Agenda
Faculty Senate Meeting
Thursday, January 31, 2013, 2:30 p.m.
Savery Hall, Room 260

1. Call to Order and Approval of Agenda.

2. Report of the Chair – Professor James Gregory. **[Exhibit A]**

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

4. Opportunities for Questions and Requests for Information.
   a. Summary of Executive Committee Actions and Upcoming Issues of January 14, 2013.
      i. Approval of the November 5, 2012, SEC minutes.
      ii. Approval of the November 29, 2012, Faculty Senate minutes.
      iii. Report of Faculty Council Activities. **[Exhibit B]**
   b. Report of the Secretary of the Faculty. **[Exhibit C]**
   c. Report of the Chair of the Senate Committee on Planning and Budgeting. **[Exhibit D]**
   d. Report of the Faculty Legislative Representative. **[Exhibit E]**

5. Consent Agenda.
   a. Approve Nominees for Faculty Councils and Committees. **[Exhibit F]**
   b. Confirm Secretary of the Faculty Position. **[Exhibit G]**

6. Memorial Resolution.

7. Announcements.

8. Unfinished Business.
   Class A Legislation – First Consideration. This legislation was referred back to FCFA for further consideration at its April 18, 2012 meeting. **[Exhibit H]**
   Gail Stygall, Chair, Faculty Council on Faculty Affairs.
   Title: Changes to "Without Tenure" Appointment Term Length.
   Action: Conduct review of proposal to submit legislation amending the *Faculty Code* to the faculty for approval or rejection.

9. New Business.
   a. Nomination of Candidates for 2012-13 Faculty Senate Vice Chair.
      SEC Nominees: Joseph Janes, The Information School and Kathleen O'Neill, School of Law.
   b. 2012-13 Faculty Senate Vice Chair Candidates' Presentations.
      The vice chair election will occur electronically within a week and will proceed unless there is an objection on the floor. Results will be announced via E-mail following the election certification.

   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.

10. Good of the Order.

11. Adjournment.

Prepared by: Marcia Killien, Secretary of the Faculty
Approved by: James Gregory, Chair of the Faculty Senate

NOTE: *If a continuation meeting is necessary to conduct unfinished or special business, it will be held on Thursday, February 7 at 2:30 p.m. in Savery 260.*

Report of the Faculty Senate Chair
James Gregory, Professor of History

Meeting agenda: Senate elections are the key item of business for this meeting. We are fortunate to have two excellent candidates for the vice-chair position. We will hear candidate presentations from Joseph Janes (Information School) and Katherine O'Neill (Law School). Other nominations can be offered from the floor. Voting will be by electronic ballot in the week following the meeting.

Marcia Killien has been elected to a second term as Secretary of the Faculty by a vote of the Executive Committee. The Senate will be asked to confirm the election. (See Exhibit G).

Class A legislation to change the term of WOT initial appointments is also on the agenda (Exhibit J). This proposal came to the Senate last April from the Faculty Council on Faculty Affairs. At that time it was returned to the Council for further consideration. Please see the explanation as well as the proposed code change. Note that this provision does not affect most "WOT" faculty who are "without tenure by reason of funding." It concerns only the very small number of tenure-track faculty who are hired at the full or associate professor rank and will later be reviewed for tenure.

Executive Committee actions January 14 meeting: Part of the meeting was devoted to trying to clarify the definition of "units" in the salary policy sections of the Code. SEC is officially empowered to interpret the Code. The body decided to consult further with the Advisory Committee on Faculty Code and Regulations ("Code Cops") and return to the issue at its next meeting.

SEC met with Athletics Director Scott Woodward about the Intercollegiate Athletics budget and plans for new facilities and programs. This was a follow up to discussion at a Senate meeting last spring when Woodward was asked about ICA finances and potential contributions to the academic enterprise. The ICA budget has grown rapidly in the last few years thanks to new TV contracts. SEC members asked that some of that revenue be used to support student scholarships or support the university's academic mission. Woodward agreed to discuss this further with President Young and will make a presentation to the Senate spring quarter.

SEC also reviewed data on the number and types of retention offers made over the past four years. This is will continue at the next meeting.

Online degree completion initiative: A new degree proposal has been formulated in the College of Education which currently offers a BA degree with a major in Early Childhood and Family Studies and now wants to offer a fully online version of that degree to non-traditional students. SCPB is expecting to see the official proposal at it Jan 28 meeting and later it will go to the Faculty Council on Academic Standards. This is in addition to the proposed degree with a major in Social Science that the Senate has previously discussed. At its last meeting the Senate indicated that planning should continue on the social science degree with the Provost and Dean of Social Science expected to report back at Feb 28 meeting. The College of Education proposal can be discussed at the same time.

Special Committee on Intellectual Property and Commercialization: Authorized at the Nov 4 SEC meeting, the special committee has met once and prepared a response to a proposed revision of the permission form required for outside professional work. Jack Johnson has joined the committee as the presidential designee. Susan Astley provides more details and a copy of the letter and permission form in Exhibit D.

Faculty demographics initiative: At the last meeting, the Senate voted unanimously in favor of a resolution that, among other provisions, asked departments to "make an effort to evaluate and discuss faculty demographics during this academic year." The resolution followed presentations that identified three areas of concern: restoring the tenure track, advancing faculty diversity, and achieving gender equity. The Senate resolution triggered a vigorous and emotional discussion on the AAUP listserve and has led, we understand, to some department level conversations. We are looking for ways to keep the initiative alive.

Joint Faculty Salary Working Group: The committee met December 18 and January 17 and helped the Provost develop instructions for the upcoming merit reviews and salary increases in FY14. SCPB has approved these instructions and Provost may soon send them to Deans and Chancellors. The working group also discussed a proposal for a significant revision of the salary system that would add “steps” to the promotion ladder at the full professor rank (and possibly at the associate professor rank). In one version of the proposal full professors would be eligible for 7.5% step raises following rigorous merit reviews at roughly five year intervals. The goal is to combat compression and demoralization at the full professor level by providing predictable opportunities for raises. The Senate will be consulted as this proposal takes shape.

