Executive Council Meeting  
Oct 12, 2021, 8:45 – 10:45am, via Zoom  

Present: Shauna Carlisle (chair), Jason Naranjo, Keith Nitta, Sophie Leroy, Tyson Marsh, Linda Watts, Santiago Lopez, Jason Daniel-Ulloa, Shima Abadi  

Guests: Sharon A. Jones, Robin Angotti  

Welcome & Check-in  
Carlisle welcomed committee, led a round of introductions, and turned meeting over to Naranjo to present first discussion item.  

GFO Priorities for AY 2021-22  
Jason Naranjo, Chair, GFO  
- GFO priorities emerged from multiple years of work and emergent pieces due to pandemic  
- 4 large categories to guide work of councils:  
  1. Salary Equity  
    - Coordinate Faculty review and input into the proposed salary unit adjustment.  
    - Continue efforts to address issues of salary equity among the faculty  
  2. DEI&J:  
    - Consolidate and make transparent data and reports related to faculty demographics and campus climate with a focus on issues of DEIJ for BIPOC faculty. In order to inform DEI policies around caregiving, P&T, and compensation policies and practices.  
  3. Promotion & Tenure  
    - Make policy recommendations that center UWB as the place where academic HR decisions are made and vested.  
  4. Care for Faculty & Wellbeing  
    - Develop COVID 19 support plan for faculty.  
    - Review and make policy recommendations for caregivers and those faculty who experience trauma.  
    - Develop policy recommendations on transition from pandemic to endemic workplace practice.  

Council had no additions or edits to GFO agenda for 2021/22  

MOTION by MARSH: Move to approve draft list of UWB GFO Priorities in 2021-2022  
SECONDED by ABADI  
PASSED WITHOUT DISSENT  

Proposed Unit Adjustment Plan from CCPB  
Keith Nitta, Chair, CCPB  
- Spring 2021, UW Provost informed UWB of upcoming opportunity for a unit adjustment  
  o UWB (not individual schools) is recognized as a “unit”  
  o CCPB provided Chancellor with recommended guiding principles on a unit adjustment: to use diverse models, to address compression/inversion, to address as many as possible, and to focus on those significantly below their expected salary.  
- Summer 2021, Chancellor approved guiding principles, placed cap on how much funding could be applied to unit adjustment ($240,000)  
  o UWB Institutional Research analyzed faculty salary data, now needs guidance on how to prioritize the limited funds available.
First analysis of compression issues identified a need of over $1 million

- IR and VCAA asked GFO for 3 potential alternatives for prioritizing the funding
  - A. Focus on those in most need
  - B. Reach as many people as possible
  - C. Combination of A and B (50% to those most in need, 50% spread over as many as possible

- Provost is authorizing UWB to use existing funds for unit adjustment, Provost is not providing funds
- Deans are pulling together feedback on the 3 alternatives

DISCUSSION

- How do we encourage as much faculty voice as possible?
  - Provide both aggregate and individual compression data to all faculty
    - Individual data (to each faculty member from GFO/VCAA) will help individual faculty understand where they are within the 3 models and have an informed voice
    - Aggregate data will support informed understanding of the larger picture
  - Inversion data being left out of aggregated data is far from incidental
  - Transparency around how faculty were grouped for analysis is important to include
  - Academic HR very risk adverse and unwilling to provide demographic data for salary equity analysis
    - GFO EC and CCPB have been advocating & pressuring at a tri-campus level for a year
    - VCAA and new Chancellor are supportive, EC needs to find a way to leverage that support
    - Public records request is an option
    - Could ask faculty to self-identify
    - UW not willing to share demographic data with its own faculty gives the appearance that they are hiding something, that could have a negative impact on recruitment and retention
  - Bigger question is how do we prevent compression from happening in the first place?
  - Next Steps?
    - Transparent message to faculty, provide aggregated and individualized data to each, and ask each to self-identify in key demographic areas (salary, race, gender, disability, age)
  - VCAA and Chancellor have never directly requested demographic information from Seattle. A request from GFO to UWB Chancellor to ask Seattle for individual demographic data in order to support current unit adjustment process could be effective.
    - Important to note that, for much of its history, UW has not asked applicants their race and gender so information may be incomplete.

Carlisle summarized that GFO will draft a letter to the Chancellor asking that she request demographic data from UW Academic HR and will circulate that draft to EC members for their and their colleagues’ input/edits. In addition, GFO will draft a letter summarizing unit adjustment feedback from EC and CCPB for VCAA.

