Minutes
Senate Executive Committee Meeting
Monday, January 7, 2019, 2:30 p.m.
142 Gerberding Hall

Absent: Rich Christie, Lorenz Hauser
Guests: Angelia Miranda, Charles Frevert

1. Call to Order and Approval of Agenda.

The meeting was called to order at 2:34 P.M. The agenda was approved.

2. Senate Chair’s Remarks – George Sandison. [Exhibit A]

Sandison summarized the written remarks presented in the Exhibit. With respect to the Task Force on Teaching Evaluations, Sandison said that the focus is on all evaluations, not just those done by students, and added that there will be student participation.

   a. Report of the Secretary of the Faculty. [Exhibit B]
   b. Report of the Chair of the Senate Committee on Planning and Budgeting. [Exhibit C]
   c. Report of the Faculty Legislative Representative. [Exhibit D]

JoAnn Taricani, Faculty Legislative Representative, went over the written remarks presented in the Exhibit and a slide herein attached as an addendum to the Exhibit. She noted that the slide summarizes various talking points on the state budget. Taricani will be adding more policy items to the reverse side.

Provost Richards suggested that the narrative on compensation would more accurately be described as one of restoration of the UW’s competitive position of ten years ago, rather than one of a mere increase over last year. President Cauce added that continued excellence is dependent on the UW’s ability to attract and retain new hires in a location with a high cost of living. In that regard, members pointed out that there is a large difference between the three percent being offered by the Governor and four percent requested by the UW. Taricani added that the discussion about increases that started with the K-12 situation has become less about increases per se and more about finding sources of revenue to sustain increases.

4. President’s Remarks – Ana Mari Cauce.

With respect to the Rose Bowl, Cauce said that it felt good to play against a conference with both academic strength and a diversity of leadership. She noted that Stanford has been the conference leader in academic progress in football for the last fourteen years; this year it is the UW. Cauce relayed that UW soccer captain Havana McElvaine has been selected as a Marshall Scholar. Cauce quoted her as saying: “I came to the UW to play soccer, and I left a scholar.”

With respect to the legislative session, Cauce said that we are in a volatile economic climate. The good news is that there are positive feelings for the UW; the bad news is that money is limited. She said that there may be revenue proposals other than a capital gains tax. Cauce said that she does not weigh in on revenue proposals generally, but she will discuss those related to support for higher education. She said it is important to contact legislators because even one email can make a difference.

Cauce ended by saying that there are several items that need to be teed up now so that action can be taken before the end of the academic year, including enrollment management, the new financial software, and several issues affecting lecturers.
5. Consent Agenda.
   a. Approve the November 19, 2018, SEC minutes.
   b. Approve the December 6, 2018, Faculty Senate minutes.
   c. Approve nominees for Faculty Councils and Committees. [Exhibit E]

A motion was made and seconded to remove Item 5c to a continuation meeting next Monday. Sandison spoke to the motion, noting that an email had only recently been sent to several SEC members regarding the appointment of an interim Chair of the Adjudication Panel. He said the Senate Leadership continues to support the appointment of an interim Chair, but agrees with President Cauce that the most prudent course of action is to delay consideration of the item to a continuation meeting.

There was no discussion and the motion passed. As amended, the consent agenda was approved.

6. Announcements.

There were no announcements.

7. Unfinished Business.

There was no unfinished business.


   a. Class A Legislation – Proposed changes to faculty council attendance – second consideration. [Exhibit F]
      Action: Final review of proposed revisions to the Faculty Code.

A motion was made and seconded to submit the legislation to the Faculty Senate. There was no discussion and the motion passed.

   b. Class A Legislation – Proposed update to titles of voting membership on the Senate Committee on Planning and Budgeting – second consideration. [Exhibit G]
      Action: Final Review of proposed revisions to the Faculty Code.

A motion was made and seconded to submit the legislation to the Faculty Senate. There was no discussion and the motion passed.

   c. Class B Legislation. [Exhibit H]
      Title: Academic probation.
      Faculty Council on Academic Standards.
      Action: Approve for Faculty Senate consideration.

A motion was made and seconded to submit the legislation to the Faculty Senate. Sarah Stroup, Chair of the Faculty Council on Academic Standards, spoke to the motion, summarizing the background and rationale provided in the Exhibit.

Several points were made during discussion. Stroup said that no downsides were noted in vetting the proposal. She said that several dozen students would be positively affected, the majority of which are students of color. It was speculated that the current 2.5 cutoff might have been implemented to force students above the 2.0 threshold for graduation. Stroup acknowledged the abstract logic of that speculation, but said that it was not supported by past data; indeed, it has been harder to get up to the 2.5 requirement than to 2.0 by graduation.

The motion passed.

   d. Class C Legislation – Support for the Continuation of the Lab Safety Initiative and for Granting of Legal Enforcement Authority for Environmental Health & Safety. [Exhibit I]
      Faculty Council on Research.
      Action: Approve for Faculty Senate consideration.
A motion was made and seconded to submit the Class C resolution to the Faculty Senate.

