General Faculty Organization Spring Meeting
Apr 28, 2022, 2-3pm via Zoom

Present: Jason Naranjo, Shauna Carlisle, Keith Nitta, Julie Shayne, Nora Kenworthy, Cinnamon Hillyard, Sophie Leroy, Avery Shinneman, Jason Daniel-Ulloa, Sharon A. Jones, Mark Kochanski

Welcome and Announcements

Naranjo welcomed everyone, introduced newly elected GFO Vice chair, Nora Kenworthy and recognized outgoing Past Chair, Keith Nitta, for 3 years of service as GFO leadership and highlighted large tasks he helped to steward during his time. Several in attendance expressed appreciation for Nitta’s work

Carlisle announced newly elected UWB Faculty Senators: Rejoice Akapame, Camelia Bejan, Shauna Carlisle, Kristina Hillesland, Jason Naranjo, Camille Walsh

Unit Adjustment Update
Keith Nitta, Chair, Campus Council on Planning and Budget (CCPB)

- Total amount of unit adjustment is $106,000 annually, going to 27 faculty (14 tenure track, 13 teaching track)
- Previous unit adjustment in 2019 was $139,000 annually. Difference is due to the way the target salary calculation was done to measure the amount of compression
- Faculty survey went out in Fall to identify which formula would be preferable. None got majority vote but formula with plurality vote was one that identified a relatively small amount of compression because it accounted for inflation
- GFO CCPB identified subcommittee to check implementation of numbers. Subcommittee had issues partially due to policy disagreement about how to treat one of the years. Beyond that, all calculations were verified
- Two remaining issues:
  - Provost identified a unit adjustment that was going to be for full time professors but that has been re-referred to faculty senate. That may be something to look at in the future
  - CCPB produced some reports about calculating target salary formula but need access to faculty demographic data in order to be able to analyze how salary issues vary by race, gender, etc. Chancellors have succeeded in moving forward in getting that data in two ways; some people will have access to data and a salary equity study is in the works.
- Carlisle reported that CCPB sub-committee did final run through of data and overall computations were done correctly. Two adjustments for next time:
  - Need to minus 1 for years in which a faculty member should not have received an adjustment
  - Some differences between original chancellor’s letters and the amount selected for the adjustment, which was 1.95% vs 2%

DISCUSSION

- VCAA Jones suggested there be a model to use as a recommendation and to do checks annually
  - CCPB can make a recommendation but not sure it will stick as there are so many different choices that need to be made
GFO Agenda Items for 2022/23 – Faculty Input
Naranjo asked for input on setting GFO key priorities for 22/23 academic year:

- Concern around a lack of campus-level process for designating which courses receive Diversity designation
  - Naranjo suggested bringing issue/language to EC for review
- Faculty Track Equity needs to be examined
- Consider hiring Sexual Assault and Relationship Violence advocates staff in Diversity Center
- What does GFO leadership currently view as the current significant issues to be addressed?
  - Salary equity
  - Promotion & Tenure alignment across schools. Revisiting the identity of UWB and how we want to see that process occur. Clarify and communicate process to faculty
  - Unit adjustment progression issue
- With trend of students opting out of higher ed, institutions need to not only focus on recruiting and retaining a diverse student body but also faculty. Good faculty will attract students. Recent audit of faculty searches uncovered helpful information:
  - After salary three things matter to faculty:
    - Clear evaluation criteria
      - CCPT’s current work on clear evaluation for P&T and merit will help
    - Clear messaging from management
      - “Management” part is tricky because faculty have a lot of managers. Need to think about how faculty are being messaged to
    - Work/life balance
      - Everyone is burned out, communicating in mixed messages will not work
      - Need to focus on an intentional culture shift after pandemic. Structural changes have made it hard to interact. Need to assess and learn and try to bring campus back to life, adjust to new norms
      - Need ideas/strategies for new type of support needed for students now
- Code treating UWB as "unit" versus our schools as "unit" is becoming more challenging. Not completely clear how/where/when to develop policy at UWB. GFO cannot address directly but needs to clarify/define/lobby our preferences. UWB needs to resolve with tri-campus to formally define where policy is made to avoid redundant work
  - Language at senate and tri-campus level intentionally vague, sets minimum level of government, then leaves it up to units to add to that. UWB has deferred some of those to schools and not others. Some issues bare more import than others. Example: How we evaluate teaching? Should that be school level or campus level? Are things different enough among schools and divisions for UWB to defer policymaking to schools (as we do now) or should there be a campus-wide standard?

Promotion & Tenure
Carlisle provided update that UWT campus is working on clarifying promotion and tenure process, have surveyed their faculty, and are now pushing draft proposal through SEC to shift promotion & tenure decisions to campus level, they are getting push back. UWB is evaluating promotion and tenure processes as well (role of CCPT, clarify processes, etc.) but is not as far along
Senate and Tri-Campus Policy Updates

- Dispute resolution legislation will go to vote in Faculty Senate in Fall. Need to work together to work out what implementation will look like on UWB
- Chancellor’s Campus Safety Working group has sent out a Campus Safety Survey, everyone is encouraged to complete it
- Access to demographic data key conversation at tri-campus level

3:00pm: Adjourn

Minutes submitted by Dawn Moncalieri
Meeting adjourned at 3:00pm
GFO Fall 2022 Meeting: Oct 27, 2-3pm via Zoom