Agenda
Senate Executive Committee Meeting
Monday, May 4, 2020, 2:30 p.m.
Zoom
Phone:
Dial: +1.408.638.0968 (US Toll) or +1.646.558.8656 (US Toll)
You will be prompted to enter the meeting ID: 560 829 4138

1. Call to Order and Approval of Agenda.

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

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

4. President’s Remarks – Ana Mari Cauce.

5. Consent Agenda.
   a. Approve nominees for Faculty Councils and Committees. [Exhibit E]
   b. Approve nominations for 2020-2021 Senate Executive Committee positions. [Exhibit F]
   c. Approve 2020-2021 Schedule of Senate Executive Committee and Faculty Senate meetings. [Exhibit G]

6. Announcements.

   a. Class C Resolution – Faculty Disciplinary and Dispute Resolution Processes. [Exhibit H]
      Faculty Council on Faculty Affairs.
      Action: Approve for Faculty Senate consideration.
   b. Approval of the May 14, 2020, Faculty Senate Agenda. [Exhibit I]
      Action: Approve for distribution to Faculty Senators.

8. Discussion Items.


Prepared by: Mike Townsend
Approved by: Joseph Janes, Chair
Mike Townsend
Secretary of the Faculty
Faculty Senate

NOTE: If a continuation meeting is necessary to conduct unfinished or special business, it will be held on Monday, May 11 at 2:30 p.m. in Gerberding 142.
Report of the Faculty Senate Chair
Joseph Janes Associate Professor, Information School

Is it me, or didn’t we just do this a couple of weeks ago?

This is our last regular SEC meeting of the year, in circumstances none of us could have imagined. As with so many aspects of the life of the university over the last couple of months, our meetings are now virtual and remote, but no less meaningful or important. Today, we take up a Class C resolution meant to support the principles and foundations which will guide the drafting this summer of Code language to revamp and modernize our processes of dispute resolution. This present resolution encompasses the extraordinary work of a broad group of faculty and administrators, led by our former chair Zoe Barsness and Secretary of the Faculty Mike Townsend, who have spent the better part of two years planning and discussing a range of options to improve and expand our capabilities in this critical area. I applaud their work and look forward to your thoughts and discussion of this resolution.

May brings with it, as always, the promise of the conclusion of the academic year and the festivities we’re so accustomed to, acknowledging and celebrating the achievements of our students. It is a great sadness that those ceremonies won’t take place in their usual ways this year, yet another casualty of the virus that has become a part of nearly every aspect of our society.

In recent days, we have begun discussions of how we restart and resume, in whatever ways we can. That too brings promise, of a return to a more familiar way of life and work on the horizon.

For now, I thank you all once again for your time and attention and participation this year and wish you all the best for the summer and beyond.
Report of the Secretary of the Faculty
Mike Townsend, Associate Professor, School of Law

1. Senate Elections: Senate elections are nearing completion.

2. Committee on Committees: The Committee on Committees is nearing completion of its work filling out the membership of Faculty Councils.

3. COVID-19: We will make every effort to support the continued operation of the faculty side of shared governance, but, as with the rest of the University, the Secretary's office has gone virtual, with only sporadic in-person availability. The easiest way to contact us is via email.
Report of the Chair of the Senate Committee on Planning and Budgeting
George Sandison, Professor, School of Medicine

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

SCPB meetings have been taking place as remote connection Zoom meetings since February. This action is part of UW and state efforts to minimize large in-person gatherings whenever possible in an effort to prevent spread of the Covid19 virus. At the time of writing SCPB has met twice since the previous report to the Senate Executive Committee held 04/20/20. In these two meetings the committee has acted and advised as follows.

- A general discussion of the impact on University planning and budgeting during and in the wake of the COVID-19 pandemic was undertaken. It is clear that there is great uncertainty surrounding the financial status of the university for the next academic year. This fiscal year the negative financial balance will not come from tuition, which is flat compared to last year, but from auxiliary accounts such as student housing and UWMC hospitals. Students who paid for housing this semester received a reimbursement creating a deficit for housing in the region of $4 million. Should COVID-19 restrictions be extended to six months, a hundred fold higher deficit may be suffered by hospitals having to close elective surgeries and reduce many other healthcare services and functions during the pandemic plus shouldering the extra service costs provided for COVID-19 testing and care. Federal and State financial aid to offset this anticipated hospital deficit is expected.