There was much discussion about the request stated in lines 23 and 24. It was pointed out that the reason behind the request is that Environmental Health & Safety (EH&S) does not believe they have the authority to close down laboratories. The idea of the request is to find out how to implement an enforcement mechanism. President Cauce responded that such a request is not within the scope of the role of the Attorney General’s office. With respect to an enforcement mechanism, Cauce said that the Code can be written to provide sanctions for faculty supervising labs that do not meet safety standards. Provost Richards said it was not plausible that the University does not already have authority to shut down unsafe labs, and he asked whether there were any faculty who would contest that. Sandison replied that he did not know of anyone in particular, but that the University has several thousand faculty members with a range of views on any one subject. It was also pointed out that out-of-compliance labs include some of the largest and most well-known ones on campus. Cauce said that shutting down labs could lead to adjudications. Cauce said that current authority starts at the unit level with Deans (and Chairs) who already have facilities-management power. Richards suggested the resolution be modified to ask that a faculty-administration task force be formed to detail existing authority and best practices.

A motion was made and seconded to replace the request in lines 23 and 24 with the following language: “That the Provost work with faculty to develop protocols on how EH&S can enforce compliance with best laboratory safety practices in all laboratories at the UW.”

In response to a question, it was agreed that student involvement is important and be seen as implicit in the wording.

The amendment passed.

In further discussion on the motion as amended, it was generally agreed that the other parts of the resolution (request 2: funding and requests 3&4: a culture of compliance) are important and there is some urgency in moving forward.

As amended, the motion to submit to the Faculty Senate was approved.

   e. Class C Resolution – Support for a capital gains tax. [Exhibit J]
     Action: Approve for Faculty Senate consideration.

A motion was made and seconded to submit the Class C resolution to the Faculty Senate. Scott Barnhart, School of Medicine, spoke to the motion, summarizing the rationale presented in the resolution.

During the discussion, concerns were raised about the how helpful the resolution would be. In particular, it was reiterated that there may be other, better revenue proposals coming before the legislature this session. A capital gains tax provides the least money when it is needed the most. Moreover, capital gains proposals have failed before, even when tied to education. In addition, legislators view it as their prerogative to decide on the sources of revenue. Finally, there are looming court cases that will challenge a capital gains tax as a forbidden form of income tax.

In any case, neither the President nor the Legislative Representative are comfortable advocating for revenue stream proposals, such as this one, not specifically tied to, or targeted for, education. Along these lines, Taricani said she would support the capital gains proposals in the Governor’s budget because it is specifically tied to education. Barnhart and some members acknowledged the concerns, but suggested that the proposal be modified rather than forgone. For example, the resolution could be modified to simply support the Governor’s proposal. Taricani said that she will testify to that effect by the time the Faculty Senate could act. Other suggestions for modification were met with the assertion that the resulting resolution would merely state the obvious—that the state needs new revenues. Concerns were also expressed about passing a resolution with which the Faculty Legislative Representative was uncomfortable. It also was noted that, outside of the Senate, faculty are free to contact the legislature, individually or collectively, so long as they do not use state resources.

The motion failed.
f. Approval of the January 24, 2019, Faculty Senate Agenda. [Exhibit K]

**Action:** Approve for distribution to Faculty Senators.

A motion was made and seconded to approve the agenda for distribution. A motion was made and seconded to amend the agenda to remove the Class C resolution on the capital gains tax.

The amendment was approved. As amended, the motion to approve for distribution was approved.

9. Discussion Items.
   a. Next Steps with UW Faculty 2050: Faculty Senate leadership. [Exhibit L]

Thaisa Way, project lead, Chair of the Senate Committee on Planning and Budgeting, Past Chair of the Faculty Senate.

Way summarized the material in the exhibit.

Provost Richards said that many Deans believe they are already doing some of the things mentioned in the second bullet point under “Next Steps.” Richards also said that a lot of the recognition prong of that bullet point could be addressed by having more homogeneity and regularization in the faculty reward/evaluation system. Richards said that one advantage of doing that is it need not cost units a lot of money. Cauce said that it is important that the system be viewed as recognizing the efforts listed in the bullet point; many faculty simply do not believe that such work is being recognized. Members noted that any such recognition will require careful thought about evaluative mechanisms, such as peer review.

10. Adjournment.

A motion was made and seconded to adjourn to a continuation meeting on Monday, January 14, 2019 at 2:30 P.M.

It was pointed out that the Senate Committee on Planning and Budgeting will meet on that day from 1:30 to 3:30 P.M.

A motion was made and seconded to amend 2:30 P.M. to 3:30 P.M. as the start-time for the meeting. The amendment was approved.

As amended, the motion was approved.

The meeting adjourned at 4:33 P.M.

