

Minutes
Faculty Senate Meeting
Thursday, December 5, 2013, 2:30 p.m.
Savery Hall, Room 260

1. Call to Order and Approval of Agenda.

The meeting was called to order by Faculty Senate Chair Jack Lee at 2:33pm. The agenda was approved after a minor editorial amendment.

2. Report of the Chair – Professor Jack Lee. [Exhibit A]

Chair Lee referred the body to his written report. He commented on several historical events including the death of Nelson Mandela this morning. He then discussed the importance of shared governance, based on the tenets in the introduction to the Faculty Code, written in 1956 and commented on his belief that shared governance is working very effectively with the current administration and thanked the faculty and the administration for their participation in this partnership.

In follow up to the discussion at the last Faculty Senate meeting, Lee invited questions about the proposed revision to the faculty salary policy:

Q: What is the status of work with the Medical School on how the policy will work there?

A: The committee is working with members of the faculty and administration in the Medical School to explore how the proposed policy will work with their processes.

Q: What is the timetable?

A: Lee's hope is that discussions will continue in schools and colleges during winter quarter and simultaneously Code changes will be addressed. His hope is that the policy would be voted on by the end of Spring Quarter 2014 and be implemented by Fall 2015. He acknowledged that this may be an optimistic timetable.

Q: How might this affect the timetable and salary impact on faculty considering promotion?

A: It needs to be considered.

Q: How will this affect lecturers?

A: The plan is to have a plan for competitively hired lecturers that is similar to that of other faculty. The effect on non-competitively hired lecturers is unknown at present.

3. Report of the President – Michael K. Young.

President Young discussed the impending consolidation of the communications offices of the University and plans to develop a communications strategy to help internal and external stakeholders better understand the university and its work. He invited and encouraged input into this process.

He spoke briefly about the upcoming short legislative session in Olympia. He anticipated a transportation package and said that was the main issue of the moment. He was cautiously optimistic about additional funds for financial aid and hoped some of the money would go to need based scholarships, such as the State Need Grant. The most interesting debate in higher education will likely be focused on tuition increases at other schools, despite the UW likely not increasing tuition, and how that could affect tuition flexibility for our Regents.

President Young just returned from a trip to China and shared some observations. A number of the college presidents there brought faculty members who were former students of the UW and possibilities for study abroad and collaborative research relationships were discussed. He also met with parents of current international students to discuss how to better integrate them with US students. He was made well aware of the Chinese government control over Chinese universities and expressed his gratitude for the US system.

He acknowledged the recent significant gift of an alumnus to the Law School.

He spoke briefly about the gap in grant funding and the age the average person gets their first grant. He said professors generally get their first grant around the age of 40 but creative potential peaks at 28. As such he wants ways to fund those higher impact innovations that may be slightly more risky. Mary Lidstrom, our Vice Provost for Research, is leading the charge in creating an Innovation Institute to fund these projects. We have already secured some funding from ICA and the hope is it will be a major magnet of donor dollars.

Q: How might this relate to the recent NSF call for innovation nodes? And might innovation include the innovative idea of closing the faculty salary gap?

A: It might fit with the NSF project and also allow local support of innovation. And the university is focusing on the salary gap.

4. Memorial Resolution.

Vice Chair Kate O'Neill presented the 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 Assistant Professor Kathleen Kelly of Radiation Oncology who died on November 7, 2013, after having served the University since 2006.

Professor Emeritus Otto Reinert of English and Comparative Literature who died on October 19, 2013, after having served the University since 1956.

Teaching Associate Lori Roehl of Family Medicine who died on September 15, 2013, after having served the University since 2007.

Associate Professor Emeritus Robert Sherrer of Mechanical Engineering who died on September 13, 2013, after having served the University since 1960.

Associate Professor Benjamin Taskar of Computer Science and Engineering who died on November 17, 2013, after having served the University since 2013.

The resolution was passed by a standing vote.

5. Opportunities for Questions and Requests for Information.

- a. Summary of Executive Committee Actions and Upcoming Issues of October 7, 2013.
 - i. Approval of the [October 7, 2013](#), Senate Executive Committee minutes.
 - ii. Approval of the [October 24, 2013](#), Faculty Senate minutes.
 - iii. Report of the Faculty Athletic Representative. **[Exhibit B]**
- b. Report of the Secretary of the Faculty. **[Exhibit C]**
- c. Report of the Chair of the Senate on Planning and Budgeting. **[Exhibit D]**
- d. Report of the Faculty Legislative Representative. **[Exhibit E]**

Questions followed:

Q: Were college councils involved in discussion of unit adjustments?

A: Faculty from the College of Arts & Sciences and the Evans School affirmed their involvement. Bothell faculty members indicated there was some discussion but perhaps not with the campus council.

Q: Will departments be involved in allocation of unit adjustments?

A: Yes, it is required that departments are consulted.

Q: What is the relationship between FCTCP and the new task force on lecturers?

A: Kate O'Neill mentioned that she will be chairing the tri-campus lecturer task force and is also an ex officio member of FCTCP. She is committed to coordinating these discussions.

Concern was expressed about the importance of including all lecturers in the salary policy.

6. Consent Agenda.

Approve Nominees for Faculty Councils and Committees. **[Exhibit F]**

The consent agenda was approved.

7. Invited Guests. [Exhibit G]

UW Sponsorship Activities – Steven Bell, Director of Corporate Sponsorships.

Randy Hodgins, Vice President for External Affairs, made some opening remarks about sponsorship. He discussed the creation of the Office of Corporate Sponsorships and introduced Steven Bell, the new Director of that office. Hodgins described the prior sponsorship climate as similar to the “wild west” including concern that students may be been taken advantage of. The new policy was developed with input from student groups and the Faculty Senate leadership.

