Minutes (Video Recording)
Faculty Senate Meeting
Thursday, May 16, 2019, 2:30 p.m.
Johnson Hall 102

1. Call to Order and Approval of Agenda. (Video Time Stamp 00:00:02—00:00:15)

The meeting was called to order at 2:31 P.M. The agenda was approved.

2. Acting Faculty Senate Chair’s Remarks – Associate Professor Joseph Janes. [Exhibit A] (00:00:15—00:08:27)

Joe Janes, Senate Chair, began by thanking recent retirees, participants in shared governance, and those who helped bring the legislative session in Olympia to a successful conclusion. In addition, he offered congratulations to those receiving promotions this year, as well as to the Provost for a successful and informative Town Hall. Janes described several initiatives that will take center stage next year, including a look at teaching evaluations, as well as continued work on the dispute-resolution process, student and academic policies, lecturer career path, and the faculty 2050 goals.

3. Reports and Opportunity for Questions. (00:08:28—00:08:40)
   a. Report of the Secretary of the Faculty. [Exhibit B]
   b. Report of the Chair of the Senate on Planning and Budgeting. [Exhibit C]
   c. Report of the Faculty Legislative Representative. [Exhibit D]

There were no questions.

4. President’s Remarks – Ana Mari Cauce. (00:08:45—00:27:53)

President Cauce said that it was a very good legislative session. The state budget includes significant funds for foundational support. There was a retooling of the fund-split formula which brings the UW in line with other state institutions of higher education, and this takes pressure off internal funding of benefits and salary increases. There was a positive reworking of, and increased funding for, the State Need Grant (now called the Washington College Grant). Targeted funds were also made available for STEM, as well as for safety-net services provided by the School of Dentistry and the UW hospitals. A lot of these monies came from a new B&O tax, which should continue to make more funding available for higher education. All of the above should help recruit and retain students who will stay in state after graduation. Tuition will go up 2.4% for undergraduate residents.

In response to questions, several points were made. Although funding for the Center for Human Rights never made its way into the final budget, there is an unrestricted donation that could be used for the Center. If a student qualifies for both the Washington College Grant and a Pell grant, then tuition should be completely covered. The reworking of the Washington College Grant has fewer restrictions than comparable programs around the country.

5. Requests for Information. (00:27:54—00:28:15)
   a. Approval of the April 1, 2019, Senate Executive Committee minutes.
   b. Approval of the April 18, 2019, Faculty Senate minutes.
   c. Task force on the disciplinary code and process update.
   d. Affordable housing for faculty.

There were no requests for information.

6. Memorial Resolution. (00:28:16—00:29:36)

Thaisa Way, Chair of the Senate Committee on Planning and Budgeting and Past Senate Chair, presented the 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:

Professor Emeritus Hellmut Golde of Engineering who died on April 17, 2019, after having served the university since 1959.
Professor Emeritus Benjamin Hall of Medicine who died on April 2, 2019, after having served the university since 1963.

Assistant Professor Lewis Robertson of Arts & Sciences who died on December 22, 2018, after having served the university since 1965.

Professor Emeritus Kurt Lang of Arts & Sciences who died on May 1, 2019, after having served the university since 1984.

The resolution was adopted by a standing vote.

7. Consent Agenda. (00:29:37—00:29:48)
   a. Approve nominees for Faculty Councils and Committees. [Exhibit E]
   b. Approve nominations for 2019-2020 Senate Executive Committee positions. [Exhibit F]
   c. Approve 2019-2020 Schedule of Senate Executive Committee and Faculty Senate meetings. [Exhibit G]

The consent agenda was approved.

8. Announcements. (00:29:49—00:29:53)

There were no announcements.

9. Unfinished Business. (00:29:54—00:36:07)
   a. Class C Resolution – Support for the establishment of a UW sustainability initiative and campus plan by 2020. [Exhibit H]
      Action: Approve for distribution to the faculty.

The motion to approve the resolution for distribution to the faculty, having been moved and seconded at the last Senate meeting on April 18, 2019, was properly before the Senate at this time.

Rich Christie, member of the Faculty Council on University Facilities and Services, spoke to the motion, summarizing the rationale presented in the Exhibit. Christoph Strouse, author of the GPSS resolution referenced in the Class C resolution, also spoke to the motion, delivering written remarks herein attached as an addendum.

The motion passed.

10. New Business. (00:36:08—00:59:15)
    a. Class A Legislation – Proposed changes to elected faculty councils – second consideration. [Exhibit I]
       Action: Approve for faculty vote.

On behalf of the Senate Executive Committee, Thaisa Way, Chair of the Senate Committee on Planning and Budgeting and Past Senate Chair, moved the motion to approve the legislation for submission to the faculty for approval.

There was no discussion. The motion passed.

    b. Class C Resolution – Support for UW Libraries’ bargaining priorities in their negotiations with Elsevier and other scholarly journal subscriptions. [Exhibit J]
       Action: Approve for distribution to the faculty.

On behalf of the Senate Executive Committee, Thaisa Way, Chair of the Senate Committee on Planning and Budgeting and Past Senate Chair, moved the motion to approve the resolution for distribution to the faculty.

Trent Hill, Chair of the Faculty Council on University Libraries, spoke to the resolution, summarizing the material presented in the slides, herein attached as an addendum.