**NOTE:** If a continuation meeting is necessary to conduct unfinished or special business, it will be held on Monday, January 14 at 2:30 p.m. in Gerberding 142.
Welcome back to the new winter quarter. I wish all of you and your families a happy, healthy and successful 2019. The grit and determination at the Rose Bowl shown by our Husky football team on New Year’s Day to keep on “fighting and biting” to advance our performance and never quit pushing is a lesson for us all as we move into the year ahead. We need to continue our work to advance UW no matter what our present status and situation and continue to work hard as a team to achieve and progress quickly. I thank you all for the work you have done and will continue to do throughout the year for our UW family of scholars, students and staff.

Today we will be addressing a number of new business items. Two items for second consideration are before us as Class A legislation. The first being “Proposed changes to faculty council attendance” and the other a “Proposed update to titles of voting membership on the Senate Committee on Planning and Budgeting”. There were no changes requested to these Class A legislative proposals at their first consideration by the Faculty Senate. We will also be considering one proposal for Class B legislation brought by FCAS concerning course a change in the standard for “Academic Probation”. Two proposed Class C resolutions are also on the agenda for consideration. The first is a resolution on Lab Safety from FCR and the second is a resolution on support for a capital gains tax from three of our faculty senators.

Before we begin today’s Senate Executive Committee work, I would like to provide a brief on a few important issues of concern to faculty and faculty leadership.

**New Faculty Senate Task Force on Teaching Effectiveness Evaluation**

A task force comprised of representatives from several faculty councils soon will be formed to review our system of evaluation for faculty instructional performance and effectiveness. There has not been an in-depth university level review of this evaluation system for almost two decades. Faculty senate leadership has been working closely with Jason Johnson, Senior Associate Dean and Associate Vice provost for Undergraduate Affairs, and faculty council chairs to identify the inadequacies of the present and the problems the review will address in particular. This will be a major effort reflecting the great importance to faculty and students and its relevance as a fundamental mission of UW. Issues and problems to be addressed under this review will include: student suboptimal completion rates and the impact of online formats on instruction; potential for implicit and explicit racial, ethnic, gender, and age-related bias; trustworthiness of data collected as actual indicators of teaching quality and/or student learning - as opposed to satisfaction, popularity, and easiness; integrity of surveys with regard to students’ ability to accurately judge certain dimensions of instructional quality such as expertise in field; and reductive approaches to utilizing evaluation data in merit and promotion decision processes.

**State Funding of UW for the Next Biennium and how Faculty may help**

There is no doubt that UW is in an unsustainable financial position regarding the level of funding currently available to it through student tuition and state support. Increased funding of UW under the state budget for the next biennium will be critical. We need all faculty to recognize this fact and support the lobbying efforts of UW governance and administration. This will be most effective as collective and individual acts as citizens to contact our state legislators and speak with unity of voice about our priorities and needs. The act of speaking to legislators in support of the university is more impactful than the eloquence of delivery. Professor JoAnn Taricani’s SEC report as Faculty Legislative Representative provides more detail on rallying faculty to this cause. But I emphasize that we need to provide to legislators real stories and experiences of how our constrained finances are having detrimental impact at department levels on faculty and students. We must help legislators understand that deficiencies in funding create difficulties in recruitment of outstanding faculty and this can rapidly erode the quality of education of our citizens. Other examples include helping legislators think of UWs needs as their hometown education needs important to their constituents. Helping them understand their support serves the sons and daughters of their constituents and that they should do well by them. Helping them understand that the talent employed by UW can provided solutions to many of the problems of our society. Helping them understand the economic impact of this talent to our state. As expressed recently by Randy Hodgins, Vice President for External Affairs, “the second Amazon HQ did not go to the cheapest part of the country to live but some
of the most expensive because of the great intellectual and readily available talent located in those regions and this same level of talent pool must be maintained at UW to ensure our competitiveness on the national level. Help legislators understand that faculty member labs and their research enterprise amounts to each being a small business leading overall to the employment of many citizens and jobs for students.

**Improvement of UW faculty diversity profile**

The Faculty Senate Chair’s Cabinet continues to be engaged in identifying strategies that have high impact on improving faculty diversity profile. Chadwick Allen, Associate Vice Provost for Faculty Advancement, and Rickey Hall, Vice-President for Minority Affairs and Diversity, met with Cabinet members to lend their advice and recommendations and provide their perspective on a faculty effort that may best fit within current and past efforts to increase faculty diversity. It is clear that a department, campus and university climate actively embracing diversity has a great impact on recruitment and retention of under-represented minority (URM) faculty. Mid-career URM faculty leave not for money but because of the lack of a supportive climate. There is much we can achieve in creating a welcoming and supportive climate for URM faculty locally. Creating that climate requires an aspiration and for each department to have a diversity strategic plan as part of the department overall plan. Ultimately, our aspiration must be to achieve a greater percentage of diverse faculty that form a stable critical mass of at least 15% of URM faculty. Advising on implementing structural and policy change toward reaching that goal in collaboration with all levels of faculty and faculty governance will be the work of the cabinet going forward.
Report of the Secretary of the Faculty
Mike Townsend, Associate Professor, School of Law

1. **Faculty Senate Vice Chair Search Update**: The Senate Vice Chair Nominating Committee will soon be interviewing nominees for the 2019-20 Vice Chair. 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) or Lauren Hatchett (lehatch@uw.edu) for further information.