Bell stated that one of the core tenets will be transparency, including preexisting sponsorships. Two current large contracts are with Coca-Cola and Starbucks. The development of the new policy allowed for important conversations about the values and principles to guide these corporate relationships.

A question was asked about corporate citizenship. Steven Bell mentioned that some of these companies look for community programs to sponsor. Under the policy the relationships need to be of overall significant benefit to the university, not just money, and that is why it isn't about advertising. These are partnerships that enhance experience.

Q: How will this affect existing partnerships among academic units and corporations, e.g. existing student internships with Starbucks?

A: Bell responded that there is no intent to inhibit these relationships.

Q: Alcohol sponsorships are limited but Intercollegiate Athletics has partnered with alcohol distributors before, how is that possible?

A: Bell said those sponsorships are not under the purview of his department and that those are dealt with by ICA.

Q: Why do we allow Coca-Cola considering their contributions to obesity?

A: Bell said the demand is on campus and if a decision was made by Housing and Food Services to disallow sugar sweetened sodas, there would still be other options available through the company.

Q: Why isn't alcohol and gambling prohibited, not just limited?

A: Bell said an alcohol company could be a partner with the Alumni Association for an event, for example, but would never be allowed as an overall sponsor for the University with exclusive contracts. Hodgins said there were cracks left open for Washington Lottery, which supports student scholarships.

Q: Are students engaged?

A: Students present affirmed their active engagement and provided examples of their efforts. Chair Lee discussed the changes in the policy requested by the Senate, specifically that members appointed by the Faculty Senate, GPSS, ASUW would vet sponsors.

Q: Concern were expressed about involvement with corporations as enhancing the student experience.

A: Prior to this policy, vendors came on campus and the UW got nothing for it; now resources are coming into the university.

Kari Lerum expressed concern over environmental sustainability of bottles and requested stronger language about environmental issues.

8. Announcements.

There were two announcements:

Chair Lee announced that nominations are being sought for the David B. Thorud Leadership Award until December 13. This award is given to one UW faculty member and one staff member each year for the high bar they set in their innovation, teamwork, and openness to new ideas. Awardees will each receive \$2,500 and will be recognized at the annual Awards of Excellence. Nominations are being accepted online at www.uw.edu/admin/hr/thorud.

Marcia Killien announced that nominations for Faculty Senate Vice Chair are still being accepted and that any nominations or questions should be forwarded to Nancy Bradshaw.

9. Unfinished Business.

a. Class A Legislation – Second Consideration. [Exhibit H]

Title: Changes to 24-33 A Statement of Principle: Academic Freedom and Responsibility.

Action: Conduct final review of proposal to submit legislation to the faculty for approval or rejection.

Chair Lee summarized the legislative process and mentioned that since it was the second reading of the legislation no changes could be made. Vice Chair Kate O'Neill on behalf of the SEC moved to pass the legislation. The legislation passed unanimously.

b. Class C Resolution. [Exhibit I]

Diane Morrison, Faculty Senator, Social Work

Title: Resolution concerning the University of Washington English Language Lecturers.

Action: Approve for distribution to faculty.

At the October Faculty Senate meeting action on the resolution was postponed to the December meeting because it was felt that Senators lacked sufficient information on the matter. After further consideration, Senator Morrison offered a substitute resolution as shown in Exhibit I.

The substitute amendment passed.

Jack Lee introduced guests, Richard Moore, an English Language Lecturer, Peter Denis, Assistant VP for Labor Relations, and David Szatmary, the Vice Provost for Educational Outreach.

Diane Morrison introduced the legislation and discussed what changes had been made since the last Faculty Senate meeting. First the role of these lecturers as academic staff was made clearer. Second, some things were removed that were not verifiable.

Szatmary introduced the issue and Denis discussed the process from a labor perspective. Moore, on behalf of lecturers, said it is a learning process and that he is hoping for more clarity in the job and what they can expect as their role in the university.

Discussion and debate about the resolution ensued.

The motion passed.

10. New Business.

There was no new business.

11. Good of the Order.

Q: How are priorities for university buildings set?

A: This issue is under discussion in FCUFS, but may not take place soon enough. Provost Cauce indicated that priority is guided by the University Master Plan, but can sometimes change due to the influence of state funds or donors.

Gordon Watts pleaded with Senators to consider running for Senate Vice Chair.

Cauce spoke briefly on the issue of faculty council involvement in unit adjustments.

12. Adjournment.

Chair Lee adjourned the meeting at 4:45pm.

Prepared by:  Approved by: 
Marcia Killien Jack Lee, Chair
Secretary of the Faculty Faculty Senate

NOTE: *If a continuation meeting is necessary to conduct unfinished or special business, it will be held on Thursday, December 12 at 2:30 p.m. in Savery 260.*

Report of the Faculty Senate Chair
Jack Lee, Professor, Mathematics

Here's an update on some of the main things we're working on.

Academic Freedom: The Class A legislation amending the code's Statement of Academic Freedom and Responsibility was passed overwhelmingly at the last Senate meeting, and has been approved by the President. On November 18, the Senate Executive Committee approved it a second time, along with a few minor clarifying amendments suggested by the Code Cops. Today it comes back to the Senate for a second and final vote before being sent out to the full faculty.

University Sponsorship Policy: The President has recently issued a new executive order (EO 15, included in your packet and posted on the [UW Policy Directory website](#)) describing the university's policy regarding sponsorship agreements with external organizations. Steven Bell, the Director of Sponsorships & Partnerships, will be a guest at this Senate meeting to describe the policy and answer questions about it.

International and English Language Program Instructors: At the last Senate meeting, a Class C resolution was introduced by Senator Diane Morrison expressing support for the instructors of the International and English Language Program in their contract negotiations. Because Senators had many questions about the resolution and its background, it is being brought back to the Senate on December 5 in slightly amended form. We will also have several guests at this meeting who can answer questions about the resolution and its background.

