

Minutes
Senate Executive Committee Meeting
Monday, October 7, 2013, 2:30 p.m.
142 Gerberding Hall

Present: Lee, O'Neill, Gregory, Young, Cauce, Killien, Ceccarelli, Searle, Joseph, Storti, Wood, Stern, Shen, Lerum, Purdy, Rubio, Fridley, Taricani, Watts, Allen,

Absent: Astley, Kutz, and Lizotte

Guests: Gail Stygall

1. Call to Order and Approval of Agenda.

The meeting was called to order at 2:35 p.m. by Jack Lee. Chair Lee asked for additions or revisions to the agenda.

Marcia Killien asked to add five members to the Consent Agenda Nominees for Faculty Councils and Committees **{Exhibit F}**:

Faculty Council on Benefits and Retirement

- Gail Joseph, Educational Psychology, College of Education, as a member for a term beginning September 16, 2013, and ending September 15, 2016.
- Charles Chamberlin, UWRA, as an ex-officio member with vote for a term beginning September 16, 2013 and ending September 15, 2014.

Faculty Council on University Facilities and Services

- Steve Goldblatt, UWRA, as an ex-officio member with vote for a term beginning September 16, 2013 and ending September 15, 2014.

Faculty Council on University Libraries

- Richard Kirkendall, UWRA, as an ex-officio member with vote for a term beginning September 16, 2013 and ending September 15, 2014.

Adjudication Panel

- Margaret Adam, Pediatrics, School of Medicine, as a member for a term beginning September 16th, 2013, and ending September 15, 2016.

The agenda was approved as amended.

2. Report of the Senate Chair – Jack Lee. **{Exhibit A}**

Chair Jack Lee welcomed Senate Executive Committee (SEC) members. Chair Lee summarized some anticipated issues for the coming academic year including: academic freedom, online education, contingent faculty and lecturers, intellectual property, and salary policy. Chair Lee mentioned the ongoing policy proposals for future faculty salary increases. Chair Lee said that consultations are taking place between faculty leadership and the administration regarding University of Washington (UW) sponsorship policies. In closing, Chair Lee mentioned that faculty leadership participated today in an accreditation visit.

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

President Young welcomed SEC members. President Young emphasized the importance of the ongoing accreditation process. He invited SEC members to review the accreditation report, available online, which has extensive information about the UW.

President Young then summarized the plans for an upcoming capital campaign for the University. Young also shared information about the climate in the State Legislature, including a possible small increase in state revenues, some of which could be diverted to the University. He hopes to connect with newly elected state leaders to emphasize the importance of the University, most notably our research mission.

President Young mentioned the importance of our international mission and our intent to strengthen our commitment in that area.

President Young talked about the educational experience at the University. He emphasized sophomores' trajectory in maintaining their commitment to academic rigor and what we can do as an institution to meet their academic and administrative needs.

Lastly, President Young summarized the replacement of our human resources system. He emphasized the importance automating the system as well as a future need for training individuals using the new system. He was confident that the HR system change, once completed, will be an important tool.

Questions and comments followed:

Q: You mentioned the accreditation report. Can you talk a bit about the Washington Futures Report, and what we had to do with that?

A: Former Regent Bill Gates was concerned about the state climate for higher education and invited other stakeholders in higher education. They provided a summary of what they considered to be the most important missions of the University of Washington. Most recommendations were thoughtful and sensitive, many of which we are already addressing. The other issues will certainly become part of a large ongoing discussion. The other parts of the report include state funding for the University and what obligations the State of Washington should have. Secondly, the report included what contributions the business community could offer to the state and the University. Lastly, the report asked for more robust philanthropy for the University. If nothing else, the report caught the attention of many important leaders in our community and state.

Q: Isn't it obvious they didn't include stakeholders within the university?

A: Going forward there may be opportunities to allow more input, however, they were discussing how the university should gather support, not how to run the university. The report did not focus on university operations at a local level.

Q: Aren't some of the recommendations controversial?

A: Provost Cauce: I've been working with students. Two are controversial. The first is that graduate programs should be offered at a sustainable cost. The other is differential tuition. Both will be on our discussion agenda. Differential tuition, however, is not something currently on the table with the Legislature.

President Young: Even the controversial parts, such as they were, are important. For example, they raised a fundamental issue of cross-subsidization. The report urged that we look at that larger issue.

Q: You mentioned the office of Global Affairs. What is UW's vision for globalization?

A: There is little doubt that geographic borders are becoming largely irrelevant. Our research has an international dimension. Our students need global sophistication, and we have many students from abroad. The truth is that our international students are an enormously valuable dimension of a robust education.

