

**MINUTES OF THE FACULTY SENATE**  
**301 Gowen Hall**  
**2:30 p.m., Thursday, October 24, 2002**

**The meeting was preceded by an orientation for new senators.**

**Introductory Remarks – Sandra Silberstein, Chair, Faculty Senate**

After noting some procedural matters, Silberstein welcomed senators to the first meeting of the academic year.

Every year, faculty chairs come before the Senate and assure this body that their term will be a year of consequence. I actually will make that claim (sort of). But more importantly I want to remind us that what the Senate does is of enormous consequence. I've become fond of quipping, I wasn't involved in student government in high school, why would I do this as a grown up? I do this, and we all do this, because it is the collective action of this body that is of consequence—all the more so depending on the extent to which we step up to plate and work on behalf of the faculty and the institution as a whole.

Under our code the faculty shares in the governance of this institution. The faculty (largely through its hard-working councils) writes the faculty code, approved by the Senate and signed by the President. Only the faculty through the Senate Executive Committee can interpret the code we work by. The Senate represents the faculty in an extraordinary array of areas from budget, to program approval, to tenure and promotion procedures. Our councils deal with research, faculty affairs, academic standards, instructional quality, Retirement Insurance & benefits, Educational outreach, Educational Technology, Tri-campus Policy, University Libraries, University Relations. We have special committees on women and minority faculty. All of these things the people in this room work on, either through councils or by responding to council proposals in this body. And all of these efforts will come under scrutiny this year.

If nothing else, this will be the year when we take a close look at joint governance. It's not the first time that faculty have looked at this system. You've all received my letter quoting Ted Blalock in 1984 calling for an improvement in the dialogue between faculty and administration. There are both climate and structural challenges to making this system, almost unique to the academy, work. The President and I have committed ourselves to redoubling our efforts in this arena. Vice Chair Doug Wadden and I are meeting more often with the President and the Provost and the Regents. As issues emerge (known as "fires" in my office) we are all working harder to bring in the appropriate faculty and faculty councils as early as possible. As those of you in councils know, we're all on speed-up trying to make discussions both responsive and inclusive.

Now to the year of consequence. The Senate Executive Committee has already set up two working committees. One is to continue the work of last year's committee on councils. Many of you have heard of what's become known as "The Rose Report." It's available on our website. In an effort to assure truly joint governance, the Rose Report suggests merging all administrative and senate councils into joint university councils with faculty and administration co-chairs. It's a bold report with much to discuss. What a special meeting of the SEC did on Tuesday was to set up a working committee to continue to look at this issue. Specifically, it's charged to do three things (I'm paraphrasing):

1. come up with several scenarios for how councils might operate jointly while still maintaining the mandated separate roles of Faculty Senate councils.
2. develop proposals for up to three trial councils. One obvious one given recent fires might be a council on undergraduate education. (Recent university proposals that would have fallen under its purview would be proposals for a new academic calendar, new approaches to determining student residency status, and a proposal for a "Match Day" for undergraduate majors.)
3. and the committee's been asked to suggest how the rest of our councils should operate during any trial period.

These will be proposals brought to the SEC in February and likely brought to this body and to the administration shortly thereafter. This will be a year when we will work to strengthen our systems.

The other action taken by the SEC was to approve the setting up of a working committee to examine the implications of having gained enabling legislation. This will be a fact-finding body to research the experience of R1 institutions with joint governance and collective bargaining. We have not asked this group to make any recommendations. Rather, we would like the Faculty Senate to have its own independently collected information on this topic. The committee is being formed with an eye toward expertise as well as representation from different ranks, disciplines, campuses.

Governance issues, then, will take center stage but I would like to frame these within the larger context of the role of the faculty in a great institution. More on this in another address. This year faculty governance issues will share billing with the financial concerns of a deepening budget crisis. I'm sure the Provost and our Vice Chair will have more to say on this. I will simply note the disheartening context in the wake of no salary increases granted for this year, significant increases in health costs, and a state budget deficit predicted at this stage to be \$2+ billion. Compensation and other budgetary concerns will dominate much of our work this year.

