

<p>2020-21 CCPB Membership David Socha (Chair) – GFO Past Chair Keith Nitta – GFO Chair Jason Naranjo – GFO VC P.K. Sen – Business rep Peter Brooks – FYPP rep Shauna Carlisle – IAS rep Selina Mohammed – NHS rep (Autumn) Nora Kenworthy – NHS rep (Win& Spr) Jennifer McCloud-Mann– STEM rep Wolf Yeigh – Chancellor, Ex-officio Sharon Jones – VCAA, Ex-officio Gowri Shankar - Acting VCPA, Ex-officio Segan Jobe – Planning & Admin, Ex-Officio</p>

Campus Council on Planning and Budget Meeting

Apr 14, 2021, 11am – 12:30pm, via Zoom

Present: David Socha (chair), Peter Brooks, Shauna Carlisle, Keith Nitta, Jennifer McCloud-Mann, P.K. Sen, Gowri Shankar, Nora Kenworthy

Call to Order, Approve Minutes: Agenda and minutes approved

GFO Course Releases

Socha shared feedback from Chancellor regarding who should fund extra course releases to compensate faculty for unexpected work related to GFO:

- Chancellor’s office already provides budget to GFO to cover such requests
- Good practice to have these decisions made at CCPB.

Discussion:

- Gives more power to CCPB to consider proposals and make those decisions
- Need good charge letter describing what GFO is funding
 - Needs to include proposed timeline, not first come first served
 - Needs to be clear that these are given out on exceptional basis
- Faculty want to know how buyouts are used, this will help
 - Concern around when buyouts can be used deferred to later time
- How many extra projects per year would GFO consider funding?
 - Requests are rare, should plan on one every two years
- Chair proposes funding recently requested course release for P.K. Sen for service on Financial Transformation Team.
 - Chair will draft charge letter first
- Number of course releases to CCPT chair should be contingent upon number of cases.
 - Recent increase from 1 to 2 was intended for 1 year, would be good to review
 - Chair will bring wording to future meeting
- Suggestion reviewing 2 course releases for CCASC chair as well.
- General review of GFO course release policy needs to be done.
- Has been request from CCPT to increase course releases for all members
 - Need to scale the work to time available.
 - Campus needs to consider how cases are handled. Putting large burden on review process.
- Should amount of course releases be increased to align with VCAA (\$10,000)?
 - In SNHS, buyout rate is higher than course release offered, SNHS covers the rest of the cost. Increasing it will help alleviate negotiations at schools
 - Course release should be average marginal replacement rate. \$10,000 is too much. Budget will probably not be increased to cover that. Original principal was \$6,000 to cover part-time hire.
 - Schools should not have to cover difference between course release and replacement but \$10,000 seems high though.

- Suggest providing base of \$6,000 then provide overage if schools can provide adequate documentation that it was more to cover costs
 - CCPB would need to come up with constraints and process and go to EC for final approval. CCPB is not setting policy so no vote necessary.
- Should GFO ask Chancellor for more funding for additional course releases for EFCs? How much?
 - Providing a course release to EFC chairs would build connection and be a token of recognition that EFCs are members of faculty governance. If we want EFCs to meet amongst themselves and connect with GFO, support is necessary.
 - Important for good communication between the faculty governance bodies (in particular EFCs and EC), compensation would go a long way toward that.
 - Needs to be mechanism to incorporate EFC view in GFO discussions, better ways to have multiple channels of communications.
 - Should EC membership be entirely composed of EFC chairs?
 - Concern in smaller schools as service load is so high on faculty. That labor adds up. Suggest, instead, “some member of EFC” from school serving on EC, instead of it having to be EFC chair.
 - Having EFC Chair and EC rep be same person is a lot of knowledge and power concentrated in one individual. Doesn’t open communication.
 - Streamlined communication between EC and EFC chair would cut down on repeated work of GFO councils.
 - Working through google docs has been helpful. GFO reps are looking at comments from wide sloth of people. Should keep doing that.
 - Business currently rewording bylaws to make EC service part of EFC service.
 - Two primary GFO councils matter in these discussions, EC and CCPB. Should schools have some flexibility of whom but have EFC members on EC? CCPB? Both?
 - Would be helpful if EC rep and CCPB rep were part of EFC. EFC could create extra seats for those two people.
 - Problematic because of there are divisions in STEM, there wouldn’t be equal representation
 - Could be hard for smaller schools.
 - Policy request from GFO that at least one person from EC or CCPB is part of EFC?
 - If a school is going to elect for one body and then the next body is automatically filled. Which is filled first?
 - If coordinated within schools, don’t need extra course releases
- Could have annual course release for EFC members who serve on CCPB and EC, instead of one every two years.
- Need to defer details for now and focus on budget request to chancellor.
 - If course releases stay at \$6,000, need to request additional \$50,000 for extra course releases.
 - Do we ask for just enough for 1 extra project in biennium or ask for more flexibility to connect with EFC?
 - Asking for 2 extra course releases would provide flexibility

- GFO will ask Chancellor for 26 course releases plus equivalent of two releases to compensate schools for extra work.

Equity Analysis of Faculty Compensation

Council continued discussion from March meeting.

Discussion:

- CCPB should ask IR for data that cannot be shared beyond committee to help find discrepancies. Might be push back but, as a council, should have access to data.
- What is goal of exercise? Do we expect individual faculty salary adjustment?
 - Hard to know until we know if equity gaps exist. May be able to correct small gaps, but wouldn't be able to correct big gaps
- One way is macro analysis, another way is to invite faculty who think there is an issue and get local analysis of individual school.
 - Research shows broad brush analysis first and then look at outliers
 - Concerned about political and policy message that will come out. Gets read as a "person by person issue" if individual problems are examined.
- Last time this analysis was done, the magnitude of gaps between what was supposed to be and what was, was about one million dollars, and that was a year when there were funds for adjustment. Outliers will be found and funds will be limited to help.

Socha summarized that this is a complicated and sensitive issue and that some types of analysis (ex. Gender) will not be able to be done as that data is not going to be provided at least in the near term, which makes the process even more difficult. There is work being done at tri-campus level with UW Faculty Senate to try and make progress.

Space planning for post-pandemic

Will discuss in future meeting.

Action Items:

- Chair will draft charge letter for extra work being done by P.K. Sen on Financial Transformation Team and bring back to CCPB for feedback.
- Chair will draft wording to include in GFO Course Release Policy regarding CCPT chair course releases being contingent upon case load and bring to CCPB for feedback.

Adjournment

Minutes submitted by Dawn Moncalieri

Meeting ended at 12:30pm

The next CCPB meeting will be May 12, 11-12:30