Comment: Concerning the WA Futures report: There isn't a sufficient connect between the outside report and internal opinions. One example is a deficit in language instruction. For example, business leaders don't know that one single professor teaches multiple languages and does not want to leave due to fear of losing their programs. These leaders are not fully aware of the actual practices and struggles within the University.

Young: Knowing those struggles is important but we would prefer to have those discussions more internally. The report was from a '30,000 foot' level, with the goal of what we need to do with the University as a whole.

4. Opportunity for Questions.

- 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}**
- d. Report of Faculty Council Activities. **{Exhibit E}**

There was one question about Faculty Council reports; the chair of that council was not present and the question will be sent via email. There were no other questions.

5. Consent Agenda.

- a. Announce Electronic Approval of the [May 6, 2013](#), SEC, and [May 16, 2013](#), Faculty Senate minutes.
- b. Approve Nominees for Faculty Councils and Committees. **{Exhibit F}**

The Consent Agenda was approved as amended.

6. Announcements.

There were no announcements.

7. Unfinished Business.

- a. Class A Legislation – First Consideration **{Exhibit G}**
Ad hoc Academic Freedom Committee – Jim Gregory
Title: Changes to 24-33 A Statement of Principle: Academic Freedom and Responsibility.
Action: Conduct first review of proposal for Faculty Senate consideration.

Chair Lee summarized the legislative process. The SEC considers Class A legislation twice and the Faculty Senate considers it twice. Substantive changes may only be made at the first consideration.

Former Senate Chair Gregory presented the history of the proposed legislation on academic freedom. Discussion began in the Faculty Council on Faculty Affairs (FCFA) in 2012 when Janelle Taylor, from the local AAUP chapter, presented a proposal for consideration. FCFA, under the leadership of past chair Gail Stygall, developed legislation that was approved by FCFA by email on 5/3/13. At the 5/8/13 meeting of the Senate Executive Committee, a motion was approved to postpone consideration of the legislation to allow the administration additional time to consider the legislation and work with faculty representing SEC on any concerns that might arise from this consideration. A work group including Jim Gregory, Gail Stygall, and Christoph Giebel worked with Jack Johnson, President Young's chief of staff, developed the amended version under consideration at this meeting.

Storti moved to amend the legislation to read, "Their constitutionally protected exercise of freedom of association, assembly, and expression, including participation in political activities, does not constitute a violation of duties to the University, to their profession, or to students, **and may not be subject to punishment or reprisal.**"

After the amendment was seconded, discussion ensued. Storti expressed his opinion that the legislation lacks strong language reaffirming that no punishment will be laid down. Gregory responded that it is stated sufficiently and it is redundant. President Young indicated intent to strike the amendment if it passed.

After further discussion, a motion to withdraw the amendment was passed.

Chair Lee called a vote on the originally proposed legislation. The legislation passed unanimously. Chair Lee appointed Gregory, Stygall, and Watts to consult with the President's office about possible amendments to be presented at the Senate meeting, based on the SEC discussion. He invited members to send input regarding amendments to that group.

8. New Business.

- a. **Discussion item:** Formation of a joint taskforce on on-line education.
Jim Gregory, SCPB Chair and Ana Mari Cauce, Provost and Executive Vice President.

Provost Cauce said the impetus the task force is that we are expanding our online presence in a piecemeal fashion and that we should look into the overall plan for on-line education. Gregory mentioned that this is changing the landscape of higher education. He thought we should be on top of it and act wisely. Gregory indicated that the task force will include representatives from a department with a current online program, the Senate Committee on Planning and Budgeting (SCPB), the Faculty Council on Academic Standards (FCAS), the Faculty Council on Teaching and Learning (FCTL), a faculty member from University of Washington-

Bothell, and a faculty member from University of Washington-Tacoma. Provost Cauce mentioned that the Associated Students of the University of Washington (ASUW) and the Graduate and Professional Student Senate (GPSS) have indicated their desire to be involved. All other members will be appointed by Provost Cauce.

President Young mentioned the breadth of data we have about our online learning programs and how important it is for the discussion.

- b.** Approval of the October 24, 2013, Faculty Senate Agenda. **{Exhibit H}**
Action: Approve for distribution to Faculty Senators.

The agenda was approved.

9. Adjournment.

The meeting adjourned at 4:31pm.

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

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

Congratulations on your election to the SEC, and welcome to the first SEC meeting of 2013-2014.