Faculty Salary Policy: The development of the details of the proposed faculty salary policy is continuing, and code drafting has begun. We are currently working with the professional schools to find out what tweaks the policy will need in order to work well for them. You can expect to see a detailed written version of the proposal sometime in the next few weeks.

Lecturers: Provost Cauce will soon be appointing a tri-campus task force (if she hasn't already done so) to study issues surrounding Lecturer appointments and make recommendations for new policies.

Intellectual Property: The Special Committee on Intellectual Property and Commercialization (SCIPC) will be reporting to SEC in January.

Online Degrees: The College of Arts and Sciences is moving forward with plans for a new online degree completion program in Integrated Social Sciences. The program is currently being considered by the Faculty Committee on Academic Standards, and the Senate will be receiving a report on it at its January 30 meeting. Meanwhile, Provost Cauce has appointed a joint faculty/administration task force to study and make recommendations about the role of online education at UW. The members are:

- James Gregory, Professor of History and Chair of SCPB, Co-chair
- Betsy Wilson, Dean of University Libraries and Vice Provost for Digital Initiatives, Co-chair
- Jan Carline, Professor of Medical Education
- Colleen Carmean, Assistant Chancellor for Instructional Technologies, UW-Tacoma
- Jeffrey Cohen, Assistant Professor, Social Work Program, UW-Tacoma
- Kelly Edwards, Associate Dean, The Graduate School
- Dan Grossman, Associate Professor, Computer Science and Engineering
- David Pengra, Senior Lecturer of Physics
- Matt Sparke, Professor of International Studies and Director of Integrated Social Sciences
- David Sztatmary, Vice Provost for Educational Outreach
- Jane Van Galen, Professor, Education Program, UW-Bothell
- Bill Zumeta, Professor, Evans School of Public Affairs
- Representative from ASUW
- Representative from GPSS

**Faculty Athletic Representative Summary Report – 2012-13 Academic Year
Professor Roland (Pete) Dukes
November 12, 2013**

Student athletes at Washington continue to do well academically and feel they are being well treated by the University and the Department of Intercollegiate Athletics (ICA). As the Faculty Athletics Representative I encountered no major issues during the 2012-13 academic year. In general I believe the University of Washington intercollegiate athletics program is doing the right things and is in good shape. However, I continue to focus on some areas where I have modest concerns.

Missed Class Time

I continue to have concerns with the increasing impact of media, specifically the Pac-12 Networks, on the scheduling of competitions. During the 2012-13 academic year the UW Men's Basketball schedule included three away games on Wednesdays, all during the ten week Winter Quarter. For two of the three Wednesday games the Department of Intercollegiate Athletics (ICA) made extensive efforts to minimize the amount of class time missed by chartering flights to return the team to campus immediately after the conclusion of the game. The student athletes returned to campus sometime after midnight and were in their classes the next morning. However, we know they were tired and not fully engaged in those classes. As best we can determine there was no substantive decline in the academic performance as measured by team GPA during this intense traveling Quarter. I will continue to investigate ways to mitigate the impact of these scheduling challenges.

At Conference meetings my fellow FARs and I continually raise the issue of reducing the amount of missed class time for student athletes. I feel we are being heard, at least minimally. For example, this year the UW Men's Basketball team has only two Wednesday away games, and both are relatively close geographically (Oregon and the Bay Area) making it easier to return to campus after the game. I will continue to monitor and raise my voice on this issue, but Conference institutions are constrained by the contract the Conference has with the Pac-12 Networks and other media organizations (e.g., ESPN).

Pac-12 Rule Change Benefiting Student Athletes

In June my fellow FARs and I were able to enact a rule change with the Pac-12 Conference that benefits student athletes. I led the effort to change the Pac-12 legislation that restricted student athletes transferring within the Conference from competing for their new school the following year. The NCAA rules allow, in all sports but football, men's and women's basketball, and hockey, student athletes to compete immediately in the academic year following the transfer. Because the Conference seems to want to restrict and de-incentivize intra-conference transfers, the rules were very restrictive. That has been changed.

Academic Performance

Academic performance for Washington relative to other member schools in the Pac-12 Conference continues to be a distinguishing feature of our ICA program. Our football graduation rate continues to be second only to Stanford in the Conference, although UCLA is greatly improving their performance and surpassed UW in the latest (October 2013) statistics. Our overall program graduation rates were second behind Stanford in the 2012-13 NCAA report, but again UCLA looks like they will overtake Washington in the next round of reporting. Washington has not slipped in graduation rates, and indeed has made small increases in graduation rates in some sports. To their credit, UCLA is making huge strides in improving their rates. Still, Washington is viewed by most of the public institutions in the Conference as a model program for providing the support, guidance and assistance needed to ensure academic success for student athletes.

I believe behavioral norms or standards and the culture of the Department of Intercollegiate Athletics continues to focus on making sure the student athletes are successful academically. Coaches are very proud of the academic success of the student athletes on their teams, and the Department continues to encourage Coaches to make this a priority.

NCAA Activities

I serve on the NCAA Amateurism Cabinet, which evaluates and considers legislation affecting the definition of what does and does not constitute an amateur athlete. The NCAA is undergoing extensive reform in several areas (for example, what constitutes major or minor rules infractions, and what are appropriate penalties for each), and thus more routine and/or specific legislative issues are being delayed until the more major structural issues of the NCAA are addressed.

Special Admits

Washington admits a few student athletes, restricted to be thirty or fewer annually, whose academic preparation is such that they are less than 50% likely to succeed academically if they do not receive careful guidance, support and tutoring. The Student Athlete Advising Services (SAAS) group at ICA provides the support needed by these student athletes, and very carefully monitors their academic performance. The Advisory Committee on Intercollegiate Athletics asks for and receives detailed information on the academic performance of these athletes. To provide a quick summary, 98 special admits have been made over the four year period 2009-10 through 2012-13. Of these, five have since graduated, and 68 are still enrolled and are eligible to compete, meaning they are making satisfactory progress toward their degree. Fifteen students transferred to other academic institutions and had academically satisfactory performance when they transferred. Four of these students quit school to pursue professional careers in their sport, and another six students withdrew from the University for personal or other reasons. None of these students was dismissed from the University because they were failing academically.

