May 4, 2006, 10:00 am, UW2 327

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

**Absent:** Carol Leppa

**Guests:** Tom Bellamy

**Approval of minutes from April 21, 2006**

EC minutes of April 21, 2006 were approved, votes: 5 yes, 1 abstain.

**Budget discussion**

Steve initiated discussion of the 2005 - 2007 UWB budget based on Kevin's line item budget review. In the Revenue Forecast and Expenditure Allocation report, discussion centered on allocations for GFO release time (line items 26, 27, and 76) and the Teaching and Learning Center (line items 29 and 41). In the Vice Chancellor for Academic Affairs' Budget Recommendation, discussion centered on a proposed allocation to address underfunding in IAS and Business (line items 3 and 4), lower division faculty development (line item 37), continuing investment in addressing faculty salary compression (line item 88), funding for the Center for Civic Engagement (line item 90), and funding to support course releases for EC members (line item 90).

It was noted that growth in some areas accounted for major expenditures this year for the campus. Funding was added for public relations and communications. Lower division planning in particular has added considerable expenditures to the budget, including funding for the CUSP Office and program development, recruitment and staffing for Student Affairs and additional support for Academic Services.

Apart from specific line items, EC members voiced concerns about the lack of transparency in the budget process, insufficient information to determine whether an item should be a permanent or temporary request, and lack of a breakdown of the percentage of the budget allocated to academic programs. The EC would especially like to be able to compare the percentage of the UWB budget allocated to academic programs with that of budgets at UW Seattle, UW Tacoma, and other peer institutions.

A detailed motion was crafted to communicate EC comments and recommendations on the proposed budget. After incorporating revisions that followed from the discussion, the motion in its final form reads as follows:

**Motion**

Part 1: The EC endorses the UW Bothell Revenue Forecast and Expenditure Allocation for FY 2005-06 and FY 2006-07, but with the following concerns and requests:

- That additions to the budget for GFO release time, GFO office and activity support, and GFO summer stipend (line items 26, 27, and 76) be moved from the ‘temporary’ to the ‘permanent’ category.
• That funding for the Teaching and Learning Center (line items 29 and 41) include only the Director's salary until the EC receives more information on this allocation.
• That the proposal for funding the 'Center for Civic Engagement' be reworded to specify funding for 'service learning'.

Part 2: Regarding the budget process, the EC respectfully requests the following:

• That strong effort be made to increase the transparency of the budget process.
• That the EC be given the opportunity in a timely manner to review permanent allocations and suggest changes.
• That the EC be provided with sufficient details to permit monitoring of the budget for individual academic programs and the academic and nonacademic budgets, and to make informed comparisons with UW Seattle, UW Tacoma, and other institutions.

Part 3: The EC strongly supports the VCAA's request for a permanent budget allocation to address IAS under-funding in the interest of bringing the teaching load for IAS faculty into line with that of faculty in other programs. It also strongly endorses the VCAA's request for permanent funding to sustain continuing investments that address faculty salary compression and inversion, and further recommends that salaries be increased to bring them into line with salaries at peer institutions.

The motion carried unanimously.

GFO Restructuring

Discussion on the restructuring of the GFO committees began with Kevin reviewing the GFO By-laws and the UWB Handbook. The EC reviewed the By-laws outline (proposed May 5, 2006), and reps will talk with their programs about the proposal. The EC also reviewed the draft Recommendations for Standing Charges to GFO Committees (revised 4/26) and made one revision to the charge for the Student Relations Committee (formerly Honors and Ceremonies), adding that it will work with the Faculty Oversight Committee for University Studies (FOCUS) as well as Student Affairs. The committee restructure will bring greater efficiency to the EC and a broader faculty perspective on strategic planning. Both Appendix A (General Faculty Organization) of the GFO By-laws proposal and the Recommendations for Standing Charges to GFO Committees will be brought before the GFO at a meeting on May 10, 2006.

Motion

The EC recommends the adoption of the proposal for a new GFO committee structure as presented in the draft Recommendations for Standing Charges to GFO Committees (revised 4/26). The EC motion carried unanimously.

Salary adjustments

The EC cannot make a recommendation at this time on the application of the second and third principles in making future salary adjustments. The EC has found that faculty have different opinions about what constitutes meritorious performance and how the notion of equity with respect to salary differentials across programs should be interpreted. It also notes that salary adjustments should address not only compression
but also inversion. The proposal for reorganizing the GFO committees charges the newly constituted Faculty Affairs Committee with monitoring and reporting annually on UWB faculty salaries. The EC therefore recommends that this issue be taken up by next year’s Faculty Affairs Committee. The EC defers to the chancellor’s judgment on allocating salaries for the upcoming year, but requests that he inform it of the results of his decisions and continue consulting with the GFO on an ongoing basis.

The issue of faculty salaries will be brought before the GFO at a meeting on May 10, 2006

Motion

In response to Chancellor Olswang’s letter of March 16, 2006: The EC is unable at this time to endorse the application of principles two and three in making ongoing salary adjustments. It continues to be concerned about the interpretation of the meaning of ‘meritorious’ faculty member in principle two, the disparity in salaries across programs and the definition of equity. It also asks that the problem be characterized as ‘inversion and compression’ rather than compression. The EC therefore recommends further study of the salary adjustment issue within next year’s GFO.

Update on lower division planning and admissions

Gray Kochhar-Lindgren will update the faculty on lower division planning at the GFO meeting on May 10, 2006.

Agenda for GFO meeting on May 10

The agenda items for the GFO meeting on May 10 are:

1. Faculty salaries
2. GFO restructure
3. Lower division

EC Recommendation to Facilities Use Advisory Committee on allocating new office space to faculty

Kevin updated the EC on the work of the Facilities Use Advisory Committee regarding a plan to assign vacant faculty offices. The EC recommends that the FUAC decide on a priority system for assigning faculty to vacant offices. Effort should be made to a) avoid grouping new faculty together or isolating them from other faculty; and b) avoid clustering faculty by program. FUAC should first identify full-time faculty who wish to move into the new and vacant offices, and then check the preferences of the individual academic program directors.

Announcement:

The AC/EC retreat on Friday, May 26, 2006 will work on program development.

The next EC meeting will be on Friday, May 19, 2006.

Minutes submitted by Barbara Van Sant.