Thankfully, we have at least a temporary budget respite, and after five years of state and federal budget cuts, frozen salaries, increasing teaching loads, and unsustainable tuition increases, we're finally seeing signs of financial recovery. Nonetheless, it looks as if we'll have a lot of work to do this year, mostly continuing work on some important projects that were begun last year under Jim Gregory's excellent leadership.

Here are the highest priority items for the Senate leadership:

Academic Freedom: Late last spring quarter, the Faculty Council on Faculty Affairs proposed a major overhaul of the Faculty Code language on academic freedom. Because there was not enough time last spring for the administration to comment on the proposal, it was referred to an ad hoc committee chaired by Jim Gregory and including then-SEC members Gail Stygall and Christoph Giebel. That committee has done its work, and a revised proposal will be considered on today's agenda.

Faculty Salary Policy: One of our biggest projects this year will be crafting a new faculty salary policy. A long-standing problem at the UW has been persistent salary compression for long-serving faculty members, which has kept most senior faculty salaries far below those of our peers even as new faculty are hired in at competitive market rates. A 2000 revision of the faculty salary policy attempted to correct the problem, and had some success for a while in the mid-2000s. But with the recession, the salary situation for faculty has again become dire, and we are at risk of losing some of our most valued faculty members. Recognizing the seriousness of the problem, President Young in 2012 appointed a joint faculty-administration working group to recommend an improved faculty salary policy. That group has been hard at work developing a proposal for a major overhaul of the salary system. Soon we will be discussing the general outlines of the proposal widely and inviting feedback, and after that the Faculty Council on Faculty Affairs will be involved in writing code revisions to implement the proposed new policy. With some luck, a specific proposal might come to the SEC before the end of the academic year.

Contingent Faculty: Last year, the Faculty Senate highlighted some disturbing trends in the composition of the faculty, including an increasing percentage of faculty members who are non-tenure-track, and an increasing number of lecturers stuck in one-year-at-a-time, non-promotable positions. Some progress was made last spring toward delineating future hiring policies that will help to reverse these trends, but more work needs to be done. It is a priority of the Senate leadership this year to find ways to ensure that most faculty positions are tenured or tenure-track and that non-tenure-track faculty are treated fairly, predictably, and respectfully. Three task forces were created last year (one for each campus) to recommend policy changes regarding lecturers. The SEC will be hearing reports from these task forces during the year.

Intellectual Property: A recent Supreme Court decision (*Stanford v. Roche*) has prompted many universities to reexamine their policies regarding intellectual property created by faculty members in the course of their work. Last November, the SEC created a new committee, the Special Committee on Intellectual Property and Commercialization (SCIPC), "to review all University of Washington policies and practices related to faculty Intellectual Property, including its management and commercialization." That committee will be reporting back to the SEC soon.

Online Degrees: Last year, the College of Education initiated a new online-only degree program in early childhood and family studies. This year, UW Tacoma has proposed an online degree in Criminal Justice, and we expect an online Social Science degree to be proposed soon by the College of Arts and Sciences. The faculty will need to keep close watch on these developments and to ensure that the increasing use of online education is carried out in a way that is consistent with the overall educational goals of the university. At its first meeting of the fall quarter, the Senate Committee on Planning and Budgeting created a joint administration/faculty committee, jointly chaired by Jim Gregory (SCPB chair) and Betsy Wilson (Vice Provost for Digital Initiatives and Dean of University Libraries), which will study the strategic questions and report jointly to the Provost and SCPB.

In addition to these high-priority items, here are some issues that are currently on the “back burner,” but might well come to the fore during the course of the year:

- Housekeeping and consistency changes to the Faculty Code
- Modification of the RCEP (Reorganization, Consolidation, and Elimination Procedures) process
- Criteria for tenure and promotion, especially as they relate to the role of publishers
- Criminal background question on applications
- Branch campus relation to Seattle in curriculum planning and governance
- Contributions from Intercollegiate Athletics to the educational mission of the university
- Does the university’s adjudication procedure need tweaking?
- New university sponsorship policy
- Self-sustaining programs
- Following up on problems with faculty demographics highlighted last year

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

1. Over the summer the Secretary has met with individual faculty and administrators seeking advice on a variety of matters, including possible RCEP proposals.
2. All Faculty Councils have nearly full membership and chairs appointed. Welcome to all returning and new members! The list of members, along with meeting minutes and schedules can be found on our website at <http://www.washington.edu/faculty/committees/councils.html>
3. The Senate Leadership will be meeting regularly throughout the year with Faculty Council Chairs and Chairs of the Elected Faculty Councils of Schools, Colleges, and Campuses (i.e. "college councils") for coordination and information sharing. Specific invitations to these meetings will be forthcoming.
4. Please welcome Jed Bradley as Assistant to the Secretary of the Faculty. Jed has assumed the position formerly held by Alex Bolton who left this fall to attend UW Law School. Jed is a UW alumnus who most recently served as a legislative aide to a state representative in Olympia.