Again, we monitor this group very carefully. It is important that these at-risk students have a good opportunity to succeed academically, and the data suggests that they are.

Concerns for the Future

I continue to be concerned about the impact of the ever increasing media exposure that our Conference seems to be seeking, and the consequences that might entail for our student athletes. I am less concerned with what that means for fans (such as changing the start time for events like football, basketball, and indeed virtually all our sports) but am continually focused on what it means for the educational and developmental experience of our student athletes. One example is that by scheduling competitions on different days in different weeks, the student athlete's routine or regular schedule gets interrupted. For example, the student athlete on the Men's basketball team whose regular routine is to attend a weekly review session or tutoring session for a course on a Wednesday evening cannot do so because of games on that night four times during the Quarter. This is not just a missed class time issue; it is an issue about disrupting the regular studying and class preparation routine of students. This, of course, can be overcome, but it can be a challenge for our at-risk students.

Finally, I have some concerns about the indirect tensions and pressures that increased media puts on the student athlete. I believe performing in front of a few fans is less stressful than realizing that the cameras are recording and broadcasting to a wide audience. I am not sure of the impact of this subtle pressure, but want to be aware of it.

Overall, I am generally pleased with the way our student athletes are being served by the Department of Intercollegiate Athletics. Exit surveys of graduating students continue to show that our student athletes feel very positive about their educational experience and the support they received from ICA and the University.

Report of the Secretary of the Faculty
Marcia Killien, Professor, Family and Child Nursing

1. Nominations are currently being received for candidates for the 2014-15 Vice-Chair of the Faculty Senate. To make a nomination, contact Nancy Bradshaw at bradsn@uw.edu.
2. The Senate leadership met on 10/4/13 with chairs of the Faculty Councils/University Committees for coordination and information sharing. A similar meeting is scheduled for 12/10/13 at 11:30 a.m. to meet with the chairs of the Elected Faculty Councils ("college councils") of the Schools, Colleges, and Campuses.

Report of the Chair of the Senate Committee on Planning and Budgeting
James Gregory, Professor, History

The Senate Committee on Planning and Budget meets weekly with the Provost, the Vice-Provost for Planning and Budget, and the head of the Board of Deans. SCPB is charged with consulting on all matters relating to the University budget and on a wide range of program and policy decisions. Fall quarter meetings have dealt with the following matters:

Online Education Initiatives Task Force: This committee will recommend policies regarding (1) new fully online undergraduate and graduate degree proposals; and (2) MOOCs. Co-chaired by Betsy Wilson (Dean of Libraries) and James Gregory, it will report to Provost Cauce and SCPB. Members include Jan Carline, Colleen Carmean, Jeffrey Cohen, Kelly Edwards, Dan Grossman, David Pengra, Matt Sparke, David Szatmary, Jane Van Galen, Bill Zumeta and representatives of ASUW and GPSS. It met for the first time on November 22.

Faculty Salaries: SCPB reviewed data on the distribution of raises in September and has approved the Provost's plan for unit adjustment allocations that will allow some units where average salaries are dangerously below peers to receive increases in January. The plan allows for unit adjustments up to a cap of 5% at the unit level for units that are more than 20% behind peer averages, and up to 3% for units that are more than 9% behind peers. All unit adjustments will need to be funded at the college level and College Councils are required to participate in the planning. Departments receiving allocations will decide (in consultation with the dean) how they are distributed.

SCPB reviewed peer salary comparison data in conjunction with the plan. 35 units are at least 9% behind peers, 23 of them in the College of Arts & Sciences. Most colleges have decided that they do not have the funds to support unit adjustments. Currently only the Arts & Sciences is preparing a proposal.

Several SCPB members argued that more needs to be done to close the peer gap. Provost Cauce indicated that a second round of unit adjustments will be recommended next year.

Budget planning: Deans have prepared and submitted budget requests for the coming year and SCPB will soon begin to review them.

RCEP: The College of the Environment is reconfiguring the MS degree in Biology for Teachers. SCPB approved a "limited" RCEP (Reorganization, Consolidation, or Elimination of Programs) procedure which has now been implemented.

Research grants: The committee heard a somewhat encouraging report from Vice Provost for Research Mary Lidstrom. Research grant revenues which had appeared to drop precipitously earlier in the year have recovered and are expected to remain steady. But some grants have been lost and the Provost has set aside limited bridge funding for affected faculty.

Activity based budgeting: SCPB heard from the ABB Steering Committee co-chair Paul Jenny that no major changes are contemplated in the near term. Discussion continues about whether to implement phase two which would bring administrative units under ABB and perhaps introduce charges for space and utilities. Some adjustments in the tuition allocation formulas may be recommended. In the meantime, the Steering Committee and SCPB are continuing to monitor the effects of ABB.

Other matters: SCPB heard an update on the plan to replace the Human Resources and Payroll system software; was briefed on the UW Profile web tool for monitoring enrollment and student demographics and on the Whole U initiative to provide enhanced opportunities for health and social connections on campus.

Upcoming Fall quarter meetings will look into the following:

- Proposal for new salary policy
- Reports on student admissions, financial aid, class size
- Proposal to change Intellectual property rules
- Retention and retirement data
- Governor's proposed supplemental budget (Dec 10)

Report of the Faculty Legislative Representative
Jim Fridley, Professor, Environmental and Forest Sciences and Mechanical Engineering

There was considerable attention being given to higher education in Olympia in late November. The legislature's joint committee on higher education and the Washington Student Achievement Council both met with their respective meetings devoted mostly to discussing, and in WSAC's case adopting, the state's [Ten Year Roadmap](#) to Increase Educational Attainment in Washington.