- Provost Richards sought advice from SCPB under EO 64 on formulating recommendations for a University salary distribution plan and priorities regarding merit, promotion, retention increases, and unit adjustments in anticipation of a very challenging budget for the rest of FY 2020 and also FY 2021. The Provost will have further discussions with both SCPB and the Board of Deans and Chancellors (BODC) before recommending the distribution plan and its approval to the University Board of Regents in June.

- Provost Richards responded to the ABB phase III task force report submitted to him in early April by accepting its recommendations. However he decided upon at least a year delay in any action to implement those recommendations due to the uncertainty of State and University financial status following Governor Inslee’s COVID-19 pandemic restrictions.

- A tuition rate review of fee-based degree programs was undertaken and advice provided. There was general agreement that the increases proposed by units for the next academic year were reasonable.

- The current UW 5-year Capital Plan was reviewed with the committee by Lou Cariello, Vice president for UW facilities, and Mike McCormick, Associate Vice-President for Asset Management and University Architect.

- The Office of Planning and Budgeting team lead by Sarah Hall, Vice-Provost, reviewed with the committee those UW units who have come under close financial monitoring due to their present deficits or projections of a near-term deficit requiring intervention. Many reported an anticipated decline in revenue due to COVID-19 related actions by the University.

SCPB will continue to monitor the fiscal health of the various academic, research and business units especially those units in debt or in a weak fiscal condition. Future meetings will include next year’s FY budget, student life investments, and faculty/staff compensation and benefits.
Report of the Faculty Legislative Representative
JoAnn Taricani, Associate Professor, Music History

Update for the May 4, 2020 SEC meeting:

**Economic forecast for special session:** The report for the previous SEC meeting was the end-of-session report. Meanwhile, of course, the economic climate continues to shift. The next event on which legislators and state agencies are focused is the official economic forecast, issued quarterly as a guide to future revenues. It will be issued in later June, and I will send a report to the Faculty Senate via email when the forecast is public. Legislators are expected to convene in a special session after the forecast is issued; special sessions are a maximum of thirty days, but can be as short as a single day. In successful special sessions, legislators have a good sense in advance of what they want to accomplish, then use the special session to work on the details. Often, the full Legislature is not in Olympia for most of the special session, but is called to Olympia for floor votes after agreement has been reached between the House and Senate. In this instance, we would not expect a full overhaul of the established state budget for 2019-2021; but legislators could call for an overall percentage cut to state agencies, or agree to use the state reserves to make up for the short-term shortfall in revenue.

**2021-23:** The next biennial budget will be created in the 2021 session, and in the 2021-23 budget, there is expectation of significant revenue loss that will need to be addressed in the budget-writing process. It is too early to project the potential impact on higher education.

**“Stay at home” executive orders:** Meanwhile, as I write this on April 28, the Governor is gradually relaxing the “stay-home” executive orders, and by the time we meet on May 4, he will have announced how much longer this order will be in place. He and his staff are taking many components into account: the trend of new cases, availability of contact tracing, availability of antibody testing, expansion of diagnostic testing, and the number of hospital beds available across the state for the increase in the number of cases that are expected as people begin to congregate again; they want to see that enough of the current cases have been cleared from hospitals before a new influx of patients might arrive.

**Taxes/revenue in other states:** Here are two budget- and revenue-specific articles about the loss of state revenue in California and Oregon, two states with budgets based on very different tax structures. The national economic future is complex enough to be affecting all types of tax generation and revenue:


2020-21 Nominees for Faculty Councils and Committees

**Adjudication Panel**

- Marcella Reed, hearing officer, as temporary chair for a term beginning immediately and ending September 15, 2020.
- Charles Costarella, UW Tacoma, as a member for a term beginning September 16, 2020, and ending September 15, 2023.
- Jason Scott Hauptman, School of Medicine, as a member for a term beginning September 16, 2020, and ending September 15, 2023.
- Marc Van Gilst, School of Medicine, as a member for a term beginning September 16, 2020, and ending September 15, 2023.
- Ken-Yu Lin, College of Built Environments, as a continuing member for a term beginning September 16, 2020, and ending September 15, 2023.
- David Chhieng, School of Medicine, as a member for a term beginning September 16, 2020, and ending September 15, 2023.
- Debabrata Dey, Foster School of Business, as a member for a term beginning September 16, 2020, and ending September 15, 2023.
- Lynn Thomas, College of Arts and Sciences, as a member for a term beginning September 16, 2020, and ending September 15, 2023.
- Sandeep Vaidya, School of Medicine, as a member for a term beginning September 16, 2020, and ending September 15, 2023.
- Sudhir Mahadevan, College of Arts and Sciences, as a member for a term beginning September 16, 2020, and ending September 15, 2023.
- George Sandison, School of Medicine, as a member for a term beginning September 16, 2020, and ending September 15, 2023.
- Caley Cook, College of Arts and Sciences, as a member for a term beginning September 16, 2020, and ending September 15, 2023.
- Rania Hussein, College of Engineering, as a member for a term beginning September 16, 2020, and ending September 15, 2023.

