Campus Council on Planning and Budget Meeting
January 13, 2021, 11am – 12:30pm, via Zoom

Present: David Socha (chair), Shauna Carlisle, Peter Brooks, Jason Naranjo, Gowri Shankar, Nora Kenworthy, P.K. Sen,

Guests: Adrian Sinkler, Beth Beam, David Goldstein

Call to Order, Approve Agenda, Approve minutes:
- Agenda approved
- Dec 2 minutes approved

Husky Village Project - Update & Implications
Tim Wilson, Dean of Student Affairs
- Wilson was unable to attend due to power outage

Faculty Compensation Analysis
Adrian Sinkler, Institutional Research
- Sinkler provided updates from IR regarding CCPB’s request for data on faculty compensation:
  - IR waiting on further information as to how to establish proper data sharing agreements with UW Seattle and UWB OE/HR in order to gain access to data.
    - IR has access to salary data but not demographic data, UW Seattle has access to race/ethnicity/gender data but not salary data. UWB OE/HR has access to some demographic data (gender, age, rank) but NOT race/ethnicity and not salary.
    - UW Seattle has provided demographic data to IR in the past but it was limited & aggregated. No precedence for IR using demographic data for assessing equity
  - Plan to review full disclosure of utilization restrictions and establish guidelines to protect privacy of individuals.
  - Will not be able to deliver full analysis within 20/21 academic year. Plan to have Phase 1 completed by end of summer quarter 2021

Discussion
- Work aligns with other DEI issues in the broader context of an equity agenda of GFO EC
- Suggest moving forward now with faculty compensation analysis using whatever aggregated and public data that is available and can be shared between IR and OE/HR while IR continues to establish data agreements and procedures necessary for moving equity assessment work forward long term
  - Beam will consult privacy office regarding age/gender data sharing with IR
  - CCPB needs to establish clear targets as to when agreements will be in place
  - Suggest IR provide CCPB with outline of documentation needed for establishing agreements and CCPB can help with those processes
- Some schools at UWB have done salary analysis (not including gender/age/ethnicity) but that data cannot be shared out
- Academic HR suggests considering whether to include an attorney when involved in salary analysis. Attorney/client privilege offers another layer of protection
- CCPB could get an IRB to survey the faculty
- Peer institutions are engaged in salary analysis work, there are methods and mechanisms, UWB needs to establish processes and schedules and be able to track this work
  - May consider eventually hiring external auditor to do analysis, external validation
Next Steps:
- OE/HR meet with privacy office regarding data sharing with IR
- Based on outcome of privacy office meeting, IR establish schedule of analysis of data that
  is currently accessible. Provide schedule to CCPB.
- OE/HR and/or IR provide summary of public statistics to CCPB
- CCPB establish subcommittee to submit IRB

Adjournment

Minutes submitted by Dawn Moncalieri
Meeting ended at 12:30pm
The next CCPB meeting will be Feb 10, 11-12:30