I'll end with an anecdote I shared with the Regents. When I decided to come to the University of Washington more than 20 years ago, I had to decide among an elite private institution, a better-funded public institution, and UW. (I'm not going to address the enormous price I've paid for that decision in terms of my personal income!) My partner noted at the time that there are no good or bad decisions because one can never know what would have happened had an alternative decision been made. But there are good and bad ways to make decisions.

This year the faculty needs to be involved as early as possible with consequential input into our most important decisions.

### **Legislative Report – Jan Sjøvik, Faculty Legislative Representative**

Sjøvik began by noting that this is not the "best of times" for the state of Washington. The state faces enormous deficits, and there is every reason to believe that this will affect the University. These funds are a primary source for support of the core education mission of the University.

First, he began by reviewing some of the budget numbers, illustrating how we came to the deficit. Our tax structure, he noted, leaves us particularly vulnerable in times of economic downturns. When this is coupled with state constitutional mandates, and the prior commitments of the Legislature, the portion of funds left for higher education is much reduced. These shortfalls hit higher education particularly hard, and are jeopardized by a perception that they are "discretionary." Despite this, higher education has a 39.3% portion of the non-mandated funding. We also compete with non-mandated K-12 expenditures, social services and other state services. When a legislator looks at the list of discretionary items, higher education is at the top of the list because it looks like it would be easier to cut.

So, what can we do, he asked, to protect the University at this time? Sjøvik proffered some suggestions. First, he noted that many people do not understand the state budget process and urged us to communicate and inform others about how this process takes place. Also, he asked people to contact their legislative representatives (although he firmly noted that this cannot be done using University resources).

In conclusion, Sjøvik ended on a point of optimism. We can influence the Legislature and make a difference: "We hang together, or we can hang separately."

### **Report of the President – Richard McCormick**

The President is unable to be here today, and Provost Lee Huntsman made the report in his absence.\*

Conveying the President's greetings, Provost Huntsman gave an update on what promises to be "excruciating" budget year. Noting the role of the Senate Committee on Planning and Budgeting (SCPB), he said the administration has developed a comprehensive work plan for the coming year. Additionally, in August the University launched a coordinated campaign to the public. The message is simple: The state taxpayer dollars per student have declined greatly. The message is packaged in a brief and pointed way, and we have joined forces with Washington State University to promote this message. This coalition has gotten a lot of positive attention, and his impression is that we are getting some "traction," both with media and the business community. As it pertains to the latter community, this is a new and important development. Similarly, Legislative Representatives and the Governor have seemed receptive to this approach.

At their meeting in July, the Regents added a statement to the effect that enrollments should increase if and only if some restitution of core funding is enacted. This is a direct confrontation on this issue, and he characterized the Regents as quite "feisty." Nonetheless, this is a daunting issue and we are fundamentally playing defense, although a very, very active one.

There are points of encouragement along the way, however. Business leaders are receptive, and the Governor, about whom we have had doubts, seems to be coming around. His speeches, lately, have seemed more supportive of higher education. Some of our former governors have suggested the need for a tax increase to meet the needs of higher education, arguing that we cannot wait for the economy to rebound.

Promising to keep the Faculty informed, he noted that the newest budgets and numbers will be appearing in December.

\*The next day, Friday, 25 October 2002, it was announced the President Richard McCormick would be resigning his position to become the new president at Rutgers (New Jersey).

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

The meeting was called to order at 3:34 p.m.

Silberstein asked for the following changes to the agenda:

1. Inclusion of an Action Item regarding the SEIU proposal on health care costs.
2. Move of SCPB report to a later point in the meeting.

Approved.

### **Summary of Senate Executive Committee Actions**

Calling attention to the agenda, which lists, these items she added information about the continuation meeting of the SEC at which a renewed "Rose" committee was approved, and the SEIU healthcare proposal was approved for forwarding to the Senate for consideration.

Action Item: Class C Resolution Endorsing the SEIU Local/Classified Staff Association regarding Health Care Costs

[Text of resolution is attached to archive and webpage edition of these minutes.]

A representative of SEIU appeared to explain the background and context of this resolution. Increased health care costs, scheduled for January, will severely affect many members of the University community. They decided that it would be effective to work with other groups, both on and off campus, to seek action to reduce health care costs. To that end, they are asking the University to subsidize some of the cost increase as well as to work in Olympia for the passage of the Prescription Drug Bill. To date, the University has been neutral regarding this bill. She noted that GPSS signed the letter last night, and they will be contacting the librarians, the ASUW, and various lobbying groups and organizations. Also, the national SEIU is starting a nationwide campaign to bring down the cost of health care.