**Faculty Council on Academic Standards**

- Ann Huppert, College of Arts and Sciences, as chair for a term beginning September 16, 2020, and ending September 15, 2021.
- Yusuf Pisan, UW Bothell, as a member for a term beginning September 16, 2020, and ending September 15, 2023.

**Faculty Council on Benefits and Retirement**

- Stephan Siegel, Foster School of Business, as a member for a term beginning September 16, 2020, and ending September 15, 2023.

**Faculty Council on Faculty Affairs**

- Jack Lee, College of Arts and Sciences, as chair for a term beginning September 16, 2020, and ending September 15, 2021.
- Karam Dana, UW Bothell, as a member for a term beginning September 16, 2020, and ending September 15, 2023.

**Faculty Council on Multicultural Affairs**

- Gautham Reddy, School of Medicine, as chair for a term beginning September 16, 2020, and ending September 15, 2021.
- Eugene Sivadas, UW Tacoma, as a member for a term beginning September 16, 2020, and ending September 15, 2023.
Faculty Council on Research

- Cynthia Dougherty, School of Nursing, as a member for a term beginning September 16, 2020, and ending September 15, 2023.
- Thomas Humphries, UW Bothell, as a member for a term beginning September 16, 2020, and ending September 15, 2023.

Faculty Council on Student Affairs

- Ann Culligan, College of Arts and Sciences, as chair for a term beginning September 16, 2020, and ending September 15, 2021.
- Caley Cook, College of Arts and Sciences, as a member for a term beginning September 16, 2020, and ending September 15, 2023.

Faculty Council on Teaching and Learning

- Thomas Halverson, College of Education, as chair for a term beginning September 16, 2020, and ending September 15, 2021.
- Fred Bookstein, as an emeritus member for a term beginning September 16, 2020, and ending September 15, 2021.
- Rania Hussein, College of Engineering, as a member for a term beginning September 16, 2020, and ending September 15, 2023.

Faculty Council on Tri-campus Policy

- Lauren Montgomery, UW Tacoma, as chair for a term beginning September 16, 2020, and ending September 15, 2021.
- Linda Eaton, UW Bothell, as a member for a term beginning September 16, 2020, and ending September 15, 2023.

Faculty Council on University Facilities and Services

- Ann Marie Borys, College of Built Environments, as chair for a term beginning September 16, 2020, and ending September 15, 2021.
- Sandeep Vaidya, School of Medicine, as a member for a term beginning September 16, 2020, and ending September 15, 2023.

Faculty Council on University Libraries

- Julie Nicoletta, UW Tacoma, as chair for a term beginning September 16, 2020, and ending September 15, 2021.
- David Beck, College of Engineering, as a member for a term beginning September 16, 2020, and ending September 15, 2023.
- Sundar Balakrishnan, UW Bothell, as a member for a term beginning September 16, 2020, and ending September 15, 2023.

Faculty Council on Women in Academia

- Margo Bergman, UW Tacoma, as chair for a term beginning September 16, 2020, and ending September 15, 2021.

Student Conduct Reviewing Officers
• Scott Hauck, College of Engineering, as a member for a term beginning immediately, and ending September 15, 2022.
• Nancy Kool, UW Bothell, as a member for a term beginning immediately, and ending September 15, 2022.
Nominations for 2020-21 Senate Executive Committee Positions

