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January 18, 2018

To: John Slattery, Vice Dean for Research and Graduate Education, School of Medicine

From: David Eaton, Vice Provost and Dean

Rebecca Aanerud, Associate Dean for Academic Affairs and Plan

RE: Review of the Department of Bioethics and Humanities (2016-2017)

This memorandum outlines the Graduate School's recommendations on the Department of Bioethics and Humanities academic program review. Detailed comments on the review can be found in the documents that were part of the following formal review proceedings:

- Charge meeting between review committee and administrators (November 14, 2016)
- Self-Study (March 27, 2017)
- Site visit (May 8-9, 2017)
- Review committee report (July 25, 2017)
- Department of Bioethics and Humanities response to the report (November 30, 2017)
- Graduate School Council consideration of review (January 18, 2018)

The review committee consisted of:

Rachel Chapman, Associate Professor, UW Department of Anthropology (Committee Chair)

Andrea Woody, Associate Professor and Chair, UW Department of Philosophy

Leonard Fleck, Professor, Center for Ethics and Humanities in Life Sciences, Department of Philosophy, Michigan State University

Pilar Ossorio, Professor, Law and Bioethics, School of Law, University of Wisconsin

The Department of Bioethics and Humanities offers the following degrees: Master of Arts in Bioethics, undergraduate minor in Bioethics.

Members of the Graduate School Council presented findings and recommendations to the full Council at its meeting on January 18, 2018. A summary of this report, composed by Graduate School Council Members, is attached to this document.

Graduate School Council Recommendations

The Graduate School Council commends Department of Bioethics and Humanities on the strength of its programs, faculty, and students. After discussion, the Council recommended the following:

- 5-year interim report (2021-2022) to address the following:
 - Key challenge areas:
 - Department funding and support for ongoing programs
 - Establishing a common vision focused strategic plan
 - Continued focus on increasing diversity among students, faculty and staff
- Full academic program review in 10 years (2026-2027)

We concur with the Council's recommendations.

cc: Gerald Baldasty, Provost and Executive Vice President
Patricia Moy, Associate Vice Provost for Academic and Student Affairs, Office of the Provost
Janice DeCosmo, Associate Dean, Undergraduate Academic Affairs
Denise Dudzinski, Chair and Professor, Department of Bioethics and Humanities
Wesley Henry, Associate Director, Academic Affairs and Planning the Graduate School
Academic unit Review Committee Members
Members of the Graduate School Council
GPSS President

Attachment

University of Washington | Graduate Council

Summary of the review of the Bioethics and Humanities Program

Academic unit name: Department of Bioethics and Humanities

Degrees offered: Master of Art in Bioethics, Undergraduate Minor in Bioethics and Humanities.

Site visit dates: May 8-9, 2017

Key points:

- Overall the department is doing great despite significant challenges, end of centers and loss of funding.
- Program in transition. A new chair of the department started 2015 and the funding and focus of the department is changing.
- The program is underfunded, under-supported and not adequately recognized by SOM for its contributions and teaching responsibilities
- Department should increase diversity among faculty, staff, and students
- There are significant concerns on financial stability and future revenue to support the department function
- Department should develop a cohesive mission and focus and a strategic plan

Strengths:

- A high profile program which is nationally recognized for research and policy
- Integrative program with interactions between north and south campus
- Strong teaching program with undergraduate minor, Masters program and broad contributions to other cross-discipline programs. The department provides several critical “secondary” academic programs that are broadly attended and integral component of the Health Sciences
- The department has achieved outstanding accomplishments with Native American communities, and they continue to seek opportunities to continue promoting diversity and inclusiveness within their student, faculty, and staff populations.
- Academic excellence
- Strong outreach and superb core components
- Creative problem solving
- Exceptional adjunct faculty
- Capable, insightful staff, superb core staff who leverage limited resources

Challenges:

- The department is fragmented and needs to build cohesive vision. The junior faculty and WOT faculty are vulnerable and there are challenges with retention and recruitment. Many WOT faculty cannot contribute to the teaching mission of the department as they may desire due to lack of resources. The department needs to invest in culture of cohesion
- The department is facing a major funding shortfall due to the ending of several centers and increased competitiveness of NIH funding.
- The department is underfunded. The program is not adequately supported and provided the resources needed to deliver the instruction. SOM does not appear to adequately support the department
- Lack of clear strategic plan, need to navigate restructuring and reordering priorities with the new chair
- Weak visibility and recognition on campus.