Linda announced that the vote on the motion by the EC to approve the Business proposal of the MIS Concentration was unanimous.

Resources/Opportunity Equity for Faculty

Taylor Webb presented data to the EC on salary structure and distribution at UWB across programs. His report initiated a discussion on salary, resource and opportunity inequities for faculty at UWB. The UWB faculty salary distribution structure reflects relative inequities across programs. Comparisons of average salaries institutionally with UWS and UWT also highlight inequities, with UWB's full, associate and assistant professors falling below both institutions in almost all programs. These disparities have become critical and the impact is widely felt. Some issues that have been identified are:

- Assistant professors' ability to conduct research is greatly affected
- Productivity before and after tenure can be compromised
- Adding teaching loads summer quarter limits time to devote to research
- Conference attendance is not feasible on restricted funds
- Smaller departments have even greater impact
- Advising and field supervision demands create more workload
- Faculty service on committees strain the department's resources and staff
- Professors cannot afford hire-out services (copying, etc), journal subscriptions or software

These issues and others continue to grow. The UW Accreditation Report and the AAUP Report show that faculty salary concerns are a significant problem and remain a major issue. To realize change, UWB should make a serious commitment to addressing this situation and integrate policies into institution building that work toward solutions. The faculty job satisfaction survey demonstrated that support for research and rectifying salary inequities are among the priorities that faculty set highest for this campus. Different programs may require different solutions, the faculty needs to frame the principles that will work toward resolution.

Some options discussed were:

- Push support for research
- Immediate equity adjustment
- Articulate how Faculty Council differentiates between programs for promotion and tenure decisions (i.e. Business and Education)
- 2nd and 3rd year course release/course stacking
- Hiring RAs and TAs
- Funding support for conferences
Action required from the Executive Council:

Draft a statement outlining institutional salary policies and equity adjustments, internally within departments and externally within UW and peer institutions. Jane and Andrea will draft the statement.

Sandeep updated the EC on the Distinguished Lecture status. It has been confirmed that budget resources of $4000.00 for the biennium will be allocated to the GFO for the Distinguished Lecture. It is now up to the EC to decide if a yearly or biennial event should be presented.

Motion: A two week consultation period will take place to make a decision on this year's event.

Faculty Workload

Linda informed the EC that Jane Decker is constituting a task force to address faculty workload. Linda is calling on the GFO to take a proactive role on this task force and to partner with the Vice Chancellor to focus our effort on this matter. A meaningful goal for the GFO would be to gather information on the implications on workload of responsibilities that are not outlined on a teaching schedule:

- Advising students
- Articulation of students admitted
- Class size
- Service learning/internships
- The institution's rate of growth/enrollment
- Institution building - search committees, curriculum review
- Possible 5for5 challenges
- Graduate programs

EC and GFO can help to position the new Vice Chancellor to understand the significance of shared governance at UWB and become aware of important faculty issues.

Minutes submitted by Barbara Van Sant