Open Seat Nominations

<table>
<thead>
<tr>
<th>Positions</th>
<th>Nominees</th>
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<tbody>
<tr>
<td><strong>Medicine – 2 positions</strong></td>
<td>Phillip Taddei, Radiation Oncology</td>
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<td>Kimberly Muczynski, Medicine</td>
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<td></td>
<td>Kenneth Steinberg, Medicine</td>
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<tr>
<td><strong>Arts and Sciences – 2 positions</strong></td>
<td>Justin Jesty, Asian Languages &amp; Literature</td>
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<td>Ann Frost, Law, Societies &amp; Justice</td>
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<td>Maya Sonenberg, English</td>
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<td>Ione Fine, Psychology</td>
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<td>Fred Bookstein, Statistics</td>
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<td><strong>Engineering – 1 position</strong></td>
<td>Vacant</td>
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<tr>
<td><strong>Other health science colleges(^1) – 1 position</strong></td>
<td>Whasun Chung, Dentistry</td>
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<tr>
<td><strong>Environment and Built Environments – 1 position</strong></td>
<td>Kristiina Vogt, Environmental and Forest Sciences</td>
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<tr>
<td><strong>Professional Schools(^2) – 1 position</strong></td>
<td>Angel Fettig, Education</td>
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</tbody>
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\(^1\) Public Health, Dentistry, Pharmacy, Nursing, Social Work

\(^2\) Business, Education, Evans, Information, Law, ROTC
# 2020-2021 Schedule of Senate and Executive Committee Meetings

## Autumn Quarter 2020

<table>
<thead>
<tr>
<th>Event</th>
<th>Date</th>
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<tbody>
<tr>
<td>Executive Committee Agenda Deadline</td>
<td>September 28</td>
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<tr>
<td>Executive Committee Meeting</td>
<td>October 5</td>
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<tr>
<td>Faculty Senate Meeting</td>
<td>October 22</td>
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<tr>
<td>Executive Committee Agenda Deadline</td>
<td>November 9</td>
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<tr>
<td>Executive Committee Meeting</td>
<td>November 16</td>
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<tr>
<td>Faculty Senate Meeting</td>
<td>December 3</td>
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## Winter Quarter 2021

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<tr>
<th>Event</th>
<th>Date</th>
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<tbody>
<tr>
<td>Executive Committee Agenda Deadline</td>
<td>December 28</td>
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<tr>
<td>Executive Committee Meeting</td>
<td>January 4</td>
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<tr>
<td>Faculty Senate Meeting</td>
<td>January 21</td>
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<tr>
<td>Executive Committee Agenda Deadline</td>
<td>February 1</td>
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<tr>
<td>Executive Committee Meeting</td>
<td>February 8</td>
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<tr>
<td>Faculty Senate Meeting</td>
<td>February 25</td>
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## Spring Quarter 2021

<table>
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<th>Event</th>
<th>Date</th>
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<tbody>
<tr>
<td>Executive Committee Agenda Deadline</td>
<td>March 22</td>
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<tr>
<td>Executive Committee Meeting</td>
<td>March 29</td>
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<tr>
<td>Faculty Senate Meeting</td>
<td>April 15</td>
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<tr>
<td>Executive Committee Agenda Deadline</td>
<td>April 26</td>
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<tr>
<td>Executive Committee Meeting</td>
<td>May 3</td>
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<tr>
<td>Faculty Senate Meeting</td>
<td>May 13</td>
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**Senate** meetings will be held at 2:30 p.m. in Johnson Hall 102.

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

**Special Meetings** will occur if necessary to conduct unfinished business or special business of the SEC or Senate.
Class C Resolution regarding faculty disciplinary and dispute resolution processes

WHEREAS, in Autumn Quarter 2017, the Senate Chair and the Secretary of the Faculty appointed a task force with a tri-part committee structure made up of representatives of faculty leadership, administrative leadership, and representatives of faculty and administrators experienced with the current systems;

WHEREAS the task force has concluded that the faculty discipline and dispute resolution provisions in the Faculty Code have not been comprehensively reviewed and updated in more than 20 years;

WHEREAS the task force has concluded that the current one-size-fits-all faculty discipline and dispute resolution process fails to promote and support important values and principles identified by the task force, including:

- Community values:
  - Academic and intellectual freedom
  - Academic, research, and professional integrity
  - Equity and inclusion
  - Ethical behavior, fairness, and respect
  - Individual and community well-being
  - Accountability to each other and the community as a whole
  - Learning and continuous improvement

- Principles for dispute resolution processes:
  - Clear, equitable, fair, transparent, ethical, timely

- Principles for dispute outcomes:
  - Efficacy, accountability, proportionality, education, alignment, and consistency;

WHEREAS the task force has concluded that there is a need for greater opportunity to intervene early and engage in problem solving at the unit level; and

WHEREAS the task force has discussed models for faculty discipline and dispute resolution, with feedback from faculty leadership and representatives, including the Faculty Council on Faculty Affairs, the Faculty Council on Tri-Campus Policy, the Chairs of the Elected Faculty Council, the Chairs of the University Faculty Councils, and the Board of Deans and Chancellors.

