General Faculty Organization Autumn Meeting
Oct 27, 2022, 2-3pm via Zoom

Present: Shauna Carlisle (GFO Chair), Nora Kenworthy (GFO VC), Jason Naranjo (GFO Past Chair), Alaron Lewis, Julie Shayne, Charles Collins, Lori Robins, Jose Rodriguez, Keith Nitta, Sharon Jones, Ceri Nishihara, Pietro Paparella, Deanna Kennedy, Kristina Hillesland, Jennifer McCloud-Mann, Mark Kochanski, Yusuf Pisan, David Socha

Welcome & Overview of GFO Priorities & GFO Council Charges 22/23
Shauna Carlisle, Chair, GFO

- Carlisle welcomed everyone and provided overview of GFO priorities for 2022/23:
  1. Salary unit adjustment oversight
     - CCPB continuing to work on salary adjustment
  2. Diversity, Equity, Inclusion and Justice
     - GFO continues to advocate for access to faculty demographic data to inform pay equity issues. Faculty Senate Chair UWB Chancellor both supportive.
  3. Salary Equity
     - Needs to be defined
  4. Promotion & Tenure
     - GFO working with VCAA, CCPT, EC to identify shared understanding of process and will reach out to faculty to identify/understand points of confusion/ambiguity
     - UWT collected data from faculty on promotion & tenure process last year, developed robust plan to reorganize processes. Proposed changes not accepted by senate due to being out of compliance with code. UWB will work with/learn from UWT.
  5. Role of faculty governance
     - GFO working to leverage power of faculty by improving collaboration amongst UWB senate members, creating pathways of communication between Senators and School Elected Faculty Councils, GFO, and all UWB faculty
     - GFO hiring staff to streamline communication, develop UWB-focused legislative agenda
     - Continue working with UWT to get more parity on what it means to be a campus in the UW system because so much of the code treat UWT & UWB differently
  6. Dispute resolution and Grievance
     - Class A Legislation to Revise Faculty Code Dispute Resolution and Conduct Processes moves away from punitive approach toward collaborative approach. Has not received support from president yet.
  7. Review and revise policy on non-standard FTE-generating labor
     - Nora Kenworthy will discuss later in this meeting
  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.

- Carlisle turned meeting over to GFO Council Chairs to provide overview of council charges
  - Charity Lovitt, Chair of Campus Council on Assessment and Learning (CCAL) provided overview of charges contained in the 2022/23 CCAL Charge Letter
  - Ceri Nishihara, Chair of Campus Council on Academic Standards & Curriculum (CCASC) provided overview of charges contained in the 2022/23 CCASC Charge Letter
  - Jason Naranjo, Chair of Campus Council on Planning & Budget (CCPB) provided overview of charges contained in the 2022/23 CCPB Charge Letter
     - RCM review is not to decide whether to throw model out but rather to take a shared governance approach to determine what needs to be tweaked
  - On behalf of Becca Price, Chair of the Campus Council on Promotion & Tenure (CCPT), Shauna Carlisle provided overview of charges contained in 2022/23 CCPT charge letter
Non-Standard FTE-Generating Labor Policy
Nora Kenworthy, Vice Chair, GFO

- Kenworthy provided summary of VCAA’s draft policy (and a policy diagram) that sets expectations to compensate faculty for courses they are responsible for but that do not count as part of their standard teaching load. Kenworthy then opened conversation to council or feedback:

DISCUSSION:
- Concerns around pay equity:
  - Policy does not apply to part-time lecturers
  - Reimbursing based on percentage of monthly pay rate further locks in pay inequities between ranks
  - Tenure track faculty (who are paid more than teaching track faculty) teach less and do research (have labs) so they are far more likely to take on this compensated work
- As compensated work, this needs to have feedback and review mechanisms in place
  - Mechanism for tracking number of hours faculty spend for every credit hour to ensure people aren’t abusing system
  - Need to ensure there are processes in schools that are easy and equitable
  - How to standardize this is a big question since who is teaching these courses and how differs so dramatically between schools

- Kenworthy thanked everyone for their input and welcomed further input via email.

Special Committee of Merit Review Draft Problem Statement
Shauna Carlisle, Chair, GFO presented on behalf of Dr. Karam Dana, IAS

- Carlisle explained that, last year, UW Provost proposed a merit review process for full professors in order to provide faculty incentive. Faculty Senate responded to proposal stating that it was an issue that required faculty input. Upon review of proposal, the Senate Committee on Faculty Affairs (SCFA) determined that the issue went beyond Provost’s initial proposal and that the whole system of merit needed to be evaluated for fairness. SCFA convened a special committee to evaluate merit review process and has included their finding in a Problem Statement. Carlisle encouraged faculty to provide feedback and stated that, after faculty feedback is gathered, the special committee will propose solutions

Questions, Feedback, Announcements

- Jose Rodriguez, UWB Assessment Specialist, stated that the UWB Curriculum Guide is being updated to improve coordination, monitoring, tracking of curriculum workflow. Changes to be reviewed by EC Nov 8
- Regarding RCM budget model review: What power does faculty have to make or enforce change? Ex: if faculty determine parts of RCM need to change, what power (if any) do they have?
  - Feelings of disempowerment amongst faculty could stem from a lack of literacy in budget processes (through no fault of their own). UWB does not have purposeful spaces or pedagogies for instruction on budget complexities. Faculty cannot become full partners in decision-making process without literacy. Faculty also need to work with their school’s teams.
- Regarding CCASC charge: Can schools gain more authority on modality of delivery of courses rather than having to go through formal approval on course-by-course basis?
  - CCASC is still waiting on comprehensive university decision as to how to implement this
  - Will the restriction from BODC that at least 50% of teaching be in-person for a hybrid course be lifted due to changes after the pandemic?
    - VCAA not aware of any such directive. Could be that directive from UW President that majority of instruction at undergraduate level should be in person is being misinterpreted

Meeting Adjourned

Minutes submitted by Dawn Moncalieri
Meeting adjourned at 3:00pm
GFO Winter 2023 Meeting: Jan 26, 2-3pm via Zoom