During discussion, several points were made by Hill and Denise Pan, Associate Dean of University Libraries for Collections and Content. The consequences of non-renewal are difficult to judge. Several institutions have walked away, but they still have access to Elsevier’s resources pending further negotiations although such access is not expected to continue indefinitely. In any case, faculty still can use interlibrary loan and other online resources. Indeed, it should be noted that other tools, such as, Web of Science are not part of the Elsevier package. The highest priorities in the UW negotiations are the non-disclosure provision and cost containment. The contracts run for a five year term and length is also an issue. Other institutions have similar concerns, and there are various negotiating consortia, but not all are at the end of their current contracts. All contracts have non-disclosure provisions, which makes discussions among institutions difficult. The Elsevier contract covers thousands of journals (which can be seen on the UW library website), and it affects all papers contained therein, regardless of the date of publication.
The motion passed.

c. Class C Resolution – Support for the implementation proposal for the UW Faculty 2050. [Exhibit K]
   Action: Approve for distribution to the faculty.

On behalf of the Senate Executive Committee, Thaisa Way, Chair of the Senate Committee on Planning and Budgeting and Past Senate Chair, moved the motion to approve the resolution for distribution to the faculty.

Way gave a brief summary of the history of the initiative and its importance. Janes added that the charges for next year’s Faculty Councils will reflect the relevant recommendations from the report.

There was no discussion. The motion passed.

11. Discussion Items. (00:59:16—01:17:12)
   a. Task force on the disciplinary code and process update. [Exhibit L]
      Zoe Barsness, Associate Professor and Co-Chair of the Task Force on Disciplinary Code and Process.

Zoe Barsness, Co-Chair of the Task Force on Disciplinary Code and Process, summarized the slides in the Exhibit.

In response to questions, several points were made. With respect to costs, Barsness said that there will be some cost savings due to the emphasis on early intervention. Nonetheless, increased training and staffing support will introduce new costs. Funding requirements will be part of the discussion with the administration going forward. Janes added that it is hoped that some legislation could be introduced as early as the 2019-2020 academic year.

12. Good of the Order. (01:17:12—01:17:19)

There was nothing presented for good of the order.

13. Adjournment. (01:17:19—01:17:30)

The meeting adjourned at 3:48 P.M.

NOTE: If a continuation meeting is necessary to conduct unfinished or special business, it will be held on Thursday, May 23, 2019, at 2:30 p.m. in Johnson Hall 102
Report of the Acting Faculty Senate Chair
Joseph Janes, Associate Professor, Information School

We have a number of important pieces of business before us today:

- the second consideration of the Class A legislation on the composition of elected faculty councils, which could substantially strengthen the processes and effectiveness of shared governance at the school and college level
- a Class C resolution from the Faculty Council on University Libraries - maintaining access to the scholarly and research literature, in a responsible, cost-effective, sustainable way, is crucial to our work, and faculty support for our colleagues in the University Libraries as they undertake negotiations with Elsevier, among others, is an important sign of our commitment
- a Class C resolution outlining implementation of the recommendations of the Faculty 2050 report from last year, which has already been the source of much discussion and guidance in thinking about our future
- as well as the postponed resolution on sustainability from our last meeting

In addition, we'll have discussion items on a longer-term matter: the ongoing work to reform our dispute resolution and disciplinary processes. This is one of a number of matters that will be under discussion in the year to come: teaching evaluations, more on the status and roles of lecturing faculty, as well as the upcoming University-wide climate survey, and the usual unpredictable topics that will arise in the year to come, and I know we all look forward to working on those together.

We appreciate, as always, all the efforts of the members of our faculty councils, committees, and working groups for their hard work over the course of the year. And as this is our last meeting of the year, on behalf of Senate leadership and the entire university faculty, I want to thank all of you for your time and willingness to serve on the Senate this year - and wish you all the best for an enjoyable and rejuvenating summer!
Report of the Secretary of the Faculty
Mike Townsend, Associate Professor, School of Law

1. Committee on Committees: The Committee on Committees has met, and, pursuant to their discussion, the Office of University Committees is filling out a roster of new Faculty Council members for approval.

2. Deputy Faculty Legislative Representative: Dan Ratner, Associate Professor, Bioengineering, Seattle, has been elected DFLR for 2019-2020.
Report of the Chair of the Senate Committee on Planning and Budgeting
Thaïsa Way, Professor, College of Built Environments

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.

The Spring SCPB meetings have been focused on updates on unit projections and for deficit plans for those facing such challenges. We reviewed an issue involving Northwest Hospital and an outstanding payable owed to the University. UW Medicine presented the issue, noting that it will pay the University back in full. The executive office, UW Finance, and the Office of Planning & Budgeting are closely monitoring the situation. The presentation of this issue led to a series of discussions around how budgets and fiscal health are being monitored and assessed. It was noted that the Health Sciences, and in particular the hospitals comprising UW Medicine, represent over 50% of the UW budget. This reflects a serious exposure by the university to the instabilities of health systems and costs. While we recognize the large health system is a significant and important contributor to the university’s research and teaching mission, it is also a complex system that does not always fit easily into an academic fiscal framework.

Building on our review of units with deficit mitigation plans, SCPB members have engaged in rigorous discussions of the increasing focus on monitoring budgets across the university. The UW records revenues and expenditures in many 1000’s of budget numbers, and while Finance Transformation will address many of the systemic issues of our current processes, we must assure we are tracking the fiscal health of all units now. We are working closely with the Office of Planning & Budgeting to review how to best assure that all budgets are being responsibly managed and stewarded.