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

The Senate Committee on Planning and Budgeting (SCPB) 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. All RCEPs (Reorganization, Consolidation, and Elimination Procedures) go through SCPB, as do decisions about salaries, tuition, unit budgets.

At our final meeting of the last academic year (June 28) SCPB approved the provost's plans for budget allocations to academic and nonacademic units, and approved plans for faculty and staff salary increases which took effect this September. This quarter, in coordination with Provost Cauce, SCPB is constituting an Online Education Initiatives taskforce to recommend policies regarding (1) new fully online undergraduate and graduate degree proposals; and (2) MOOCs.

Fall quarter meetings will look into the following:

- Plans to distribute the unallocated portion of the Provost's Reinvestment Funds
- Proposals for unit adjustment salary increases in some colleges
- Implementation of September's salary increases
- The status of Activity Based Budgeting (ABB)
- Response to Washington Future report
- Proposal for new salary policy
- HR/ Payroll replacement project
- Reports on student admissions, financial aid, class size
- UW profile website and Whole U initiative
- Report on research funding decline and Indirect Cost Recovery funds
- Proposal to change Intellectual property rules
- Retention and retirement data
- RCEP: Master of Science in Biology for Teachers
- Report on STEM degree expansion
- Governor's proposed supplemental budget (Dec 10)

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

Be glad our faculty senate doesn't drag out its work the way our state legislature does.

The upcoming legislative session is coming on the heels of the marathon session that kept legislators, staff, lobbyists and advocates in Olympia for two months longer than was probably really necessary. Last year's session required two "overtimes" and did not adjourn for good until June 29th (the regular 105-day, per the state constitution, session adjourned on April 28th). The eventual outcome was very good for the University of Washington but the legislature's inability to complete their work created lots of stress for all of state government and became daily news and the topic almost daily editorials and op-ed essays well into summer. But the reality is that extra sessions for the Washington State Legislature are the norm and have been for a long time.

Ours is a citizen's part-time legislature that until 1970 convened only in odd numbered years. Regular sessions were constitutionally 60 days long and until about 1950 extra sessions were called only every few years. But from 1950 through 1969 one or more extra sessions were called following every 60-day regular session. Then, beginning with the 41st legislature in 1969 & 1970, the legislature started convening an extra session in January of every even numbered year. In 1979 a constitutional amendment established that the legislature shall convene a regular session in January every year. So, since the 46th legislature in 1979-1980, each legislature has met for two regular sessions.

The constitutional amendment didn't eliminate the frequent extra sessions though -- since the legislature began convening every year, only the 59th legislature (2005 & 2006) escaped without at least one extra session.

General elections are held in November of each even numbered year and at that time all of the seats in the State House of Representatives (two-year terms) and half of the seats in the State Senate (four-year terms) are up for election. Thus each new legislature convenes for the first time in January of the odd numbered years. These odd year sessions are 105 consecutive days long. During this regular session the legislature develops and passes a budget for the fiscal biennium that begins on July first of that, odd numbered, year. In the second regular session, the one held in even numbered years, they meet for only 60 days and generally try to focus their attention on needed adjustments to the budget and policies that they passed in the previous year's long session.

Washington's 63rd legislature will convene on January 13, 2014, for its short sixty day regular session. Higher education and the University of Washington fared very well in 2013's combined 153 total days of regular and extra sessions. We are currently planning for the session with optimism that comes from knowing because of the work that we faculty do higher education is being valued perhaps a bit more highly than it has at times in recent years. But we are also respectful of the need for the legislature to be focused on needed adjustments to the budget and policies that they just passed more than they need to be pressing forward with new initiatives.

We invite you, SEC members, to send us your non-UW email addresses (it would be good to do this even if you have done so previously). It will enable us to communicate with you a little more freely about matters related to state government, in the off-hours of course, than if we send to your UW provided email account. Please send these to jim.fridley@fridleys.net.

Report of Faculty Council Activities

Faculty Council on Academic Standards

In addition to normal business reviewing curriculum changes, major topics that FCAS is undertaking are:

1. Implementation of revised satisfactory progress policy
2. Enrollment restrictions imposed on students in fee-based programs
3. Student Effort versus Credits Earned in courses
4. UW Educational Outreach Degree Completion Initiative

Faculty Council on Benefits and Retirement

1. Advocate changing increased faculty contributions at age 50 from "opt-in" to "opt-out."
2. Provide through the faculty senate process information to faculty regarding benefits and retirement.