UWB Faculty Representation on UW Senate Committee on Planning & Budget (SCPB)

Robin Angotti, Chair, SCPB

- There are 12 faculty councils on UW Faculty Senate and UWB has representation on all but the Benefits & Retirement Council.
- SCPB just added dedicated UWB and UWT rep positions
  - Casey Mann current rep in 3-year position
  - SCPB has 1 hour per week with Provost, making it a powerful committee.
  - SCPB chair sets agenda SCPB meetings, with the goals of providing feedback from the faculty perspective on planning & budget issues
- How can the UWB rep on SCPB have a connection to GFO?
  - Angotti suggested GFO leadership meet quarterly with the 15 UWB reps on UW councils
- Helpful in knowing where there is representation or not.
- Legislation comes out of councils, getting plugged in would be beneficial
- SCPB rep should be a monthly meeting with GFO leadership
- Important to communicate service load of committees and councils better and (especially for new faculty) communicate how the faculty senate works
  - Service commitments not recognized or communicated adequately
- How is the SCPB rep selected?
  - SCPB chair selects the rep. It is possible for GFO to propose a change to the code to make it so that GFO picks the rep.
  - It is a 3-year commitment and the information is dense. Need someone who is committed.
- Another consideration, the term of the chair of the Faculty Council on Tri-Campus Policy will be up in 2 years. May want to consider someone from UWB going for that position.
- When looking across the most powerful councils at UW, most representatives from UWB are male.

Carlisle summarized that Angotti will be invited back to EC to continue the discussion and further identify ways that GFO can connect with UWB reps on UW councils and consider the future of how SCPB reps are elected.

**COVID 19 Faculty Support Plan**
Sharon A. Jones, Vice Chancellor, Academic Affairs

- Last year, UWB spent $175,000 to support emergency teaching
  - Funding was announced just before Winter quarter in response to UW Provost doing something similar and as a result of a faculty group looking at caregiver support
    - UW Provost allocated $1 million, spent just over half, had heavy restrictions
  - UW went on to add an additional $175,000 for those experiencing racial injustice or hostility
  - Vast majority of emergency funds went to faculty who opted out of summer teaching in order to recover and prepare for fall (which wasn’t an option for UW Provost funds).
- In-person teaching will continue to pose challenges, such as ongoing caregiving needs. Therefore, Chancellor has set aside another $175,000 for 2021/22
  - 2021/22 funding will go to support in-person teaching.
  - Faculty will indicate what they need and schools are encouraged to be creative in how they support their faculty
- UW Provost has set aside another $100,000 in emergency funds for UWB and UWT but restrictions are strict. Cannot pay for overloads for faculty. VCAA requesting feedback from faculty as to how those funds could be used.

**DISCUSSION:**
- Daycares and schools are open but there is a shortage of daycare.
  - VCAA wants to hear from faculty facing those challenges and see what could help
  - Deans are trying to put together back-up lists so that faculty can have a sub if unexpected caregiving commitments arise.
- In one program in the School of Business, faculty organized teaching groups of all faculty teaching core courses in a quarter and synchronized syllabi so that the sequence of topics and core parts were the same across sections. That made it easier to move toward “team teaching”. Perhaps some of the emergency funds could go toward supporting such a practice in other schools.
- Is it possible to invest in infrastructure for students to have technology options for those attending a combination of in-class and online classes?
  - It has been considered but creating those kinds of spaces to meet the needs of the individual requires very expensive infrastructure and those spaces are likely to create chaos. And it is unsure how it would be used moving forward.
Digital technology experts recommend that, if faculty are having a remote session, that they be asynchronous.

Faculty need support to get to effective hybrid state but it is very hard to figure out across tri-campus.

- Important that faculty remain flexible and creative, keeping student voices and experiences at center. Listen to students and understand that we’re not working at optimal conditions. Be transparent. Give them assurance that you are doing everything you can. Give student grace and space.
- Unlike at other institutions, UWB faculty do not have TAs to help manage/facilitate the online portion of a hybrid class. Can be overwhelming. Help in that area would be good.

Carlisle thanked the council for their contributions and encouraged all to continue to consider and share ideas as to how emergency funding could be used to support faculty.

Setting the Oct 28 GFO Meeting Agenda
Keith Nitta, Chair, GFO

Nitta explained that the EC is charged with setting the agenda for the quarterly general GFO meeting and proposed that the entire hour of the Oct 28 GFO agenda be dedicated to discussion on Unit Adjustment.

MOTION by WATTS: Move to approve agenda for Autumn GFO session
SECONDED by MARSH
PASSED WITHOUT DISSENT

Carlisle thanked everyone and adjourned the meeting.

Action Items:

- GFO leadership will draft letter asking Chancellor to request demographic data from UW Academic HR. Draft letter will first be circulated to EC for their and their colleagues’ input/edits.
- Nitta will draft letter summarizing unit adjustment feedback from EC and CCPB for VCAA.
- Carlisle will invite Angotti back to EC to continue discussion and further identify ways that GFO can connect with UWB reps on UW councils and consider the future of how SCPB reps are elected.

Minutes submitted by Dawn Moncalieri
Meeting adjourned at 10:45am
The next EC meeting will be Oct 26 @ 8:45am