

General Faculty Organization Meeting

October 24, 2011 4:30 pm, UW2 327

Chair: Steve Holland

Present: Pamela Joseph, GFO Vice Chair, Susan Gibson, Diane Gillespie, Bruce Kochis, Kevin Laverty, Pete Nye and Mike Stiber

Welcome – Steve Holland, GFO Chair

Steve began the meeting with a brief introduction on faculty governance and opened the meeting to discussion.

GFO discussion points

Faculty Governance Issues

- The GFO would like to encourage engagement in faculty governance.
- The GFO represents full-time and part-time faculty.
- Campus growth requires a vibrant GFO.
- UWB faculty are not apprised of AAUP principles on most issues.

Management of Growth at UWB

- One of the major issues facing UWB is how to manage growth on the campus while increasing the quality of the educational experience for students and the quality of our scholarship.
- The decline of state funding to the UW affects UWB in substantial ways, although enrollment growth at UWB has mitigated some of the economic impact on this campus, student numbers have continued to rise in the last few years with smaller increases in staff and faculty. This results in workload issues, space problems and also climate and morale issues.
- The UW conducted a survey in 2005-06 to measure university climate and morale to help inform the incoming President Emmert on these areas. One result of the survey was favorable input on the culture, climate and morale at UWB in comparison to the other UW campuses. Has accelerated growth at UWB over the last few years changed that climate? How do we fare today in these areas? It was suggested that we conduct the survey again at UWB to gather data on the current culture and climate of the campus. The survey could be coordinated with the UWB Diversity Council.
- It remains a faculty priority to ensure that we do not allow the educational experience at this campus to suffer for faculty, staff and students.
- Administrative decisions to grow the campus to 6000 students does not lay out a clear timeframe for this growth. There must be a goal other than numbers; we must have an educational goal. How do we distinguish ourselves?
- We want to build a national reputation for excellence, in what areas do we develop that reputation?
- The EC is instrumental in guiding campus growth. New programs come through the EC and the Council can assess how the programs will contribute to creating a distinctive characteristic for UWB.

- What values are reinforced for faculty service at UWB? Have we encouraged a positive or negative culture for the faculty in institution building?
- Do we need to re-examine our mission? Most of what we stood for 15 years ago has changed (small classes, non-traditional students, attention to writing). Has our growth changed our mission?
- UWB now hires many part-time and non-tenure track faculty to meet teaching loads and accommodate larger enrollment. How is this model impacting the professoriate and the quality of the institution? Do we support faculty research adequately? How does it affect faculty governance if a large number of faculty members are not involved in governance?

Tenure and non-Tenure Track Faculty Issues

- Faculty teaching loads should be a central issue for the GFO.
- Some part-time (PT) faculty teach nine classes and are still not voting members of GFO.
- Many PT faculty members are asked to engage in service without adequate compensation.
- We do not want to create an imbalanced system at UWB among the faculty.
- A campus-wide forum is scheduled to discuss non-tenure track faculty at UWB. The forum is open to all faculty and staff.

Curriculum issues

- The EC is in the process of developing campus-wide learning goals.
- Some areas of the curriculum remain "orphaned", no program or faculty has oversight over the curriculum, and no full time faculty member with expertise in the subject matter is overseeing the curriculum.
- A new policy has been instituted for programs to increase their make a teaching commitment to CUSP every time they make a new hire.
- Are current majors the appropriate size to meet campus growth?

The meeting adjourned at 6:00 pm
 Minutes submitted by Barbara Van Sant