Faculty Council on Faculty Affairs

FCFA will be addressing the following issues during the 2013-14 academic year:

1. Faculty salary policy
2. Code cleanup issues
 - a. Minor changes to remove out-of-date terminology
 - b. Minor changes to clarify Senate voting membership
3. Discussions and perhaps changes to the Faculty Code addressing long standing issues
 - a. Contingent faculty – who should have voting rights in the faculty
 - b. Adjusting voting procedures for the modern electronic world
4. Changes to the RCEP process

Faculty Council on Multicultural Affairs

Last year, FCMA worked with the ASUW regarding their proposed Diversity Requirement for Undergraduates and assisted the Faculty Senate Leadership to address concerns on faculty demographics.

Faculty Council on Research

The general concern of the FCR is to discuss ways to improve the UW research environment with various administrative units. FCR will review proposals from UW researchers containing restrictions of various sorts (publication policies personnel, data transfer etc.). We will be discussing proposed changes in UW rules regarding the outside activities form and proposed changes in UW rules are published. We will also be concerned with emerging issues regarding OMB, NIH/HHS and NSF and with rules regarding export controls.

Faculty Council on Student Affairs

FCSA continues to conduct discussions on issues pertinent to students, including: recent Senate action on admissions policies and standards; on-going and planned campus renovations; revisions of the Student Conduct Code; the Online Undergraduate Degree Completion initiative; and, staffing the faculty appeal board. The first meeting of the 2013-2014 academic year took place on Tuesday, 1 October at which time Denzil Suite shared his thoughts as the new Vice President for Student Life.

Faculty Council on Teaching and Learning

Activities Carried Over from 2012-2013:

1. Report on Hybrid Online Learning. On April 4, 2013, FCTL chair Jan Carline transmitted to President Young the council's report on hybrid online learning. The report included five recommendations for

adoption by the university. Members of the council also met with Vice Provost Jerry Baldasty to discuss measures to address the council's concerns and strategies to increase the recognition of faculty efforts in developing these courses. Vice Provost Baldasty expressed an interest in continued work with the council on this matter.

2. Poor response rates to online course evaluations. Plans for the development of an OEA supported online course evaluation system were discussed extensively last year, with particular concern for the decrease in student response rates when compared to the rates for the formerly used in-class evaluation approach. Guests from the School of Public Health discussed the practice of requiring the completion of online course evaluations before release of grades to students. This method insured a high response rate, and was acceptable to the registrar. It did require a significant amount of staff work to implement. Tom Lewis (UW-IT) raised the possibility of developing a system that would automatically integrate the recognition of a completed evaluation with release of grades in Gradebook.
3. Access to student course evaluations outside UW. In late fall of 2012, Nana Lowell (UW-OEA) learned that students from the Information School had provided public access to results of student evaluations of courses they obtained from a web site with restricted access. The practice of giving access to these evaluations only to individuals with Netlds had been put in place based on discussions in the former Faculty Council on Instructional Quality, after consulting the Attorney General's office. This was done because of two concerns, the first being potentially inappropriate use of faculty evaluations by individuals not affiliated with the university, and the second being restrictions on the publication of evaluations of teaching assistants included in the bargaining agreements with their union. An inquiry about this matter was referred to the Attorney General's office for advice. The issue remained unresolved at the end of the academic year.

New Activities for 2013-2014:

Because the Council had not held its first meeting at the time this report was due, little can be said with certainty regarding new activities for the coming academic year. In addition to the usual recurring subjects (teaching and learning technologies, distance education, educational outreach, the online undergraduate degree completion initiative, educational assessment, design and methodology for student course evaluations and events showcasing innovating teaching and learning initiatives), the chair of FCAS has indicated an interest in forming a joint FCAS-FCTL working group to develop definitions of "course" and "credit hours."

Faculty Council on Tri-Campus Policy

1. Conducting a review of tri-campus information dissemination and faculty member representation between the three faculty governance structures.
2. Reviewing issues related to student conduct code violations and how they are disseminated and treated if/when student seeks cross-campus enrollment.
3. Examination of processes related to cross-campus degrees/minors and role of UW Curriculum Committee.
4. Coordinated Faculty Senate communication of tri-campus awareness regarding governance, policies, new issues, budget, etc.
5. Budget and legislative representation related to tri-campus strategic planning.
6. Discussion of potential issues related to "UWS/B/T" self-sustaining and distance learning degree programs and cross-campus implications.
7. Examination of variations/changes to faculty handbook that affect UWT/UWB faculty.
8. Cross-campus faculty research activities/opportunities – and an examination of selection processes related to limited submission research applications from the University of Washington.

