Agenda
Faculty Senate Meeting
Thursday, December 5, 2019, 2:30 p.m.
Johnson Hall 102

1. Call to Order and Approval of Agenda.

2. Faculty Senate Chair’s Remarks – Joseph Janes. [Exhibit A]

   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]
   d. Council Activities Report. [Exhibit E]

4. President’s Remarks – Ana Mari Cauce.

5. Requests for Information.
   Summary of Executive Committee Actions and Upcoming Issues of November 18, 2019.
   a. Approval of the September 30, 2019, Senate Executive Committee minutes and the October 17, 2019, Senate minutes.
   b. Report from the subcommittee on housekeeping and the faculty code.

6. Memorial Resolution.

7. Consent Agenda.
   a. Approve nominees for Faculty Councils and Committees. [Exhibit F]
   b. Approve nominations for 2019-2020 Senate Executive Committee positions. [Exhibit G]

8. Announcements.


10. Discussion Items.
    a. Proposed title change for lecturers. [Exhibit H]
       Jack Lee, chair of the Faculty Council on Faculty Affairs.
    b. Update on policies and procedures from the Faculty Council on Academic Standards. [Exhibit I]
       Ann Huppert, co-chair of the Faculty Council on Academic Standards.
       Dan Ratner, co-chair of the Faculty Council on Academic Standards.

11. Good of the Order.


Prepared by:                               Approved by:
Mike Townsend                             Joseph Janes, 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 Johnson Hall 102
Colleagues –

I’m delighted to report that the work of faculty governance is proceeding in earnest on a number of levels across our university. Our faculty councils have begun their meetings for the year – about which more in a separate report – on topics such as medical excuse note policies, tri-campus relationships, our negotiations with Elsevier, and distance learning.

In particular, we have two substantive items before us for discussion today. The Faculty Council on Faculty Affairs, in close coordination with the administration, has been working on matters regarding instructional faculty for many years, and is now drafting Class A legislation to amend the Faculty Code to change the titles for current career lecturers; Jack Lee will lead that discussion.

Ann Huppert and Dan Ratner will then update us on the work they’ve been leading in the Faculty Council on Academic Standards; that group and its subcommittees have been hard at work in looking at our curricular and scholastic procedures and policies and the structures by which those are implemented. I believe we can expect a number of items of Class B legislation will come before us this year and beyond based on this.

Senate leadership has also had our regular quarterly meetings with the chairs of all our faculty councils, as well as the elected faculty councils of the schools, colleges, and campuses. As is often the case, issues under discussion in the various units differ based on local circumstances, from budgetary and long-range planning matters through curricular reviews and revisions, to preparing for changes in administration, bylaw reviews, and merit processes and so on.

Several of us recently attended the annual meeting of the Pac 12 Academic Leadership Coalition, made up of the faculty governing bodies of the Pac 12 institutions, hosted by our colleagues at the University of Colorado at Boulder. It was a great opportunity to meet and pick up ideas and good practices, and in particular to hear about important work from a number of people at Boulder, regarding evaluation of teaching, mental health and suicide prevention, open access, instructional faculty, and dispute resolution processes, all of which are relevant to us here as well. We were also able to share some of our experiences and practices that could be helpful to others.

It’s the time of year when many projects are ramping up and moving forward; faculty are participating in a substantial review of the Activity Based Budgeting model, and in looking at the first quarter’s experience with the new state law regarding religious accommodations, the dispute resolution revision process continues as code language drafting is underway, and no doubt a great deal more as well. As always, we thank all those faculty throughout the institution who give of their time on our mutual behalf, and look forward to more great work to come.
Report of the Secretary of the Faculty
Mike Townsend, Associate Professor, School of Law

1. Vice-Chair Nominations: The search for the 2020-21 Faculty Senate Vice Chair is beginning and currently seeking nominations. The ideal candidate would be an accomplished senior faculty member who has served in leadership roles within the university and who has the breadth of understanding to speak for the faculty across the university. If you are interested or know someone who would be well qualified for the position, please contact Joey Burgess (jmbg@uw.edu) in the Faculty Senate Office.

2. Committee on Committees: The Committee on Committees will soon be seeking candidates for membership on various Faculty Councils and Committees. Contact Joey Burgess (jmbg@uw.edu) for further information.

3. Faculty Disciplinary Task Force: Work continues on the revisions to the Faculty Code. It is anticipated that more presentations will be made to the Faculty Senate this year with Code language presented for adoption during the 2020-21 academic year.
Report of the Chair of the Senate Committee on Planning and Budgeting
George Sandison, Professor, School of Medicine

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.