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. Potential diversity graduation requirement.
4. Review of Distance Learning Supplement for Course Change and New Course forms.
5. Student Effort versus Credits Earned in courses.
6. UW Educational Outreach Degree Completion Initiative.
7. Proposed Humanities Major in the College of Arts and Sciences.
8. Proposed Bachelor of Science degree in Integrated Sciences from the College of Arts and Sciences.

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

1. P&T Issues – Openness and consideration of collegiality in the P&T process.
2. Consideration of proposed Class A Legislation to strengthen Academic Freedom in the *Faculty Code.*

Faculty Council on Multicultural Affairs

Last year, FCMA drafted and proposed changes to the Faculty Code in order to make accomplishments related to enriching diversity in teaching, research and service considered, but not required, in faculty, appointments and promotions decisions. Currently, FCMA is working 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

FCR is continuing to monitor and promote activities strengthening the research environment at the University (our goal as stated in October, 2010). One of FCR’s activities is to review proposals from UW researchers containing restrictions of various sorts (publication policies, personnel, data transfer, etc). FCR dealt with two such proposals of this sort last year.

This quarter FCR will hear presentations regarding challenges for the Research at UW, an update on Federal Budget Sequestration, Human Subjects Division Post Approval Verification and Education Program, the impacts of Sound Transit’s tunnel below campus, and Intellectual Property issues.

Faculty Council on Student Affairs

FCSA continues to conduct discussions on issues pertinent to students, including recent topics on admissions policies and standards, campus renovations, revisions of the Student Conduct Code, the Online Undergraduate Degree Completion initiative, and the faculty appeal board.

Faculty Council on Teaching and Learning

FCTL continues to discuss strategies for faculty development in the use of educational technology, issues of using technology to increase class size, and increasing student engagement. Current agenda items include technology priories across campus (Canvas, Tegrity, MyPlan and e-texts), efforts to assist faculty

in “flipping the classroom,” online course evaluations, working to resolve Classroom Support Services issues and discussion on the Online Undergraduate Degree Completion initiative.

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

Faculty Council on University Facilities and Services FCUFS continues to examine current construction projects, including the Stadium, housing west of 15th, childcare for the UW community, the Animal Research and Care Facility, and Fluke Hall. Other topics have included the impact of Sound Transit at the edge of campus, the UW Smartgrid Project, 520 bridge expansion, bicycles, and the Burke-Gilman Trail.

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. Libraries issues related to capital projects. For example, the FCUL will continue to monitor the Odegaard renovation.
6. 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.
7. 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 last year's work of FCWA, and follow up with administration to pursue report recommendations.
3. Faculty Mentoring Program

   a. Follow-up on creation of sub-committee on mentoring by Board of Deans, providing information gathered by FCWA in 2010-11 and supplementing that information as required
   b. 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.

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

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

1. The nominating committee interviewed 5 candidates for Vice-Chair of the Faculty Senate for a term beginning in 2013 and presented two nominees, Professor Kate O'Neill and Professor Joe Janes, to the Senate Executive Committee (SEC) on 1/14/13. These two nominees were approved by the SEC and they will address the Senate on 1/31/13.

2. Through discussions with the President's Office, the timeline for selection of the University Faculty Lecturer has been moved forward to coincide with other University awards. Nominations for the 2013 University Faculty Lecturer will be due March 1, 2013.

3. The process of election of faculty senators for terms beginning September 16, 2013, has begun. The following Schools, Colleges and Campuses will elect Senators for 2013-15: Arts & Sciences, Business, Dentistry, Engineering, Environment, Nursing, Public Health, Social Work, UW Tacoma.

Report of the Chair of the Senate Committee on Planning and Budgeting
Susan Astley, Professor of Epidemiology and Pediatrics

The SCPB advises the administration and informs the Faculty Senate on long-range planning, preparation of budgets, and distribution of funds, with a particular focus on faculty concerns. The Committee consults with the Executive Committee and the Senate on matters of policy. The Winter Agenda is posted on the Senate website. A number of issues came before the Senate last year that will continue to be addressed in the SCPB this year. And new issues will arise as the year progresses. Below is a summary of the key issues we are currently addressing. For each issue, I will present a brief history followed by the most recent updates.

Faculty Salary Policy: At our first Senate meeting in October, 2011, Senator Giebel proposed a Class C Resolution "Shared Governance and the Faculty Salary Policy" that was approved by the Senate in December and led directly to the establishment of the Salary Policy Working Group (SPWG) in March 2012. I served as the Co-Chair of this committee from March-December 2012. As I approach the end of my 3-year Senate leadership role, Jack Lee, Senate Vice Chair was selected to serve as Co-Chair starting December, 2012. I will remain a member of the SPWG. The group's charge is to examine the following questions: 1) over the next 6-12 months, how should we proceed with wage increases under the current salary policy and revenue expectations, and 2) in the longer term, are there entirely new salary models that might be more sustainable and flexible over the next decade? These topics are paramount as we slowly move out of this recession, face our 4th and hopefully final year of salary freezes, and fully implement Activity Based Budgeting. Working under the presumption that salary increases will be awarded in 2013-14, the SPWG spent March-October 2012 drafting guidelines for the allocation of these funds. Drafts of these guidelines were shared with the SPWG Advisory Group on 11/19/12 and the SCPB on 01/07/13 and 01/14/13 to solicit comments. The SPWG Advisory Group includes all faculty members of the SCPB, SEC, Senate Chair Jim Gregory's Cabinet, Faculty Council Chairs, and Chairs of the Bothell and Tacoma Faculty. The Provost will compose a final set of guidelines in January-February 2013 which will be shared with the Faculty Senate shortly thereafter. The SPWG met on January 17, 2013, and began addressing question 2: "Are there entirely new salary models that might be more sustainable and flexible over the next decade?"

