

MINUTES OF THE FACULTY SENATE
Gowen Hall, Room 301
2:30 p.m., Thursday, 24 May 2001

Election of Group Representatives

This facet of the meeting took place before the formal beginning of the regular meeting. The purpose of this segment was to select group representatives to sit on the Senate Executive Committee.

*The meeting began at 2:34 p.m.

Remarks of the Chair- Mary Coney, Chair

Coney began by noting that while the job was bigger than she had anticipated, that the rewards were also much larger. Briefly, she described the duties of the Chair, which ultimately focus on effective involvement of the Faculty in the governance of the University. The Chair's job, she stated, is to be alert to developments that affect Faculty, and praised the help she receives from her assistant, Marilyn Gray.

This year, the Senate accomplished a great deal. This year, Research Faculty were given the vote. A second accomplishment was to express Faculty sentiment in regards to the teaching assistant strike. On the topic of labor relations, she described the President's decision to work with the Faculty leadership in drafting and presenting enabling legislation on behalf of the Faculty. Lea Vaughn (Law), Secretary of the Faculty, and Richard Ludwig (Urban Planning) Faculty Legislative Representative, will act as the Faculty's representatives in drafting the legislation.

Another focus of Senate energy was a comprehensive review of the University Initiative Fund (UIF). Working with Nancy Hooyma, Dean, School of Social Work, the Faculty and the Administration were able to conduct a careful review of this program. Linda Chalker-Scott and her Council spent many hours on developing proposals for rewarding teaching. Similarly, Doug Wadden and Roger Simpson and their respective Councils spent countless hours on developing distance learning proposals and legislation.

She wished Brad Holt, next year's Chair, and Sandy Silberstein, Vice Chair elect, great success in their efforts next year.

Report from the Senate Committee on Planning and Budgeting - Holt, Chair

Referring to a handout that was being circulated, Holt said that the budget is still in process. Given this, he solicited faculty comments and concerns regarding the final shape of the budget. In answer to a question, he could not predict when the budget would be finalized.

Legislative Report – Ludwig, Legislative Representative

Echoing Holt's comments, Ludwig also referred to the budget handout. Characterizing these proposals as "nothing new," Ludwig said that it is evident that there will be another special session. As of this morning, there was no date set for the special session although there is talk that it will begin on June 4. The major problems have come from the revenue side. The House and the Senate have not been able to agree on the amount of revenues that are

available to fund the budget, arguing over whether excess funds in a pension fund should be considered as a source of funding. Another new development has been the "windfall" that resulted when Medicare accounting practices were reviewed and revised. So far, it appears to him that this money is being ignored.

In the remainder of his time, Ludwig focused on House Bill 2244. This bill would change our retirement program. While it is complicated, Ludwig describes existing legislation as having two parts. Currently, pensions are not to "exceed sixty percent of the average of the highest two consecutive years salary." This is *regardless* of what the University and the individual contribute. Given this, to be actuarially accurate, University contributions should be reduced to 5%. On the other hand, there is not a statutory limit on University contributions. Thus, this provision has been ignored and this pending legislation caused a great deal of nervousness. The second relevant piece of existing legislation authorizes the payment of a state supplement so that a retirement floor is guaranteed.

House Bill 2244 (placed on an overhead) would place state faculty in the TIAA-CREF program, which is characterized as a defined contribution plan. The legislation continues that because it is a defined contribution plan, the legislation proposes withdrawing the supplementation because there is no guarantee or limit to the benefit and to end the actuarial study. There have been some hearings on the bill, and he noted that there would not be a retroactive effect. There is a proposed amendment that would exclude some employees. Boulware (Chair, Physics), former chair of the FCRIB, said that he believes that this would be a very favorable bill for Faculty, especially in light of the broadened options now available to Faculty for pension investment. He believes that if the bill does not pass, our compensation levels and benefits may be endangered. One senator, however, pointed out that a recent hire, who is in his or her fifties, might need supplementation given the recent performance of the stock market.

Report of the President – McCormick, President, University of Washington

Pres. McCormick began by reporting on the fire at the Urban Horticulture Center, and that it is possibly believed to be the result of arson. This fire has caused a great deal of loss to faculty and students involved in that program. He encouraged Faculty to let their colleagues know of their sympathy for their loss.

Reporting on the Diversity Initiatives, which are designed to promote a more welcoming climate, the President reported that most of the twenty-five tasks set forth in the fall have been completed. But even in light of this, and even with slightly higher minority numbers, there is still much to be done given that we have not caught up to pre-I-200 numbers.

