

General Faculty Organization

Nov 1, 2023

Re: CCPT Charge for 2023-24 Academic Year

Dear Professor Ezeonwu,

Thank you for serving as chair of the General Faculty Organization's Campus Council on Promotion & Tenure (CCPT). In order to provide more transparency and clarity about the work of the GFO to our faculty and indeed UW Bothell students, staff, and administration, the GFO's Executive Council (EC) is formally charging each GFO standing committee and will publicize these charges at the Fall GFO meeting on October 26. We have developed the priority items in this charge letter collaboratively with you, during individual meetings and discussions with you as well as during the second EC meeting of the academic year on October 24.

The GFO has identified the following faculty priorities for its work in 2023-24:

1. Strengthening faculty governance
2. Budgeting and finance
3. Administrative transparency and oversight
4. Diversity, Equity, Inclusion and Justice
5. Care for faculty labor and wellbeing
6. Promotion & Tenure

The GFO have identified that items **#5** and **#6** on the GFO's priority list intersects with your work and we look to your input and recommendations on this issue.

In addition, the Vice Chancellor for Academic Affairs has identified the following priorities for 2023-24 that may be relevant to your work:

- A. Strengthen support and structures for faculty success at all career stages.
- B. Strengthen support for transformative pedagogy.

We do not expect your committee to work on all these issues, and we understand that much of your committee's work may not directly address any of these items. However, we do hope that the GFO will collectively work on all these issues, and for your committee to work on those items within your jurisdiction.

Below, we've listed the agreed upon areas of focus for your committee for the year, along with the expected final deliverable and the suggested timeline.

- CCPT will contribute to the goal of making policy recommendations that center UWB as the place where academic HR decisions are made and vested in the following ways:
 1. Making recommendations about the promotion and tenure of 19 faculty members who collectively represent all of the schools at UWB.

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2. Provide GFO leadership with information about how the 2022-23 academic year's promotion and tenure cases went and whether there are lessons learned about the process that can be conveyed to faculty / schools.
3. Advise GFO EC on revising the bylaws related to CCPT elections and membership.
4. Clarify that the council's goal in reviewing cases is to assess the fairness of the process and the substance of each case as required by the faculty code.
5. Share impressions with VCAA Jones and AVC for faculty Success, Wadiya Udell about how fairly the faculty members who are being considered for promotion have been treated since either arriving at UWB or since their last promotion.
6. Develop and/or revise guidelines for the Review Committee letters, Faculty Discussions, and Dean letters.
7. Share the guidelines for Review Committees letters, Faculty Discussions, Dean letters, and CCPT letters with the faculty as a whole.
8. Provide GFO leadership with an update on DEI/CBLR issues that were identified during the 2023-2024 P&T review.

We would like quarterly updates regarding each of the focus areas in the form of a short memorandum and visit to EC. We look forward to continuing our collaborative work to strengthen our campus for our faculty, staff and students.

Sincerely,



Nora Kenworthy, Associate Professor
Chair, General Faculty Organization



Robin Angotti, Professor
Chair, Executive Council