Online Learning: One need only read the headlines to see the impact online learning will have (is having) on all forms of education across this country, not just higher education. Jan Carline, chair of the Faculty Council on Teaching and Learning, shared the Council's year-long evidence-based review of the strengths and limitations of online learning with the Senate in December, 2011. The implications of online education on access, quality of instruction, faculty time, class size, cost, even intellectual property are broad. The potential benefits of online learning are unlimited, if implemented strategically and guided by an evidence base. This year we will address the most recent developments in online education at the UW: the Proposed Online Learning Undergraduate Degree Completion Program Pilot, MOOCs (Massive Online Open Courses), and Coursera (a platform to offer MOOCs). The Degree Completion proposal was discussed at length at the October 15, 2012, SCPB meeting and October 25, 2012, Senate meeting. Discussions will continue as the details of this proposed program coalesce.

Intellectual Property (IP): As we move into the 21st century, intellectual property takes on a whole new meaning, as every aspect of our lives and careers move online. The playing field is rapidly changing and policies are needed to address these changes. In February 2012, Professor Storti brought to the Senate's attention the need to review new language regarding assignment of IP recently inserted in the "Request for Approval of Outside Professional Work for Compensation" form. This discussion led to the discovery that the Intellectual Property Management Advisory Committee (IPMAC), established 15 years ago through EO 36, held its last meeting in March 2010. As of April 2012, IPMAC has been reinstated by the President. The committee is charged with reviewing the policy set forth in EO 36 and recommending such changes to the President as deemed desirable. The committee will also advise the President on broader IP issues that arise in the promotion and protection of research. IPMAC will have a very full agenda over the ensuing years and I recommended IPMAC present annually to the Faculty Senate. In September 2012, Ana Mari established a work group to revise the "Request for Approval of Outside Professional Work for Compensation" form. Professor Breidenthal is a member of the work group. The workgroup revised the Compensation Form and submitted it to the Senate Leadership on 11/14/12 for their review.

The revised Compensation Form was addressed at the November 26, 2012, SCPB meeting and was reviewed by the newly established Special Committee on IP and Commercialization (SCIPC) on November 27, 2012. The establishment of the SCIPC was approved by the SEC on November 5, 2012. SCIPC is charged to review all University of Washington policies and practices related to faculty Intellectual Property, including its management and commercialization. These policies are broadly outlined in EO 36 and APS 59.4, and managed in part through the Center for Commercialization (C4C). Any proposed changes to such policies/practices shall be brought to this Special Committee as a part of shared governance. This special committee shall report to the Senate Executive Committee. The committee consists of five faculty members (voting) and a presidential designee (nonvoting). One of the faculty members will be the Chair of the Faculty Council on Research. Members will normally serve a three year term, but the initial terms will be staggered. Members include: Susan Astley, School of Public Health (serving as Chair); Kate O'Neill, School of Law; Matthew Sparke, Arts &Sciences; Duane Storti, College of Engineering; Tueng Shen, School of Medicine; and Gerald Miller, Arts and Sciences and Chair of the Faculty Council on Research, and Jack Johnson, Chief of Staff, Office of President (serving as the Presidential designee). The SCIPC will have a webpage posted on the Senate website. Meeting schedules, agendas, and minutes will be posted. Our review of the revised Compensation Form on Nov 27, 2012, is attached below. Our next meeting is scheduled for January 29, 2013.

Gender Equity in Faculty Promotion and Tenure: In my final report to the Regents in June, 2012, I addressed the topic of gender equity at the UW. The timing of my report coincided with the week Congress failed to pass the Paycheck Fairness Act; an Act requiring equal pay for comparable work. Overall, women in the U.S. make 77 cents to a man's dollar. I shared with the Regents that I could not help but notice some compelling statistics presented in the University of Washington 2011 Facts for Academic Personnel, included in their meeting notes for the day. While 53% of students (undergraduate through professional) are female, only 38% of the faculty is female. This statistic becomes more troubling as you compare the proportion of female faculty across the ranks (Lecturer 58%, Assistant Professor 45%, Associate Professor 43%, Full Professor 27%). There are even a handful of departments at the University of Washington that have never promoted a woman to full professor in the history of the department. Among the tenure/tenure track faculty, the proportion of women has increased by only 5 percentage points over the past ten years (2001 29% women, 2011 34% women). The New Hire statistics for 2011 may help explain, in part, why so little progress has been made in the past ten years. Only 44% of Professional Faculty new hires were female. The percentage of female hires drops precipitously as one advances up the ranks (47% of Assistant Professors hired were female; 36% of Associate Professors hired were female; and only 18% of Full Professors hired were female). Of the 3,899 professional faculty in 2011, 52% are tenure/tenure track, 38% WOT, and 10% Research. Of the tenure/tenure track positions across the schools in 2011, many schools had less than 25% of their tenure positions held by women (Public Health 23%, Pharmacy 25%, Medicine 21%, Environment 25%, Foster 19%, Engineering 20%). The proportion of assistant, associate, and full professors who are female within each department in 2012 is posted on the Senate website. These statistics do not bode well for gender equity in faculty rank and underscore the importance of a thorough review of gender equity in salary compensation. It will be important to identify and minimize factors that may be impeding women from advancing to or being hired into full professor positions. This topic was addressed at the November 29, 2012, Senate meeting and the January 7, 2013, SCPB meeting. The Faculty Senate unanimously endorsed A Resolution Addressing Faculty Demographics that requested all units and departments "make an effort to evaluate and discuss faculty demographics during this academic year." Resources to help that discussion are posted on the Senate website under Issues Under Consideration.

