

## **General Faculty Organization**

May 10, 2006

3:30 - 5:30 pm, UW1 051

**Present:** Kevin Lavery, GFO Chair, Steve Collins, GFO Vice Chair, Mary Abrums, Karen Brown, James Burton, Paul Collins, JoLynn Edwards, Jean Eisele, Munehiro Fukuda, Diane Gillespie, Michael Goldberg, Jeanne Hueving, Sandeep Krishnamurthy, Carole Kubota, Sarah Leadley, Alan Leong, Kathleen Martin, Clark Olson, Becky Rosenberg and Bill Seaburg

**Guests:** Chancellor Olswang, Gray Kochhar-Lindren, Interim Coordinator, CUSP

### **Report from GFO Chair, Kevin Lavery**

Kevin opened the meeting with a report on the GFO activities and accomplishments over the last year. He began by thanking and acknowledging Chancellor Steve Olswang and Vice Chancellor of Academic Affairs, Tom Bellamy for their supportive leadership. Kevin listed some of the accomplishments he felt contributed to a successful year of shared governance. Quarterly joint retreats of the Academic Council and the Executive Council strengthened a collaboration to look at strategic planning for the campus. He recognized the work of the GFO committees: the IRSC committee to keep moving forward on the Academic Strategic Action Initiatives (5-for-5) as a basis for strategic planning, Faculty Affairs work on faculty salary issues and the Curriculum Committee's contribution to the lower division curriculum development process. He commended the work done by the FOCUS committee in developing the lower division program and the ongoing work of all the faculty and staff to implement the 2707 initiative to bring lower division to UWB. He stated that strategy is decision, and we have to decide what not to do as well as what to do in planning the future of UWB. The critical decisions we make today will shape our future and this process involves participation of all the faculty, not just the EC. The responsibilities of the GFO committees should align with the most important governance work of the faculty and the new restructure of the GFO standing committees will be a more efficient and effective model to serve the campus.

### **Remarks by Chancellor Olswang**

Chancellor Olswang shared information from a UW budget committee meeting he had just attended on some of the goals and objectives that he presented to that committee for UWB. He is a strong advocate for UWB and feels that we are valued by the community in our region and our students. Some of the accomplishments that he wanted to acknowledge the faculty for include the successful education of over 2000 students, the highest graduation numbers in the history of UWB and achieving 91% enrollment for this year. Ongoing achievements involve program development, the CUSP program for our first freshman class, the Masters in Cultural Studies, the BA in Applied Computing, the new MBA and Community Psychology option. We celebrated our 15th year with an Open House Celebration event and have successful partnerships with many of the community colleges in our region through dual enrollment and transfer agreements. We have launched a strong public relations and development campaign and are seeing very successful results in community support. We need to endorse the planning that ties to our development. One way that Steve thinks could improve our transfer and enrollment situation is for the UW to contract with Washington State as a three campus unit for transfer students, this way UWB would not be

competing with the UW for transfer students. Our best strength to bring students here is to develop unique programs that will draw students. We have a great communication and recruitment team and will meet our goals.

### **Faculty salaries**

Chancellor Olswang opened the faculty salary discussion stating that his proposal for salary distribution is meant to be guiding principles and not ranked in any order. UWB will add \$50,000 to the permanent budget each year to address salary compression and other inequities. Some faculty concerns still remain:

- Is "the market in each respective discipline" an appropriate benchmark for setting salaries at UWB?
- Should faculty at the same rank and level of experience be paid equally within programs?
- Should faculty at the same rank and level of experience be paid equally across programs?
- Which institution(s) should we benchmark against?
- Who are "meritorious continuing senior faculty" noted in principle 2?
- Should the cost of adjusting salaries in a program be included in the cost of hiring new faculty?
- Should the salary adjustment principles be extended to lecturers and senior lecturers?
- Gender inequities should be looked into.

Steve addressed the issue of salary adjustments to lecturers and senior lecturers by clarifying that these funds have institutional limitations in that they are focused on compression and inversion inequities for associate professors.

Kevin thought that the GFO Faculty Affairs Committee could continue the work of reporting on the faculty salary issue on an annual basis.

### **Proposal for restructuring of GFO committees**

Kevin presented the Executive Council's recommendation to restructure the GFO standing committees. He also presented a proposed outline of the amended GFO By-laws for consideration of the GFO. The Executive Council believes that two key changes must happen to correct these problems:

1. the important work of the faculty should take place in the GFO committees rather than in the proliferation of special task forces and advisory bodies that have continued to take up more and more faculty time, and
2. The responsibilities of the GFO committees should align with the most important governance work of the faculty.

The major changes proposed for the restructured GFO committees:

1. Eliminate the Academic Affairs Committee (which has been inactive for most of two years)
2. Transform Honors and Ceremonies into the "Student Relations Committee" with a wider range of responsibilities, including policies for admission to UW Bothell and the student conduct code

3. Create a Planning and Budget Committee
4. Assign responsibility for continuing assessment and improvement of salaries to Faculty Affairs
5. "Rationalize" faculty service load by assigning to standing committees a range of duties that currently involve scattered uncoordinated faculty service; e.g., Campus Master Planning, Facilities Use Advisory Committee, scholarship committees, Teaching and Learning Center Advisory Committee, advisory responsibility for new Office of Research Support, Technology Policy Advisory Group, etc.

The new EC structure should integrate the work of the committees and effectively track the workflow of those committees achieving consistent institutional memory on issues and initiatives. Another reason for the restructuring would be to provide an impetus to involve more faculty in GFO committees. New committees will be responsible for directing the campus in very important ways. The Student Relations Committee will have responsibility for setting admission requirements for new freshmen, as well as developing student services and advising on student's academic life. The Planning and Budgeting Committee will be working at all levels of budget planning and developing. A broader representation of faculty on the GFO committees would mean wider consultation across the programs in strategic planning. We must go back to the UWB Mission Statement and make sure we integrate research with teaching learning service and encourage interdisciplinary and cross programmatic initiatives.

Faculty seemed receptive to the idea for the restructure model and Kevin will finalize the proposals and a GFO vote would be conducted.

#### **Status of planning for lower division curriculum and first freshman class**

Gray Kochhar Lindgren updated the GFO on the status of planning for lower division curriculum and first freshman class. He distributed a publication, "Freshman Program of Study" from Student Affairs that detailed the Discovery Core curriculum and UWB's interdisciplinary approach to lower division. Gray informed the faculty that we have 110 students that have paid the admission deposit and we should reach our goal of 125 students by Autumn Quarter. We have set up a first year initiative, FYI to advise freshmen and CUSP will share office space with Student Affairs, the Writing Center and the Quantitative Skills Center. We have received grants for FYI and diversity grants, so those activities are funded. At this time lower division is moving ahead and we are progressing toward the goals we have set. Gray thanked FOCUS for their hard work and contribution on lower division program planning and development.

Minutes submitted by Barbara Van Sant