

2017-18 Chair's Year-end Report



2017-18 Faculty Senate Report

Summer has officially begun - congratulations on your teaching, research, service, and collective efforts. This ends our 80th year of shared governance at UW!

For my part, it has been a pleasure and honor to serve as the Chair of Faculty Senate. It has been an intense academic year; one in which shared governance played a significant role in stewarding our university and our faculty community. George Sandison will be stepping up to the Chair position on August 1 and I know he will serve all of us with integrity and a commitment to the university.

I would like to take a moment to recognize the leadership of Provost Baldasty. His partnership with faculty and his trust in shared governance has made us a stronger university. Together we reviewed the university's fiscal health and Activity Based Budgeting and supplements, ways to foster partnerships between deans and their Elected Faculty Councils, explored ways to support new departmental chairs, and a more connected U across all three campuses. This partnership is a part of our collective stewardship of the UW.

We are also looking forward to working with incoming Provost Mark Richards. We will begin by sharing our UW Faculty 2050 report, reflecting emerging visions for our shared future. We will welcome him into an institution that stewards strong shared governance with faculty and leadership contributing to the greater good for our university and our communities. There is much to build on and much work to be done.

Strengthening Shared Governance

Faculty Senate leadership with the Secretary of the Faculty engaged in a significant review of the Faculty Code and related policies. Learning from questions and concerns in response to previous changes in our Faculty Code, we are proposing tighter guidelines for "housekeeping" and related questions. Furthermore, we are reviewing proposals for how to review compliance and other changes to university procedures that impact faculty. Our "code cops" have reviewed the bylaws of elected faculty councils and referred recommendations to the Faculty Council on Faculty Affairs. Stay tuned.

Launched in the fall we are in the process of a rigorous review of our disciplinary and dispute resolution system as outlined by the faculty code. We have established a framework of guiding principles and values to inform the review process of the current system. Our intent is to facilitate access while assuring greater fairness, accuracy, and efficiency in ways that reflect our values and mission. Our goal is to have a draft ready for review with the Faculty Council on Faculty Affairs and other appropriate councils in the coming academic year.

The Open Access legislation is the culmination of three years of work on the part of members of the Faculty Council on Research, the Faculty Council on University Libraries, and the Senate leadership as well as our librarians and members of Faculty Council on Faculty Affairs. The next challenge will be the details of implementation including the associated costs. This is a significant undertaking, but one that we as a public university should be tackling head on, in my opinion.

The Faculty Council on Academic Standards approved proposals for direct admission to the College of Engineering and Computer Science for incoming freshman. They are working on best practices for Syllabi, a resource that will be much appreciated. The Undergraduate Enrollment Management Taskforce, led by Patricia Kramer, streamlined the 1503 process and eased the way for transfer students. Our partnership with the state's 34 community colleges is important. This is also true for our collaborations with the other state schools including WSU and Western. Let's leave competition for the athletes while we work together to promote and strengthen higher education.

Meanwhile the Faculty Council on Student Affairs is discussing policy for students who need accommodations related to class attendance for religious reasons and addressing the problems that arise from requirements for medical notes. They are discussing textbook affordability and Open Educational Resources. The Faculty Council on Teaching and Learning has been tackling the issues of online/ hybrid teaching and learning environments, learning analytics and diversity and equity informed pedagogies. They also reviewed proposals for improving course evaluations and the final exam schedule.

The Faculty Council on Research reviewed a report on Faculty Effort Certification and discussed the Lab Safety Initiative, an essential program to improve the safety of laboratories. The Faculty Council on Benefits and Retirement reviewed proposed improvements for sharing information on retirement options and benefits and reviewed data and policies on parental leave. The Faculty Council on University Facilities and Services continues to advocate for classroom expansion on the main Seattle campus. The Faculty Council on Tri-Campus Policy sought to clarify the roles of Elected

Faculty Councils and to strengthen cross-campus communication. Our Councils are essential - thank you to all who served.

