February 16, 2006, 3:00 pm, UW2 327

Present: Steve Collins, Kevin Laverty, Carol Leppa, Alan Leong, Kathleen Martin, Clark Olson and Bill Seaburg

Guest: Tom Bellamy and James Burton

Approval of EC minutes of February 2, 2006

The EC minutes of February 2, 2006 were unanimously approved, with one correction noted.

Announcements

Kathleen announced that a recommendation has been made to appoint Gray Kochhar-Lindgren as the interim coordinator of CUSP. The EC affirmed that choice.

Chancellor's proposal on faculty salaries

The EC discussed the letter from Interim Chancellor Steve Olswang regarding his proposal to guide the distribution of salary adjustments at the UW, Bothell. Kevin presented an overview of the GFO Faculty Affairs' report submitted May 17, 2005 for improving faculty salaries at UWB. He also conveyed information that he gathered from program directors on the priorities that will guide the distribution of funds for salary adjustments in the programs. The EC deliberated on the suggestions made in the report, the principles outlined in the Chancellor's letter and the program director's perspectives on this issue. Regarding the process for making adjustments, the EC noted that the following points should be considered:

- The faculty voice should inform the choice and prioritization of principles to be used in adjusting salaries.
- Salary adjustment should be tied to campus growth: when new faculty lines are filled, adjustments should be made to salaries of existing faculty to prevent inversion and compression.
- Funds for salary adjustments should be a permanent budget item, not a one-time adjustment. It is important that the work begun by this administration on faculty salaries become part of the ongoing planning and budgeting process so that it will be carried forward by the new Chancellor.

The EC also would like clarification of some of the language in the Chancellor's letter. The following questions were raised:

- What is a "living wage"? The EC would prefer an alternative term.
- Where did the flow figures originate?
- Are these the right principles, in the right order? Are there others that should be given consideration?
- Does the proposal adequately respond to issues raised by the Faculty Affairs report?

The EC also stressed the importance of process. At the very least, given the importance of this issue and the number of faculty affected by it, the chancellor's proposal should be discussed within the broader faculty.
**Motion**

The EC appreciates the Chancellor’s proposal to address faculty salary issues.

The EC recommends that the Chancellor add at least $50,000 per year to the permanent budget to address salary compression and other inequities. In addition, the EC will consult with the faculty on the principles to guide priorities for salary adjustments in accordance with the shared governance model. This motion was unanimously approved.

**Process for mediating and resolving disagreement on designation of lower division courses claimed by both CUSP and an academic program**

This item will be addressed at a future meeting.

**Draft policy on establishing centers at UWB: I would like your input on how to frame this item for discussion at a later meeting**

This item will be discussed at a future meeting.

**GFO committee structure and increasing the voice of the faculty in shared governance: Quick discussion of possible dates (exam week?) for an EC retreat or special meeting where we can take up this important topic**

The EC will meet for a retreat March 15 to discuss the structure of the GFO from the standpoint of its organizational capacity to represent the faculty voice effectively in shared governance.

**Executive session: Format for EC luncheon and faculty forums with Chancellor candidates**

The next meeting will be March 2, 2006.

Minutes submitted by Barbara Van Sant.