Special Committee on Intellectual Property & Commercialization (SCIPC)

Review of the November 2012 draft of the revised
"Request for Approval of Outside Professional Work for Compensation" form

December 1, 2012

Dear Jack Johnson:

Thank you for the opportunity to review the November 2012 draft of the revised "*Request for Approval of Outside Professional Work for Compensation***"** form. The newly established SCIPC held its first meeting on November 27th. The focus of the meeting was the review of this form

The group as a whole felt the revised form was an improvement over the current (Rev. Oct 2011) form. We felt the work group succeeded in creating a form that was clearer, more informative, more focused, and easier to complete.

Our discussion of the form centered primarily on Section D. Intellectual Property.

We felt the three bulleted paragraphs in Section D were clear.

Regarding the assignment of intellectual property, we considered three alternatives:

1. No assignment (consistent with the Compensation Form prior to the Oct 2011 revision)
2. Narrow assignment (as conceptually described in the Nov 2012 draft)
3. Broad assignment (as conceptually described in the Nov 2012 draft)

After considerable deliberation, SCIPC unanimously concluded that assignment language should not be included in the *Request for Approval of Outside Professional Work for Compensation* form. Assignment of an invention prior to its invention cannot take into consideration the unique and complex issues that may be inherent in an invention. For example, what if this outside work activity is to be conducted by a group of faculty from different departments/schools? Who is the inventor? Who has the authority to assign rights? How can these questions be answered if the invention has not yet been invented?

The committee felt a more appropriate approach for dealing with assignment of inventions at this very early stage in an outside work effort is the approach conveyed in the Notice paragraph on page 2 and copied below.

> NOTICE: You should carefully review any agreements with the outside organization to be certain you make no promises that are inconsistent with this assignment or your other UW obligations. Your agreement with the outside organization should contain the provision "To the extent the consulting agreement is inconsistent with any of the UW employee's obligations to the UW, the employee's obligations to the UW shall prevail."

If the statement "*To the extent the consulting agreement is inconsistent with any of the UW employee's obligations to the UW, the employee's obligations to the UW shall prevail*." is not sufficient to legally protect/prevent a faculty member from entering into an agreement inconsistent with the faculty member's obligations to the UW, then we suggest this language be further refined to ensure such protection.

It is imperative faculty are in compliance with Administrative Policy Statement 59.4 (Technology Transfer) and EO57 (Outside Professional Work Policy) when engaged in outside professional work. We feel the best way to ensure this is to derive language that legally notifies the outside organization that the faculty member cannot engage in an agreement that is inconsistent with the UW employee's obligations. This notice should be shared with the outside organization prior to the signing of any contracts or agreements with the faculty member. And any signed contract/agreement that fails to honor this prior notification would be considered legally not binding.

Once again, thank you for the opportunity to review this draft and provide comment. Please do not hesitate to contact us if you have any questions regarding our comments.

Sincerely,

Susan Astley Ph.D. Chair SCIPC
Professor of Epidemiology and Pediatrics

Enclosure

cc: Secretary of the Faculty

REQUEST FOR APPROVAL OF OUTSIDE PROFESSIONAL WORK FOR COMPENSATION

The UW's Outside Professional Work Policy requires faculty members, librarians, and all other academic personnel to obtain University approval before engaging in outside professional activities *for any type of compensation*. Purely voluntary work for which no financial payment, property rights, or other tangible benefit of any sort will be received does not require approval. Approval of each outside work activity for compensation must be obtained each academic year before you engage in the requested activity.

NOTICE: Your compliance with the Outside Professional Work Policy provides you significant protection from potential complaints under the Washington State Ethics Act, RCW 42.52.

Submitting the Request

1. *Fill in the blanks below and print and sign the request form.*
2. *Send the request to your department chair or program director for review and recommendation.*
3. *The department chair or program director will evaluate the request, make a recommendation, and submit the request and recommendation to the appropriate dean, chancellor, or vice provost, for further action. Under some circumstances, review by the Provost's Office may also be necessary.*

A. Applicant Information

Name _____ Employee ID No. _____

Campus Box _____ College/School/Department _____

Job Title _____ % FTE _____ Service Period *(e.g., 9 or 12 months)* _____

Are you here on a work visa? no ☐ yes ☐ (type _____)

Have you read the Outside Professional Work Policy within the past year? yes ☐ no ☐

If not, please do so before continuing, since failure to comply with the Policy puts you at individual risk. The Policy contains specific exemptions, conditions, and limitations.

B. Information About the Outside Organization

Name of Organization _____

Type of Organization *(e.g., For-Profit, Not-For-Profit; Public (Federal, State, Regional, or Local agency))*

_____

- Do you or a member of your immediate family (including any significant other) have ownership, management, day-to-day participation, or other significant or continuous involvement with the outside organization that is deeper than a usual consulting relationship? yes ☐ no ☐

  If so, please describe the involvement

  _____

  _____

C. Information about the Outside Work

Brief description of the activities to be performed

_____

_____

Period of Work during the Academic Year (July 1 – June 30) _____

Number of Days Requested for Activity _____

- Will other UW employees or students be involved in this work? yes ☐ no ☐
- Are you receiving or do you anticipate receiving any UW research funding from the organization? yes ☐ no ☐

If the answer to either question in this Section C is "yes," please explain here, including any eGC1 numbers for any existing research funding:

_____

D. Intellectual Property *(Please refer to Administrative Policy Statement 59.4.7)*

- Is there any possibility that this work will result in the transfer or use of information that is not publicly-available or any technology or invention or software of commercial value developed at the UW that is not in the public domain? yes ☐ no ☐

  If the answer is "yes," please describe the non-public information, technology, or invention, or software:

  _____

- Is there any possibility that you will make more than *de minimis* use of any UW equipment, supplies, facilities, or non-public information while performing this outside work? yes ☐ no ☐

  If the answer is "yes," please describe the equipment, supplies, facilities, or non-public information:

  _____

- In this outside work, will you be participating in activities that are likely to result in inventions, novel technologies, or software of commercial value? yes ☐ no ☐

  VERSION 1: NARROW ASSIGNMENT [Conceptually described below]

  [This version would provide that if the answer to any question in this Section D is "yes," the applicant would please initial a paragraph that assigned to the UW all the applicant's rights to any inventions *developed as a consequence of, or in any way related to* this outside work, the rights to which the UW would be entitled under the UW Patent, Invention, and Copyright Policy]

  OR

  VERSION 2: BROAD ASSIGNMENT [Conceptually described below]

  [This version would provide that if the answer to any question in this Section D is "yes," the applicant would please initial a paragraph that assigned to the UW all the applicant's rights to *any* inventions to which the UW would be entitled under the UW Patent, Invention, and Copyright Policy.]

