Welcome and Adoption of Minutes

- Minutes approved

Naranjo welcomed everyone and asked if anyone had updates/information/questions to share:

- Kenworthy recommended bringing school-level admin into RCM conversation since they work closest with implementation and suggested CCPB members connect with their schools about RCM
  - Need to articulate a set of principles to guide work and frame CCPB conversations to campus
- Naranjo stressed that, as conversations around more inclusive compensation packages continue, it is important to have comparison information from other institutions such as University of Oregon.
- Carlisle stressed importance of keeping work of GFO councils/reps accountable across all GFO councils in order to get everyone on same page and identify asks

Unit Adjustment Subcommittee Update
Shauna Carlisle, Jason Naranjo, Nora Kenworthy, Joseph Ferrare

Carlisle shared draft of unit adjustment planning documents and indicated that the goal for today was for the council to come to an agreement on the plan, timeline, and priorities so that the working group can move work forward

DISCUSSION

- Need to define dimensions of request in a unit adjustment before looking at models from other institutions
- Without having access to full demographic data needed to address equity issues, consider prioritizing an equity issue that will be easier in terms of data available and in terms of viability of issue across schools
  - Have least amount of data on most important issues. With limited time for current round, suggest bunting issues that will take longer to second round and focus on more solvable issue for this round
- Suggest gathering faculty feedback in Spring after an equity issue has been identified. This will help maintain a level of continuity with GFO leadership as well. Second round of feedback gathered in Sept
- Survey faculty this Spring to identify priorities. CCPB working groups assess results
  - What base line data could be provided to faculty to inform their decision? Maybe a data dashboard that shows basic metrics of disparity that can be broken down by school, demographics, etc.
    - Consider national proxies
    - Is there any institution-specific analysis that are publicly available?
  - Perhaps survey could have two priority questions: 1. Prioritize items for which we have data 2. Prioritize all items (data or not)
- Need to make a choice that can be done in short cycle vs. long cycle
- Formulas used last year no longer needed but will catalogue for historical purposes

Naranjo called for an informal vote of consent on the unit adjustment plan as amended during the meeting and the council unanimously approved.
Naranjo summarized next steps:

- GFO leadership will bring a plan to survey the faculty to next meeting for CCPB approval
- Will make faculty survey recommendation to EC
- Survey faculty in February (CCPB reps will bring to FCs and Faculty Meetings, etc.)
- Report back on survey results in March, prior to Spring break
- In Spring, with priority identified, begin to flesh out method and use collective effort to gather data and have solid plan so that everything is ready when Fall quarter starts

Peer Institutions Subcommittee Update
Nora Kenworthy, Shima Abadi, Stefanie Iverson Cabral

Abadi and Cabral shared summary of what they learned when contacting schools individually to see if they had a list of peer institutions and when reaching out to Institutional Research (IR) Schools had differing opinions as to whether peer institutions should be identified at campus or school level and stressed that identifying peers depends on what is being asked (compensation vs. promotion & tenure). IR indicated that there was a working group charged by the Chancellor last year to identify UWB peers. Metrics aligned with strategic plan for campus. Ultimately identified 25 peer institutions and now plan to identify schools that UWB hopes to be like in the future. Chancellor’s working group unsure how this information will be used but they indicated that it should not be used for salary compensation comparison. Abadi and Cabral then opened the discussion to the council for questions/feedback:

- Did Chancellor’s working group have conversation around Carnegie Designation? That sets up clear designation of what a campus is and is not
  - They used different metrics to create their list
- What should UWB do in terms of identifying comparison institutions for salary issues?
  - At UWS different schools have their own lists. Need to first determine if UWB is one unit that should have one list, or should each school have their own? If there is one list, some schools will benefit, and some will not but a list for each school is a lot of work
    - Campus-level list makes sense for uniformity, but since only some schools will benefit, allowing autonomy to schools in finding their own peers, discovering their own identity, dependent upon their vision of who they are may be more beneficial to all
- CCPB could create a template or tools for each school to consider when identifying peers or could offer recommendation for benchmarks schools could use that would be specifically beneficial to unit adjustments
  - When comparing institutions, need to keep in mind that there are intellectual/academic considerations but also that the institution is nested in markets and geographic areas that can be vastly different
    - IR report didn’t look at salary but did look at power of purchase
- Would CCPB ask schools to come up with a list of peer institutions for just salary adjustment? Or ask them to create lists based on different metrics, so that they could use those for different purposes?
  - Need to consider variables that will assist in unit adjustment (i.e., geography, power of purchase, size of institution, primarily undergrad, etc.)
- School of Business has 2 lists; current peers and those we aspire to be like. If schools already have these types of lists, they should use them
- Could weigh salary information against local power of purchase
  - UWB has that salary data from CUPA HR

Naranjo indicated that the Peer Institution conversation will continue in future CCPB meetings
Administrative Budget Request
P.K. Sen

Sen summarized the administrative cost request letter he drafted to the VCPA and highlighted the two main asks:
- Requesting data on admin vs institution allocation trend over time
- What is UWB doing by way of RCM-like adjustment on the administrative side

Council had no feedback or edits. Letter will be put on GFO letterhead and submitted to VCPA Shankar as a formal request from CCPB

Meeting Adjourned

Minutes submitted by Dawn Moncalieri
Meeting ended at 12:30pm
The next CCPB meeting will be Feb 8, 11-12:30pm