As always, SCPB reviews requests for limited RCEPs and we have engaged in excellent discussions around a number of these requests. The School of Nursing is currently planning to consolidate into two departments from three departments, a planning process that engaged many of their faculty as well as staff and students. The School of Medicine is currently proposing to merge the departments of Pathology and that of Laboratory Medicine. We were pleased to hear from their Elected Faculty Council chairs as a part of this process.

We had an excellent presentation from VP of Student Life, Denzil Suite and his leadership team on the breadth of services and challenges of meetings the needs of our students. Housing and Food Services houses over 20% of our students, including over 80% of international students in their first year. They are working to create opportunities for more affordable housing as well as providing a range of housing options. The team is also facing increasing needs for mental health services and for access and disability services. We were impressed with the approach of our student life leadership. We would also take this opportunity to acknowledge the remarkable contributions of our student leadership teams. They are engaged in all aspects of the university from housing policies and budgets to curriculum and community engaged teaching.

At our last meeting this week, we focused primarily on the state budget and its implications for our budget. As noted by others, there are many remarkable elements of the new state budget as passed in the last minutes of the session, including the closure of the session on time. We are very pleased to see the state invest in what is now called the Washington College Grant program, by fully funding, and even expanding, the State Need Grant, over the course of the next biennium. For the UW, the state provided a larger share of state support for new compensation and central service increases, through what is being called “foundational support.” Furthermore, legislators met our requests for funding for STEM across all three campuses, and for a number of capital projects.

Regarding compensation, the story is nuanced.

- The budget partially funded 2 percent wage increases in FY20 and FY21 for GOF-paid faculty and professional staff. Non-represented employees at all other state agencies received partial or full funding for 3 percent wage increases.
• The budget also partially funded 2 percent increases for state-approved collective bargaining units, along with other base contract provisions.

• In addition, the budget includes an additional $7.2 million intended to partially fund 1 percent increases in each year for all GOF-paid employees (represented and non-represented). The budget stipulated that the UW would only receive this additional funding if it were to reach agreements with unions to implement the 1 percent per year for all employees paid by all funding sources. Given the partial funding, it would not be financially feasible for the UW to implement the additional 1 percent increases for those employees.

While we are all very pleased to see the strong support for higher education in the funding for student access, foundational support for basic merit pools, and targeted enrollment and program growth, it is clear that we will need to continue to discuss why compensation increases are a critical component of excellence.

We have been engaged in discussions on the Phase III review of ABB including the supplemental budget allocations. This process will engage robust discussions on the supplement allocations. There is an urgency to these issues. Teaching and research are becoming increasingly cross-discipline and cross-sectors; modifying the model is crucial to support the inevitable changes we wish to support. We must address the non-formulaic components of ABB to ensure that we are actively planning for, and deciding how, to support foundational undergraduate disciplines. Funding should both follow student activity, and support the foundational areas of a comprehensive undergraduate academic experience, and also recognize differential costs of instruction. We will likely be forming task groups to address questions about taxation of units, Indirect Cost Recover allocations and the costs of research, and the supplement allocations.

Finally we approved an increase of 4% to minimum salaries for faculty. This included minimums for all faculty positions. In May we will review budgets and plans for GiX, the Finance Transformation Project, and the capital budget plan for the next 6 years including how to address deferred maintenance. Please note that we are currently seeking faculty who would be willing to serve on focus groups to assure the new finance systems meet our needs. Please email Thaisa if you are interested (tway@uw.edu).

I look forward to hearing from you. Send me your questions and concerns. We will work to do our best to respond.
I am writing this on Monday, April 29, within hours of the Legislature adjourning the 2019 session *on time* for the first time in ten years, the result of a dense and tense weekend of hearings and voting that included full House and Senate floor sessions that went past 4:00 AM each night this weekend. While there are still many details about the budget that need to be analyzed over the next few weeks, here is some background on legislation and issues that have attracted headlines in the final days of the session.

One surprise in the final hours of the session was that the House and Senate both took votes on I-1000, the initiative to the Legislature that would/will significantly alter the 1998 I-200 that prohibits the use of factors such as race in a variety of public arenas, including college admissions at public universities. The hearing on this included many faces of the past that had worked on I-200, both pro and con. What was surprising to me was the organizational effort against I-1000 that was new, from families and potential future students who felt that I-1000 might limit their access to public higher education. It is worth knowing about this opposition because of the next steps. Because the House and Senate have voted to enact I-1000 as session law, it becomes law once the Secretary of State has signed it – it does not need the Governor’s signature (he was/is a supporter of I-1000). But any law can be subjected to a referendum, which must be requested within 90 days of the legislation being enacted. A referendum places the new law on the general ballot for a vote of the general population. Within twelve hours of I-1000 passing, a request for a referendum was filed with the Secretary of State; that will likely place this issue on the ballot for the November general election.

The Education Workforce Investment fund (HB 2158) will be funded largely via new business and occupation (B&O) taxes. While some large entities such as Microsoft were strong supporters of this legislation, smaller business owners and organizations expressed concern about the additional tax on their services. The final hearing on this was held the day before the session ended; President Cauce came to Olympia on Saturday morning to indicate her strong support for this investment in higher education. The intention of this fund is to provide stable, dedicated funding for the State Need Grant (SNG), now renamed as the Washington College Grant (WCG). The hope is that the WCG will be fully funded by the 2020-21 academic year; this will relieve some pressure on the UW, which has been providing the Husky Promise funding to student eligible for the SNG but did not receive it because of lack of funding. This investment fund also will provide funding for new enrollments in Engineering at the Seattle campus, and new STEM funding for the Bothell and Tacoma campuses. It also allocated some foundational funding to the UW; how the UW will budget the funding is not yet determined.