3. **Annual Faculty Lecture**: The University Faculty Lecture Award Selection Committee is currently accepting nominations for the 2018-2019 University Faculty Lecture. Please send applications to secfac@uw.edu. The purpose of the University Faculty Lecture Award is twofold: to honor University of Washington faculty members whose scholarship or creative work is widely respected by their colleagues as original and important and to share those accomplishments with the community, both on and off the campus, through a public lecture. Each year since 1974, a distinguished member of our faculty has been chosen for this honor.

4. **Adjudication Panel**: Professor Lisa Kelly has stepped down as Chair of the Faculty Adjudication Panel. While we seek a permanent replacement, we will be putting forth Hearing Officer Marcella Reed’s name for temporary Chair per Section 28-33:B of the Faculty Code.
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.

As a reminder, the SCPB is charged with consulting on matters relating to the University budget, planning, and policies. SCPB strives to support the critical contributions we make as a public university through teaching, research, and service. The SCPB is advisory to Provost Mark Richards with a reporting obligation to the Senate Executive Committee (SEC) and to the Faculty Senate. So that you can be as informed as you have time to become, consider exploring the Institutional Data Resources found at: http://opb.washington.edu/uw-profiles-information.

During the fall we focused on review of units with budget challenges, deficits, and debts including the School of Dentistry, School of Law, UW Medicine, the College of Arts & Sciences, and Intercollegiate Athletics. We also heard an update on the Office of Advancement’s strategic planning work. Each of these discussions were informed by budget reports and projections provided by the respective deans and staff, followed by a robust discussion and summary of challenges and opportunities. It is evident that the call for fiscal clarity, responsibility, and appropriate planning is being heard loudly and clearly across the university schools, colleges, and campuses. Additionally, we continue to ask how faculty is being engaged in unit-level decisions, in particular in partnership with the Elected Faculty Councils (EFCs).

As one of the budget reviews, the SCPB had a robust discussion on the role and mission of CoMotion and the contributions of patents and licensing, and the need to support an entrepreneurial/start up environment. These are questions about what kind of research university we want to be, which, is informed by our decisions about where and how much we want to invest scarce resources. The Advisory Committee on Intellectual Property Policy and Practice (ACIP3) will be reconvening to consider the budgets and fiscal policies for these initiatives.

We reviewed phases of the Finance Transformation Project as the scoping, budget, and desired outcomes for “Implementation” are being developed during current and ongoing “Readiness” phase. This is a significant project, both necessary and daunting. We will be hearing quarterly reports on the project as it will impact all units both operationally and fiscally.

We heard an update on the UW’s Master Plan, which was recently approved by the Seattle City Council with details still being ironed out. Related, we heard an update on parking and UPASS programs.

We reviewed financial aid for students and enrollment management. Access to excellence is critical to our mission. Thus managing enrollment as well as tuition and financial aid are essential. We discussed the various levers that we use for these ends, and those we do not have at our disposal. It is particularly difficult as we do not control tuition nor can we project enrollment with 100% accuracy. However, with increasing access to high quality data from enrollment, surveys, and just better attention to the numbers, we are developing more informed plans. This includes increased outreach to potential students who are interested in areas where we are not at full capacity as well as better serving those who want to enroll in programs that are at capacity. This means finding ways to help students navigate the UW so that they can gain the skills and knowledge they want and need for a productive future. It also means finding ways to assure that we retain a strong liberal arts breadth and depth, even when students’ interests blow more strongly, for the moment, in one direction or another. Once again this is a question of what kind of university do we want to be?

I would note that the summer task forces on enrollment management highlighted the excellent work that is already being done across campus by our colleagues (those reports should be public soon). The College of Arts & Science has a team working diligently to help students navigate a liberal arts curriculum with an understanding of how such an education contributes to a robust and resilient future with many jobs and careers. A similar approach is evident in our College of Engineering and our campuses in
Bothell and Tacoma. We know that our broadly educated students with deep knowledge in an area they carefully choose do extremely well— we need to make sure all students have that opportunity.

In December we also began scoping the next comprehensive ABB Review. This review is likely to tackle challenges of interdisciplinary and/ or collaborative teaching, provost investments, and supplement funding levels, among other questions. We will be scoping the review for the next couple of months, so let me know if you think there are issues we might address.

We shared an overview of the UW budget with the Faculty Senate in December. This was an important discussion as it shapes our capacity to fulfill our vision and mission, from the large scale to the smallest detail. There is significant information and data available on the OPB http://opb.washington.edu/sites/default/files/opb/Budget/Adopted_FY19_Operating_Budget.pdf and here https://opb.washington.edu/content/state-budget-information

Finally, the upcoming legislative discussions for the next biennium is a must read. JoAnn Taricani, our Faculty Legislative Representative, has determined faculty priorities for her agenda in Olympia. Chris Laws, Deputy Legislative Representative will also be helping to realize these priorities. Please read the legislative report. It is our future.