  NOTICE: You should carefully review any agreements with the outside organization to be certain you make
  no promises that are inconsistent with this assignment or your other UW obligations. Your agreement with the outside organization should contain the provision "To the extent the consulting agreement is inconsistent with any of the UW employee's obligations to the UW, the employee's obligations to the UW shall prevail."

Applicant's Signature

In submitting this request, I certify that the Statements above are truthful to the best of my knowledge.

_____

Signature Date

Chair/Director and Dean/Vice Provost Approval

I am confident on the basis of the information provided that the proposed outside work:

- Is not within, or a duplication of, the UW duties of the Applicant or under the Applicant's supervision;
- Does not fall within the scope of the Applicant's grant or contract funding at the UW;
- Will not interfere with the Applicant's primary obligations to the UW;
- If it involves consulting with another state entity, RCW 42.12.120 has been followed;
- If applicable, a conflict management plan has been prepared and implemented; and
- If applicable, a deeper involvement review has been completed pursuant to Executive Order 57, Section 6.C.

I ☐ approve ☐ do not approve this request.

_____

Chair/Director Signature Date

I ☐ approve ☐ do not approve this request.

_____

Dean/Vice Provost Signature Date

Provost Approval (where needed)

I ☐ approve ☐ do not approve this request.

_____

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

At the time of writing this report the 2013 Legislature has completed only 10 days of its 105 day session. The first couple of weeks of the legislative session, especially in sessions following an election year, are devoted to a fair amount of ceremony such as the opening ceremonies, celebrations of the careers of outgoing statewide officials, inaugural celebrations, state of state addresses and more. Also over those weeks, and sometimes for several more, the legislative committees conduct many work sessions where invited speakers help members come up to speed (or back up to speed) on issues, including budget, so that they have some base level of knowledge to hopefully guide them in the decisions they will be making throughout the remainder of the session. In the higher education committees they, and therefore *we*, have been learning about the Student Achievement Council and its developing strategic plan, our "GET" 529 college savings program, the State Need Grant program, the College Bound Scholarship Program, the policy priorities of the higher education institutions and various other "insiders," the needs of some of the employment sectors, performance based funding practices in other states, a few community and technical college specific items, and of course the higher education budget. The Appropriations and Ways and Means committees have received fairly detailed overviews of the state budget, including the portion of the budget pertaining to higher education. The theme of learning about the issues continues for a while and next week the higher education committees will be learning more about financial aid and the GET program.

The first cutoff date is only a month away though. Friday February 22 is the last day that the policy committees, such as the higher education committees, can take action on bills originating in their respective legislative bodies. So they need to get down to the real work real soon. And as the members more fully develop their ideas and plans for *our* future, more and more bills will be submitted and public hearings will be held.

There seems to be lots of interest in the GET saving program because some see it as being too risky for the state and too constraining on higher education policy. There is great interest in the State Need Grant (financial aid for low income students) because it is underfunded such that there are currently over 30,000 students who are eligible but not getting grants. The College Bound Scholarship Program is a college financial aid promise made to eligible middle school students in turn for promising to stay in school and out of the juvenile justice system. It is a concern to some because it has been very successful and therefore represents a substantial future expense to the state. But it is important to remember that after only ten days it's still way too early to be predicting where things are going to be headed.

As always, thank you for allowing me to serve you as your Faculty Legislative Representative. Stay tuned and feel very free to call me or send email if you have questions, concerns or advice.

Jim Fridley
fridley@uw.edu / jim.fridley@fridleys.net
543-6993 / 206-914-8454 (office/mobile)

Member and Representative (Ex-officio) Faculty Council and Committee Nominations

Senate Committee on Planning and Budgeting (Meets Mondays at 1:30)

- Audrey Peek, Graduate and Professional Student Senate, as a member with vote for a term effective immediately and ending September 15, 2013.

Faculty Council on Academic Standards (Meets Fridays at 1:30 p.m.)

- Elise Randall, Graduate and Professional Student Senate, as an ex-officio member without vote for a term effective immediately and ending September 15, 2013.
- Michael Kutz, Associated Students of the University of Washington, as an ex-officio member with vote for a term effective immediately and ending September 15, 2013.

Faculty Council on Faculty Affairs (Meets Tuesday at 9:00 a.m.)

- Julian Rees, Graduate and Professional Student Senate, as an ex-officio member without vote for a term effective immediately and ending September 15, 2013.
- Jeffrey McNerney, Associated Students of the University of Washington, as an ex-officio member without vote for a term effective immediately and ending September 15, 2013.

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

- Noralis Rodriguez, Graduate and Professional Student Senate, as an ex-officio member without vote for a term effective immediately and ending September 15, 2013.

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

- Jia Yin, Graduate and Professional Student Senate, as an ex-officio member without vote for a term effective immediately and ending September 15, 2013.
- Kiehl Sundt, Associated Students of the University of Washington, as an ex-officio member without vote for a term effective immediately and ending September 15, 2013.