The operating budget (ESHB 1109) has many details that need to be analyzed. As I have noted over the past two years, the language of the legislation is not always funded in the budget itself, with the UW being expected to fund certain expenses, such as a portion of salary increases, from tuition rather than from new state appropriations. Because of this, it is not possible at this point to say with any certainty what the salary increases would be for faculty and professional staff, but we may have a more clear picture by the time of the meeting of the Senate Executive Committee. The foundational support for the UW appears to be more favorable in the final budget than in earlier versions of the budget. Our UW Office of Planning and Budgeting (OPB) will post a detailed analysis later this week, which I will provide to the Senate Executive Committee and full Faculty Senate. Now, the planning for the next biennium continues through the work of our OPB and Senate Committee on Planning and Budgeting.
2019-20 Nominees for Faculty Councils and Committees

Faculty Council on Academic Standards

Scott Spaulding, Senior Lecturer, College of Education, as a voting member for a term beginning September 16, 2019, and ending September 15, 2022.

Marjorie Olmstead, Professor, College of Arts and Sciences, as a voting member for a term beginning September 16, 2019, and ending September 15, 2022.

Joel Ross, Senior Lecturer, Information School, as a voting member for a term beginning September 16, 2019, and ending September 15, 2022.

Faculty Council on Benefits and Retirement

Monika Sobolewska, Senior Lecturer, UW Tacoma School of Engineering and Technology, as a voting member for a term beginning September 16, 2019, and ending September 15, 2022.

Peter Johnson, Professor, School of Public Health, as a voting member for a term beginning September 16, 2019, and ending September 15, 2022.

William Yuh, Professor, School of Medicine, as a voting member for a term beginning September 16, 2019, and ending September 15, 2022.

Mary O’Neil, Associate Professor, College of Arts and Sciences, as a voting member for a term beginning September 16, 2019, and ending September 15, 2022.

Faculty Council on Faculty Affairs

Jack Lee, Professor, College of Arts and Sciences, as Chair for a term beginning September 16, 2019, and ending September 15, 2020.

Teresa Ward, Professor, School of Nursing, as a voting member for a term beginning September 16, 2019, and ending September 15, 2022.

Megan Callow, Lecturer, College of Arts and Sciences, as a voting member for a term beginning September 16, 2019, and ending September 15, 2022.

Jacob Vigdor, Professor, Evans School of Public Policy and Governance, as a voting member for a term beginning September 16, 2019, and ending September 15, 2022.

Faculty Council on Multicultural Affairs

Michael Spencer, Professor, School of Social Work, as a voting member for a term beginning September 16, 2019, and ending September 15, 2022.

Faculty Council on Research

Gillian Marshall, Assistant Professor, UW Tacoma School of Social Work, as a voting member for a term beginning September 16, 2019, and ending September 15, 2022.

Nicole Gibran, Professor without Tenure, School of Medicine, as a voting member for a term beginning September 16, 2019, and ending September 15, 2022.
Faculty Council on Student Affairs

Chris Laws, Principal Lecturer, College of Arts and Sciences, as Chair for a term beginning September 16, 2019, and ending September 15, 2020.

Kivanc Dincer, Lecturer, UW Tacoma School of Engineering and Technology, as a voting member for a term beginning September 16, 2019, and ending September 15, 2022.

Clark Musselman, Lecturer, UW Bothell School of STEM, as a voting member for a term beginning September 16, 2019, and ending September 15, 2022.

Ann Culligan, Lecturer, College of Arts and Sciences, as a voting member for a term beginning September 16, 2019, and ending September 15, 2022.

Faculty Council on Teaching and Learning

Thomas Halverson, Senior Lecturer, College of Education, as Chair for a term beginning September 16, 2019, and ending September 15, 2020.

Kimberlee Gillis-Bridges, Principal Lecturer, College of Arts and Sciences, as a voting member for a term beginning September 16, 2019, and ending September 15, 2022.

Lynn Dietrich, Senior Lecturer, College of Education, as a voting member for a term beginning September 16, 2019, and ending September 15, 2022.

Faculty Council on University Facilities and Services

Ann Marie Borys, Associate Professor, College of Built Environments, as Chair for a term beginning September 16, 2019, and ending September 15, 2020.

Bruce Balick, Professor Emeritus, College of Arts and Sciences, as a voting member for a term beginning September 16, 2019, and ending September 15, 2020.

Faculty Council on University Libraries

Trent Hill, Senior Lecturer, Information School, as Chair for a term beginning September 16, 2019, and ending September 15, 2020.

Khalfani Mwamba, Lecturer, School of Social Work, as a voting member for a term beginning September 16, 2019, and ending September 15, 2022.

Randolph Otto, Associate Professor, School of Medicine, as a voting member for a term beginning September 16, 2019, and ending September 15, 2022.

Helene Williams, Senior Lecturer, Information School, as a voting member for a term beginning September 16, 2019, and ending September 15, 2022.

Juliet Shields, Professor, College of Arts and Sciences, as a voting member for a term beginning September 16, 2019, and ending September 15, 2022.

