

General Faculty Organization Autumn Meeting

Oct 29, 2020, 2-3pm via Zoom

Present: Keith Nitta, Jason Naranjo, David Socha, David Goldstein, Alex Musselman, Linda Watts, Nora Kenworthy, Robin Angotti, Andrew Abian, Shima Abadi, Mike Stiber, Mark Kochanski, Kara Wells, Grace Lasker, Ed Buendia, Emily Gismervig, Tyson Marsh, Leslie Cornick, Guru Ravi, Gowri Shankar, Sundar Balakrishnan, Charity Lovitt, Sharon A. Jones

Welcome and Overview of GFO Priorities for 2020/21, followed by short Q&A

Nitta welcomed everyone and reviewed the GFO's priorities for 2020/21:

1. Overarching goal is to implement new campus Strategic Plan: strengthen diversity and equity, enhance community and campus engagement, and advance cross-disciplinary teaching and scholarship
2. New School-level Fiscal Operation Guidelines. Final implementation of modified RCM budgeting model
3. New School-level Promotion and Tenure Guidelines. Including implementing newly adopted Inclusive Definition of Scholarship
4. Plan for campus-wide Assessment of student learning, including the new 6th learning goal related to Community Engagement, in preparation for mandatory campus accreditation
5. New campus-wide Diversity, Equity, and Inclusion training for promotion and tenure, in addition to hiring
6. Improved campus-wide reporting on faculty compensation, including by race, gender, etc
7. Support faculty teaching remotely, including implementing the new campus-wide ban on online proctoring

Presentation of charge letters for the 2020/21 GFO Councils, with Q&A/Discussion following each:

- Campus Council on Planning & Budget (CCPB) – David Socha, Chair
 - 2 primary aims for 2020/21
 - Help EFCs and Deans as needed in figuring out working within RCM
 - Faculty compensation – work to identify and address gaps. Work with IR and IPB to figure out how to ensure race, gender are being considered.
 - Question: if there are gaps and salaries are lower for certain identities, and report that information, does that have to be mitigated when recognized?
 - CCPB could just provide the info or actively go out there and say, “we have a debt to faculty and we need to take action”.
 - Will make the information public and see where it goes.
 - Goal to have campus-wide policy plan to address the gap in collaboration with faculty and administration and that faculty voice is clearly represented and grounded in what we know.
 - CAD is eager to work with CCPB on this

- Campus Council on Academic Standards & Curriculum (CCASC) – Grace Lasker, Chair
 - Online proctoring process – working to ensure CCASC is thinking equitably about process
 - 1503s moving to Kualii – work to make smooth transition to change in process flow
 - CCASC should consider what Faculty Council on Academic Standards is doing
 - Robin will get access to FCAS. FCAS UWB rep
- Campus Council on Promotion & Tenure (CCPT) – Carrie Tzou, Chair
 - Will pilot DEI training, working with Chad Allen at Seattle campus
 - If DEI is included, it is mandatory that reviewers consider it
 - VCAA charge to Deans directed them to develop DEI guidelines for P&T- CCPT can be clearinghouse for guidelines. Place for EFCs to learn what other schools are doing and ensure schools are supported
 - Review all P&T cases by their deadlines
 - Engage in “exit conversations” between CCPT chair and VCAA and units
 - Question: what is the timeline for moving the function of CCPT to the school level.
 - FCTCP (UWB rep, Jason Naranjo) working this issue. They can be your voice for how the Faculty Code changes.
- Campus Council on Assessment and Learning (CCAL) – Alex Musselman, Chair
 - Focusing on “Campus Wide Plan for Assessment & Learning”
 - Working with AA and IR to collect data on 1 or 2 of the learning goals to assess
 - Will probably focus on Diversity ULG and pilot assessment of that ULG
 - Working on changing ULGs to action statements maintaining substance and intent but changing verbs
- New mandate, not allowed to have any type of training like “Implicit Bias”. UW President’s stance is that UW will keep doing what aligns with UW standards.
- If a faculty member is involved in a research project funded by federal might see something like that come from sponsor, it could cause harm to your project moving forward. Let Carolyn Brennan know as there are avenues through the AG that could help with that.

Discussion of Additional GFO Priorities or Activities for 2020/21

- Pilot program to provide housing assistance for faculty only open to UW Seattle faculty. Provost stated that UWB would need to use their own funds if they wanted to have a similar program. UWB doesn’t have the funds
- Currently no UWB or UWT rep on the Faculty Council on Planning & Budget. There is no code to have those reps but they need to be part of those conversations. Angotti will speak with provost.
 - Maybe UWB CCPB chair should be the rep?
- Faculty council of women in academia event tomorrow.
- UW trying to have more open town hall events with faculty who are experts in issues occurring right now. Goal is to have more communication, more faculty voice in process.

Adjourn

Minutes submitted by Dawn Moncalieri

Meeting adjourned at 3pm

Next Meeting: Jan 28, 2021