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

- Will Scott, Graduate and Professional Student Senate, as an ex-officio member without vote for a term effective immediately and ending September 15, 2013.
- Michael Kutz, Associated Students of the University of Washington, as an ex-officio member with vote for a term effective immediately and ending September 15, 2013.

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

- Elise Randall, Graduate and Professional Student Senate, as an ex-officio member without vote for a term effective immediately and ending September 15, 2013.
- Michael Kutz, Associated Students of the University of Washington, as an ex-officio member with vote for a term effective immediately and ending September 15, 2013.

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

- Elise Randall, Graduate and Professional Student Senate, as an ex-officio member without vote for a term effective immediately and ending September 15, 2013.
- Maxine Sugarman, Associated Students of the University of Washington, as an ex-officio member without vote for a term effective immediately and ending September 15, 2013.

Faculty Council on University Facilities & Services (Meets Thursdays at 10:00 a.m.)

- Daniel Coslett, Graduate and Professional Student Senate, as an ex-officio member without vote for a term effective immediately and ending September 15, 2013.
- Cody Vardy, Associated Students of the University of Washington, as an ex-officio member without vote for a term effective immediately and ending September 15, 2013.

Faculty Council on University Libraries (Meets Wednesday at 2:30 p.m.)

- Gennie Gebhart, Associated Students of the University of Washington, as an ex-officio member without vote for a term effective immediately and ending September 15, 2013.

November 16, 2012

Secretary of the Faculty Nominating Committee
Faculty Senate Office
University of Washington
Seattle, WA 98195

Dear Nominating Committee:

I am honored to have been nominated for a second term as Secretary of the Faculty of the University of Washington (UW). The position offers the opportunity to advance the role of faculty in the shared governance of the University and to contribute to the ongoing excellence of the University. Since assuming the position of Secretary of the Faculty in July 2008, I have found the position to be stimulating, challenging, and deeply satisfying. I believe I have a record of success in the position and that my experience and insights gained during the past term would contribute to ongoing effectiveness should I be appointed for a second term. I am pleased to submit my name for consideration for this important position.

I have been a tenured faculty member in the School of Nursing (SON) since 1985, having completed both my MN (1974) and PhD (1982) at the UW. During my tenure as a faculty member I have held a number of informal and formal faculty leadership and administrative positions, as listed in my accompanying vitae. I served as department chair (Family and Child Nursing) from 1990-99. This administrative position provided me with experience in academic and budget planning, faculty and staff supervision and development, and university-wide collaboration. I had the good fortune to extend my inter-disciplinary and multi-campus university experience through leadership of several faculty councils and university committees including chairing the Faculty Council on Tri-Campus Policy and the President's Advisory Committee on Women.

These opportunities led me to my current position as Secretary of the Faculty, a position to which I was elected by the Senate Executive Committee in 2008. In this capacity I have had the privilege of learning deeply about the diversity and uniqueness of the schools, colleges, and campuses of the UW and about how shared governance is implemented within our university. I will briefly identify some of my accomplishments in major dimensions of the Secretary's role:

1. *Administrator, Office of University Committees and Faculty Senate*. In this capacity I have had the responsibility for developing and overseeing the office budget and direct supervision of three professional staff that support the work of the Faculty Senate and its officers, 11 university faculty councils, and faculty governance in 18 schools, colleges, and campuses. When I assumed the position of Secretary of the Faculty, I learned that the office staff and leadership had a recent history of conflict and division that was interfering with optimal functioning and also that the office would be taking a 30% budget cut (similar to other administrative units on campus). A major accomplishment during the early phase of my tenure in this position was the restructuring of the office budget, the staff positions, and services, including upgrading support staff from classified to professional positions and overseeing the transition to a new faculty database, to improve quality and reduce costs. The office now is characterized by highly effective teamwork, positive and collaborative relationships, and more efficient office processes, including more environmentally sustainable practices.

2. *Management of faculty adjudicative proceeding, disputes*, *and concerns regarding faculty rights and responsibilities.* The Secretary of the Faculty plays a critical role in advising faculty and administrators about the rights and responsibilities of faculty as outlined in the *Faculty Code.* This role requires skills as an educator, mediator, and sensitive listener while maintaining a reputation for integrity, respect for all parties, and honesty. My philosophy is that all efforts should be made to resolve disputes at the lowest level possible. Implementing that philosophy requires a delicate balance between informing faculty of and supporting them in their rights to formal adjudication while also actively working to support informal processes for resolution. Effectiveness in this role includes establishing collaborative working relationships with the University Ombudsman, UCIRO,

Academic Human Resources, and Deans, Chancellors, and Department Chairs as well as respectful and caring interactions with faculty experiencing stress. I believe I have been effective in improving the use of informal dispute resolution options such as conciliation and have established positive working relationships throughout the university that I believe contributes to successful outcomes for faculty experiencing conflicts or disciplinary actions.

3. *Member of the Faculty Senate leadership team.* As noted in the call for nominations, the Secretary, "….assists in orienting new Faculty Senate and Faculty Council Chairs toward the most effective ways to work together with their colleagues in the faculty and the university administration…and acts as an advisor and provides counsel to the Senate and faculty leadership…" Because the term of office for the Secretary is longer than that of Senate and Council chairs and because the Secretary is charged to maintain records of faculty governance, the Secretary has the opportunity to provide guidance to the leadership team based on specific knowledge of the Faculty Code and its history as well as historical perspectives on faculty governance and practices. Each incoming Senate chair has his/her individual priorities and leadership style that provides ongoing opportunities for development of the role of faculty governance at the UW. I have made concerted efforts to build a leadership team that, while always changing in its composition, is collaborative and effective, inclusive of all the Senate officers and office staff and believe that I have become a respected and valued member of the leadership team as it evolves each year.