At the time of writing SCPB has met four times since the previous report to the Faculty Senate held 10/17/19. In these four meetings the committee has acted and advised as follows.

- Reviewed a monitoring system to identify the fiscal health of academic units and discussed those in operating deficit status.
- Advised on the OPB analysis and selection of a model option for summer quarter teaching revenue sharing between the unit and provost.
- Received an update on the Be Boundless campaign and advised on the approaches and changes that could be made for a successful next campaign.
- Discussed proposed unit adjustments to faculty salaries aimed at achieving peer equity for deserving faculty. Proposals were submitted by deans of the College of Arts and Sciences, College of Built Environments, College of Education, College of Engineering, School of Medicine, and School of Public Health. Proposals were approved by the unit’s elected faculty council.
- Received an update on the FY 19 research revenue and expenditures compared to previous years. (FY19 revenue increased 18% over FY18 and barring a recession projections indicate further significant increases for FY20, FY21 and FY22). Analysis of a 5% cut in indirect costs and how the university might plan to deal with a financial contraction of this size was discussed.
- Received a brief update on the Global Innovation Exchange (GIX) and success of graduates and recent expansion of the MS degree offerings was discussed.
- Discussed the latest evolution in the long term strategic capital planning process proposal and provided feedback. Greater emphasis is to be placed on academic priorities, full integration of clinical projects for UW Medicine, firm financial borrowing limits, defined new building space limits with required funding of future maintenance for the space based on square footage plus alignment of emerging needs with early stage coordination of fundraising efforts.
- Received an overview of changes to the FY2021 Annual Review Process. Discussed and advised upon the collection of more data on undergraduate enrollment capacity planning, fiscal exigency planning and the status of business, academic and research continuity plans (BARC).

SCPB will continue to monitor the fiscal health of the various academic, research and business units especially those units in debt or in a weak fiscal condition. Future meetings will include engagement upon plans for legislative lobbying, student enrollment plans, student life investments, tuition and fees, ABB phase III, student financial and tuition aid and faculty/staff benefits.
Report of the Faculty Legislative Representative
JoAnn Taricani, Associate Professor, Music History

As the legislative session approaches, some issues are beginning to take shape; while some higher education issues will be considered, the major work in the 2019 session, creating a fund and stable payout for financial aid for undergraduate resident students, was so time-consuming that members are expected to put more focus on other areas of their responsibility to the state. Of interest to me this week is a legislative committee meeting that will consider what is described as a shortfall in the expected revenue in the new fund. It was expected that it would take a few years to fully fund, so I am curious to find out the difference between the expected and actual result of the revenue generation to date.

Our main faculty priority from the 2019 session is legislation that would create a faculty regent at the UW and WSU. This legislation easily passed the House higher education committee and full House (as it does every year), and for the first time, we had enough votes in the full Senate for the legislation to pass. The process of getting a bill advanced for the full vote has many steps, however, and other legislation had a priority in 2019. I hope that we will be able to proceed through the funnel of process to get a final vote on this legislation in 2020.

2020, and all even-numbered years, is a short legislative session of 60 days; the main budget items addressed are corrections and adjustments to the full 2019-21 biennial budget, rather than dealing with new budget requests. The university is requesting an adjustment and re-appropriation to some salary funding and criteria set in the 2019-21 budget, along with a few other adjustments in operational funding. The next budget session is in 2021, and Winter-Spring of 2020 will be the period of planning the next biennial budget request, in consultation with the Senate Committee on Planning and Budgeting.

As I am sure you have read, Referendum 88 was rejected in the general election, with approximately a one percent difference between the “Approve” and “Reject” votes. Approval would have upheld Initiative 1000, an initiative to the Legislature in 2019, that would have once again permitted the use of race and ethnicity as a factor in hiring and in university/college admissions. Proponents are considering several paths forward, including an initiative to the people, which would put the issue on the ballot of the November 2020 general election. But it is not clear how this might move forward yet.
Council activities report.

Faculty Council on Academic Standards

In addition to the normal business of reviewing program changes, the following are major issues that FCAS has undertaken or recently completed:

- Advanced Class B legislation concerning changes to the Scholastic Regulations that lowers the required grade point average from 2.5 to 2.0 for undergraduate students on academic probation to remain at the University (approved).
- Advanced Class B legislation concerning changes to the Scholastic Regulations that sets a University-wide standard grade cutoff for the Credit / No Credit designation that is in line with the University’s numerically-graded courses (0.7 or greater) (approved).
- Reviewing and determining if FCAS policies, published on the council’s website, should be forwarded as Class B legislation.