Faculty Council on Women in Academia
Ankur Suri, Senior Lecturer, UW Tacoma, School of Engineering and Technology, as a voting member for a term beginning September 16, 2019, and ending September 15, 2022.

Samantha Robinson, Lecturer, College of Arts and Sciences, as a voting member for a term beginning September 16, 2019, and ending September 15, 2022.

Elizabeth Umphress, Associate Professor, Foster School of Business, as a voting member for a term beginning September 16, 2019, and ending September 15, 2022.

**Senate Committee on Planning and Budgeting**

Daniel Grossman, Professor, College of Engineering, as a voting member for a term beginning September 16, 2019, and ending September 15, 2022.

Mary Hebert, Professor, School of Pharmacy, as a voting member for a term beginning September 16, 2019, and ending September 15, 2022.
Nominations for 2019-20 Senate Executive Committee Positions

Open Seat Nominations

<table>
<thead>
<tr>
<th>Positions</th>
<th>Nominees</th>
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<tbody>
<tr>
<td><strong>Medicine – 2 positions</strong></td>
<td>Gautham Reddy, Radiology</td>
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<td>Phillip Taddei, Radiation Oncology</td>
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<tr>
<td><strong>Arts and Sciences – 2 positions</strong></td>
<td>Justin Jesty, Asian Languages and Literature</td>
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<td>Julie Brines, Sociology</td>
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<td><strong>Engineering – 1 position</strong></td>
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<td><strong>Other health science colleges</strong></td>
<td>Douglas Ramsay, Oral Health Sciences</td>
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<td>1 – 1 position</td>
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<tr>
<td><strong>Environment and Built Environments – 1 position</strong></td>
<td>Jeff Hou, Landscape Architecture</td>
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<tr>
<td><strong>Professional Schools</strong></td>
<td>Shailendra Jain, Marketing and International Business</td>
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<td>2 – 1 position</td>
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1 Public Health, Dentistry, Pharmacy, Nursing, Social Work
2 Business, Education, Evans, Information, Law, ROTC
## 2019-2020

### Schedule of Senate and Executive Committee Meetings

#### Autumn Quarter 2019

<table>
<thead>
<tr>
<th>Event</th>
<th>Date</th>
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<tbody>
<tr>
<td>Executive Committee Agenda Deadline</td>
<td>September 18</td>
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<tr>
<td>Executive Committee Meeting</td>
<td>September 30</td>
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<tr>
<td>Faculty Senate Meeting</td>
<td>October 17</td>
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<tr>
<td>Executive Committee Agenda Deadline</td>
<td>November 6</td>
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<tr>
<td>Executive Committee Meeting</td>
<td>November 18</td>
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<tr>
<td>Faculty Senate Meeting</td>
<td>December 5</td>
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#### Winter Quarter 2020

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<th>Event</th>
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<tr>
<td>Executive Committee Agenda Deadline</td>
<td>December 27</td>
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<tr>
<td>Executive Committee Meeting</td>
<td>January 6</td>
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<tr>
<td>Faculty Senate Meeting</td>
<td>January 23</td>
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<tr>
<td>Executive Committee Agenda Deadline</td>
<td>January 29</td>
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<tr>
<td>Executive Committee Meeting</td>
<td>February 10</td>
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<tr>
<td>Faculty Senate Meeting</td>
<td>February 27</td>
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#### Spring Quarter 2020

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<th>Event</th>
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<tr>
<td>Executive Committee Agenda Deadline</td>
<td>March 18</td>
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<tr>
<td>Executive Committee Meeting</td>
<td>March 30</td>
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<tr>
<td>Faculty Senate Meeting</td>
<td>April 16</td>
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<tr>
<td>Executive Committee Agenda Deadline</td>
<td>April 22</td>
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<tr>
<td>Executive Committee Meeting</td>
<td>May 4</td>
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<tr>
<td>Faculty Senate Meeting</td>
<td>May 14</td>
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**Senate** meetings will be held at 2:30 p.m. in Johnson Hall 102.

**Executive Committee** meetings will be held at 2:30 p.m. in 142 Gerberding Hall.

**Special Meetings** will occur if necessary to conduct unfinished business or special business of the SEC or Senate.
Class C Resolution: Support for the Establishment of a UW Sustainability Initiative and Campus Plan by 2020

WHEREAS the GPSS has written and approved Resolution No. 02.18-19 calling for the University of Washington to make sustainability a Key Initiative and to create a Comprehensive Sustainability Plan for implementation in 2020; and

WHEREAS the resolution notes critical new globally significant reports and information that increase the urgency of addressing climate change in a more aggressive manner; and

WHEREAS the resolution demonstrates numerous ways in which taking additional action is consistent with the University of Washington mission, values, and educational responsibilities; and

WHEREAS the resolution demonstrates that current resources and efforts of the University to advance sustainability would be incorporated and enhanced; and

WHEREAS the Faculty Council on University Facilities and Services has reviewed the GPSS resolution and found it appropriate for Senate endorsement; therefore

BE IT RESOLVED that the Faculty Senate of the University of Washington endorses the GPSS resolution.