The Washington State Legislature gathered for Committee Assembly Days on November 20 and 21 in preparation for their 2014 regular (short) session. Higher education was on the agenda of their two higher education policy committees:

- [House Higher Education](#)
- [Senate Higher Education](#)

and two of their fiscal committees:

- [House Appropriations](#)
- [Senate Ways and Means](#)

The topics getting the most attention around the capitol seemed to be:

- Continuing to invest in higher education such that current tuition levels can be maintained,
- More fully funding the State Need Grant,
- Capturing the benefits of, and paying for, the College Bound Scholarship program,
- The WSAC ten year roadmap and its implications, and
- Incentive or performance funding.

Per the last item above, the slides from the [presentation](#) made to the Senate Ways and Means Committee by the Technical Incentive Funding Task Force might be interesting to you. See the summary slide on page 6. The task force and its activities result from a proviso in the 2013-15 Operating Budget.

It is also interesting to note that many believe that there will likely not be a supplemental operating budget passed in the 2014 regular session.

Lastly, be sure to remember, when UWTV fails to satisfy your late night needs, that the video of TVW's coverage of the legislature, including all meetings of legislative committees, is archived by [TVW](#) but be aware that their archive makes a distinction between materials that they have [permanently filed](#) and more [recent programming](#). Think of it as ESPN that matters.

As always, feel free to contact me with your questions or concerns about matters in Olympia.

Jim Fridley, Your Faculty Legislative Representative
Follow me on twitter – @uw_fac_leg_rep

2013 – 2014 Appointments to University and Senate Committees.**Faculty Council on Benefits and Retirement (Meets Mondays at 2:30)**

- Robert Breidenthal, Aeronautics and Astronautics, College of Arts and Sciences, for a term beginning September 16, 2013 and ending September 15th, 2016.
- Tyler Yorita, Associated Students of the University of Washington (ASUW), as a voting member for a term beginning September 16, 2013 and ending September 15, 2014.

Faculty Council on Faculty Affairs (Meets Tuesdays at 9:30)

- Julian Rees, Graduate and Professional Student Senate (GPSS), as a non-voting member for a term beginning September 16, 2013 and ending September 15, 2014. (GPSS without vote)

Faculty Council on Multicultural Affairs (Meets Wednesdays at 3:30)

- Mary Ruffin, ASUW, as a non-voting member for a term beginning September 16, 2013 and ending September 15, 2014.

Faculty Council on Research (Meets Wednesdays at 9:00)

- Dikshya Dhungana, ASUW, as a non-voting member for a term beginning September 16, 2013 and ending September 15, 2014.

Faculty Council on Tri-Campus Policy (Meets Thursdays at 9:00)

- George Mobus, Computing and Software Systems, UW-Tacoma, as a member for a term beginning September 16, 2013 and ending September 15th, 2016.
- Marnie Brown, ASUW, as a non-voting member for a term beginning September 16, 2013 and ending September 15, 2014.

Faculty Council on University Libraries (Meets Wednesdays at 2:30)

- Katherine Schroeder, ASUW, as a voting member for a term beginning September 16, 2013 and ending September 15, 2014.

Adjudication Panel

- Gail Stygall, English, College of Arts and Sciences, as Chair Pro-Tempore for a term beginning September 16th, 2013, and ending September 15, 2014.

Special Committee on Intellectual Property and Commercialization

- Jeff McNerney, ASUW, as a voting member for a term beginning September 16, 2013 and ending September 15, 2014.

Executive Order No. 15 – University of Washington Sponsorship Policy

1. Statement of Purpose

This policy is designed to establish processes and provide guidance to University of Washington campuses, schools, colleges, departments, academic and administrative units, student government, and other University organizations that engage in sponsorship recognition, including designation as a sponsor, trademark rights, events, programs, media and communications, or other activities. This policy does not pertain to gifts through University Advancement. This policy shall guide sponsorship throughout the University, regardless of the financial value of the sponsorship.

Sponsorship will benefit the University community and the state of Washington when conducted in a manner consistent with the University's mission, values, message, and curriculum. As a non-profit public institution, the protection of the reputation, assets, and image of the University is imperative. Additionally, sponsors gain significant value from the exposure and association with the University through a sponsorship relationship, requiring that the University be compensated appropriately.

2. Responsibility

The University Sponsorship Office (Sponsorship Office) is authorized to administer this policy. Policy questions and requests for approval or policy deviations should be directed to that Office.

The Sponsorship Office, reporting to the Chief Marketing and Communications Officer, is responsible for overseeing the planning and execution of University-wide sponsorships and working collaboratively with other University units to provide a resource for sponsorship activities, managing the solicitation of campus-wide sponsorships, maintaining an asset inventory, and pricing and valuation of University assets and benefits.

A Sponsorship Advisory Committee shall be appointed by the University President and include representatives nominated by the Faculty Senate Chair and by the Presidents of ASUW, GPSS, and the Professional Staff Organization. The Sponsorship Advisory Committee shall advise on issues related to sponsorship, communicate broadly back to University units, and approve and monitor sponsorship policy. The Chief Marketing and Communications Officer may also appoint one or more specific work groups or task forces to provide advice on matters pertaining to particular sponsorship opportunities.

3. Definitions

- A. Acknowledgment is a term used to signify the recognition of sponsorship support. Typical acknowledgment may include logo placement and/or sponsor information in the materials associated with a University event or activity being supported by the sponsor.
- B. Advertising is a paid service purchased by an entity (see Executive Order No.40).
- C. Asset is a term used to describe the tangible items, programs, services, or activities owned by the University that provide a benefit to sponsors. These include, but are not limited to, marks, logos, signage, websites, materials related to activities supported by the sponsor, venues, media, events, programs, tickets, hospitality opportunities, and merchandise.
- D. Benefits are any item or service provided to a sponsor in return for the sponsorship of a University activity, event, or program. Examples may include, but are not limited to, acknowledgment, event tickets, food and beverages, merchandise, or access to University services (i.e. meeting rooms, job boards, etc.).
- E. Gifts are the voluntary provision of external support without any requirement of economic or other tangible benefit in return. Gifts may be made by individuals as well as by private organizations, and they may be designated for a specific purpose or left unrestricted by the donor. This includes underwriting gift support regarding events, radio, and television.

