Overview: Since its inception in 1990 – when thirteen faculty members and one librarian founded the Bothell “branch” (now referred to as the Bothell campus) – faculty governance has always been at the core of University of Washington Bothell (UW Bothell). Faculty governance broadly refers to a) the principles of collaboration that the faculty share with the administration which ensure that decision-making is optimized when enacting the business of the university; and b) the realms of decision-making whereby the faculty retain responsibility and ownership. Since 1993, campus wide faculty governance at UW Bothell has been organized under the title of “General Faculty Organization” (GFO). (See an overview of UW Bothell’s founding faculty here; see the GFO bylaws and parameters of faculty governance at UW Bothell here and at the end of this document).

Leaders of the GFO are elected annually, usually in Spring quarter in preparation for the following academic year. Eligibility to participate in GFO elections (both running for office and voting) – is restricted to tenure track and full-time lecturers. Elected leadership of the GFO includes the Chair and Vice-Chair, as well as membership on several committees. The GFO (which includes all faculty committee and councils listed below) has an operational budget which covers one full-time staff member (GFO Program Coordinator, Barbara Van Sant). To reward and recognize the value and commitment that GFO leadership requires, the GFO Chair and Vice-Chair are each allotted three course releases per year (six course releases total for two years of service), and one month of summer salary (also funded by the GFO budget). Members of the Campus Council on Promotion, Tenure, and Faculty Affairs (CCPTFA) are also allotted one course release per year [funded by the office of the Vice Chancellor of Academic Affairs (VCAA)].

GFO in the Context of National Efforts for Faculty Governance: In addition to UW Bothell’s local legacy of thriving and engaged faculty governance, a number of national principles also support and guide the vision of GFO leadership. [See statements by the National Education Association (NEA) and American Association of University Professors (AAUP).] Our shared governance structure intends for faculty to be involved in decision-making in most aspects of university life, with particular emphasis on curriculum and faculty affairs. We see it as the responsibility of the GFO leadership, the faculty at large, and administrators at UW Bothell and UW as a whole to strive to operationalize, implement, and respect these principles in the work of all relevant university matters.

GFO Chair & Vice-Chair: Terms & Process: The Chair and Vice-Chair of the GFO are elected for one-year terms. Attempts are made to rotate leadership representatives from across all Schools and programs. GFO leaders have historically been recruited from the ranks of Associate Professor, Full Professor, and Senior Lecturer. Duties: As the front line for shared governance at UW Bothell, the GFO Chair and Vice-chair participate in regular meetings with UW Bothell administration. This includes: 1) Monthly meetings with Vice Chancellor of Academic Affairs (VCAA), 2) Quarterly meetings with the VCAA & Chancellor, 3) Participation in Chancellor’s Cabinet, and 4) Participation in Academic Council. The GFO Chair also organizes quarterly meetings that are open to the entire faculty body. The GFO chair and Vice-chair also participate in a variety of tri-campus governance meetings. The Chair serves on Faculty Senate Executive Council and Faculty Senate. The Vice-chair serves on Faculty Council on Tri-Campus Policy (FCTCP). Both the Chair and
Vice-Chair may also be asked to serve on special committees (recent examples include: the Faculty Salary Advisory Committee, Lecturer Committee, Chancellor Search Committee).

**Faculty Governance at UW Bothell:**
At the level of campus and university, faculty governance at UW Bothell is centrally and primarily supported through three campus-level councils: 1) Executive Council (EC); 2) Campus Council on Promotion, Tenure and Faculty Affairs (CCPTF); and 3) Campus Council on Academic Standards and Curriculum (CCASC). Elected representatives for all councils serve for two-years.

- **Executive Council (EC):** The EC is the legislative body of the GFO for the UW Bothell campus, and makes recommendations based on communication with faculty and administration. Meetings are held on Tuesday mornings (8:45-10:45 a.m.) approximately twice a month during the academic year. The EC is chaired by the Vice-Chair of the GFO, and consists of one representative elected from each academic program or school, as well as the GFO chair and the GFO chair ex-officio. Meetings are open to all faculty and often include invited guests, but only elected EC members may vote on EC matters. Every new degree, minor, certificate program, center, and name change – as well as faculty committee changes, such as the tenure and promotion process – must be approved by the EC prior to being approved by campus and university administration. The EC also establishes guidelines for admissions and approves admission requirements changes. As well, the EC often hears and deliberates on a range of broader faculty concerns and initiatives.

- **Campus Council on Promotion, Tenure, and Faculty Affairs (CCPTFA):**
  Promotion and Tenure: The CCPTFA advises the Vice Chancellor of Academic Affairs (VCAA) on cases involving promotion and tenure of the faculty, and on appointments when consultation is needed. Members are directed to study the whole record of candidates in accordance with the broad criteria established in the UW Handbook. The CCPTFA also reviews and, if necessary, proposes changes to policies and procedures related to campus-level implementation of University appointment, promotion, and tenure policy. Proposed changes must be referred to the GFO Executive Council, which determines whether to refer the proposed changes to the GFO for approval. Faculty Affairs: The CCPTFA also serves as a deliberative and advisory body to the GFO Executive Council on all matters of policy relating to the interests of the faculty of UW Bothell, including salaries, professional leave, mentoring, professional development, and standards of academic performance.

