

## Executive Council Meeting

Apr 6 2020, 8:45 – 10:45am, via Zoom

**Present:** Jason Naranjo, Julie Shayne, David Socha, Keith Nitta, Santiago Lopez, Tyson Marsh, Surya Pathak, Shima Abadi, Nora Kenworthy

**Guests:** Kristina Pogolian, Beth Beam, Sharon A. Jones

## Welcome & Check-in

**Adoption of Minutes:** March 9 minutes approved

## Listening Session - Preparing for the Post-Pandemic Workplace

Beth Beam, Asst. Vice Chancellor, OE/HR

Beam asked EC to consider questions below and provide feedback in anticipation of post-pandemic return to campus. In addition to listening sessions, OE/HR has contracted with Gallup to run well-being surveys and will conduct targeted interventions to ensure individuals are supported during transition.

- *What needs do you anticipate as you think about a post-COVID workplace?*
- *What have you been hearing?*
- *What concerns do you have and/or have you heard others express?*
- *What are you excited about?*

## Discussion/Feedback:

- Consider keeping meetings/work virtual when possible:
  - Fewer cars on road is better for environment
  - Better for faculty, staff, student caregivers. Childcare challenges will continue post-pandemic
  - Opportunity for UWB to imagine new ways of treating people well: reduce stress, rely on technology, expand accessibility. Good time to broaden who and how we serve.
  - Time spent commuting could be spent doing substantive work.
- Long term goal: create more equitable affordable housing and childcare options.
  - Area becoming unaffordable, people living farther away and childcare costs increasing, making recruitment and retention more difficult.
  - UWB does not get same supports as UW Seattle, need to create flexibility for remote work.
  - Particular concern for parents of newborns/children not old enough to vaccinate.
    - Parents with no leave faced with putting vulnerable kids in daycare.
    - UWB needs to increase work flexibility for new parents and consider extending parental leave guidance.
- Faculty, staff, and students need to feel safe when coming back to campus.
  - What protocols and practices will be in place? What will the requirements be for students? For faculty and staff? Vaccinations? Rapid testing?
- Issue of climate change and of equity
  - Cost of commuting (on environment and individuals) is high. UWB needs to not only allow flexibility to work remotely but also provide backing to ensure it can be done equitably.
    - Fully online meetings or fully in-person meetings work well. Hybrid meetings do not. Those joining remotely do not get same experience. Difficult to change that but those equity issues need to be considered

### 2020/21 EC Membership

Jason Naranjo (Chair) – GFO VC  
Keith Nitta – GFO Chair  
David Socha – GFO Past Chair  
Surya Pathak – Business rep  
Tyson Marsh – Education rep  
Julie Shayne – FYPP rep  
Santiago Lopez – IAS rep  
Nora Kenworthy – NHS rep  
Shima Abadi – STEM rep

- People will continue working from farther away. This is an opportunity to consider negative impacts of travel (local and beyond) on environment and individual and find ways to work remotely in prudent and effective ways
- People are craving interaction. Being intentional and prioritizing meaningful campus involvement in spaces will make those interactions less of a drain and more of a time to create and celebrate.
- Need to check in with students
  - Students are not as excited about taking hybrid courses as faculty are about teaching them. Students are craving/need the in-person interaction.
  - Some students will benefit from the hybrid structure but some students need/want to be in a physical classroom, especially after this time of isolation.
- Envisioning UWB as a premiere provider of equitable education
  - Different student bodies and different programs have different needs. One size does not fit all. Need to identify different needs and where they intersect in post-pandemic world.
    - What kind of technology, programming, scheduling, flexibility are we offering to students, faculty and staff?
    - What does UWB envision as the university life that people are coming to? Need to think of the whole experience as a campus.
    - Having safety protocols in place is going to be crucial to returning confidence about coming to campus.
- VCAA office surveys
  - Faculty survey focusing on instruction going out soon (What works well on campus vs. off? What resources do you need?, etc.)
  - Student survey going out mid-quarter and structured to mirror faculty survey in the hope of seeing intersections.
  - Hope to have data by summer
- UWB needs to rethink the importance of faculty service. Our communities need us.
- In order to diversify faculty being recruited and retained at UWB, need to think creatively (as affordability plummets) about how things can be changed/adjusted to reduce cost for individuals (flexibility in commute, childcare on campus, etc.).
- Need to think differently about how/where we work. If UWB values community-engagement, no reason “back to work” can’t/shouldn’t happen in the community. Need to think broadly and flexibly.

Beam thanked the council for their thoughtful candor and asked them to reflect on what they are excited or hopeful about in the upcoming year?

