EC discussion of Interim Interim Chancellor Steve Olswang’s proposal to begin implementation of the Provost’s Salary Compression Initiative.

Steve opened the discussion on faculty salary adjustments with a thank you and acknowledgement to Interim Chancellor Steve Olswang for his proposal to guide the distribution of merit based unit salary adjustments for faculty at UWB. The proposal outlines three principles to be followed in making individual salary adjustments for faculty to help resolve market gap, compression and other salary inequities. The EC, after discussion and a review of recommendations from the GFO Faculty Affairs Committee on faculty salaries, responded to the Interim Chancellor’s proposal with the following motion, which was passed unanimously at its regular meeting on February 16, 2006: "The EC appreciates the Interim Chancellor’s proposal to address faculty salary issues. The EC recommends that the Interim 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." The EC communicated its position to the Interim Chancellor in a letter dated February 22, 2006.

The Interim Chancellor responded in a letter of March 3, 2006 addressing the issues that the EC had raised and clarifying language used in the initial letter. Two points in particular were stressed in the letter and taken up for EC discussion:

- To adjust base salaries for the 2005-6 academic year, agreement on a set of principles by which adjustments are to be made, at least for this year, needs to be reached before the end of winter quarter.
- The three principles proposed in the initial letter, and their priority of application, were reaffirmed. The EC is invited, however, to propose other principles, or alternative ordering of the original three.

There was broad consensus in the EC on the first principle of raising the foundational salaries for faculty at the assistant, associate, and full professor levels. Further discussion is needed on the wording and prioritization of the second and third principles. Opinions coalesced around the application of the first principle to adjust salaries for the 2005-6 academic year. Discussion of how to apply the other principles to future adjustments will be taken up at a future EC meeting after further consultation with faculty.

After deliberation, the EC called a motion:

**Motion**

The EC recommends that the Interim Chancellor proceed with making salary increases on the basis of Principle 1 addressed in his letter to the EC, dated January 25, 2006.
We encourage that the term "appropriate living wage" in Principle 1 be replaced by the term "appropriate foundational salary".

We further recommend that Principle 2 be re-worded and that there be further discussion of the ranking of Principles 2 and 3.

The motion was approved unanimously.

The next meeting will be determined at the EC Retreat on March 15, 2006

Minutes submitted by Barbara Van Sant