

General Faculty Organization

October 28, 2021

Re: CCPB Charge for 2021-22 Academic Year

Dear Professor Nitta,

Thank you for serving as chair of the General Faculty Organization's Campus Council on Planning & Budget (CCPB). In order to provide more transparency and clarity about the work of the GFO to our faculty and indeed UW Bothell students, staff, and administration, the GFO's Executive Council (EC) is formally charging each GFO standing committee and will publicize these charges at the Fall GFO meeting on October 28. We have developed the priority items in this charge letter collaboratively with you, during individual meetings and discussions with you as well as during the first EC meeting of the academic year on October 26.

In collaboration with the Vice Chancellor for Academic Affairs, the GFO has identified several campus-wide priorities for 2021-22:

1. Salary Equity
 - a. Coordinate Faculty review and input into the proposed salary unit adjustment.
 - b. Continue efforts to address issues of salary equity among the faculty
2. DEI&J:
 - a. Consolidate and make transparent data and reports related to faculty demographics and campus climate with a focus on issues of DEI for BIPOC faculty. In order to inform DEI policies around caregiving, P&T, and compensation policies and practices.
3. Promotion & Tenure
 - a. Make policy recommendations that center UWB as the place where academic HR decisions are made and vested.
4. Care for Faculty & Wellbeing
 - a. Develop COVID 19 support plan for faculty.
 - b. Review and make policy recommendations for caregivers and those faculty who experience trauma.
 - c. Develop policy recommendations on transition from pandemic to endemic workplace practice.

We do not expect your committee to work on all these issues, and we understand that much of your committee's work may not directly address any of these items. However, we do hope that the GFO will collectively work on all these issues, and for your committee to work on those items within your jurisdiction.

Below, we've listed the agreed upon areas of focus for your committee for the year, along with the expected final deliverable and the suggested timeline.

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1. **Coordinate faculty review and input into the proposed salary unit adjustment.** CCPB will work with the Office of Institutional Research, the Office of Planning and Budgeting, the Council of Academic Deans, and the Chancellor to select a formula for identifying individual faculty with inequitable salaries to be eligible for a unit adjustment, and then to address those inequities within the campus and schools' budgets.
 - CCPB will provide feedback to Chancellor, VCPA, and VCAA
 - CCPB will ensure faculty voice is heard from every school and across all demographic groups on unit adjustment proposals.
 - CCPB will identify next steps for salary equity beyond the unit adjustment proposal, such as reporting to individual faculty members the extent of their own salary compression.
 - Timeline: Fall 2021 for UW Bothell's request for unit adjustment.

2. **Participate in the development of a UW faculty equity study.** The UW Faculty Senate will take a leading role in developing and authorizing a salary equity study. The UWB GFO will seek to balance the traditional, conservative perspective from UW Academic HR on this issue.
 - CCPB will build expertise in "progressive salary equity analysis." This can begin with the unit adjustment discussion but will also include broader equity study research to consider issues such as wealth beyond salary, cost of living/living wage, and equity across race, gender, age, and disability.
 - CCPB will collect and disseminate salary equity studies, including from UWB School of STEM and University of Oregon.
 - CCPB will work to get access to faculty demographic data from AHR.
 - Timeline: year-long. The salary equity study may or may not pass through the UW Faculty Senate this year.

3. **Annual review of GFO budget, including course releases.**
 - The CCPB will review the GFO budget, focusing on expenditures, at the end of the academic year. CCPB members will have the opportunity to question GFO leaders and suggest budgetary priorities for next year.
 - Items to consider: greater articulation and integration with school Elected Faculty Councils, GFO Councils, and Faculty Senate Councils
 - Timeline: Spring 2022

We would like quarterly updates regarding each of the focus areas in the form of a short memorandum and visit to EC. We look forward to continuing our collaborative work to strengthen our campus for our faculty, staff and students.

Sincerely,



Jason Naranjo
Associate Teaching Professor, Chair, GFO



Shauna Carlisle
Associate Professor, Chair, Executive Council