Faculty Council on University Facilities and Services

This year the Faculty Council on University Facilities and Services (FCUFS) will monitor current and potential construction, including the police station, the Animal Research and Care Facility, Fluke Hall, the Intellectual House, and the Burke Museum. Completed projects at the Stadium and Odegaard Library will be reviewed. FCUFS will continue to follow the West Campus circulation plan and student housing. Continuing transportation issues include the Burke-Gilman Trail, bicycles, parking, Rainier Vista, Sound

Transit stations, and 520 expansion. Childcare for the UW community, the UW Smartgrid Project, and classroom upgrades round out the agenda.

Faculty Council on University Libraries

1. Implementation of the Faculty Fund for Library Excellence, as approved by the Faculty Senate. Fund website is located at: https://www.washington.edu/giving/make-a-gift?source_typ=3&source=LIBFAC
2. Facilitation of Open Access publishing at the UW. The FCUL will continue to seek to engage faculty and students in submitting documentation of their past, current, and future research (i.e., archival and grey literature) to the open access repository ResearchWorks.
3. Strengthening educational partnerships/ the development of a sustainable academic business plan. The FCUL will continue to investigate ways to bring emerging Libraries technologies and initiatives into UW courses. The strategic plan will consider a wide variety of issues, including fee-based and distance courses and programs.
4. Employment of multi-institutional approaches. The FCUL will provide input to continuing Libraries efforts to lead and leverage multi-institutional Libraries initiatives, related to e.g., the Hathi Trust, the Western Storage Trust, and Orbis Cascade activities.
5. Inclusion of Librarians on the Senate. The FCUL will continue to follow up on the 2009 – 2012 discussions on representation of Librarians on the Faculty Senate, the SEC, and on the Faculty.
6. General planning for collections, services, and staff. The FCUL will advise the Libraries on changes in collections, services, and staff in support of its strategic plan and necessitated by continuing budget constraints. Initial topics include the subject librarian framework, physical and virtual space planning, etc.

Faculty Council on Women in Academia

1. Efforts to inform and support the actions of the Faculty Senate regarding improving faculty demographics.
2. Survey of Non-Ladder Faculty – Dissemination of the report based on FCWA's work in 2011-12, and follow up with administration to pursue report recommendations.
3. Faculty Mentoring Program – Development of "Faculty Matters" memos relevant to all faculty, with emphasis on women, garnered from issues raised in FCWA surveys of both ladder and non-ladder faculty.
4. Review of issues relevant to women on campus.

Approved council minutes are available online at <http://www.washington.edu/faculty/committees/councils.html>

2013 – 2014 Appointments to University and Senate Committees.**Faculty Council on Academic Standards (Meets Fridays at 1:30)**

- Don Janssen, Civil Engineering, College of Engineering, as a renewing member for a term beginning September 16, 2013, and ending September 15, 2016.
- Haideh Salehi-Esfahani, Economics, College of Arts and Sciences, as a member for a term beginning September 16th 2013, and ending September 15, 2016.
- Rob Chin Roemer, ALUW, as an ex-officio member with vote for a term beginning September 16, 2013 and ending September 15, 2014.
- Jeffrey Mc Nerney, ASUW, as an ex-officio member with vote for a term beginning September 16, 2013 and ending September 15, 2014.
- Mel Wensel, UAAC, as an ex-officio member with vote for a term beginning September 16, 2013 and ending September 15, 2014.
- Grant Kollett, PSO, as an ex-officio member with vote for a term beginning September 16, 2013 and ending September 15, 2014.

Faculty Council on Benefits and Retirement (Meets Mondays at 2:30)

- Russell Fernandez, Department of Orthopedics and Sports Medicine, School of Medicine, as a member for a term beginning September 16, 2013, and ending September 15, 2016.
- Thomas Deardorff, ALUW, as an ex-officio member with vote for a term beginning September 16, 2013 and ending September 15, 2014.
- Alison Navarrette, PSO, as an ex-officio member with vote for a term beginning September 16, 2013 and ending September 15, 2014.

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

- Judith Henchy, ALUW, as an ex-officio member without vote for a term beginning September 16, 2013 and ending September 15, 2014.
- Anton Zanotto, PSO, as an ex-officio member without vote for a term beginning September 16, 2013 and ending September 15, 2014.