### Discussion/

After a motion to adopt the resolution, debate began. Jim Gregory (History) spoke in favor of the resolution, noting that this is the right time and that this is a forward- looking resolution to endorse. These costs will hit all of us very hard, and this suggests a way to work with the Legislature to resolve this issue. He urged passage.

David Lovell (Psychosocial & Community Health) pointed out that there is a Faculty Council on Retirement, Insurance and Benefits (RCRIB), and that this issue has been presented to that Council. A representative from Physics asked whether it is common to ask the University to work with outside religious organizations, wondering whether this presents a separation of church and state issue. Steve Olswang, Vice Provost, noted that we work with religious organizations all of the time. Susan Woods (Nursing) asked where funds might come to pay for this from within the University. The SEIU representative noted that the University has funds from many sources, and that they have been engaged in discussions

with the University in this regard. More importantly, however, is the push for action in Olympia. John Emory (Medicine) asked that we amend this to consider tort reform to reduce the overall cost, noting that many states have done this such as California. Vaughn suggested that the resolution stands on its own, and that this would confuse the intent of the maker of the resolution.

Similarly, Sue Nolen (Education) asked a point of information: Is this action item only to endorse a letter? Given this, our job is not to tinker with the letter but to decide whether to endorse it. A representative from Pediatrics asked whether it is envisioned that the fees would be the same for everyone. Silberstein said that it is silent on that topic. The SEIU representative said they are seeking help for all. A Computer Science faculty member noted that Governor Locke addressed this issue this morning, stating that state employees pay much less than state employees in other states. That having been said, he is sympathetic to the proposal, but concerned about the total political context. He also thought that it might look "bad" for higher paid state employees to ask for a reduction in their health care costs. There are others, as a proportion of their salary, who pay more. Because he believes it will be counterproductive, he will vote against it.

Sean O'Donnell (Psych) noted, in response, that this just missed passage in the legislature. This is really a solidarity issue; it is not a matter of self interest. Thus, it is recognition of a general problem, and he did not believe that it would be received badly.

Susan Ott (Medicine) noted that this is a national problem, not just a state problem. Also, noting she sees many patients that have no health care insurance, said that the state, acting on its own, will have little effect. She also wondered about the health care of those who have no care at all.

Question called.

**Vote: Passes overwhelmingly on card vote.**

Report from the Senate Committee on Planning and Budgeting – Doug Wadden, Chair (Vice Chair of the Senate)

Wadden began by giving a little bit of background about the operation of the Committee, noting that its membership is composed of faculty, administrators, student representatives and other guest members. It meets weekly every Monday to discuss how best to approach the state and University budget.

Most recently, the agenda has covered discussion of the use of limited RCEPs pertaining to Botany, Biology and Zoology. Also, the group has held detailed discussions about changes in the residency policy.

In response to a question, he noted that the discussions are confidential.

### **Announcements**

We are seeking nominations for the position of Vice Chair. Silberstein urged people to submit nominations by Friday, 1 November 2002.

Also, we are seeking a parliamentarian and she asked for recommendations.

## Requests for Information

1. One member had sought information regarding the discontinuation of copy services for faculty in Suzzallo. Secretary of the Faculty Lea Vaughn had made inquiries of the Library and Copy Services, and discovered that a new courier service had been set up that would make copies for faculty.
2. Regarding a question about the propriety of Football Coach Neuheisal's salary increase at a time when other members of the University community received no increase, Vaughn indicated that Athletic Director Barbara Hedges was out of town but would be available at the next meeting to answer this question.
3. The final question concerned the future of the College of Forest Resources. Provost Huntsman noted that we are in deep discussions regarding every unit. They are in discussions with Forestry regarding their program. They have indicated that they want to continue those discussions. We have had no intimation that they will propose consolidation or elimination of the program. If the issue should come up, he will follow the RCEP process that is mandated for these issues.