- F. In-Kind or Value In-Kind (VIK) is a product or service provided by a sponsor in lieu of cash to a campus, school, college, department, unit, or student organization as part of a sponsorship agreement.
 - G. Licensing is a contractual agreement that allows the use of University marks, images, songs, and words for approved applications in exchange for a royalty payment to the University.
 - H. Non-Qualified Sponsorship is a sponsorship where the financial, or other support, does not meet IRS guidelines for qualified sponsorship payments and would not be exempt from Unrelated Business Income Tax (UBIT). For detailed information on UBIT, contact the University's Tax Office.
 - I. Qualified Sponsorship is a sponsorship where the financial, or other support, meets the IRS guidelines for qualified sponsorship payments. Qualified sponsorship payments are exempt from Unrelated Business Income Tax (UBIT). For detailed information on UBIT, contact the University's Tax Office.
 - J. Research Grants and Contracts fund "sponsored projects," which are any projects receiving external support (including research, scholarly work, training, workshops, and services), that have defined performance requirements. The following conditions may apply: delivery of specific goods, services, or other deliverables by the University; performance milestones; transfer of intellectual property, ownership, or related rights; insurance, indemnification, or warranty; restrictions on publication of research results; or audit requirements.
 - K. Sponsorship is a relationship with an entity where that entity provides money, goods and/or services to the University through a campus, school, college, department, unit, or student organization, and in return, the entity receives acknowledgment of the sponsorship via television or radio broadcasts, signage, tickets, programs, other print materials, or the Internet. The business entity may also receive other benefits. Sponsorships do not involve messages endorsing or comparing products or messages that relate to the quality of products. Sponsorships differ from corporate gift support generated by faculty and University Advancement staff, which is generally provided without expectation of tangible benefit.
 - L. University Advancement engages stakeholders in meaningful interactions that foster pride, advocacy, and private support for the University. University Advancement staff members work with internal constituents, including deans, faculty, and staff, and external constituents—philanthropic individuals as well as private gift- and grant-making organizations—to cultivate resources that advance the mission of the University.
4. Key Policy Provisions

A. University-Wide Sponsorships

The University President may designate select sponsorship categories as exclusive University-wide categories, allowing for exclusive relationships across all areas of the University, including the Seattle, Bothell, and Tacoma campuses, Intercollegiate Athletics, and UW Medicine (pending agreements with affiliate entities).

Individual University units may petition the Sponsorship Office to "opt out" of participating in a specific category or program, with a final decision to be made by the University President. Regardless of participation, no campus, school, college, department, academic or administrative unit, or student government or organization may enter into their own sponsorship agreement in a category once it has been declared a University-wide category. Sponsorship revenue will be distributed according to a specific distribution model approved by the Office of the Provost.

Units may enter into sponsorships for singular activities or events and be bound by this policy, as long as the sponsorship is not a designated University-wide category. Intercollegiate Athletics

may continue to develop sponsorships for their assets and programs in non-University-wide designated categories and apply their policies and guidelines.

The University of Washington Alumni Association (UWAA) and other University affiliate organizations can participate by opting into a sponsorship agreement and agreeing to be bound by this policy.

B. Choice of Sponsors

Potential sponsors may be evaluated on a range of criteria, which may include the company's ethic, environmental, and corporate social responsibility, its local, national, and global position, its brand reputation and values, its public perception of such, its historic performance upholding these standards, and its history with the University. The University reserves the right to select or reject sponsors based on their alignment with the University's mission and core values. The Sponsorship Office, in consultation with the Sponsorship Advisory Committee, will review and research potential sponsors for appropriate alignment. Final decisions will be made by the Chief Marketing and Communications Officer.

C. Prohibited Sponsors

Sponsorships involving controlled substances, tobacco brands, weapons manufacturers, and adult entertainment companies are not permitted.

D. Limited Sponsors

1. Alcohol—Sponsorship by alcohol companies is subject to the following limitations:

- Alcohol sponsorships may not be directed at University students who are under 21 years of age;
- Sponsorships may be for specific events and activities, but not campus-wide;
- University marks may not appear on alcoholic products and/or packaging; and
- Alcohol sponsorships may be subject to additional review by the Chief Marketing and Communications Officer (see also APS 47.5, "Acceptance of Gifts or Contributions from Representatives of the Alcoholic Beverage Industry").

2. Gaming or Gambling—Sponsorship by organizations associated with gaming or gambling is subject to additional review by the Chief Marketing and Communications Officer.

E. University Guidelines and Policies

- All sponsors and sponsorship agreements must follow existing University policies and procedures. Relevant policies include:
 - Facilities and Spaces Naming Policy (Board of Regents Governance, Regent Policy No. 6)
 - Advertising by University Departments (Executive Order No. 40)
- All sponsorships must abide by University-approved Brand Guidelines.
- All sponsorships must abide by the University's Trademarks and Licensing's Policies and Code of Conduct.

