Welcome and Introductions
Shauna Elbers Carlisle, GFO Chair

GFO and Faculty Senate Updates and Discussion
Shauna Elbers Carlisle, GFO Chair
Guests: Gautham Reddy, Chair, Faculty Senate - Cynthia Dougherty, Vice Chair, Faculty Senate - Chris Laws, Senate Council on Planning & Budgeting Chair – Jacob Vigdor, Faculty Legislative Representative

Elbers Carlisle introduced invited guests and asked them to share Faculty Senate Updates:

- **Merit Review Proposal**
  Last year, special committee was charged in a senate resolution to write a report on merit review. At that time, the committee also took an independent look at the merit review process and determined that changes were needed. Proposal currently going through deliberative process with the goal that it will be Class A legislation in Spring and will take effect next academic year.

- **Dispute Resolution Proposal**
  Large Class A legislation that has been in the works for 5 years. Currently on hold due to transition of Provost of Academic Affairs. Will continue to work on 6 key pieces of dispute resolution in short term that can be implemented via a memorandum or understanding or executive order in order to address some of the most important issues that are problematic in the dispute resolution process.

- **Senate Information Distribution**
  Process being creating by which senate information can be pushed out right aware after senate meetings. Also working on educational webinars for faculty councils (example: University Libraries council will put out a webinar on contracts with publishers).

- **Gaining Access to Demographic Data for Faculty Equity Study**
  Ongoing issue, for years. Office of Academic Personnel says that the information is private and cannot be shared. Will work with new Provost for Academic Personnel. Will instill to the New Vice Provost for Office of Academic Personnel how important it is to have access to this data. He has done a lot of work in DEI and belonging and should be a good partner in this effort.

**DISCUSSION**
- A FOIA request would only result in aggregated data. Individual data is needed
• Ruling in WA state is that if you ask for demographic data, it is exempt from public disclosure
• Can be difficult to get faculty to share their demographic data as many are uncomfortable. Need to be careful that we are not making decisions on bad or incomplete data
• Faculty demographic data is needed for two reasons:
  • Promote literacy around DEI issues and help facilitate conversations within shared governance
  • Tri-Campus equity study. External body does deep dive and inspect issues where there is injustice
    ○ University of Oregon and Washington State University have both done this
    ○ UW Climate Survey tried to do a version of this, but it didn’t move forward to next steps

• General Education
  o Senate committee convened over summer to propose alternative structure to general education across all 3 campuses. There will be subcommittee on each of the gen ed requirements and will be looking for faculty to serve on each of those subcommittees, recruiting from all 3 campuses. Will work for the next two quarter and then recommend. Overarching plan is to overhaul the oversight process of curriculum advancement and oversight and general education oversight. Committee will produce individual expertise themed teams to dive into what does it means to be a “writing credit” or an “arts and humanities” credit. What is that going to look like? To produce guidelines for future use. Will take a few years. Big central piece is the organization, ensure we have government body in place, transparent, accessible.

• Senate Committee on Planning & Budgeting Update
  o Unit Adjustments
    • Individual units submitted proposals to redistribute local funds in such a way as to support salary adjustments. Tend to focus on equity issues as opposed to typical merit
    • Update: UWB and UWT are now allowed to have more than one page in their application so as to have ample space to explain needs of different schools
    • Clarification: the 2% of Extra Merit gets entered into Workday as a “Unit Adjustment” but it is not a unit adjustment, it is extra merit. Locally funded unit adjustments are once a year
    • Elbers Carlisle stated that UWB has been working to not only understand the law and process of unit adjustments but also to develop a plan for UWB CCPB to prepare for unit adjustment annually (list of priorities, how they might be calculated, how to disseminate info to faculty, how to develop rigorous way to calculate adjustment that leaves room for schools to make the adjustments).
    • Laws encourages UWB to make their case know at SCPB, UWB has leverage

Faculty Legislative Representative
• Jacob Vigdor, Faculty Legislative Rep, introduced himself and provided a brief description of the role and responsibilities of a Faculty Legislative Rep. He explained that he travels to Olympia (as do other reps from other 4-year public institutions) during legislative session (January – April) and speaks to legislators about
faculty priorities and provided a few examples of recent initiatives UW has a legislative team that talks about budget and policy bills (initiatives that involve state laws that impact quality of work but don’t have to do with money). He provided a few examples of the work done recently:

- Last year, a faculty regent bill passed and Alexes Harris was appointed by govern Inslee as the first faculty regent (first in the U.S.).
- Last year, passed bill that changed state ethics laws so that UW faculty are not subject to fines and sanctions if they collect book royalties.
- Currently working to pass the harasser law, which would require applicants to disclose if they have had findings of sexual harassment around them

Vigdor recognized that budgets and salaries are two topics that faculty often have a lot of feedback and questions about and opened the discussion to the group for anything related to that:

- Kenworthy reported out that a female faculty member has brought forth a bill (SB 5485 Public Employees/Childcare) that would allow public employees to get reimbursed for child or elder care and provided a link and steps for faculty to testify remotely if interested.

UWB GFO Updates

- **Non-Standard FTE-Generating Labor Policy**
  - EC reviewed initial policy, it is now back with the VCAA and AVC for Faculty Success for revisions, will be coming back to EC for further feedback

- **Senate Task Force on Merit**
  - Proposal is at the Faculty Council on Faculty Affairs. GFO hopes to get to spend some time reviewing and understanding the implications for UWB

- **P&T Process at UWB**
  - Elbers Carlisle currently working with Becca Price, Chair, UWB Campus Council on Promotion & Tenure and Wadiya Udell, AVC for Faculty Success to improve transparency and understanding of P&T processes for UWB faculty. Videos coming soon.

- **GFO Workplan**
  - GFO will be pivoting some work for the rest of the year in order to address racial and gender issues at UWB. Partnering with Chancellor and Tri-Campus leadership to address what information we need to better understand these equity issues and what we can move on to try and address them. GFO continues to hear that this is one of the most important issues for faculty.

Meeting Adjourned

Minutes submitted by Dawn Moncalieri
Meeting adjourned at 3:00pm
GFO Spring 2023 Meeting: Apr 27, 2-3pm via Zoom