The UIF Report has been received. After he has reviewed this report, and heard the reactions of the University community to this report he will prepare his recommendations to the Regents. There are two special areas of focus: How much should be invested in the next biennium? To what extent should there be a phase-out of the UIF tax?

McCormick did not have much add to the previous discussions of the budget. It is still up in the air as are other legislative issues. The budget situation is still not good, and nothing has been proposed to alleviate energy inflation costs. Monies proposed for faculty and staff salary increases still leave us behind our peer institutions and do not begin to close the gap.

There is an anticipated job action by the GSEAC-UAW organization which they believe will take place on Tuesday, May 29th. The meet and confer sessions continue to be held, and he

believes that progress is being made. With the budget up in the air, it has not been possible to discuss compensation issues. But, in his opinion, both sides are talking in good faith.

McCormick then relinquished the rest of his time to Provost Huntsman to discuss the budget. During this period of legislative stalemate, the University has conducted community discussions about the budget, especially those items that could be disruptive to the on-going mission of the University if not funded. Discussions regarding investments and commitments have taken place. But at the end of the day, the balance sheet is "out of balance." We will have to make hard choices but he feels that we are prepared to make these choices and live with their consequences. One of the most important dimensions of these conversations has been the ability to engage in long range planning. This dimension allows us to make choices that will advance the institution. He was hopeful that the session would have been ended by now, but noted that the next economic forecast will be available on June 15th. Expectations are that the revenue forecast will be flat or in slight decline. Thus, there may not be a budget until the end of June; it may be necessary to continue budgetary meetings into June and July. They hope to bring a budget to the Regents at their July 20th meeting.

In questions after his presentations, Holzworth (Chair, FCFA) asked if the administration would be able to support the Faculty legislative representatives so that they may continue their work on behalf of the Faculty into the summer. Ludwig noted that the Provost's office does provide a 10th month of salary. Kuterdem (President, GPSS) then asked to yield his time to a representative of GSEAC, Shawn Olson Brown, who is a member of the bargaining team. She characterized the University's information as "misleading" and "patently false." For example, much has been made regarding the University's report of a union demand for a representative for each department. This demand, she said, is no longer a demand and in fact, was never actually a real demand. Their salary demand, she noted, of 12% does not close the 17% gap with peer institutions. The University has refused to take down this misinformation, even when asked in the presence of a federal mediator. Further, their demands are in line with the demands made at other universities this year.

Storti (Mech. Eng.) asked who writes the e-mail from "laborrel" and McCormick said this comes from Human Resources. Storti then characterized the messages coming from this address as threatening. He expressed perplexity at the tone of these messages. McCormick said that he read the message as no pay for no work, but Storti said that the message also said that there could be discipline in some cases.

Holt asked questions about reports that the fire department did not immediately engage in fighting the fire because of concerns about hazardous chemicals. He asked that steps be taken to prevent this type of delay in the future.

Call to Order and Approval of the Agenda

Called to order at 3:21 p.m. and the agenda was approved as written.

Announcements

The Senate will host a reception after the conclusion of the meeting and Coney asked members to attend.

Summary of Executive Committee Actions

(See the agenda as printed.)

Requests for Information

None.

Nominations and Appointments

The nominations, as amended from the floor, were approved. The amendments included: Faye Dong, Aquatic & Fishery Sciences, to the Special Committee on Faculty Women for a term to end 15 September 2004; and the following three people to the Council of Faculty Representatives for 2001-2002: Richard Ludwig, Faculty Legislative Representative; Jan Sjavik, Deputy Faculty Representative; and Sandra Silberstein, Vice Chair-elect.

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 Louis Arrigoni of Pharmaceutical Chemistry, who died on May 8th after having served the University since 1941. Lecturer Margaret Baker of Speech, who died on April 2001 after having served the University since 1942. Professor Emeritus and former Director Edward Bassett of School of Communications, who died on March 1st after having served the University since 1989. Professor Emeritus Earl Butterfield of College of Education, who died on April 26th after having served the University since 1981. Professor Emeritus and former Director Alex Edelstein of School of Communications, who died on May 16th after having served the University since 1955. Clinical Instructor Maurice Origenes, Jr. of Pediatrics, who died on May 15th after having served the University since 1958. 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.

Class C Resolution on Rewarding Teaching – Chalker-Scott, Chair, FCIQ

Coney directed attention to agenda item 10 and Holt presented the motion on behalf of Chalker-Scott, who, as a Faculty member with an office in the Urban Horticulture building, could not be here today. Jan Carline, of FCIQ and next year's Chair, reviewed the legislation for the body. The point of the resolution is to increase and encourage good teaching through more communication and dissemination of information about excellence in teaching.

The motion carried without discussion.