## Nominations and Appointments

As noted in the agenda, and as made from the floor, these nominations were

- I. Carolyn Plumb (Technical Communication, VI) as **chair** of the Faculty Council on Academic Standards, effective immediately, for a term ending September 15, 2003.
- II. Jeffrey Schwartz, (Radiation Oncology) as **co-chair** of the Faculty Council on Student Affairs, effective immediately, for a term ending September 15, 2003.
- III. Nominate, for Senate appointment, effective immediately, representative members of Faculty Councils and Committees for terms ending September 15, 2003 (***voting rights left to the discretion of the council/committee***).
  - A. Representatives of the Association of Librarians of the University of Washington:

### Faculty Councils:

Academic Standards	Karen Liston
Educational Outreach	Thomas Deardorff
Educational Technology	William Jordan
Faculty Affairs	Carol Green
Instructional Quality	Susan E. Clark
Research	Jon Blake
Retirement, Insurance & Benefits	Charles Chamberlin
Student Affairs	Jill McKinstry
Tri-Campus Policy	Cynthia Fugate
University Facilities & Services	Elaine Jennerich
University Libraries	Joyce Ogburn
University Relations	Linda Whang

### Special Committees:

Minority Faculty Affairs	Cory Murata
Faculty Women	Suzanne Redalje

## B. Representatives of Retired Faculty :

Faculty Councils:

Academic Standards	Hazard Adams
Educational Outreach	Norman Johnston
Educational Technology	Robert Albrecht
Instructional Quality	J. Ray Bowen
Retirement, Insurance & Benefits	Ernest Henley
Student Affairs	Jack Hatlen
Tri-Campus Policy	Fred Campbell
University Facilities & Services	Martha Fales
University Libraries	Joan Ullman
University Relations	Rheba de Tornyay

Special Committees:

Minority Faculty Affairs	Jim Morishima
Faculty Women	Maureen Henderson

## C. Representatives of the Professional Staff Association

Faculty Councils:

Academic Standards	Richard Simkins
Educational Outreach alternate	Bridget Warbington, Bruce Bennett,
Retirement, Insurance & Benefits	Ross McKenzie
Student Affairs	Bruce Bennett
Tri-Campus Policy	Don Whitney
University Facilities & Services	Denis Martynowych
University Libraries	Laurel Sercombe
University Relations	Anita Whitney

Special Committees:

Faculty Women	Suzan Huney, Sue Geier, alternate
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D. Representatives of the Administration (***without vote***): :

Faculty Council on Academic Standards:  
 Dean, Undergraduate Education, George Bridges  
 Executive Director, Admissions & Records, W.W. Washburn  
 Assistant Vice President, Minority Affairs, Enrique Morales

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  
Director, Grant & Contract Services, Carol Zuiches  
Associate Vice Provost for Research, Malcolm Parks  
Director, Purchasing and Stores, Kerry Kahl

Faculty Council on Retirement, Insurance and Benefits  
Vice Provost Steven Olswang  
Assistant Director, Human Resources, Benefits, 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  
Associate Dean, Graduate School, Elizabeth Feetham  
Vice Provost and Special Assistant to the President for Student Relations,  
Konstantinos Kravas

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  
Executive Director, Health Sciences Administration, John Coulter  
Director, Capital & Space Planning, Marilyn Cox

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  
Assistant Vice President, Regional Affairs, Theresa Doherty

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  
Director, McNair and Early Identification Program, Gabriel Gallardo

The following nominations were made from the floor:

Kathleen Fearn-Banks, (Dept of Communication) as co-chair of the Faculty Council on Student Affairs, effective immediately, for a term ending September 15, 2003.

Cammie Croft as Joint ASUW/GPSS Representative, with voting rights, to the Faculty Senate Committee on Planning and Budgeting for a term ending September 15, 2003

The following nominations are for GPSS Representatives, for a term ending September 15, 2003, with voting rights determined by the Councils.