Approved by:
Senate Executive Committee
April 1, 2019
Overview and Q&A of Resolution:

Overview of Resolution

- The grand challenge of our time is slowing climate change while balancing social well-being, economic prosperity and environmental protection, through sustainable development.
- The UW Strategic Plan directs the UW “to respond to the challenges and opportunities of the 21st century and to provide solutions to society’s most pressing problems.”
- Sustainability at UW will require both a strategic Key Initiative and a Comprehensive Plan.
- A strategic Initiative for Sustainability would support and advance University Accreditation Core Themes and Objectives of: Research and Scholarship, Teaching and Learning, Service and Engagement.
- A Comprehensive Sustainability Plan would support and advance the 2y2d SABP short term goals to: Decrease Costs, Increase Revenue, Invest in People, Invest in Infrastructure and Increase Access, while making progress toward the long term goals to: Sustain, Compete and Transform.
- A Sustainability Initiative and Plan would build on, support and align with other existing UW policies and plans such as the Campus Master Plan, Climate Action Plan, Population Health Initiative, and the Race & Equity Initiative.
- Therefore, UW should make sustainability a strategic initiative and begin a plan by fall 2020.

Opportunities

- The 50th Anniversary of Earth Day is April 2020, which presents an opportunity to make a strategic commitment to sustainability.
- UW Office of Global Affairs has signed the newly-launched ‘Declaration on University Global Engagement’, which aligns the work of the world’s top universities with the United Nations Sustainable Development Goals.
- UW has recently joined the Sustainable Development Solutions Network, USA, the SDSN USA helps to mobilize and support America’s colleges, universities, and other leading research institutions to advance pathways for the SDGs nationally and globally.
- Times Higher Education released a new global university ranking that aims to measure institutions’ success in delivering the United Nations’ Sustainable Development Goals.
- The latest version of AASHE STARS - which is the sustainability reporting standard for higher education institutions - will begin aligning with the UN SDGs in 3Q 2019.
- A Sustainability Plan aligned with STARS is an opportunity to coordinate campus operations programs, initiatives and research with a global vision for the UN SDGs.
Legislation proposing changes to Faculty Code, Chapter 23 Colleges, Schools, and Departments

Introduction

The Faculty Council on Faculty Affairs voted on January 29, 2019, to forward proposed Class A legislation to the Senate Executive Committee and Faculty Senate for consideration. The motion was approved by a majority of voting members.

Rationale

In response to a request from the Senate Executive Committee, the Advisory Committee on Faculty Code and Regulations (ACFCR) conducted a review of the Faculty Code and the bylaws of the University’s 27 campuses, colleges, and schools concerning the composition of elected faculty councils. Specifically, the request noted “… it is critical that the composition of Elected Faculty councils are elected faculty only” in conformance with the intent of Section 23-45 of the Code, which is that “the faculty of each campus, college, or school … shall determine its own organization…” [italics added]

In its resulting March 6, 2018 report, ACFCR found:

- The Faculty Code does not explicitly bar administrators from EFC membership;
- The Faculty Code does not explicitly require EFC members be elected by the voting faculty; and
- The bylaws of some units are inconsistent with Section 23-45 or its intent, allowing administrators to nominate or appoint EFC members or to be voting members themselves.

The following proposed changes to Section 23-45 aim to clarify that only voting faculty may be voting members of EFCs and that administrators should not have a formal role in nominating or electing EFC members.

Section 23-45 Campus, College, and School Faculties: Authority to Determine Organization and Procedure

A. Subject to the provisions of Section 23-46, the faculty of each campus, college, or school other than the Graduate School shall determine its own organization and rules of procedure except as stipulated in Subsections B and C of this section. The organization and rules of procedure of a department may be determined by the department faculty, but shall be subject to review by the appropriate campus, school, or college faculty.

B. The University of Washington Bothell and the University of Washington Tacoma shall each have an elected faculty council or councils that shall advise their respective chancellors on matters affecting the general welfare of their respective campuses, matters of faculty promotion and tenure, and on matters involving academic policy, including priorities, resource and salary allocation, and budgets. In accord with Subsection A, the faculty of each campus shall determine for itself the organization and structure of its council or councils and the procedure by which the members are elected, subject to the provisions of Subsection D below.

C. Each school or college shall have an elected faculty council or councils which shall advise the dean on matters of faculty promotion and tenure, and advise the dean on matters involving academic policy, including priorities, resource and salary allocation, and budgets. In accord with Subsection A, the faculty of each school or college shall determine for itself the organization and structure of its council or councils and the procedure by which the members are elected, subject to the provisions of Subsection D below.

D. Every elected faculty council of a campus, school, or college shall be subject to the following provisions.

1. Voting members of elected faculty councils must be voting members of the faculty, elected by the voting faculty of their respective units;
2. Chancellors, vice chancellors, deans, associate deans, and directors or chairs of departments may not appoint or propose members to elected faculty councils;

3. Chancellors, vice chancellors, deans, associate deans, and directors or chairs of departments may not be voting members of their respective elected faculty councils, but they may be non-voting ex-officio members.

4. The chair of each elected faculty council must be a voting member of the council, and shall set the agendas and preside over meetings.

5. Notwithstanding the provisions of 1 through 4 above, anyone who is a member of an elected faculty council on June 15, 2019 with a fixed term of office may serve to the end of that term.

DE. The Advisory Committee on Faculty Code and Regulations shall review each campus’s, college’s, or school’s procedure to assure that the councils are established in conformity with the provisions of this section.

EF. The Graduate School shall determine its own organization and rules of procedure. It may directly control its affairs or may delegate to a council, executive committee, or other committees any of its powers, provided that such council or committees shall be representative of the various fields of graduate study.

