Campus Council on Planning and Budget Meeting  
Jun 8, 2022, 11am – 12:30pm, via Zoom

Present: Keith Nitta (chair), Jason Naranjo, Shauna Carlisle, P.K. Sen, Peter Brooks, Camille Walsh, Stefanie Iverson Cabral, Mike Stiber

Guests: Christina Hughes

Welcome and Approval of Minutes
- Minutes approved

Review and Discuss Draft Unit Adjustment Recommendations
Nitta reminded council that VCAA requested set of recommendations from CCPB to act as guidance for future unit adjustments. Nitta went over key points in recommendation document and requested feedback

DISCUSSION:
- When considering where unit adjustment should occur (school vs. campus), need to consider that it is more difficult for smaller schools to make adjustments out of operating funds and can lead to tensions between paying colleagues what they deserve and being able to make their payroll
  - For that reason, Business advocated that unit adjustment be handled at school level. Hard decisions around whether to adjust salaries or hire new faculty will have to be made
  - Some STEM faculty advocate for adjustment being handled at division level, as there is a variation in salary amongst divisions
  - For next unit adjustment, suggest making the implications of adjustment being done at school vs. campus more clear
  - Suggest adding language around schools being in consultation with Deans and Elected Faculty Councils to identify relevant faculty group

- Issue of zero years needs to be addressed. If there was a year in which no one got a 2% raise, should that year count in the calculation? It did count in last adjustment, but subcommittee doesn’t think it should
  - Some years, raises were more than 2% which has ability to offset zero years over a period of time. So, it doesn’t impact everyone the same. Starting date is important.
    - Could make it more accurate to track what merit and cost of living increases were every year. Not an average but actual numbers
  - The more zero years that are included, the more reduced the target salary line and amount of compression will be
    - Need to have further conversations about what may have been missed that could increase the slope
  - Current system is punitive with faculty getting partial adjustment if they do their best but, if they don’t, it is removed

- Only way to avoid compression issues is to fix starting salary issue. Need to convince Deans to not depress starting salaries, then all will be lifted up
  - Next year, CCPB will draft a recommendation to VCAA around guidance to Deans around starting salary
    - Need to stress that some colleagues come in without negotiating skills or are told that negotiating is not an option, resulting in salaries starting and staying behind
○ Keep unit adjustment formula but ensure the reference point is not rigged low
○ Some resources to help with CCPB’s efforts on this next year
  ▪ STEM DEI report
  ▪ IAS policy on starting salaries
• CCPB needs to decide if a sub-committee, in Fall, will work with administration on next unit adjustment calculations or does CCPB want to review administration’s work? Need to be clear about which mode of participation faculty prefer
  ○ Suggest a working group with administration, faculty want to know other faculty are in the room when calculations are happening. Suggest including Camelia Bejan in working group
• Faculty feedback will be gathered in November. Main role of CCPB in unit adjustment process is to gather faculty voice and communicate those priorities back to administration

Review of CCPB End-of-Year Report
Nitta provided report to council, summarizing work of CCPB in 2022/23 and encouraged reps to share report with their schools if helpful. Council had no edits or feedback on report

Final School Reports, Future CCPB Priorities
Nitta opened conversation for any school updates or suggestions for CCPB priorities for next year.

Suggested CCPB priorities for 2022/23:
• School hiring practices
• Compensation for microteaching
  ○ VCAA directed Deans and EFCs to develop practices and processes for ways to compensate for microteach
    ▪ CCPB will connect with School EFCs to ensure they have been made aware of and are part of that work
• Faculty in some schools are not being made aware or giving access to information around their school’s operations. That is problematic for faculty governance
• RCM review next year is going to be very important. CCPB should make that a priority.
• CCPB prefers to meet via zoom in 2022/23

Meeting Adjourned

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