F. Sponsorship Limitations

- The University President or Chief Marketing and Communications Officer must retain the right to dissolve sponsorship relationships if a sponsor does not meet University standards.
- Only the Sponsorship Office may grant University-wide sponsorships. The Office may act as a University-wide representative or in conjunction with a University campus, school, college, department, organization, or unit.
- A sponsorship arrangement with the University does not imply affiliation or endorsement.
- Sponsorship acknowledgment is not permissible in University recruiting materials, course catalogs, and legal documents.
- Exclusivity in any category shall not be granted to sponsors by schools, colleges, departments, academic and administrative units, and student government and organizations, except with explicit written approval by the Sponsorship Office.
- The Sponsorship Office will not prepare or sign sponsorship agreements for student government and organizations. Student government and organizations must abide by this policy and should consult the Student Activities Office (SAO) Policy Guide or contact 206-543-2380 or sao@uw.edu for guidance.
- The provisions in this policy relating to prohibited sponsorships and use of University marks or images apply to all University entities and are subject to additional review by the Sponsorship Office. This includes, but is not limited to, the Bothell, Seattle, and Tacoma campuses, student government and organizations, Intercollegiate Athletics, and UW Medicine.

G. Specific Types of Sponsorships

1. Cash and In-kind—Cash or in-kind goods and services are permissible as benefits to be provided to the University by a sponsor.
2. Purchases of Goods and Services—Sponsorships involving the purchase of goods and services generally require a competitive RFP process—the Procurement Department must be consulted when the purchase of goods and/or services is involved. Furthermore, all goods purchased bearing University marks must be purchased from an approved UW licensee (see the University's Procurement Guide).
3. Sales—Sales activity by sponsors on campus may be permitted under the following conditions:
 - The property or facility is available and not being used for a University purpose or program and the proposed use and/or activity has been reviewed by the appropriate Use of University Facilities Committee or other University departments or committees.
 - Appropriate contract agreements have been developed between the University and the sponsor, which may include a lease agreement or license as necessary.
 - Should the duration of use and/or activity be long term (more than 30 days), a lease agreement may be required.
4. Use of Campus Facilities—Campus units or student governments and organizations seeking sponsorships for events held at campus facilities must follow the Reservation Guidelines for University Events set forth by the Office of the Registrar, division of Student Life, and the Use of University Facilities Committees (per Chapter 478-136 WAC).

5. Sponsor Use of University Trademarks, Names, or Logos—In limited circumstances, a sponsor may be granted permission to use University trademarks ("marks"), names, or logos with the understanding that use must be consistent with University policies for usage of such assets. Sponsorship itself does not automatically grant the sponsor the right to use these University assets.
6. Signage—All signage and signage placement must be approved in advance by the Sponsorship Office and the Grounds Management unit, and must be appropriate to the University environment. Where appropriate, approval by Intercollegiate Athletics or other University campus, school, college, department, organization, or unit may be required. No permanent sponsor signage may be placed on buildings, in Red Square, or in residence halls.

5. Sponsorship Designations

University-wide sponsorship arrangements managed through the Sponsorship Office will be classified under various designated levels. Only the Sponsorship Office can grant official University-wide designations. Additional designations may be created and are subject to review and approval by the Sponsorship Office. Units may enter into sponsorships for a singular activity or event unless there is an existing sponsorship with a University-wide designation or the category has been identified as an exclusive University-wide category. Current exclusive University-wide sponsorship categories are listed on the Sponsorship Office website.

Schools, colleges, departments, academic and administrative units, and student government and organizations are encouraged to connect with the Sponsorship Office regarding available sponsorship opportunities.

November 12, 2013.

Background and Rationale

Changes to A Statement of Principle: Academic Freedom and Responsibility Class A Legislation Proposed by the Faculty Council on Faculty Affairs

Section 24-33 (formerly Section 13-31) is one of the older sections of the University of Washington Faculty Code, first approved by the Faculty Senate and President on April 16, 1956. Much of the language of the document has remained unchanged since that time, although there is a footnote added in 1992 on Faculty/Student Relationships and Conflicts of Interest. The initial date of 1956 indicates that this addition to the Code was adopted after the Red Scare investigations of the Canwell Committee (a state-level legislative committee similar to HUAC). Several professors lost their jobs in this investigation. A statement on academic freedom seemed quite necessary at the time to preclude future investigations that abridged that academic freedom.

More recently, at least one recent Supreme Court decision, *Garcetti v. Ceballos* 547 U.S. 410 (2006), complicated the relationship between the First Amendment and speaking when a public employee. Although academic freedom has not been addressed directly, it became clear that what was not addressed in our academic freedom statement was our role in shared governance. *Garcetti* involved criticism of an elected prosecutor; his firing was upheld. Many faculty have and voice opinions about administrative decisions and much of this is part of shared faculty-administration governance of the university.

Faculty Council on Faculty Affairs also added language taken from the University of Utah's statement on Faculty Rights and Responsibilities and from the national AAUP. We needed to define what academic freedom is and give examples of some of the situations in which faculty should not be subject to reprisals, punishment, for what they said or for what other people think of what they said.

These are fairly straightforward changes, mostly additions giving a more complete definition of academic freedom.

The final sentence of the section was deleted by the Council's recommendation. It seemed to the Council to contradict most of what went before it.

We don't anticipate that we will need to invoke Academic Freedom in the immediate future, but we have been very concerned about both attorneys and those outside the academy not understanding what effect shared governance would have on faculty speech and writing.

President Young requested some changes to the version that FCFA sent to the Senate Executive Committee. A subcommittee of SEC has finalized this version in consultation with the President.

After its first consideration by the SEC and Faculty Senate, the legislation was sent to the president and the Advisory Committee on Faculty Code and Regulations for final review. The president approved the legislation with no changes. The Advisory Committee on *Faculty Code* and Regulations has proposed minor revisions that were adopted by the SEC at its November 18 meeting and is the legislation that follows.

1 **Section 24-33. A Statement of Principle: Academic Freedom and Responsibility**

2
3 Academic freedom is the freedom to discuss all relevant matters in teaching, to explore all avenues of
4 scholarship, research, and creative expression, and to speak or write without institutional discipline or
5 restraint on matters of public concern as well as on matters related to shared governance and the general
6 welfare of the University.

