

General Faculty Organization

Nov 1, 2022

Re: CCPB Charge for 2022-23 Academic Year

Dear Professor Naranjo,

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 27. 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 second EC meeting of the academic year on October 25.

The GFO has identified the following faculty priorities for its work in 2022-23:

1. Salary unit adjustment oversight
2. Diversity, Equity, Inclusion and Justice
3. Salary Equity
4. Promotion & Tenure
5. Role of faculty governance
6. Dispute resolution and Grievance
7. Review and revise policy on non-standard FTE-generating labor
8. Care for Faculty & Wellbeing
9. Assess implementation of campus learning goal #6 (community-engaged learning) and plan how it will be implemented across curricula to ensure all programs meet this goal.

The Vice Chancellor for Academic Affairs has identified several campus-wide priorities for 2022-23:

1. Review and revise policy on non-standard FTE-generating labor
2. Define criteria for sabbatical allocations at school level
3. Assess implementation of campus learning goal #6 (community-engaged learning) and plan how it will be implemented across curricula to ensure all programs meet this goal.
4. Unit salary adjustments (Gowri / CCPB)
5. Academic advising plan revisions for FYPP students (academic advisors / admissions)

The GFO have identified that items #1, 2, 3 and 7 on the GFO's priority list intersect with your work and we look to your input and recommendations on this issue.

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. Faculty Diversity and Demographic Data

- CCPB will build expertise and make recommendations related to salary equity among the faculty including how key demographic data can be used to understand faculty compensation. Specifically, we are interested in understanding if differences exist in salary between faculty members based on key demographic variables such as race and gender.

2. Faculty Compensation

- CCPB will build expertise and make recommendations related to compensate and support faculty in the areas of housing, childcare, tuition, transportation. In addition, we will identify the differences in access to resources between UWB and UWS.
- CCBP will build expertise and make recommendations related to compensation differentials between Tenure and Teaching track faculty.
- CCPB will build expertise and make recommendations regarding non-standard FTE-generating faculty labor.
- CCPB will consider the “unit” basis (school or campus) for unit adjustment. This understanding will be informed by a campus level analysis and identification of peer institutions.

3. Shared Governance and School & Campus Budget

- CCBP will build expertise and make recommendations related to how faculty and school Elected Faculty Councils can develop literacy and fully participate in the budgetary decision-making process.

4. Campus Planning

- CCBP will partner with the VCPA’s office to plan for campus space utilization.
- Budget implications as they relate to strategic enrollment.
- RCM review. Priming questions in advance of 24/25 review. Review of literature and practices leading to RCM or activity-based budgeting approaches to University Financial Management.
- Budget implications of hiring external consultants.

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,



Shauna Carlisle
Associate Professor, Chair, General Faculty Organization



Nora Kenworthy
Associate Professor, Chair, Executive Council