I look forward to hearing from you. Send me your questions and concerns. We will work to do our best to respond.
Report of the Faculty Legislative Representative
JoAnn Taricani, Associate Professor, Music History

This is a summary of some highlights of the 2019-21 budget proposal offered by Governor Inslee on December 13. The Governor’s proposal will be followed by budgets created by the state House and Senate, in late March or April. Our UW Office of Planning and Budgeting (OPB) has prepared a detailed analysis of the Governor’s proposal, and the analysis can be read at here. Information on legislative advocacy is provided at the end of this report.

Our survey of the Faculty Senate regarding the priorities of the budget request and policy issues clearly yielded several top faculty priorities for the 2019 session, in order of priority:

- Salaries and fund-split support for salary increases, so that state funds rather than internal university funding is providing funding for faculty salary increases.
- Institutional funding, including backfill of tuition loss (resident undergraduate tuition), increased operational funding.
- Financial aid and access for students, to fulfill the state’s commitment to fully funding the State Need Grant (now named the College Promise Scholarship; see below).

We (faculty and administration) had discussions last spring about the need to work with the state budget staff on the structural problems that have accumulated in the funding of the university, and several of us (myself, deans, UW budget staff and UW state relations staff) met with the Governor’s budget staff over the summer to point out these problems and advocate that these structural funding issues be addressed. In the Governor’s budget, we are seeing some recognition that past budget decisions have created current and future new funding challenges for the UW, and the Governor’s proposed budget does try to address some of these recent problems.

The Governor’s proposed operating budget is the first of three major budget proposals; the House and Senate proposals will appear in late March or April, then a final budget will be negotiated. The Governor’s proposal is an improvement over the funding strategy of the previous two biennial budgets (2015-17 and 2017-19), as described below. He proposes to create additional funding for the entire state budget by a combination of new taxes: a capital gains tax (which he has proposed in the past), an increase in business & occupation taxes on services, and a shift of real estate tax from a flat rate to a graduated rate. Here is a good summary of the overall budget, tax proposals, and reaction from both political parties.

For the UW, the Governor’s proposal is an improvement over the funding provided in the past two biennia; not only an increase in funding, but a more beneficial calculation of the funding needed to account for the tuition backfill and its inflation rate.

The Governor’s proposed operating budget includes an additional $103.6 million of state general funds for the UW beyond the current 2017-19 biennial budget, which is an increase of more than 14%. His budget specifically cites the intent of the 2015 Legislature to provide universities with enough funding to make up for the loss of tuition (adjusted for inflation) caused by the 2015 tuition reduction and subsequent 2.2%/year tuition cap. His proposed 2019-21 budget offers much more progress on this funding gap.

He proposes faculty/professional staff salary increases of 3% in each year of the biennium; the budget appears to provide better fund-split funding for the salary increases than the original 2017-19 budget. The UW request is for faculty/professional staff salary increases of 4% per year.

The operating budget proposal also includes funding for the State Need Grant, with a name change to the College Promise Scholarship (this is not a UW appropriation, although many of our students will benefit from this increase.) The Governor proposes to fulfill the promise made by the 2018 Legislature to fully fund this scholarship, in order to serve more than 93,000 students by 2021-22. His 2019-21 budget would reduce the waiting list by 8,000 students in the 2019-20 academic year and by 12,000 students in the 2020-21 academic year.
Career Connected Learning: Also proposed is support for expanded post-secondary learning opportunities. The Governor wants to create a statewide system of career connected learning, to include education in trades as well as at two-year and four-year colleges. His proposal offers $93 million in new dollars for this system. There are many more details in the full budget language, as described in the UW OPB analysis that I linked above.

If you would like to participate in direct advocacy during the legislative session in coordination with the Faculty Senate, please send your non-UW email address to uwadvocate@gmail.com. You may contact any elected official on your own time, using resources that are not provided by the university (email, devices, etc.). It is fine to say you are a university faculty member, or parent, or just concerned citizen – and as always, your own representatives will be most receptive to hearing from you. This website will identify your legislators based on your address, and will also link you to their email addresses.

If you would like to attend a legislative preview with higher education leaders and a panel of legislators, please attend this event hosted by the UW Alumni Association advocacy organization, UW Impact: 2019 Legislative Preview - "College IS for Everyone: Making the Case for Higher Ed" / Thursday, January 10, 2019 / 7:00-8:30 p.m. / HUB Lyceum -- details and registration here.
2018-19 Nominees for Faculty Councils and Committees

**Adjudication Panel**

- Marcella Reed, hearing officer, as temporary chair for a term beginning immediately and ending September 15, 2019.