BE IT RESOLVED that the UW Faculty Senate supports the development of Class A Legislation revising the Faculty Code to create separate processes and enhanced tools to address distinct faculty issues, categorized for the purposes of the project as: faculty grievances, faculty misconduct, and interpersonal conflict between faculty colleagues.

BE IT FURTHER RESOLVED that the UW Faculty Senate supports drafting Class A Legislation consistent with the basics of the current draft of the model outlined below and as generally reflected in Appendix A for a faculty grievance process where faculty can raise concerns regarding administrative decisions that affect their terms and conditions of employment, with the understanding that the details contained therein will evolve as conversations take place among the relevant stakeholders during the drafting process. The basics of the draft model include:

1. Creating steps for addressing a grievance within the academic unit which promote early resolution and problem solving;

2. Broadening the types of grievances that are accepted for review at the unit level in comparison to the current standard in Chapter 28 for adjudications, with the intent to allow the broadest possible access for faculty grievances; and

3. For grievances not resolved at the unit level, creating steps at the institutional level, including an institutional review by a panel.

BE IT FURTHER RESOLVED that the UW Faculty Senate supports drafting Class A Legislation consistent with the current draft of the model outlined below and as generally reflected in Appendix B for addressing allegations of faculty misconduct, with the understanding that the details contained therein will evolve as conversations take place among the relevant stakeholders during the drafting process. The basics of the draft model include:

1. Enhancing and clarifying the range of available sanctions with definitions of minor, moderate, and major sanctions;
2. Aligning the process that must be completed prior to implementation of the sanctions with the severity of the sanction, including the opportunity for an appropriate level of review and appeal;
3. Creating a unit-level corrective action process for minor sanctions;
4. Creating a brief proceeding for moderate sanctions;
5. Creating a full proceeding for major sanctions;
6. Creating transparent criteria for determining which process will be utilized; and
7. Properly integrating other University processes and policies relating to formal investigations, as well as those required by governmental laws and regulations, including Executive Order No. 61 - Research Misconduct Policy, Executive Order No. 31 - Nondiscrimination and Affirmative Action, Executive Order No. 51 - Sexual Violence Elimination Policy, and investigations by Internal Audit of financial fraud or ethics violations.

BE IT FURTHER RESOLVED that, to support early intervention and resolution of interpersonal conflict, the UW Faculty Senate supports the drafting of Class A Legislation to enhance and clarify the rights and responsibilities sections of the Faculty Code, emphasizing responsibilities to each other and the University community.

BE IT FURTHER RESOLVED that the task force provide the Faculty Council on Faculty Affairs and the Faculty Senate with opportunities to review and provide feedback on the proposed Class A Legislation prior to putting the legislation up for vote.

Submitted by:
Faculty Council on Faculty Affairs
Agenda
Faculty Senate Meeting
Thursday, May 14, 2020, 2:30 p.m.
Zoom
Phone:
Dial: +1.408.638.0968 (US Toll) or +1.646.558.8656 (US Toll)
You will be prompted to enter the meeting ID: 560 829 4138

1. Call to Order and Approval of Agenda.

2. Faculty Senate Chair’s Remarks – Associate Professor Joseph Janes.

   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.
   d. Report of the Faculty Athletic Representative – Alexes Harris, Professor, College of Arts & Sciences

4. President’s Remarks – Ana Mari Cauce.

5. Memorial Resolution.

6. Consent Agenda.
   a. Approve nominees for Faculty Councils and Committees
   b. Approve nominations for 2020-2021 Senate Executive Committee positions.
   c. Approve 2020-2021 Schedule of Senate Executive Committee and Faculty Senate meetings.

7. Announcements.

   a. Class C Resolution – Faculty Disciplinary and Dispute Resolution Processes.
      Faculty Council on Faculty Affairs.
      Action: Approve for distribution to the faculty.

9. Good of the Order.

10. Adjournment.

Prepared by: Mike Townsend
Approved by: Joseph Janes, Chair
Secretary of the Faculty
Faculty Senate

NOTE: If a continuation meeting is necessary to conduct unfinished or special business, it will be held on Thursday, May 21 at 2:30 p.m. in Johnson Hall 102