UW Faculty 2050 Report

The Faculty Senate leadership in collaboration with the Provost, Board of Deans and Chancellors, and many faculty members launched this project. It is intended to guide planning for UW, grounded in shared values and commitment to public education. The focus areas identified were our role as a public university, strengthening equity, diversity, and inclusion, and recognizing changing faculty career paths. The goal is to be strategic in the approach to our future as a public good. This document will be shared with incoming Provost, Richards to introduce him more fully to our faculty.

Carnegie Community

Working with Undergraduate Academic Affairs, the Carlson Center, and Urban@UW we are applying for designation as a Community-Engaged Institution. The process reflects how community engagement is woven into the fabric of our community and how we can improve our support and recognition of this work. This is one way we are doing our part to make this world better for everyone.

Diversity and Equity

While we have accomplished much in our efforts to create a more diverse, equitable, and inclusive community, there remains significant challenges and work ahead. To begin, we know we need better data. Now with Workday more fully established, we are collecting better data so that we can more accurately and productively assess our efforts to build a diverse and inclusive community. As Dean Graumlich wrote, change can be glacial, but we are moving. The challenges of diversity and equity are why we are working to establish equitable benefits for adoptive parents and wellness rooms for nursing mothers. To recognize the contributions of diversity scholarship, the Faculty Council on Multicultural Affairs led successful legislation to alter our code so that scholarship and teaching on diversity "shall" be considered by promotion committees when requested and submitted by the faculty member. This does not require that we engage in diversity scholarship, teaching, or service, but requires that when we do, we can expect it to be acknowledged and considered.

I served on the steering committee for Title IX contributing to building more robust training resources and reporting guidelines for faculty related to sexual harassment. Our Faculty Council on Women in Academia will contribute to discussions on guidelines for reporting of sexual and racial harassment. As President Cauce announced, there are new videos on prevention and reporting. We need to assure that we report when we suspect someone is being harassed. This will allow equitable access to resources for every individual in our community. This work will extend into the fall - stay tuned.

Lecturers

The Faculty Council on Faculty Affairs has led successful efforts to pass legislation this year: for voting rights and for clarifying promotion criteria. A task force is finishing their work to compile a handbook for lecturers to assure that everyone has access to the information needed, and to correct the misperceptions that remain. The next step is for review by the FCFA and then shared with faculty.

Fiscal Stability & Compensation

We continue as faculty leadership to be concerned with the fiscal health of the university as well as with the need to address faculty compensation. We are dismayed to see how far behind our state remains in per student funding with California government allocating almost 6K more per student. We will need to continue our efforts to persuade our legislators how important all education is, and this includes higher education.

No matter what the state allocation, we have the responsibility to steward our resources. Under the leadership of Zoe Barsness, the Senate Committee on Planning and Budgeting chair has been collaborating with the Provost to review unit budget plans. While some units appear to be doing ok, and others are recovering appropriately, there remain those struggling. SCPB continues to monitor units in deficit and receives regular reports on their progress toward fiscal health.

Recently I listened to advocates for "free" U-PASSes for all UW employees without acknowledging the cost that is likely to be at least \$13 million, equivalent to a 3+% salary increase. And yet we are an outlier in terms of large employers for not providing such a benefit. There are informed discussions we need to have about budget priorities in this constrained context. We are looking to Elected Faculty Councils and you in this challenging work.

OUTREACH

Finally, JoAnn Taricani, our Faculty Legislative Representative, and I have sought to strengthen the faculty voice with our state legislators. Over a number of months, I have met with those legislators representing UW and my district (I live in the UW district) including Representative Nicole Macri, Speaker Frank Chopp, and Senator Jamie Pedersen to understand their perceptions of the University and our potential to be stronger partners. Our leaders have tough choices before them and it is important that we are viewed as active partners.

We have accomplished some of what we set about working on and we have much to do. Thank you for what you do.

Best and here is to a productive, fun, inspiring summer!

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