- Access to technology.
  - Hope that unlimited Zoom accounts will continue, as that is beneficial to all.
  - Students having remote access to campus computers has led to amazing remote work.
  - Faculty and students having access to technology has been a game changer. Thankful for IT and Administration support in that.
- Excitement around AVC DEI hire. Pandemic has been hard on students, it will be good to provide proactive resources rather than responding to crisis.
  - A trans student advocate needs to be hired as trans students are especially at-risk.
  - Excitement about level of political engagement and institutional resources being focused on DEI issues.
- Commitments within the community to show up for and care for each other have deepened and have revealed our shared goals. That said, caregiving resources (all of us, caring for others and ourselves) are depleted. Physical and mental support is needed at UWB. This year will have a long legacy.

Beam thanked the council and encouraged any further thoughts/feedback be sent/directed to her.

### **Presentation of Ballot Results for the Vote on Banning Online Proctoring**

Keith Nitta, Chair, GFO

Nitta summarized results of Mar 2021 faculty vote on online proctoring policy: 111 votes (quorum met), policy passed 66 yes to 45 no (59.46% to 40.54%). Results are closer than Jun 2020 vote on policy: 99 votes, policy passed 71 yes to 22 no (76.34% to 23.66%). GFO officers and VCAA met with UWB Chancellor to discuss results and concerns. Chancellor reached the following decisions:

- Due to significant concerns raised by STEM-CSS and School of Business, wording of will go back to original (June 2020) iteration to include blanket exemption for fully online programs.
- Ban will sunset in 2 years (Fall 2021-Sum 2023), GFO will reassess at the point.
- Schools and VCAA office will implement initiative to support faculty in finding/creating alternative ways to assess students that doesn't involve online proctoring. Over next 2 years, initiative should undercover the needs of faculty.

Nitta stated that the VCAA is drafting language for an announcement set to go out to campus soon. He then opened the discussion to the council for feedback/questions:

#### **Discussion/Feedback:**

- Chancellor's compromise offers opportunity for GFO and VCAA office to partner and build support for faculty. Also recognizes that there are program and graduation requirements for which exceptions must be made.
- Idea is that schools/program would propose what they need to build capacity for equitable assessment and VCAA's office (if run from there) would provide support, beyond technology needs
  - Important that schools/units understand what equitable assessment is so they know what to ask for
- UWB also needs to reimagine how students are assessed when entering the university. Serious equity concerns (example: a master's student tested into a class they were qualified to teach)
- Conversations around online proctoring have brought further concerns (student and faculty) to light and made us think differently. GFO is not a policing organization but can share norms and establish expectations about what it means to be UWB faculty.
- Online proctoring started the conversation but equitable assessment is the bigger, broader framework.

### **Update on COVID P&T Statement**

Naranjo updated council that working draft of statement is being reviewed by CAD tomorrow, no major changes or push back expected. Once back from CAD, EC will review proposed updates/changes and plan to vote on statement in Apr 20 EC meeting. Statement will go out to colleagues/schools for P&T files going through in Sum 2021. Naranjo opened discussion to EC, requesting feedback to take forward to CAD:

#### **Discussion:**

- Plan is to work on guidance document after gathering CAD feedback as to what will be helpful

- No mandate for individuals to include personal statement – should state that in FAQs and explain rationale
- Candidates have been made aware that a statement is coming
- Consider creating an initial straw document of what could be included in guidance
- After CAD meeting, contact OE/HE so that they can create what is needed in Interfolio
- VCAA will communicate with UW provost once EC votes

Naranjo summarized that after the CAD meeting, the VCAA, OE/HR, and EC will have access to final draft, and EC will vote on Apr 20. After that, statement will be ready to go to colleagues to use in P&T dossiers.

### **Set Agenda for Apr 29 GFO Spring Meeting**

Keith Nitta, GFO Chair

Nitta explained that, as per GFO bylaws, the EC is responsible for setting the agenda for the quarterly GFO general meeting. He offered potential topics:

- Covid-19 statements and impacts/effects of pandemic
- Cheating: rise in academic misconduct cases
- GFO: course releases and how to incorporate EFCs
- Post-Covid-19 listening session
- Equitable assessment as follow up to online proctoring ban

#### **Discussion:**

- Discussing how academic integrity impacts faculty in the classroom is important when considering how we envision UWB in post-Covid hybrid mix world. Effects faculty time, compromises student learning.
  - Need to ensure academic integrity is intact but also consider how it relates to equity. Is this about students? Or about how we are structuring our courses?
  - A useful analysis of academic misconduct would be helpful. Knowing there is an increased number of academic misconduct cases doesn't help us understand
- Combine into a "Academic Integrity and Equity in Pandemic and Post Pandemic" session. Invite Beth Beam to speak about back-to-work and panelists (Karen Rosenberg, Pen Moon, Katie Horowitz) to discuss equitable assessment and misconduct. They are connected.

#### **Announcements:**

- Nitta (as GFO rep to campus safety) invited council to town hall meeting on having a contract with Bothell police department to have armed guard on campus.

### **Meeting Adjourned**

Minutes submitted by Dawn Moncalieri

Meeting adjourned at 10:45am

The next EC meeting Apr 20