Faculty Council on Benefits and Retirement

- Continues to work with UW Benefits and explore the feasibility of a tool that would allow UW employees to estimate income from the UW Supplemental Retirement Plan (UWSRP).
- Continues to work with UW Benefits, UW Retirement Relations and UW Retirement Association on coordinated pre-retirement planning communications and events.
- Requesting information from UW Benefits and Academic Personnel regarding the state paid family and medical leave and the implementation plan.

Faculty Council on Faculty Affairs

FCFA forwarded Class A legislation that amended Faculty Code Section 23-45 related to changes to membership for elected faculty councils (approved). The council also a Class C resolution regarding data on part-time lecturers where the Faculty Senate called on the Provost’s office to support the collection of information sufficient to develop a clear understanding of hiring practices for part-time lecturers (approved).

Additionally, FCFA is charged with addressing the following topics/goals for the academic year:

- Reviewing Faculty Code language and propose Class A legislation regarding lecturer title changes (i.e. “Teaching Professor” track).
- Reviewing Faculty Code Chapter 24-54 Procedure for Promotions.
- Assisting with forthcoming dispute resolution language.
- Continuing to explore the status, working conditions, and career paths for part-time, instructional faculty.

Faculty Council on Multicultural Affairs

- Developing a proposal regarding a required statement of diversity for University employment, promotion and merit.
- Exploring and collecting data regarding service load, working conditions, and career paths of faculty members of color.
- Continuing to evaluate the Faculty Code through the lens of multicultural affairs, diversity, and difference, with the potential use of Class A legislation to strengthen equity and fairness.

Faculty Council on Research

FCR forwarded a Class C resolution concerning support for the continuation of the Lab Safety Initiative and for granting legal enforcement authority for the Environmental Health & Safety (approved).

In addition to its normal business reviewing and voting on classified research contracts, the following are other topics/goals that the FCR is charged with addressing during the academic year:
• Developing a Class C resolution concerning increased transparency in regards to animal research practices.
• Examining Faculty Code Section 24-32 and beginning to discuss how might “Community Engaged Scholarship” be better defined, assessed, and recognized at the University.

Faculty Council on Student Affairs

• Developing a Class C resolution that addresses issues around required medical excuse notes and a desired University policy that might address both faculty and student concerns.
• Working with Student Life and ASUW to address and support student mental health concerns.
• Continuing to monitor various Student Life-related ongoing initiatives and provide feedback.

Faculty Council on Teaching and Learning

• Reviewing Scholastic Regulations Chapters 114 and 115 regarding Distance Learning. The council will consider revising language with Class B legislation that eliminates restrictive residency requirements and additional program reviews.
• Developing a Class C resolution regarding a University Zoom Pro License for faculty and students.
• Continues to oversee development of Principles for the use of Learning Analytics at the UW.

Faculty Council on Tri-Campus Policy

• Leading an initiative to evaluate the tri-campus structure by:
  o Gathering information;
  o Providing a forum for conversations; and
  o Crafting advisory report(s) on proposals for Faculty Senate leadership and the University administration
• Consulting with the Faculty Council on Academic Standards, University Registrar, and UW Curriculum Committee regarding tri-campus curriculum policies (e.g. areas of knowledge definition/designation, Quantitative and Symbolic Reasoning designation, etc.).

Faculty Council on University Facilities and Services

FCUFS forwarded a Class C resolution concerning support for the establishment of a UW Sustainability initiative and campus plan (approved). This was an endorsement of a GPSS an ASUW resolution.

Additionally, the council is charged with addressing the following topics/goals for the academic year:

• Monitoring existing and proposed capital projects.
• Conducting annual classroom review, including a review of Bothell and Tacoma campuses.
• Receiving updates on Finance Transformation and from Transportation Services.

Faculty Council on University Libraries

FCUL forwarded a Class C resolution concerning support for the University Libraries’ bargaining priorities in their negotiations with Elsevier and other scholarly journal subscriptions (approved).

Additionally, the council is charged with addressing the following topics/goals for the academic year:

• Monitoring contract negotiations with Elsevier and other “big deal” scholarly journal subscriptions.
• Receiving updates from the University Libraries.
• Continuing to monitor implementation of new UW Open Access Policy.