7
8 Faculty members have the right to academic freedom and the right to examine and communicate ideas
9 by any lawful means even should such activities generate hostility or pressure against the faculty member
10 or the University. Their exercise of constitutionally protected freedom of association, assembly, and
11 expression, including participation in political activities, does not constitute a violation of duties to the
12 University, to their profession, or to students and may not result in disciplinary action or adverse merit
13 evaluation.

14
15 A faculty member's academic responsibility requires the faithful performance of professional duties and
16 obligations, the recognition of the demands of the scholarly enterprise, and the candor to make it clear
17 that when one is speaking on matters of public interest, one is not speaking for the institution.

18
19 Membership in the academic community imposes on students, faculty members, administrators, and
20 Regents an obligation to respect the dignity of others, to acknowledge their right to express differing
21 opinions, and to foster and defend intellectual honesty, freedom of inquiry and instruction, and free
22 expression on and off the campus. The expression of dissent and the attempt to produce change,
23 therefore, may not be carried out in ways ~~which~~ that injure individuals and damage institutional facilities or
24 disrupt the classes of one's instructors or colleagues. Speakers on campus must not only be protected
25 from violence, but also be given an opportunity to be heard. Those who seek to call attention to
26 grievances must not do so in ways that clearly and significantly impede the functions of the University.

27
28 Students and faculty are entitled to an atmosphere conducive to learning and to evenhanded treatment in
29 all aspects of the instructor-student relationship. Faculty members may not refuse to enroll or teach a
30 students on the grounds because of the student's beliefs or the possible uses to which the students may
31 put the knowledge to be gained in a course. ~~The s~~Students should not be forced by the authority inherent
32 in the instructional relationship to make particular personal choices as to political action or their own roles
33 in society. Evaluation of students and the award of credit must be based on academic performance
34 professionally judged and not on matters irrelevant to that performance. (Examples of such matters
35 include but are not limited to personality, personal beliefs, race, sex, gender, religion, political activity,
36 sexual orientation, or sexual, romantic, familial, or other personal relationships.)

37
38 It is the responsibility of the ~~instructors~~ faculty members to present the subject matter of their courses as
39 approved by the faculty in their collective responsibility for the curriculum. Within the approved curriculum,
40 it is the ~~instructors'~~ faculty members are free to express ideas and teach as they see fit, based on their
41 mastery of their subjects and their own scholarship, ~~which entitle them to their classrooms and to freedom~~
42 in the presentation of their subjects. It is the responsibility of the instructors to present the subject matter
43 of their courses as approved by the faculty in their collective responsibility for the curriculum. ~~Because~~
44 academic freedom has traditionally included the instructor's full freedom as a citizen, most faculty
45 members face no insoluble conflicts between the claims of politics, social action, and conscience, on the
46 one hand, and the claims and expectations of their students, colleagues and institutions, on the other. If
47 such conflicts become acute, and the instructor's attention to his or her obligations as a citizen and a
48 moral agent precludes the fulfillment of substantial academic obligations, he or she cannot escape the
49 responsibility of that choice, but should either request a leave of absence or resign his or her academic
50 position.

Approved by:
Senate Executive Committee
October 7, 2013

Approved by:
Faculty Senate
October 24, 2013

Approved by:
Senate Executive Committee
November 18, 2013

Approved by:
Faculty Senate
December 5, 2013

1 **Class C Resolution Concerning the University of Washington International & English Language**
2 **Programs Extension Lecturers**

3
4 WHEREAS, a union of 70 full-time Extension Lecturers, who are classified as academic staff, teach in
5 International and English Language Programs (I&ELP) in Educational Outreach and have formed the
6 Union of the American Federation of Teachers-University of Washington English Language Faculty, Local
7 #6486; and

8
9 WHEREAS, like UW librarians, I&ELP Extension Lecturers perform an essential role in the educational
10 and research missions of the University; and

11
12 WHEREAS, these I&ELP Extension Lecturers teach approximately 3500 matriculated and non-
13 matriculated students annually, and enhance the reputation of the UW by presenting at peer-reviewed,
14 international conferences, authoring textbooks, and training English Language Teachers; and

15
16 WHEREAS, these I&ELP Extension Lecturers contribute to the research and teaching mission of the UW
17 by training over 70 International Teaching Assistants (ITAs) every year, many in STEM disciplines; and

18
19 WHEREAS, the International and English Language Programs garner more than \$800K annually in
20 operating costs, and return an additional to \$200K annually to the UW; therefore,

21
22 BE IT RESOLVED, that the Faculty Senate of the University of Washington supports the efforts of
23 American Federation of Teachers-University of Washington English Language Faculty, Local #6486 in
24 their efforts to obtain a fair contract, and supports an agreement that rewards both the performance and
25 long-term commitment of I&ELP Extension Lecturers by providing competitive salaries, multi-year
26 appointments, an evaluation system that promotes collaboration and recognizes professional
27 competence, and a system for career advancement in keeping with the reputation and standing of the
28 UW as a world class educational institution.

Submitted by:
Diane Morrison
Faculty Senator, Sociology
December 5, 2013

Approved by:
Faculty Senate
December 5, 2013

Background information

- Evaluations for IELF Lecturers used a “stacked” ranking system to determine the length of contracts offered in the coming year.
- The performance evaluations are based largely on student evaluations and do not include peer evaluations.
- Each year IELP Lecturers would compete amongst themselves to be placed into the top 25-33%.
- Within a given year, job Security would only be offered to a third of IELP Lecturers. The rest would have quarter-to quarter contracts, regardless of how long they have worked in the department.
- Each year some IELP Lecturers would go from having 9 month appointments to 3 month appointments, and vice versa.
- Depending on how well others do, having received strong positive evaluations over a long career would be no guarantee of continued stable employment. (Conversely, if the group as a whole received negative evaluations, the least bad would be offered stable contracts.)