4. *Facilitate faculty governance in the University Faculty Committees/Councils and Schools/Colleges/Campuses.* I have worked extensively on several major initiatives with faculty councils, especially FCFA, including active involvement in 1) the proposal to and evaluation of the restructure the Faculty Senate, 2) evaluation and restructuring of the Faculty Councils that resulted in the formation of the Faculty Council on Teaching and Learning and strengthened the Faculty Council on Multicultural Affairs, implemented an effective faculty council recruitment and scheduling plan, and 3) initiating proposals to promote increased openness in Promotion and Tenure procedures. I have also, in collaboration with several Senate chairs, promoted and facilitated the strengthening of elected faculty councils (EFC) in the 18 schools, colleges, and campuses by increasing opportunities for regular communication among the EFC chairs about best practices in shared governance and providing outreach to individual EFCs and their faculties.

One advantage of having a five year term of service is the ability to identify, over time, areas for improvement and strategies to tackle issues that may take an extended period to address. While I have completed several significant projects during my first term as Secretary, I have also identified several additional areas needing attention. These include the need to re-envision the RCEP process, to further enhance best practices in dispute resolution at the UW, and to work intensively with several identified schools/colleges/campuses to strengthen the status of shared governance in their units. These would be included in my priorities should I be successfully reappointed to serve a second term as Secretary of the Faculty.

I was very pleased to receive a highly positive evaluation of my effectiveness at the end of the third year of my five year term. I believe I've been successful because of my ability to build effective partnerships, collaborate across disciplines, cultures, and academic units and to communicate with sensitivity, compassion, and clarity. I am a good listener and enjoy working collaboratively with others to solve problems and advance goals, at the individual or the system level. I believe that leadership within an academic institution is fundamentally a service position, for the well-being of the unit, the institution, and the various stakeholders. I've learned valuable lessons in leadership from each of the positions I've held in my career to date and believe I am in a position to contribute to the further advancement of the Faculty Senate and Office of University Committees.

Thank you for your consideration of my application.

Sincerely,

Marcia Killien, PhD, RN, FAAN, Professor, Family and Child Nursing, Secretary of the Faculty, killien@uw.edu

Changes to "Without Tenure" Appointment Term Length
Class A Legislation Proposed by the Faculty Council on Faculty Affairs
Justification Statement and Proposed Language

Appointment as associate or full professor "without tenure" (WOT) as provided for in the Faculty Code §25-32 is a method used to hire a small number of tenure track faculty. The WOT appointment is used to hire faculty from other universities who are near a tenure decision, or where the university does not grant tenure, and also to hire persons from industry at a similar stage in their careers. The WOT appointment presently has a mandatory tenure review in the next to last year. The WOT faculty will then either become a tenured associate or full professor or depart after a terminal year. The number of WOT appointments has been small, no more than five at any time out of the two thousand tenure track/tenure faculty on campus. This number is unlikely to grow, as faculty and industry people who are more junior receive assistant professor offers, and faculty who are tenured and more senior industry people will in general not accept a WOT offer.

The Faculty Code §25-32 presently provides that appointment as associate or full professor "without tenure" is for a term of not more than three years. While this term has proven sufficient for faculty hired from other institutions who have existing academic research programs, some units (specifically Engineering, and possibly some others) find that WOT hires from industry need more time to transition to academic research and properly establish their research program. WOT hires from academia have students and research funding in the pipeline, and experience and course notes for teaching. WOT hires from industry, while they have a publication record and research plan, have no students, no teaching experience and must transition to academic funding processes. In this respect they are more like new assistant professors than WOT hires from academia.

Recognizing the value to the University of faculty with significant industrial experience, the proposed change to the Faculty Code will allow "without tenure" faculty appointments to be made for a term of three years with a possibility of renewal for another three years. The Council initially proposed that the appointment could be made in one of two ways: a three year term, or three plus three. This has proved too confusing, and the Council now recommends three plus three for all WOT hires. The expectation is that WOT hires from academia will continue to be expected to achieve tenure promptly, and will not be renewed for the second three year term unless there are exceptional circumstances. The first three year term protects the university from hires who prove ill-suited to teaching or university research. The second three year term protects the faculty member by ensuring sufficient time to achieve tenure.

The change provides for a mandatory tenure decision in the sixth year of the appointment. This is consistent with the timing for assistant professor tenure decisions.

The change ensures that appointments without tenure receive an annual progress review.

Section 25-32 Criteria for Tenure

A. Unless he or she is disqualified under any other provision of this section, a full-time member of the faculty has tenure if:

1. He or she is a professor or associate professor; or

2. He or she has held full-time rank as assistant professor in the University for seven or more years and has not had his or her term of appointment extended or received ~~the prescribed~~ notice terminating his or her appointment.

B. Generally, recommendation for tenure (Section 25-41) is made concurrently with recommendation for promotion to the rank of associate professor (except in the circumstances listed in the subsequent paragraphs of this section.) ~~Only under exceptional circumstances may a faculty member with the rank of assistant professor be recommended for tenure without promotion.~~

C. A faculty member does not acquire tenure under:

1. An acting appointment, or

2. A visiting appointment, or

3. Any appointment as lecturer, artist in residence, senior lecturer, senior artist in residence, principal lecturer, or

4. An appointment as teaching associate, or

~~4~~5. Any ~~initial~~ appointment specified to be without tenure, or

~~5~~6. An adjunct appointment, or

~~6~~7. A research appointment, or

~~7~~8. A clinical appointment, or

~~8~~9. An affiliate appointment, or

~~9~~10. Any other appointment for which the University does not provide the salary from its regularly appropriated funds, unless the President notifies the appointee in writing that tenure may be acquired under such appointment. ~~Each appointment governed by this provision shall contain notice whether tenure may or may not be acquired.~~

D. Appointments to the rank of associate professor or ~~full~~ professor "without tenure," as specified in Subsection ~~C.4~~ C.5 above, are limited to not more than two, three year~~s.~~ appointments. The first appointment is for a basic period of three years, subject to earlier dismissal for cause. During the second year of the initial appointment, the appointment will be considered for renewal consistent with the provisions of Section 24-41.A for assistant professors. If the associate professor or professor is reappointed, the three year period of reappointment must include a tenure decision and terminal year in the event that tenure is not granted. To meet this expectation, the tenure review must be conducted no later than the second year of the second three year appointment; postponement of the tenure decision is not an option. In the case where tenure is not granted in the mandatory fifth year, the sixth year will be the terminal year of appointment. The part-time renewal periods provided for assistant professors in Section 24-45.D do not apply to associate professors and professors without tenure.