Faculty Council on Women in Academia
• Working with the Office of Faculty Advancement to promote increased transparency around promotion and merit guidelines.
• Participating the University’s Title IX Steering Committee.
• Continuing to monitor development of new capital projects with an emphasis on addressing campus wellness room shortages.
2019-2020 Appointments to University Committees and Faculty Councils.

Advisory Committee on Student Conduct

Andrea Carroll, College of Arts and Sciences, as chair for a term beginning immediately and ending on September 15, 2020.

Faculty Council on Academic Standards

Sam Akeyo, Associated Students of the University of Washington, with vote for a term beginning immediately and ending September 15, 2020.

Joseph Wilson, Graduate and Professional Students Senate, with vote for a term beginning immediately and ending September 15, 2020.

Faculty Council on Faculty Affairs

Jennette Kachmar, Associated Students of the University of Washington, without vote for a term beginning immediately and ending September 15, 2020.

Faculty Council on Research

Brandi Cossairt, College of Arts & Sciences, as a member for a term beginning immediately and ending September 15, 2020.

Faculty Council on Student Affairs

Mathew Emery, Associated Students of the University of Washington – Bothell, with vote for a term beginning immediately and ending September 15, 2020.

Sam Akeyo, Associated Students of the University of Washington, with vote for a term beginning immediately and ending September 15, 2020.

Faculty Council on Teaching and Learning

Sam Akeyo, Associated Students of the University of Washington, with vote for a term beginning immediately and ending September 15, 2020.

Faculty Council on Tri-campus Policy

Sam Akeyo, Associated Students of the University of Washington, with vote for a term beginning immediately and ending September 15, 2020.

Faculty Council on Women in Academia

Lauren Lichty, UW Bothell, as a member for a term beginning immediately and ending September 15, 2022.

Pamela Mitchell, Professor Emeritus, as a member with vote for a term beginning immediately and ending September 15, 2020.
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>Engineering – 1 position</td>
<td>Sumit Roy, Electrical &amp; Computer Engineering</td>
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Proosed title change for lecturers.

A Proposal from the Faculty Council on Faculty Affairs:

Teaching Professor Track

What are we proposing?

We propose to convert most faculty with “lecturer” titles to “teaching professor” titles
What are the details?

**Faculty with the following titles would be converted immediately:**
- Principal Lecturer → Teaching Professor
- Senior Lecturer Full-Time → Associate Teaching Professor
- Senior Lecturer Part-Time (≥ 50% & full-year) → Associate Teaching Professor
- Lecturer Full-Time → Assistant Teaching Professor

**No change (for now):**
- Other part-time lecturers
- Lecturer Full-Time Temporary
- Affiliate lecturers, visiting lecturers, etc.

- This is only one step in an ongoing process of improving the employment conditions of our teaching faculty
- There will still be more to do, especially for part-time and temporary lecturers
- This step is important and should be done right away

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**As far as possible, the code language regarding qualifications, appointments, merit evaluations, reappointments, and promotions should be the same as for lecturers**

- These will not be tenure-track positions
- No six-year up-or-out requirement
- Degree requirements set locally ("completion of professional training appropriate to the teaching, scholarship, and service requirements of the position")
- No unit will have to commit increased financial resources or contract lengths (except there may be a very small number of raises due to minimum salary requirements)
What are the details?

We are proposing two nontrivial changes

**Maximum contract lengths**
- Assistant Teaching Professor: 5 years (no change)
- Associate Teaching Professor: 7 years
- Teaching Professor: 10 years
- No unit would be required to award these longer contracts
- Available for units that want to make such a commitment to job security and academic freedom of their teaching faculty

**Voting rights**
- Voting rights on promotion, tenure, reappointment, merit, and salary are linked to rank, so faculty on the Teaching Professor track would end up higher in the voting hierarchy

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Voting Rights for Promotion and Tenure - Current 2019

Research Track
- Research Professor
- Research Associate Professor
- Research Assistant Professor

Tenure Track & WOT
- Professor
- Associate Professor
- Assistant Professor

Teaching Track
- Principal Lecturer
- Senior Lecturer
- Lecturer

X → Y means "X votes on promotion of Y to next academic level."
Voting Rights for Promotion and Tenure - Proposed

Research Track
- Research Professor
- Research Associate Professor
- Research Assistant Professor

Tenure Track & WOT
- Professor
- Associate Professor
- Assistant Professor

Teaching Track
- Teaching Professor
- Associate Teaching Professor
- Assistant Teaching Professor

Teaching track parallels research track; only the dashed arrow is removed.

