 and 2006.

Jan Sjavik, Scandinavian Studies, Group One, as chair of the Adjudication Panel Fall Quarters 2004, 2005

Nominate, for Senate appointment, effective immediately, representative members of Faculty Councils and Committees for terms ending September 15, 2005, with voting rights to be determined by the SEC (unless otherwise specified):

**Representatives from Retired Faculty:**Faculty Councils:

Academic Standards	Jody Nyquist, Communications
Educational Technology	Robert Albrecht, Architecture
Faculty Affairs	Robert Blumenthal, Mathematics
Research	Samuel Dworkin, Dentistry
Retirement, Insurance & Benefits	Ernest Henley, Physics
Student Affairs	Jack Hatlen, Environmental Health
University Facilities & Services	Martha Fales, Dental Public Health
University Relations	Rheba de Tornnyay, School of Nursing

Special Committees:

Faculty Women	Maureen Henderson, Epidemiology
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**Representatives of the Professional Staff Organization:**Faculty Councils:

Academic Standards	Mariko Navin, Information School
Faculty Affairs	Michelle Trudeau, Forest Resources, Alternate
Instructional Quality	Melissa Johnson, School of Public Health
Research	Michelle Trudeau, Forest Resources
Retirement, Insurance & Benefits	Suzette-Asby-Larrabee, Management Accounting & Analysis
Student Affairs	Ross McKenzie, Architecture/Urban Planning
Tri-Campus Policy	Marilyn Gray, Graduate School, Alternate
University Libraries	Bobbe Miller-Murray, Student Affairs, UWT
University Relations	Christene James, Human Development & Disability
	Bobbe Miller-Murray, Student Affairs, UWT, Alternate
	Laurel Sercombe, School of Music
	Jeanette Mills, School of Art, Alternate
	Alicia Palacio, Development/Alumni Relations

Special Committees:

Faculty Women	Suzanne St. Peter, School of Social Work
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**Representatives of the Association of Librarians of the University of Washington:**Faculty Councils:

Academic Standards	Louise Richards
Educational Outreach	Thom Deardorif
Educational Technology	Nancy McMurrer
Faculty Affairs	Paula Walker
Instructional Quality	John Holmes
Retirement, Insurance & Benefit	Paul Constantine
Student Affairs	Jill McKinstry
Tn-Campus Policy	Cynthia Fugate
University Facilities & Service	Charles Chamberlin
University Libraries	Joyce L. Ogburn
University Relations	Linda Whang

Special Committees:

Faculty Women	Susanne Redalje
Minority Faculty Affairs	Laura Lillard

**Representatives of The Associated Students of the University of Washington:**Faculty Councils:

Academic Standards	Garrett Parks
Faculty Affairs	Garrett Parks
Instructional Quality	Garrett Parks
Research	Corey Federicks
Student Affairs	Garrett Parks
University Libraries	Anagha V. Gadgil
University Relations	Garrett Parks

**Representatives of the Graduate and Professional Student Senate:**Faculty Councils:

Faculty Affairs	Jason Anderson
Research	Teresa Barker

Special Committees:

Faculty Women	Kate Quinn
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**Representatives of the Administration (without vote):**Faculty Council on Academic Standards:

Dean, Undergraduate Education, George Bridges  
 Assistant Vice President for Enrollment Services W.W. Washburn  
 Assistant Vice President, Minority Affairs, Enrique Morales  
 Assistant Vice President, Minority Affairs, Emile Pitre

Faculty Council on Educational Outreach:

Vice Provost, Educational Outreach, David Szatmary

Faculty Council on Educational Technology:

Vice Provost, Educational Outreach, David Szatmary

Faculty Council on Faculty Affairs:

Vice Provost Steven Olswang

Faculty Council on Instructional Quality:

Dean Undergraduate Education, George Bridges  
 Associate Director, CIDR, Wayne Jacobson

Faculty Council on Research:

Assistant Controller, Grant & Contract Accounting, Susan Camber  
 Assist Vice Provost for Research, Carol Zuiches  
 Associate Vice Provost for Research, Malcolm Parks  
 Director, Purchasing and Stores, Kerry Kahi

Faculty Council on Retirement, Insurance and Benefits

Vice Provost Steven Olswang  
Director of Benefits, Benefits Office, Kathleen Dwyer  
Director, Retirement Center, Patricia Dougherty

Faculty Council on Student Affairs:

Director, Student Financial Aid, S. Kay Lewis  
Assistant Vice President, Minority Affairs, Enrique Morales  
Acting Associate Dean, Graduate School, Tom Gething  
Vice Provost and Special Assistant to the President for Student Relations, Konstantinos Kravas  
Interim Director of Student Athletic Academic Services, Pam Robenolt

Faculty Council on Tri-Campus Policy:

Interim Vice Chancellor for Academic Affairs, UW Bothell, Jane Decker  
Vice Chancellor for Academic Affairs, UW Tacoma, Jack Nelson  
Vice Provost Steven Olswang

Faculty Council on University Facilities & Services:

Associate Vice President, Facilities Services, Jeraldine McCray  
Associate Vice President, Capital Projects, Richard Chapman  
Director of Budget and Administration, Health Sciences Administration, Kathryn Waddell  
Acting Director, Capital & Space Planning, Colleen Pike

Faculty Council on University Libraries:

Director, University Libraries, Betsy Wilson  
Director, Health Sciences Libraries and Information Center, Sherrilynne Fuller

Faculty Council on University Relations:

Associate Vice President, University Relations, Norman Arkans  
Deputy Director, Regional Affairs, Aaron Hoard

Special Committee on Faculty Women:

Assistant Provost for Equal Opportunity, Helen Remick  
Director, Women's Center, Sutapa Basu

Special Committee on Minority Faculty Affairs:

Assistant Provost for Equal Opportunity, Helen Remick  
Assistant to the Vice President, OMA/NEW Initiatives, Gabriel Gallardo

**Approved.**

**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: Affiliate Professor Borge Boeskov of Chemical Engineering who died on June 9, 2004 after having served the University since 2001. Lecturer Richard Davisson of Physics who died on June 15, 2004 after having served the University since 1961. Professor Emeritus Ingrith Deyrup-Olsen of Zoology who died on July 25, 2004 after having served the University since 1964. Senior Research Associate and Director of Fisheries Samuel Felton who died on July 31, 2004 after having served the

University since 1955. Clinical Associate Frederick H. Francis who died on August 31, 2004 after having served the University since 1949. Assistant Professor Helen Hope Graves of Psychosocial Nursing who died on October 7, 2004 after having served the University since 1958. Senior Lecturer Oscar Gish of Health Services who died on July 3, 2004 after having served the University since 1989. Associate Professor Emeritus Carl Frederick Hanneman of Social Work who died on September 2, 2004 after having served the University since 1959. Professor Emeritus Robert B. Heilman of English who died on August 5, 2004 after having served the University since 1948. Professor Emeritus James P. Jans of Mathematics who died on July 6, 2004 after having served the University since 1957. Clinical Assistant Laurence Waldo Mabbutt of Orthodontics who died on July 26, 2004 after having served the University since 1979. Lecturer Emeritus Bernard John Nist of Chemistry who died on July 4, 2004 after having served the University since 1968. Professor Emeritus Antonio Pace of Romance Languages and Literature who died on February 18, 2004 after having served the University since 1967. Associate Professor Emeritus John Rohrer of Architecture who died on July 4, 2004 after having served the University since 1948. Associate Professor Stephen Tabet of Medicine who died on July 6, 2004 after having served the University since 1992. 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.

**New Business**

None.

**Adjournment**

The meeting was adjourned at 4:37 p.m.

SUBMITTED BY: Lea B. Vaughn, Secretary of the Faculty

APPROVED BY: G. Ross Heath, Chair, Faculty Senate