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

- Brett Rubio, Military Science, ROTC, as chair for a term beginning September 16, 2013, and ending September 15, 2014.
- Patricia Devine, ALUW, as an ex-officio member without vote for a term beginning September 16, 2013 and ending September 15, 2014.
- Angela Ginorio, Gender, Women, and Sexuality Studies, College of Arts and Sciences, as a member for a term beginning September 16, 2013, and ending September 15, 2016.
- Elaina Lobo, PSO, as an ex-officio member without vote for a term beginning September 16, 2013 and ending September 15, 2014.

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

- Daniel Vogt, Forest and Environmental Sciences, College of the Environment, as a renewing member for a term beginning September 16, 2013, and ending September 15, 2016.
- Diana Loudon, ALUW, as an ex-officio member without vote for a term beginning September 16, 2013 and ending September 15, 2014.
- Christene James, PSO, as an ex-officio member without vote for a term beginning September 16, 2013 and ending September 15, 2014.

Faculty Council on Student Affairs (Meets Tuesdays at 1:30)

- Christine Tawatao, ALUW, as an ex-officio member with vote for a term beginning September 16, 2013 and ending September 15, 2014.
- Jeffrey Mc Nerney, ASUW, as an ex-officio member with vote for a term beginning September 16, 2013 and ending September 15, 2014.
- LeAnne Jones Wiles, PSO, as an ex-officio member with vote for a term beginning September 16, 2013 and ending September 15, 2014.

Faculty Council on Teaching and Learning (Meets Thursdays at 10:30)

- Jeff Schwartz, Radiation Oncology, School of Medicine, as a member for a term beginning September 16, 2013, and ending September 15, 2016.
- Jan Spyridakis, Human Centered Design & Engineering, College of Engineering, as a member for a term beginning September 16, 2013, and ending September 15, 2016.
- Ellen McGough, Rehabilitation Medicine, School of Medicine, as a member for a term beginning September 16, 2013, and ending September 15, 2016.
- David Masuda, Medical Education, School of Medicine, as a renewing member for a term beginning September 16, 2013, and ending September 15, 2016.
- Jeffrey Mc Nerney, ASUW, as an ex-officio member with vote for a term beginning September 16, 2013 and ending September 15, 2014.
- Terry Jankowski, ALUW, as an ex-officio member with vote for a term beginning September 16, 2013 and ending September 15, 2014.
- Robert Corbett, PSO, as an ex-officio member without vote for a term beginning September 16, 2013 and ending September 15, 2014.

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

- Sarah Leadley, ALUW, as an ex-officio member without vote for a term beginning September 16, 2013 and ending September 15, 2014.
- Rebecca Deardorff, PSO, as an ex-officio member without vote for a term beginning September 16, 2013 and ending September 15, 2014.

Faculty Council on University Facilities and Services (Meets Thursdays at 10:00)

- Gundula Proksch, Architecture, College of Built Environments, as a member for a term beginning September 16, 2013, and ending September 15, 2016.
- Chris Byrne, ALUW, as an ex-officio member with vote for a term beginning September 16, 2013 and ending September 15, 2014.
- Paul Zuchowski, PSO, as an ex-officio member with vote for a term beginning September 16, 2013 and ending September 15, 2014.

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

- Joyce Cooper, Mechanical Engineering, College of Engineering, as chair for a term beginning September 16, 2013 and ending September 15, 2014.
- Susan Redalje, ALUW, as an ex-officio member with vote for a term beginning September 16, 2013 and ending September 15, 2014.
- Ellen Barker, PSO, as an ex-officio member with vote for a term beginning September 16, 2013 and ending September 15, 2014.

Faculty Council on Women in Academia (Meets Mondays at 12:30)

- Alison Mehravari, Graduate and Professional Student Senate, as an ex-officio member with vote for a term beginning September 16, 2013, and ending September 15, 2014.
- Elaine Jennerich, ALUW, as an ex-officio member with vote for a term beginning September 16, 2013 and ending September 15, 2014.
- Joyce Agee, PSO, as an ex-officio member with vote for a term beginning September 16, 2013 and ending September 15, 2014.

Senate Committee on Planning and Budgeting

- Katherine Beckett, Sociology, College of Arts and Sciences, as a member for a term beginning September 16, 2013, and ending September 15, 2016.
- Mark Haselkorn, Human Centered Design & Engineering, College of Engineering, as a member for a term beginning September 16, 2013, and ending September 15, 2016.
- Paul Hopkins, Chemistry, College of Arts and Sciences, as a member for a term beginning September 16, 2013, and ending September 15, 2016.