**Faculty Council on Teaching & Learning**

- Maria Zontine, Professional Staff Organization, as a non-voting member for a term beginning immediately and ending on September 15, 2019.

**Faculty Council on Tri-Campus Policy**

- Annette Anderson, Professional Staff Organization, as a non-voting member for a term beginning immediately and ending on September 15, 2019.

**Faculty Council on University Libraries**

- Deci Evans, Professional Staff Organization, as a voting member for a term beginning immediately and ending on September 15, 2019.

**Faculty Council on University Facilities and Services**

- John Carroll, Professional Staff Organization, as a voting member for a term beginning immediately and ending on September 15, 2019.
Legislation proposing changes to Faculty Code, Chapter 42 Faculty Councils (The Standing Committees of the University Faculty) and Their Duties

Section 42-32 Appointment of Faculty Councils

A. Because the faculty councils will be concerned with broad problems of policy relating to matters of University government, the basic qualifications of appointees should include a broad familiarity with the problems of University government, an understanding of the particular problems of the faculty within the framework of the University, and a familiarity with the substance of the particular areas of council responsibility.

B. The Executive Committee shall nominate and the Senate shall approve the appointment of the chairs and members of faculty councils.

The Faculty Council on Tri-Campus Policy shall consist of two members from the University of Washington, Seattle; two members, designated by the General Faculty Organization, from the University of Washington, Bothell; two members, designated by the Faculty Assembly, from the University of Washington, Tacoma; and as ex officio with vote: the Vice Chair of the Faculty Senate, the Vice Chair of the General Faculty Organization, and the Vice Chair of the Faculty Assembly; and as ex officio without vote: the Faculty Legislative Representative and the Deputy Legislative Representative.

C. At the beginning of each academic year the roster of each faculty council shall be published in the Class C Bulletin. Subsequent changes during the academic year shall be published in the Class C Bulletin.

D. The Executive Committee may determine the size of faculty councils from year to year, provided only that it make every effort to confine the size of each council to the size required for the effective discharge of its responsibilities.

E. Council members shall serve three-year terms and may be appointed to serve a second consecutive term. Appointments become effective at the beginning of the academic year. When an appointment is made to fill a position vacated during the academic year, the appointed shall be made as specified in Chapter 41, Section 41-33.

F. Faculty Council members shall be deemed to have vacated their seats when they have been absent from three council meetings in an academic year. Council members are considered absent only if they fail, prior to a meeting, to inform the chair of the faculty council or the faculty council analyst of their inability to attend.

Approved by:
Senate Executive Committee
November 19, 2018

Approved by:
Faculty Senate
December 6, 2018

Approved by:
Senate Executive Committee
January 7, 2019
Legislation proposing change to Faculty Code, Chapter 22 Constitution of the Faculty Senate

Section 22-91 Senate Committee on Planning and Budgeting

A. The Senate Committee on Planning and Budgeting shall advise the administration and shall inform the Faculty Senate on long-range planning and on preparation of budgets and distribution of funds with particular reference to faculty concerns. The committee shall be guided by the advice of the Senate Executive Committee and/or the Senate on matters of policy.

B. It shall be the responsibility of the Chair of the Senate Committee on Planning and Budgeting to report committee activities on a regular basis to, and to seek advice from, the Executive Committee and the Senate. The Chair shall be a member of the Senate Executive Committee.

C. The committee membership shall consist of:

1. Twelve faculty members, including:
   a. The immediate past Chair of the Faculty Senate, who also chairs the committee effective August 1 through July 31;
   b. The Senate Chair;
   c. The Faculty Legislative Representative and Deputy Legislative Representative;
   d. Six at-large faculty members, nomination, election, and replacement of whom shall be governed by procedures set forth in Chapter 42, Section 42-32 of the Faculty Code, and who shall serve three-year terms; in nominating such members, the Senate Executive Committee shall maintain representation from the colleges, schools, and campuses;
   e. The Senate Vice Chair;
   f. The Secretary of the Faculty

2. The Provost, the Senior Vice President for Planning and Management, Vice Provost for Planning and Budgeting, and a representative of the Board of Deans;

3. One student member nominated jointly by the ASUW and GPSS, and who shall serve a one-year term;

4. The Presidents of the ASUW and GPSS, who shall serve ex officio without vote.

D. Terms of members shall begin on September 16, unless otherwise specified at the time of appointment.

Approved by:
Senate Executive Committee
November 19, 2018

Approved by:
Faculty Senate
December 6, 2018

Approved by:
Senate Executive Committee
January 7, 2019
Class B regarding academic probation

Class B Legislation
Student Governance and Policies
Scholastic Regulations
Chapter 107; Section 2 (Academic Probation) & Section 5 (Dismissal for Low Scholarship)

Background and Rationale
The Faculty Council on Academic Standards recommends to amend Scholastic Regulation Chapter 107 (Academic Probation and Dismissal due to Low Scholarship) based on the following findings:

- The current academic probation policies are significantly stricter than those of peers (e.g., UCLA and University of Michigan). At peer institutions, a 2.0 grade point average per term is the minimum requirement for students to continue to be enrolled.
- An assessment of students who were dismissed for low scholarship from 2005-2015 found that Pell-eligible and first-generation college students were dismissed at higher rates than their overall representation on campus.
- Updates would streamline both policy and processes, allow for adequate interventions and support for students who face temporary hardships, and ensure that students who demonstrate academic progress in their probationary quarter continue to improve.
- Most of the policies and regulations found in Chapter 107 were written in 1964 with few edits after. These policies do not reflect the current realities of students currently enrolled at the UW.
- A 2.0 is already the minimum standard that the UW has designated for satisfactory academic progress. By lowering the term required from 2.5 to 2.0, the Academic Probation Policies would be aligned to this same standard.

2. Academic Probation

Except as noted below, any undergraduate student shall be placed on academic probation when his or her cumulative grade-point average falls below 2.00. Such action will be recorded on the student’s official academic record. Any undergraduate student whose grade-point average for his or her first quarter at the University falls below 2.00 shall be warned that his or her scholarship is unsatisfactory, and that if he or she fails to achieve a cumulative grade-point average of 2.00 by the end of the second quarter after being admitted as an undergraduate, degree-seeking student he or she will be placed on academic probation. The Registrar under delegated authority from the dean of the college in which the student is enrolled shall notify the student as soon as possible that either (a) his or her scholarship is unsatisfactory, or (b) he or she has been placed on scholastic probation. The student is reminded further that he or she should consult with his or her academic adviser immediately to discuss future academic plans.

S-B 95, December 10, 1964; S-B 167, November 26, 2001: both with Presidential approval.

5. Dismissal for Low Scholarship

Any undergraduate student on academic probation will be dropped at the end of his or her probationary quarter unless he or she either (1) has attained at least a 2.00 cumulative average, or (2) has attained at least a 2.50 2.00 average during each quarter of his or her current probationary period. Any student dropped under this rule will be notified in writing of this action by the University Registrar.

S-B 95, December 10, 1964 with Presidential approval.

Approved by:
Senate Executive Committee
January 7, 2019
Class C Resolution: Support for the Continuation of the Lab Safety Initiative and for Granting of Legal Enforcement Authority for Environmental Health & Safety

WHEREAS, there are more than 1,000 laboratories at the UW and laboratory safety is a major financial risk to the University; and

WHEREAS, Environmental Health & Safety (EH&S) is responsible for ensuring compliance with good laboratory safety practices in all laboratories at the UW with limited resources and personnel and without the authority to legally enforce laboratory compliance; and

WHEREAS, while there has been a gradual increase in the laboratory safety performance ratings of all laboratories at the UW, there has not been an acceptable level of improvement especially in high risk laboratories; and

WHEREAS, EH&S has successfully piloted in 90 higher risk laboratories at the UW a 2 year Laboratory Safety Initiative to identify and overcome barriers to safety in the UW’s most complex research laboratories with funding from the Provost. Funding for the Laboratory Safety Initiative ends in June 2018; and

WHEREAS, the EH&S Laboratory Safety Initiative has successfully increased the laboratory safety performance rating from 53% to 75% in these 90 high risk laboratories; therefore

BE IT RESOLVED that the UW Faculty Senate applauds the successful efforts of EH&S in improving laboratory safety at the UW and requests the following:

1. That the Provost work with faculty to develop protocols on how EH&S can enforce compliance with best laboratory safety practices in all laboratories at the UW.

2. That the Provost fully fund the EH&S Laboratory Safety Initiative for improving laboratory safety in all laboratories at the UW.

3. That faculty conducting laboratory research have the responsibility to create and maintain the safest possible working conditions for other faculty, students, and staff.

4. That laboratory safety performance ratings should be considered as part of the assessment of faculty professionalism.

5. That EO55 be amended according to changes implemented with this resolution.

Approved by:
Senate Executive Committee
January 7, 2019
Class C Resolution: Support for a Capital Gains Tax

WHEREAS, state support for the University of Washington is among the lowest among top public universities in the U.S.; and

WHEREAS, the existing Washington state tax system is unable to generate sufficient resources to support the investments in higher education that are required to maintain the University of Washington as a world-class institution; and

WHEREAS, added budgetary support to the University of Washington should not be justified by cutting or competing against other critical state investments in social and health services, economic development, and efforts to stem and adapt to climate change; and

WHEREAS, Washington state has one of the most inequitable tax systems in the country and is one of only a few states that does not tax capital gains; and

WHEREAS, a capital gains tax, which is an excise tax and not an income tax, would raise additional revenue for the State of Washington and make the state tax code more equitable; therefore

BE IT RESOLVED that the UW Faculty Senate strongly supports legislative efforts to implement a capital gains or similar efforts to augment higher education resources without detracting from other important state investments.

