General Faculty Organization Winter Meeting
Jan 27, 2022, 2-3pm via Zoom

Present: Jason Naranjo (GFO Chair), Shauna Carlisle (GFO VC), Keith Nitta (GFO Past Chair), Alaron Lewis, Camelia Bejan, Grace Lasker, Mark Kochanski, Mike Townsend, Allison Hintz, Jennifer McLoud-Mann, Surya Pathak, Steve Larson, Leslie Cornick, Chris Laws, Sharon Jones, Ed Buendia, Vin Keane, David Socha, P.V. (Sundar) Balakrishnan, Tyson Marsh, Matthew Bruce, Julie Shayne, Min Tang

Welcome
• Naranjo welcomed everyone and turned meeting over to Carlisle to announce first agenda item.

Faculty Senate Update
Robin Angotti, Chair, Senate Committee on Planning and Budgeting
• GFO Leadership, Secretary of Faculty, Faculty Senate Chair, UWB VCAA, Dean of STEM, and other colleagues took this time to recognize Robin Angotti’s contributions to UW tri-campus through her outstanding work in shared governance.

Ongoing Response and Issues Related to Covid-19
Jason Naranjo, Chair, GFO
• GFO reached out and offered support to faculty members most impacted by pivots regarding online and in-person teaching
  o Worked with Deans to identify faculty teaching more than 3 courses or teaching brand new prep courses
  o Feedback from faculty will be organized and shared back to Deans
  o Some emerging themes from feedback so far:
    ▪ Ability to meet student needs well feels compromised.
      • Trying to do classes both remote and in-person, even though not required
      • Anxieties around how evaluations will be handled this year
      • Exceptionally tired and overwhelmed and under resourced by institution
      • Do not have technology resources need to meet student’s needs
  o Some faculty provided feedback that they appreciate the support but are doing fine

DISCUSSION:
• Difficult to figure out how to help students. How do we handle students who are uncomfortable coming back or have to quarantine without teaching the class twice?
• In School of Business, faculty check in with students and responses have mostly been that they are uncomfortable and worried about coming back to campus.
• Faculty take brunt of student worry and frustration and the concern is that that will reflect in evaluations. Institutional guidance and support is needed
• What GFO is hearing from faculty is that more flexibility means more work and faculty are not prepared to do that work considering the lack of resources in faculty spaces
• Students have perception that they have choice as to how they attend a class and they expect to be accommodated. Helpful if students received message explaining what faculty are able to do
  o Students and faculty are interpreting the institution’s message of flexibility differently
  o Student perspective does not always include best pedagogical practice or what might be best for their learning
• Moving forward, need to continue to recognize how this is impacting faculty’s ability to carry out their scholarly agenda.
  o GFO worked hard to have Covid-19 impact statement to accompany P&T cases
  o Impacts differ for different tracks, for tenure track, research is required for promotion and all that time has now shifted to teaching. All faculty evaluations are impacted.

• Faculty need proper technology in classrooms so that they don’t have to come up with tech solutions themselves
  o Some faculty won’t hi-flex because it raises expectations of what faculty should be doing
  o Institution needs to make substantive investment in equipment and training needed to make this right. UWB is very behind in that regard

• What is a solid way forward? What could we immediately act on in partnership with Administration?
  o Communicate out clear, strong, and honest to students what they should expect from faculty. (i.e. “It is unreasonable for faculty to provide multiple modes of instruction, here is what you should expect…”)
  o Would be helpful to have a UW network storage location where the classes that are recorded (i.e. Zoom) can be stored for students to access on-demand. Some faculty upload stored recordings to Canvas but the size restrictions limit how many can be kept.
  o Administration should have trusted faculty to do what they normally do when a student is sick instead of sending message that faculty would be unusually accommodating but telling faculty not to do anything differently

Naranjo concluded that GFO leadership is always available to listen and that faculty should also voice their concerns and needs to their EFCs who can work collaboratively with Deans for resources

Unit Adjustment Summary and Implementation
Jason Naranjo, Chair and Keith Nitta, Past Chair, GFO

• Naranjo, VCAA, and UWB Chancellor met with Senate Committee on Budget and Planning earlier in week to answer questions about UWb’s Unit Adjustment application and it went well. Questions raised were around collaboration and faculty voice reflected in proposal.
  o Continue to learn how to get better level of articulation between GFO and UWB Senate representation

• GFO will send out email summarizing and providing all unit adjustment materials to all faculty

• Was a lot of opportunity for faculty to provide voice during unit adjustment process (GFO councils, GFO meeting, faculty survey sent out with 54% responding)
  o Survey asked 4 questions. Some ended up not being as important, such as:
    ▪ If there is not enough funding available, how would we prioritize the funding?
    ▪ What is the total amount of funding that we allocate toward unit adjustment?
    ▪ What level (school vs campus) do we want to implement the unit adjustment?
  o Results of survey
    ▪ Most voted for largest compression pool size (2% total annual compensation)
    ▪ Most voted for distribution scenario 3 (a little to most in need and spread the rest to as many as possible)
    ▪ Methodology for calculating compression was to determine of what target salary should be and, using that target salary, see how much under that salary an individual was and that would be the level of compression.
Method 2 was preferred for calculating target salary. Method 2 accounts for inflation by going back to most recent junior hire, adding 2% salary increase per year, adding 10% for expected promotion. That got to the expected salary line used to determine compression
  o Resulted in significantly less compression than other methods
  o UWB Unit Adjustment application that was submitted to Provost largely followed faculty recommendations.
    ▪ Method 2 only identified $106,000 of compression (0.4% of annual faculty compensation)
    ▪ Request went out from campus level, not school level
    ▪ Under the proposal and methodology used, 27 UWB faculty were identified as compressed, and that was split equal between tenure and teaching track.
  o How do we calculate for next unit adjustment? Used a conservative calculation (preferred by on a plurality of faculty) this time that identified relatively little compression
    ▪ Strong majority of business and nursing faculty preferred method 2 but the other schools preferred other methods.
  o Appears that UWB’s unit adjustment application will be approved and implementation will begin end of Winter quarter or begin of Spring quarter.
    ▪ Concept and amount should be approved by Provost in mid-Feb
    ▪ UWB will be asked to put together a spreadsheet with details of implementation, due early March (CCPB sub group with work with IR and IPB to do last checks, Deans will get list of faculty and asked to confirm that they meet criteria)
    ▪ Should be implemented by Apr 1
  o CCPB will continue to work on how future unit adjustments will go

Naranjo acknowledged and commended the hard work of the faculty to get the unit adjustment done and thanked everyone for attending meeting.

Meeting Adjourned