Conciliation Board

- Nancy Woods, Biobehavioral Nursing and Health Systems, School of Nursing, for a term beginning September 16th, 2013, and ending September 15th, 2016.
- Joe Janes, Information School, for a term beginning September 16th, 2013, and ending September 15th, 2016.
- Kelly Edwards, Bioethics and Humanities, School of Medicine, for a term beginning September 16th, 2013, and ending September 15th, 2016.
- Cherry Banks, Education Program at UW-Bothell, for a term beginning September 16th, 2013, and ending September 15th, 2016.

Adjudication Panel

- Marieka Klawitter, Evans School of Public Affairs, as a renewing member for a term beginning September 16th, 2013, and ending September 15, 2016.
- Kristiina Vogt, Environmental and Forest Sciences, as a renewing member for a term beginning September 16th, 2013, and ending September 15, 2016.
- Laura Zane, Drama, College of Arts and Sciences as a member for a term beginning September 16th, 2013, and ending September 15, 2016.
- Chris Hague, Pharmacology, School of Medicine, as a member for a term beginning September 16th, 2013, and ending September 15, 2016.
- Gail Stygall, English, College of Arts and Sciences, as a member for a term beginning September 16th, 2013, and ending September 15, 2016.

Advisory Committee on Faculty Code and Regulations

- Karen Boxx, School of Law, as a member for a term beginning September 16th, 2013, and ending September 15th, 2016.
- Sandra Silberstein, English, College of Arts and Sciences, as a member for a term beginning September 16th, 2013, and ending September 15th, 2016.
- Miceal Vaughan, English, College of Arts and Sciences, as a member for a term beginning September 16th, 2013, and ending September 15th, 2016.

Special Committee on Intellectual Property and Commercialization

- Sonja Gerrard, Graduate and Professional Student Senate, as a member for a term beginning September 16, 2013, and ending September 15, 2014.

Background and Rationale

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

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

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

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

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

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

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

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

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

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

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

13
14 A faculty member's academic responsibility requires the faithful performance of professional duties and
15 obligations, the recognition of the demands of the scholarly enterprise, and the candor to make it clear
16 that when one is speaking on matters of public interest, one is not speaking for the institution.

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

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

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

Approved by:
Senate Executive Committee
October 7, 2013

Agenda
Faculty Senate Meeting
Thursday, October 24, 2013, 2:30 p.m.
Savery Hall, Room 260

1. Call to Order and Approval of Agenda.
2. Faculty Senate Orientation – Professor Marcia Killien, Secretary of the Faculty.
3. Report of the Chair – Professor Jack Lee.
4. Report of the President – Michael K. Young.
5. Memorial Resolution
6. Opportunities for Questions and Requests for Information.
 - a. Summary of Executive Committee Actions and Upcoming Issues of October 7, 2013.
 - i. Electronic approval of the [May 6, 2013](#), SEC minutes.
 - ii. Electronic approval of the [May 16, 2013](#), Faculty Senate minutes.
 - iii. Report of Faculty Council Activities.
 - b. Report of the Secretary of the Faculty.
 - c. Report of the Chair of the Senate on Planning and Budgeting.
 - d. Report of the Faculty Legislative Representative.
7. Consent Agenda.
Approve Nominees for Faculty Councils and Committees.
8. Invited Guests.
UW Sponsorship Activities– Steven Bell, Director of Corporate Sponsorships and Randy Hodgins, Vice President of External Affairs.
9. Announcements.
10. Unfinished Business.
11. New Business.
Class A Legislation – First Consideration.
Title: Changes to 24-33 A Statement of Principle: Academic Freedom and Responsibility.
Action: Conduct first review of proposal to submit legislation amending the Faculty Code to the faculty for approval or rejection.

Motions involving Class C actions should be available in written form by incorporation in the agenda or distribution at the meeting. It is preferable that any resolution be submitted to the Senate Chair and Secretary of the Faculty no later than the Monday preceding a Senate meeting.

12. Good of the Order.

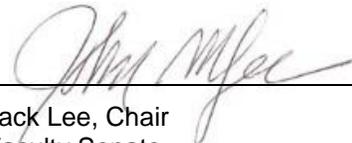
13. Adjournment.

Prepared by:



Marcia Killien
Secretary of the Faculty

Approved by:



Jack Lee, Chair
Faculty Senate

NOTE: If a continuation meeting is necessary to conduct unfinished or special business, it will be held on Thursday, October 31 at 2:30 p.m. in Savery 260.