Submitted by:
Aaron Katz, Senator, Health Services
Jairam Lingappa, Senator, Global Health
Scott Barnhart, Senator, Medicine
1. Call to Order and Approval of Agenda.

2. Faculty Senate Chair’s Remarks – Professor George Sandison.

   a. Report of the Secretary of the Faculty.
   b. Report of the Chair of the Senate on Planning and Budgeting.
   c. Report of the Faculty Legislative Representative.

4. President’s Remarks– Ana Mari Cauce.

5. Requests for Information.
   a. Approval of the November 19, 2018 Senate Executive Committee minutes.
   b. Approval of December 6, 2018, Faculty Senate minutes.

6. Memorial Resolution.

7. Consent Agenda.

8. Announcements.


    a. Class A Legislation – Proposed changes to faculty council attendance.
       Action: Approve for faculty vote.
    b. Class A Legislation – Proposed changes to voting membership of the Senate Committee on Planning and Budgeting.
       Action: Approve for faculty vote.
    c. Class B Legislation – Academic probation.
       Action: Approve for distribution to the faculty.
    d. Class C Resolution regarding support for the continuation of the Lab Safety Initiative and for granting of legal enforcement authority for Environmental Health & Safety.
       Action: Approve for distribution to the faculty.
    e. Class C Resolution regarding support for a capital gains tax.
       Action: Approve for distribution to the faculty.

11. Discussion Items.

12. Good of the Order.


Prepared by: Mike Townsend  
Secretary of the Faculty

Approved by: George Sandison, Chair  
Faculty Senate
NOTE: If a continuation meeting is necessary to conduct unfinished or special business, it will be held on Thursday, January 31, 2019, at 2:30 p.m. in Johnson Hall 102.
Next steps with UW Faculty 2050: Faculty Senate leadership

Implementation Proposal

Members of the UW Faculty have come together to consider the UW in 2050. 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. This vision 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. As President Cauce described her vision of the UW as a public good in her Spring 2018 talk, we too want a university that stewards such ideals in its cultures, both local and broadly, in its policies and practices, and its leadership and communities.

Together, as faculty and leaders, we can take our public university to the leading edge of institutions of higher education. By building on our strengths, we can magnify our public good through the best research, teaching, and service across disciplines and by promoting diversity, equity, and inclusion throughout our community.

Next Steps:

We present this document with the aspiration to partner with the Provost, BODC, and other university leadership to realize the greater potential of our faculty and community. We propose that:

- 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.

High Priority Recommendations for the Provost

A. THE PUBLIC UNIVERSITY AS A PUBLIC GOOD
Immediate action strategies:
• Support a rigorous review of general education requirements and areas of knowledge to ensure they robustly reflect the breadth and depth of the UW’s educational mission; and
• Improve recognition of high-quality teaching as an essential contribution to the public good; and
• Foster faculty engagement in UW’s External Affairs work with governmental (federal, state, and city), civic, and community leaders and advocates.

Next Steps:
• Establish robust financial and administrative support (including seed grants, ongoing grants, recognition...) for faculty-led community-engaged, interdisciplinary, and/or public scholarship, research, and teaching.

B. BUILDING AND STEWARTING AN INCLUSIVE, EQUITABLE, AND DIVERSE COMMUNITY
Immediate action strategies:
• Increase central advancement funding for diversity, equity, and inclusion efforts with incentives for successful units and programs;
• Support implementation of Diversity Blueprint recommendations for stewarding a diverse faculty:
  o Create, implement and report on a faculty/staff climate survey across three campuses
  o Support 100% participation in faculty search committee anti-bias training
• Appoint R&EI Steering Committee to create a robust and accessible dashboard on faculty diversity, retention, and excellence; and
• Improve faculty hiring process by requiring diversity statement for faculty application portfolios.

Next Steps:
• Support development in each unit of best practices in faculty diversity, equity, and inclusion;
• Develop a program similar to community-based Equity Advisors for faculty to support culture shifts towards increased equity and inclusion in all units;
• Develop and apply metrics to assess how UW leadership actively promotes diversity, equity, and inclusion, including how they are realizing the goals of the Diversity Blueprint; and
• Expand academic and financial resources to support diversity scholarship, teaching, and service (for faculty and graduate students) including program of diversity seed grants for faculty.

C. FACULTY CAREERS
Immediate action strategies:
• Request Deans and Chancellors to identify and share how Tenure & Promotion guidelines address expanded forms of research and teaching, including collaborative, community-engaged, and/or interdisciplinary;
• Request Deans and Chancellors to address significant disparities of service, with attention to those correlated to gender, race, and rank; and
• Improve benefits, including parental leave, childcare services, and retirement planning resources.

Next Steps:
• Identify central funding for interdisciplinary, collaborative and/or community-engaged teaching and scholarship;
• Establish a university-wide resource or office for strengthening support of collaborative, community-engaged, and interdisciplinary research, teaching, and service; and
- Increase support for the development of pedagogy that more fully supports students from diverse backgrounds.