Jackson Ver Steeg, to the Faculty Council on Academic Standards

Joy Ghosh to the Faculty Council on Research

Karen Brooks to the Faculty Council on Instructional Quality

**These were all 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: Assistant Professor George Brunner of Physical Medicine, who died on June 17th after having served the University since 1957; Professor and Chair Charles James Carrico of Surgery, who died on July 27th after having served the University since 1974; Clinical Assistant Professor Robert Carter Burns of Pediatrics, who died on May 15 after having served the University since 1965; Clinical Professor Emeritus Ronald Chard of Pediatrics, who died on May 14 after having served the University since 1964; Professor John Ivan Hedges of Oceanography, who died on August 31st after having served the University since 1976; Professor Emeritus Silvia Kind of School of Music, who died on May 30 after having served the University since 1969; Professor and Dean Marc Lindenberg of Evans School of Public Affairs, who died on May 17 after having served the University since 1998; Clinical Associate Professor Robert Lowden of Obstetrics and Gynecology, who died on June 11th after having served the University since 1954; Professor Emeritus Harry Patton of Physiology and Biophysics, who died on May 26th after having served the University since 1947; Associate Professor William Pigott III of Finance, who died on September 15th after having served the University since 1955; Professor Emeritus Robert Elliot Street of Aeronautical Engineering, who died on October 5th after having served the University since 1948; Professor David Tapper of Surgery, who died on July 25th after having served the University since 1983; Professor Arnold Lester Towe of Physiology and Biophysics, who died on October 8th after having served the University since 1952; Clinical Professor Emeritus William Watts of Medicine, who died on May 12 after having served the University since 1950; Professor Emeritus Bayard Wheeler of Management and Organization, who died on May 16 after having served the University since 1933. **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**

Warren Guntheroth (Pediatrics) presented a Class C Resolution (Attached to archive and webpage versions) regarding oversight of funds from non-state sources. This issue was raised by the settlement reached with Dr. Winn after he pled guilty to charges in the Medicare fraud case against the University. After putting the text of the resolution on an overhead, he said the essence of this resolution is to ask a Council to look into University related corporations, especially University of Washington Physicians and especially in regards to its payment of funds to Dr. Winn. This issue is raised because of restrictions in the UWP charter that reserves funds for provision of clinical services, teaching and research only. He does not believe that payment from this fund to a "convicted felon" is appropriate and reflects badly on the University. He notes that the fiduciary duties of these corporations should be examined.

### Discussion/

One senator asked how much of the overhead text is actually part of the motion. Much of the resolution makes characterizations that some people may be uncomfortable endorsing, she noted. Also, Silberstein stated that matters can be referred to Councils without coming through the Senate. Guntheroth urged people to read the article in the *Seattle Times* regarding this matter for people who want more information. He believes that all of the allegations in his resolution are true.

In response, a senator from Radiation Oncology noted that this came about as a plea bargain not a conviction. He also asked to which council it would go, wondering if we have jurisdiction. Silberstein said that it would go to Faculty Council on Faculty Affairs. Sue Ott (Medicine) noted that this has caused a great deal of consternation in the medical school, and that she had considered making a similar motion herself. Christina Surawicz (Medicine) noted that UWP did not pay the settlement. It was reached between three parties: the UW Regents, Winn's attorney, and the government. This settlement was beneficial because Winn would not have resigned without it. It would have resulted in a lengthy process to remove a tenured faculty member, possibly costing as much as \$12 million. Another senator asked if it is University policy to "buy off faculty members." Huntsman answered, first noting that he was not a party to the settlement, and pointed out that this was a three party solution to a very complicated and difficult situation. It was the only reasonable solution to a complicated situation, and it was approved by the Regents on that basis. A senator from Pediatrics noted that a letter has gone from the Regents to the Judge in the case. That letter states that any other course of action will be destructive to the department, yet no faculty in the department were consulted regarding this letter. Noting that Dr. Winn will get "\$900,000 per year for not working," he opined that the UWP does not have enough supervision or accountability.

Eric Smith (Anthropology) said that while the discussion has been interesting, the motion is really to refer this matter to a council and we should address the motion rather than the particulars of Dr. Winn's case. Guntheroth wondered about a statement that UWP funds were not used; he feels fairly certain that the funds for this settlement are coming from UWP. One-half of those funds go to the medical school rather than the faculty, making the faculty a "cash cow" for the Medical School.

**VOTE: Passed on an overwhelming card vote.**

## **Adjournment**

The meeting adjourned at 4:25 p.m.

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

APPROVED BY: Sandra Silberstein , Chair, Faculty Senate