Approved by:
Senate Executive Committee
April 1, 2019

Approved by:
Faculty Senate
April 18, 2019

Approved by:
Senate Executive Committee
May 6, 2019
Class C Resolution: Support for UW Libraries’ Bargaining Priorities in Their Negotiations with Elsevier and Other “Big Deal” Scholarly Journal Subscriptions

WHEREAS UW Libraries’ (“Libraries”) current subscription arrangement with Elsevier is scheduled to end on December 31, 2019; and

WHEREAS subscription costs and increases, both current and projected, imperil the funding available for the Libraries’ other collection-development and service needs; and

WHEREAS Elsevier charges Article Processing Charges to authors for open-access articles on top of the subscription charges paid by the Libraries; and

WHEREAS Elsevier’s “Big Deal” inhibits the Libraries’ freedom to adjust their subscriptions and spend to address budget needs and changes in scholarship; and

WHEREAS Elsevier is leveraging its profits (37 percent in 2018) to acquire and control key tools to enable open access scholarship and resource sharing; and

WHEREAS Elsevier uses non-disclosure agreements (NDAs) to obscure its contractual terms with universities and hinder free, transparent negotiations; and

WHEREAS Elsevier imposes limitations that hinder authors’ abilities to share their articles openly with other researchers and with the public at large, contrary to our goals as a public institution; and

WHEREAS peer institutions (including UC, UVA, UNC, FSU, and the national university systems of Germany, Norway, and Sweden) have cancelled their “Big Deal” packages with Elsevier in response to Elsevier’s business and negotiating practices; therefore

BE IT RESOLVED that the UW Faculty Senate endorses the Libraries’ negotiation and licensing priorities as follows:

1. Bringing down subscription costs and increases to a sustainable level that will not imperil other collection and service needs;

2. Ending NDAs to allow the Libraries to disclose their contractual terms and permit greater market transparency;

3. Allowing interlibrary loan to facilitate resource sharing;

4. Protecting the rights of users to share articles with students and colleagues;

5. Ensuring the privacy and data security of all users;

6. Protecting the ability of students and researchers to continue to access journals and articles;

7. Supporting the University’s Open Access policies by allowing re-use and embargo-free deposit rights and protecting researchers’ copyright in their own research;

8. Enabling greater market flexibility and responsiveness by negotiating contracts on a 3-year basis;

9. Providing equitable service and access to information for all our library users.

Approved by:
Senate Executive Committee
May 6, 2019
Class C Resolution – Support for UW Libraries’ bargaining priorities in their negotiations with Elsevier and other scholarly journal subscriptions

Trent Hill (FCUL chair)
Chelle Batchelor (UW Libraries Interim Associate Dean)
Denise Pan (UW Libraries Associate Dean)
Corey Murata (UW Libraries, Director of Collection Analysis & Strategy)
May 6, 2019
On December 31, 2019, three things will happen:
We celebrate with joy and cheer
We enter an election year
Our “Big Deal” contract ends with ELSEVIER
What’s the “big deal?”
UW Big Deal E-Journal Packages 2019

- Elsevier ScienceDirect: NDA
- SpringerNature: NDA
- Wiley: NDA
- Sage: NDA
- Oxford: NDA
- Cambridge: NDA
The current regime is unsustainable

- Costs
- Lack of transparency
- At odds with our shared values
Why the focus on Elsevier?

• We negotiate with Elsevier directly, not through a consortium
• Elsevier’s “Big Deal” is expensive, inflexible, and restrictive
  • NDAs
  • Open Access restrictions
  • Sharing restrictions
  • Content whether we want or use it or not
• Elsevier’s practices are monopolistic
  • 37% rate of profit (2018)
  • Acquisitions of open access platforms
  • Steady rate of increase in subscription charges
25% of all UW library collections expenditures are on Big Deal subscriptions (12th among 4-year institutions).

That’s increasing.

How fast?
Annual rate of increase %
**WHY A CLASS C RESOLUTION?**

To make faculty support of the Libraries’ priorities and deal-breakers clear and concrete during negotiations
UW Libraries’ negotiation priorities

- Bringing down subscription costs and increases to a sustainable level that will not imperil other collection and service needs
- Ending NDAs to allow the Libraries to disclose their contractual terms and permit greater market transparency
- Allowing interlibrary loan to facilitate resource sharing
- Protecting the rights of users to share articles with students and colleagues
- Ensuring the privacy and data security of all users
- Protecting the ability of students and researchers to continue to access journals and articles
- Supporting the University’s Open Access policies by allowing re-use and embargo-free deposit rights and protecting researchers’ copyright in their own research
- Enabling greater market flexibility and responsiveness by negotiating contracts on a 3-year basis
- Providing equitable service and access to information for all our library users
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• Providing equitable service and access to information for all our library users

New and probably contentious
Some pushback possible
Probably safe but worth monitoring
Questions?
Class C Resolution: Support for the Implementation Proposal for the UW Faculty 2050

WHEREAS twenty-five members of the UW Faculty led the effort to create a vision of UW faculty careers and leadership in 2050; and

WHEREAS we believe in the strength of a shared vision grounded in the values of a public university as a public good, the essential contributions of diversity, equity, and inclusion to our excellence, and the remarkable ways in which our careers are engaging new and alternative forms of scholarship, teaching, and service; and

WHEREAS the vision laid out in the UW Faculty 2050 supports the UW’s pursuit of excellence in research and teaching, our work on the Diversity Blueprint, the Race & Equity Initiative, and the Population Health Initiative; and