Class C Resolution on Temporary Facility – Storti, Group Representative, Senator

Storti introduced the motion, and noted that he sent information to senators via e-mail prior to the meeting. Storti reviewed the background for his motion, and Senate and administrative action taken to date. The motion was seconded. It states: "The Faculty Senate requests that the administration provide a written commitment to a schedule for removing the temporary structure with a removal date no later than October 1, 2003 with any attempt to postpone the removal date subject to the procedures to be established by

the Faculty Council on University Facilities and Services regarding faculty consultation on temporary structures."

Schaufelberger, Chair, University Facilities, then made a presentation regarding the Council's deliberations about this building. It was moved to provide space for 28 maintenance employees, and he presented four slides depicting four views of the building. He noted that while there is Faculty input for permanent building placement and design, there is no policy regarding temporary buildings. He was told that as soon as Phase III of CSE-EE is completed, the staff housed there will be moved. The problem with a firm move date is that there is not a confirmed funding source for the adjacent permanent building. He proposed working with the Administration in a way that would give affected Faculty notice before a building is sited, and that the Council would work on a policy regarding temporary buildings.

Given this, Storti characterized his motion as the request for a firm date. Allen (Law) raised concerns about the micromanaging of building locations by resolution. Schaufelberger said that Storti's motion did act as a catalyst for putting a policy mechanism in place that will provide notification to the Council and affected faculty. Storti said that a policy, when completed, would make this type of micro-management unnecessary. Holzworth asked whether the Council would also discuss the development of a policy about the end date for these temporary buildings. Noting that most of these are tied to buildings and projects in process, it is tied to the completion of the underlying project. Janssen (Civil Engineering) asked for the comments of the Administration about their comfort level with the proposed removal date. Weldon Ihrig, Executive Vice President, began stating that his goal is to remove all temporary buildings on campus. He acknowledged that the administration had "messed up" and that this project had slipped through the cracks. With the Council's assistance, there will be a relationship that makes sure that this does not happen in the future. It will be removed as soon as the adjacent project is completed. Unfortunately, we do not have a start date for these projects because the fundraising hasn't been completed but it is hoped that the projects will begin this summer.

Vote: Yes - 40 No-33 The motion carries.

Class C Resolution on the University Initiative Fund – Martin, Group Representative, Senator

Coney directed attention to attachment 12, Holt introduced the motion and Martin spoke to the motion. Martin explained his intention in making this two-part motion. He also introduced Robert Kielbowicz, Chair, FCUL, who explained that his Council had backed Part I of the resolution which would "excuse" the library from the UIF tax. He feels that the tax requires the library to cannibalize the very information resources that are needed to maintain scholarly integrity and the ability to engage in cutting edge research. Second, his Council believes that the library suffers a double tax under the UIF tax because they must pay the tax and then because they must support UIF-funded programs that typically do not provide funds for needed library acquisitions. Finally, the UIF cuts come on top of an already very bleak budget picture, especially in light of increased serial costs that run far above the inflation rate.

Allen (Law) asked about the effect of this resolution on the UIF program. Kielbowicz said that this would drop the amount available in the UIF pool for disbursement. Huntsman said that there would be several interactive processes, both within the UIF funding picture and the general budget picture. So far, the administration has chosen not to privilege the library

in the UIF tax but to address the shortfall in the general budget. He agreed that there are severe problems regarding serials acquisitions and we have been underfunding the library although the budget has gone up. He then pointed out that there are two UIF competitions: one is administrative and the other is academic. The library can compete in the administrative services pool. Roghrback (History) said that his department discussed this yesterday and concluded that there really is nothing more to cut in the library serials budget and that trying to recapture serial costs through a UIF proposal would be unlikely. Martin pointed out that the libraries have not received back their contribution in any grants made to them.

Vote: The motion carried with a scattering of negative votes.

Martin then introduced the second part of the resolution. This motion was addressed to the phase-out of the UIF tax, and addressed their recommendation regarding phase-outs, especially in cases where there are strained budgetary circumstances. Pointing to reports made earlier in the meeting regarding the budget, he said that we are in such a circumstance. He also pointed out that he had worked with Coney and Holt in developing this resolution. In reviewing his proposal, he pointed out where it differed from the phase-out that the review committee had proposed. He illustrated the differences with an overhead chart. His proposal would accelerate the rate at which the tax phase-out takes place and acknowledges the budgetary situation in the state. Finally, it calls for another evaluation of the program during UIF 5.

Discussion began with a comment by Holzworth pointing out that the review was a joint and collaborative process. This would undermine the point of undertaking a joint review in the future.

Vote: The motion carried.

New Business

None.

Adjournment

The meeting ended at 4:08 p.m.