

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