X → Y means “X votes on promotion of Y to next academic level.”

Voting Rights for Merit & Salary - Current 2019

- Full Professors & Research Professors
- Assoc. Professors & Research Assoc. Professors
- Assist. Professors & Research Assist. Professors
- Principal Lecturers
- Senior Lecturers & Senior Artists in Residence
- Professors of Practice
- Lecturers and Artists in Residence
- Instructors
- Teaching and Research Associates
Voting Rights for Merit, Salary, & Reappointment (Proposed)

- Full Professors, Research Professors, Teaching Professors
- Assoc. Professors, Research Assoc. Professors, Assoc. Teaching Professors
- Assist. Professors, Research Assist. Professors, Assist. Teaching Professors
- Senior Artists in Residence
- Professors of Practice
- Artists in Residence
- Part-Time Lecturers
- Instructors
- Teaching and Research Associates

Why are we proposing this?

The nature of the UW faculty has changed dramatically over the past few decades
Why are we proposing this?

The UW Core Faculty in the 20th Century

- Research & Teaching Faculty
  - Tenure-Track Assistant Professors
  - Tenured Associate Professors
  - Tenured Professors

  Job description (roughly):
  - 1/3 research
  - 1/3 teaching
  - 1/3 service

Why are we proposing this?

The UW Core Faculty in the 21st Century

- Research Faculty
  - Research Prof.
  - Research Assoc. Prof.
  - Research Asst. Prof.

- Research & Teaching Faculty
  - Tenured & WOT Professors
  - Tenured & WOT Associate Professors
  - Tenure-Track & WOT Assistant Professors

- Teaching Faculty
  - Principal Lecturer
  - Senior Lecturer
  - Lecturer
Why are we proposing this?

- **Equity**
  Most lecturers are women, and a higher percentage are people of color than in the professorial ranks.

- **Recruitment and Retention**
  In some colleges, it’s getting harder to recruit and retain excellent teaching faculty, because other universities offer professorial titles.

- **Parity**
  Other non-tenure-track faculty, mostly with no higher qualifications than our lecturers: Research Professor, Clinical Professor, Professor of Practice.

Why are we proposing this?

- **Morale**
  Our teaching faculty carry an ever-increasing portion of the teaching load in this university. Titles should not imply “second-class.”

- **It's a National Trend**
  Just a few years ago, a half-dozen universities were doing this. Now there are at least 40.

- **Professionalism**
  Encourage departments to consider teaching faculty members as career professionals.

- **Respect**
  Professorial titles command more respect from students, graduate admissions committees, and granting agencies.

- **Commitment to Teaching**
  Let’s demonstrate to students, parents, legislators, and donors that our courses are taught by “real” faculty on a career path.
When will this happen?

- Description of the proposal for SEC, BODC, senate
  - November – early December
- First vote by SEC
  - January 6
- Second vote by SEC
  - February 10
- Vote by full faculty
  - Early March
- New titles take effect: TBD
- Final code revisions produced by FCFA
  - Mid-December
- First vote by senate
  - January 23
- Second vote by senate
  - February 27
- Signed by President

For More Information:

- groups.google.com/d/forum/fcfa-teaching-professor-proposal
- johnmlee@uw.edu
Update on policies and procedures from the Faculty Council on Academic Standards.

**FCAS in Faculty Code**

- **Section 42-33 Duties, Responsibilities and Powers of Faculty Councils**
  Faculty councils serve as deliberative and advisory bodies for all matters of University policy, and are primary forums for faculty-administrative interaction in determining that policy.

- **Section 42-34 Faculty Council on Academic Standards**
  The Faculty Council on Academic Standards shall be responsible (as described in Section 42-33) for matters of University policy relating to the academic affairs of the University, such as admissions policy, scholastic standards, university graduation requirements, and inter-institutional academic standards.
FCAS in Scholastic Regs

- Admissions - Chapter 101, Section 1.a
- Admissions - Chapter 101, Section 2.a
- Honors - Chapter 110, Section 4
- Time Limit Exceptions – Chapter 114, Section 2.f
- Distance learning - Chapter 114, Section 1.b.2
- Distance learning - Chapter 114, Section 2.h.2
- Distance learning - Chapter 115, Section 1.i.1
- Satisfactory process – Chapter 116, Section 5