

Senate chair started the meeting by discussing the history of academic freedom at the University of Washington. He then explained that given the 2006 ruling in *Garcetti v. Ceballos*, there are now concerns that academic freedom could be in jeopardy. As a result, the UW Faculty Council will be reviewing the Faculty Code in regard to academic freedom and will report back to Faculty Senate during Spring Quarter.

#### Main Issues

1. Salary increases: Provost has salary group now looking into developing a long-term solution for compression issues. This solution might include steps or levels for Associate Professors and Full Professors. The Provost explained that this discussion is in its very early stages.
2. On-Line BA degree: Two proposed on-line degree programs were discussed. First, the Provost noted that development of the social science on-line degree program is proceeding but moving at a slow pace. Likely, it will be ready to launch in Fall 2014. The second proposed on-line degree discussed was for an early childhood education on-line program.
3. Retention Offers: Senators had a lengthy discussion concerning the practice of offering faculty retention offers even during times of salary freezes. Of particular concern to some of the Senators are pre-emptive offers, which they believed violate, if not the words, at least the spirit of the current salary policy. The Provost noted that without the ability to offer retention money, the university would lose good faculty. How this practice occurs is determined by individual units.