Appointments to the rank of associate professor or ~~full~~ professor "without tenure by reason of funding," as specified in Subsection ~~C.9~~ C.10 above, are continuing appointments governed by Chapter 24, Section 24-~~41~~40.

E. A faculty member with tenure may resign a portion of his or her appointment with the agreement of his or her department chair, dean, and the President, while retaining tenure in his or her part-time appointment.

F. A part-time assistant professor appointed pursuant to Chapter 24, Section 24-45 accumulates eligibility for tenure under Subsection A of this section.

G. Time spent on leaves of absence from the University does not count in the accumulation of time toward tenure.

Section 13–31, April 16, 1956; S–A 22, April 18, 1958; S–A 25, October 29, 1959; S–A 26, December 19, 1960; S–A 32, May 8, 1967; S–A 37, February 8, 1971; S–A 41, April 3, 1972; S–A 61, February 22, 1980; S–A 67, December 5, 1983; S–A 78, December 14, 1988; S–A 81, January 30, 1990; S–A 98, June 2, 1998; S–A 124, July 5, 2011: all with Presidential approval.

Section 25-41 Granting of Tenure: Policy and Procedure

[For "Documentation for Recommendations for Promotions, Tenure, or Merit Increases," see Executive Order No. 45]

A. Tenure should be granted to faculty members of such scholarly and professional character and qualifications that the University, so far as its resources permit, can justifiably undertake to employ them for the rest of their academic careers. Such a policy requires that the granting of tenure be considered carefully. It should be a specific act, even more significant than promotion in academic rank, which is exercised only after careful consideration of the candidate's scholarly and professional character and qualifications.

B. ~~Not later than the end of the academic year prior to that in which an assistant professor would acquire tenure under the provisions of Section 25-32, Subsection A.2, or in which the appointment of an associate professor or a full professor without tenure would end under Section 25-32, Subsection D, or in which a review for tenure is required pursuant to Section 25-45, Subsection D, a decision shall be made in the following manner.~~ Consistent with the timelines set in Section 25-32, Subsection A.2 for full-time assistant professors and Section 24-45 for part-time assistant professors, and Section 25-32, Subsection D for associate professors or professors “without tenure,” a decision shall be made in the following manner:

A recommendation that the ~~assistant professor~~ faculty member be granted or denied tenure shall be sent to the dean of the school or college. This recommendation shall be based upon a majority vote of the eligible professors and associate professors of the department, or of the school or college if it is not departmentalized. If the chair does not concur in the recommendation she or he may also submit his or her own recommendation.

The dean, advised as prescribed in Chapter 24, Section 24-54, Subsection C shall then make his or her recommendation to the President, and if tenure is to be granted it shall be conferred by the President acting for the Board of Regents.

If the ~~assistant professor's~~ faculty member’s tenure is granted, the President shall so notify him or her in writing. If tenure is denied, the dean shall notify the individual in writing that the appointment will terminate at the end of the succeeding academic year.

A faculty member whose tenure is denied may engage in the administrative and conciliatory proceedings described in Chapter 27, and may file a petition for review as provided in Section 25-64.

If a tenure decision is postponed for reconsideration, the assistant professor's dean shall cause him or her to be notified in writing that the appointment will terminate at the end of the second succeeding academic year unless reconsideration in the meantime shall have resulted in the granting of tenure.

C. If it is desired to appoint to a position with tenure other faculty members referred to in Section 25-32, the procedures for recommendation and granting described in Subsection B above shall be followed, except that a denial of tenure shall not of itself lead to termination of appointment.

Section 24–57 Procedural Safeguards for Promotion, Merit–Based Salary, and Tenure Considerations

A. Assessment of Teaching Effectiveness

To implement the provision stipulated in Section 24–32, Subsection C, the standardized student assessment of teaching procedure which the University makes available may be used for obtaining student evaluation of teaching effectiveness, unless the college, school, or department has adopted an alternate procedure for student evaluation, in which case the latter may be used. Each faculty member shall have at least one course evaluated by students in any academic year during which that member teaches one or more courses. The teaching effectiveness of each faculty member also shall be evaluated by colleagues using procedures adopted within the appropriate department, school, or college.

The collegial evaluation of teaching effectiveness shall be conducted prior to recommending any renewal of appointment or promotion of a faculty member. In addition, for faculty at the rank of assistant professor, or associate professor or professor “without tenure” under Section 25-32, Subsection D, or with the instructional title of lecturer the collegial evaluation shall be conducted every year. For other faculty at the rank of associate professor or professor or with the instructional title of senior lecturer or principal lecturer the collegial evaluation shall be conducted at least every three years. A written report of this evaluation shall be maintained and shared with the faculty member.

C. Regular Conference with Faculty

Each year the chair, or where appropriate the dean, or his or her designee, shall confer individually with all full-time lecturers, ~~and~~ assistant professors, and associate professors and professors “without tenure” appointed under Section 25-32, Subsection D. The chair (or dean or his or her designee) shall confer individually with the other associate professors and senior lecturers at least every two years, and with the other professors and principal lecturers at least every three years. The purpose of the regular conference is to help individual faculty members plan and document their career goals. While the documentation of those goals will be part of the faculty member's record for subsequent determinations of merit, the regular conference should be distinct from the merit review pursuant to Section 24–55.