WHEREAS President Cauce described her vision of the UW as a public good in her Spring 2018 talk; and

WHEREAS faculty envision a university that stewards such ideals in its cultures, both local and broadly, in its policies and practices, and its leadership and communities; and

WHEREAS faculty can take our public university to the leading edge of institutions of higher education; and

WHEREAS we can build on our strengths to magnify our public good through the best research, teaching, and service across disciplines and by promoting diversity, equity, and inclusion throughout our community; therefore

BE IT RESOLVED that the UW Faculty Senate applauds the successful efforts of the UW Faculty 2050 Leadership Team’s recommendation that faculty partner with the Provost, Board of Deans and Chancellors (BODC), and other university leadership to realize the greater potential of our faculty and community and that we support the following strategies to do so:

- The UW launch a university-wide strategic planning process that builds from the Diversity Blueprint and the 2050 document;

- The Provost ask the BODC to review and report on how they will work with their faculty, in partnership with their Elected Faculty Councils (EFC), to address the 2050 recommendations and aspirations, including but not limited to the following:
  - to develop or refine tenure, promotion, and hiring guidelines to meet the goals of this report to recognize community-engaged, public, and other approaches to research, teaching, and service as appropriate to each unit;
  - to develop strategic plans that strive to realize the goals of the UW’s Diversity Blueprint in hiring, retention, and development of the faculty community; and
  - to increase opportunities for faculty to engage in activities that promote the UW as a public good.

- The Faculty Senate develop a working plan based on the 2050 document and assign appropriate sections to Faculty Senate councils with clear metrics of success established and shared;

- Elected Faculty Councils review the 2050 document and determine how they will work with their respective Deans to engage in realizing the goals and strategies of the 2050 document; and

- To share the 2050 document with all Faculty Senators so that they will consider how best to contribute to the efforts here described and, more importantly, to the broad vision that emerges from this work.
Approved by:
Senate Executive Committee
May 6, 2019
Task Force on the Disciplinary Code and Process

Zoe Barsness - Co-chair
Why Tackle This Work?

> System is out of date

> Current system
  - Lacks clarity and transparency
  - Fails to encourage and facilitate early intervention
  - Relies heavily on protracted, legalistic processes
  - Is difficult to navigate
  - Doesn’t foster timely resolution
Why Do Problems Fester?

- Limited disciplinary tool box available
- Weak scaffolding for progressive discipline
- **Current procedures (e.g., 25-71)**
  - Encourage adversarial tone and approach
  - Engender reluctance to intervene or initiate early
- Understanding of and access to alternative dispute resolution resources limited
- Training, education and information deficits pervasive
Initial Tasks

> Map dispute types and current procedures
  - Interpersonal conflict
  - Problematic behavioral conduct (e.g., not meeting community or professional conduct expectations)
  - Violation of standards (e.g., research misconduct, sexual harassment or discrimination, financial fraud)
  - Work performance & professional advancement

> Articulate motivating values framework
<table>
<thead>
<tr>
<th>COMMUNITY VALUES</th>
<th>DISPUTE RESOLUTION PROCESSES</th>
<th>DISPUTE OUTCOMES</th>
</tr>
</thead>
<tbody>
<tr>
<td>The process and outcomes aspire to promote and uphold our shared values, including:</td>
<td>Clear</td>
<td>Efficacy</td>
</tr>
<tr>
<td>Academic &amp; Intellectual Freedom</td>
<td>Equitable</td>
<td>Alignment &amp; Consistency</td>
</tr>
<tr>
<td>Academic, Research &amp; Professional Integrity</td>
<td>Fair</td>
<td>Accountability</td>
</tr>
<tr>
<td>Equity &amp; Inclusion</td>
<td>Transparent</td>
<td>Proportionality</td>
</tr>
<tr>
<td>Ethical Behavior, Fairness &amp; Respect</td>
<td>Ethical</td>
<td>Accuracy</td>
</tr>
<tr>
<td>Individual &amp; Community Health &amp; Well-being</td>
<td>Timely</td>
<td>Educational</td>
</tr>
<tr>
<td>Accountability to Each Other &amp; the Community as a Whole</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Education, Learning &amp; Improvement</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Focus This Year

> Review of Peer Institution Disciplinary, Dispute and Grievance Systems

> Articulate progressive discipline framework and ladder

> Review and revise processes and procedures
  - Informal dispute resolution procedures (e.g., corrective action, mediation)
  - Brief adjudicative procedure (BAP)
  - Full adjudicative procedure (FAP)
Progressive Discipline Purpose

- **Behavior modification and rehabilitation**
  - Educate, foster learning and development
  - Facilitate performance
  - Enhance community well-being and safety

- **Ensure accountability and mitigate wrong-doing/harm**

- **Deter misconduct, communicate and reinforce of community values**
Progressive Discipline Ladder

- Verbal Feedback
- Verbal Reprimand
- Written Reprimand
- Reassignment of Duties or Other Restrictions on Duties or Privileges
- Postponement of Merit
- Ineligible for Prospective Benefits for a Stated Period
- Suspension with Reduced or No Pay
- Disciplinary Freeze or Reduction in Pay for a Stated Period
- Dismissal
Next Steps

> Wrap up design specification phase
> Draft code revisions and policy documents
> Vetting and review of revised system Fall AY2019-2020
> Launch legislative review Winter-Spring AY 2019-2020