

General Faculty Organization

October 28, 2021

Re: CCPT Charge for 2021-22 Academic Year

Dear Professor Price,

Thank you for serving as chair of the General Faculty Organization's Campus Council on Promotion & Tenure (CCPT). 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.

- CCPT will contribute to the goal of making policy recommendations that center UWB as the place where academic HR decisions are made and vested in the following ways:

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1. Clarifying that the council's goal in reviewing cases is to assess the fairness of the process used for each candidate. Our ultimate goal is to avoid being a body that assesses substance.
2. Sharing impressions with VCAA Jones about how fairly the faculty members who are being considered for promotion have been treated since either arriving at UWB or since their last promotion.
3. Developing templates for Review Committee, Faculty Discussions, and Dean letters.
4. Sharing templates of letters for Review Committees, Faculty Discussions, Dean, and CCPT letters with the faculty as a whole.
5. Make recommendations about the promotion and tenure of 31 faculty members who collectively represent all of the schools at UWB.

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