

General Faculty Organization

Nov 1, 2022

Re: CCPT Charge for 2022-23 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 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 #2 and #4 on the GFO's priority list intersects 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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- 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:
  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 minimize 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.
  6. Continue to identify strategies for ensuring DEI and CBLR scholarship are valued.

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