- **Campus Council on Academic Standards and Curriculum (CCASC):** The CCASC reviews all course changes proposed by the academic units and by the Faculty Oversight Committee on University Studies (FOCUS), including the creation of new courses and modification or deletion of existing courses. It considers the general appropriateness of proposed actions in the context of campus-wide programs, services to students, and the campus mission. When appropriate, it returns proposals to the originating academic unit with requests for modifications. Upon
approval, it forwards recommendations to the Vice-Chancellor for Academic Affairs, who then forwards them to the University Curriculum Review Committee for final action.

Other GFO opportunities for faculty governance:
In addition to the three primary GFO Councils listed above, there are two other systematic mechanisms for insuring representational faculty voices into campus and university-wide governance conversations.

- **GFO committees:** Currently the GFO supports one committee, which reports to the EC. This is the Instructional and Research Support Committee (IRSC).
- **UW Faculty Senate** (a tri-campus legislative body). Two elected faculty members from UW Bothell serve as elected representatives to the UW Faculty Senate, which in turn is the legislative body for the entire University of Washington. (The GFO chair also is a voting member of the UW Faculty Senate).

Recent Successes & Activities of the GFO: In the past year GFO committees have deliberated on dozens of issues pertaining to faculty governance and affairs of the campus/University. Recent activities include: guidance on the process of the transition from programs to schools, recommendation for establishing Deans rather than Directors of Schools, development and implementation of Undergraduate Campus-Wide Learning Goals, discussion (and preliminary endorsement) of Lecturer recommendations, discussion (and preliminary endorsement) of Arts Task Force recommendations, development of a new faculty award for Excellence in Research, Scholarship, and Creative Activities, approval of a new cross-programmatic minor in Diversity Studies, approval of an MS in Cyber Security Engineering, and clarifying processes for course equivalences across campuses.

Challenges: Many faculty, especially new assistant professors and lecturers, have little understanding of the importance of shared governance or their role in it. This, in addition to the multiple demands placed on faculty, make it challenging to attract widespread participation in GFO committees. In order to maintain and strengthen this vital pulse of university leadership in this regard, several shifts are needed to cultivate wider pipelines. This should include new incentives for faculty involvement in major governance work (e.g. more administrative support for work in the form of course releases or stipends; more encouragement from Deans and Directors for faculty to serve on GFO committees; more formal recognition in the promotion process). The GFO leadership is currently working to create more ways to make visible the work of the GFO (e.g. better web presence highlighting GFO purpose, activities, and leadership; workshops for new faculty and faculty mentors), as well as in enhanced connections within the GFO community (e.g. GFO Facebook page; social events).

GFO issues for 2013-2014:
In any given year, the GFO/EC is faced with a multiplicity of tasks, questions, and concerns. Included in the list for 2013-2014 are the following:

- The Comprehensive (Capital) campaign, and strategic planning more generally.
- Increasing faculty members’ budget literacy in university matters.
• Discussion of best uses for GFO funds.
• Implementation of the new Diversity requirement (UW tri-campus undergraduate graduation requirement approved via Faculty Senate).
• Implementation and assessment of new Criminal History application question (this is a Tri-campus requirement that came out of some consultation with faculty at UW Seattle, but was not approved via faculty governance mechanisms).
• Discussions around new online courses and degrees.
• Implementing recently EC approved Task Force reports and initiatives. Specifically:
  o UW Bothell Arts Task Force recommendations
  o UW Bothell Lecturers Working Group recommendations
  o UW Bothell campus wide undergraduate learning objectives
• Development of a new award for Distinguished Service and Leadership (adding to the recently approved award for Distinguished Research, Scholarship, and Creative Activities; and the longstanding award for Distinguished Teaching).
• Questions around GFO service load/compensation:
  o Should the GFO develop more (sub)-committees? (e.g. Space and infrastructure issues; Lecturer issues; Arts issues).
  o Should EC members receive course releases or financial remuneration?

**UNIVERSITY OF WASHINGTON BOTHELL
GENERAL FACULTY ORGANIZATION

BYLAWS (related to parameters of faculty governance)

Section 3. Under Section 13-23 of the Faculty Code, the faculty of the University of Washington Bothell shares with its Chancellor the responsibility for such matters as:

1. Educational policy and general welfare;
2. Policy for the regulation of student conduct and activities;
3. Scholastic policy, including requirements for admission, graduation, and honors;
4. Approval of candidates for degrees;
5. Criteria for faculty tenure, appointment, and promotion;
6. Recommendations concerning campus and University budgets;
7. Formulation of procedures to carry out the policies and regulation thus established.

Pursuant to Section 23-43 of the Faculty Code, the faculty of the University of Washington Bothell:

A. Shall, with respect to academic matters,

1. Determine its requirements for admission and graduation;
2. Determine its curriculum and academic programs;
3. Determine the scholastic standards required of its students;
4. Recommend to the Board of Regents those of its students who qualify for the University
degrees;
5. Exercise the additional powers necessary to provide adequate instruction and supervision of its students.

B. Shall, with respect to personnel matters, make recommendations to its Chancellor in accord with the provisions of Chapter 24 and of Section 25-41.