

<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) Mike Stiber – 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

Nov 4, 2020, 11am – 12:30pm, via Zoom

Present: David Socha (Chair), Mike Stiber, Keith Nitta, Peter Brooks, Segan Jobe, Allison Hintz (as SES rep), Selina Mohammed, Jason Naranjo, Gowri Shankar, P.K. Sen

Guests: Kendra Yoshimoto (Dir, Fiscal & Audit Services), Christy Long (Asst. VC, IT), Adrian Sinkler (IR)

Call to Order and Approval of Agenda: Agenda Approved

Approval of Minutes: Minutes Approved

UW Financial Transformation - Kendra Yoshimoto, Director, UWB Fiscal and Audit Services

Yoshimoto shared slideshow summarizing why UWB is going through Financial Transformation (FY), how UWB’s FT team is engaged and keeping campus informed, where UWB is headed, and an implementation timeline. Shankar (executive sponsor of FT at UWB) added that FT plan does not include sub units so, since UWB is considered one unit, will be extra challenging to flesh out, considering the different schools/units at UWB. Shankar stressed importance of including administrators in conversations. He added that while streamlining and improving processes is the goal of FT, a welcomed byproduct is a projected 15% reduction in admin costs. Yoshimoto opened discussion to council for questions and feedback:

Discussion

- How can units/schools/EFCs get a broad-level view of how FT works? How can CCPB help prepare/inform schools/units?
 - UWB FT team presented to CAD and is in constant communication with administrators.
 - Unsure exactly what implementation will look like, will keep CCPB informed.
 - CCPB bring awareness to EFCs and help spread right expectation
 - Encourage EFCs/Deans to subscribe to FT newsletter.
 - Stress that processes will be different
 - FT will allow schools/units to have easier access to financial projection info
 - FT will eventually lead to better automated reports
 - CCPB will gather feedback from schools as to what reports they want
- Will there be less staff at school-level as more processes are done at campus level?
 - That is not expected. Schools are already leanly staffed and financial tasks are usually only a portion of what staff are doing, often falling outside of their regular duties.

Socha summarized that FT is a complicated process with some uncertainties but that UWB is well positioned with the FT team driving processes, addressing concerns, and involving CCPB. Socha requested that CCPB members ask their EFCs what is needed to understand and feel comfortable with FT, what questions they have about how FT will change faculty life, and ask that they provide a bulleted list (for the UWB FT team) of the types of reports that would help them do their work. Socha asked CCPB reps to bring EFC feedback to the next CCPB meeting.

Socha thanked Yoshimoto and FT team.

Discussion about how to proceed on the faculty compensation item of the CCPB charge: desired outcomes, outputs, data, etc.

Socha asked CCPB to consider the following questions when thinking about the council's charge to improve campus-wide reporting on faculty compensation, including by race, gender, etc; What outcomes does CCPB want? What kind of metrics to track? What types of analysis? What expertise is available/needed? How to partner with CAD? What data is available? Appropriate benchmarks? Socha stated that the goal of the charge is to provide faculty access to robust equity analysis of UWB faculty composition within and across schools. He then opened the discussion to the council:

Discussion:

- Analysis is important but so is understanding underlying market realities that impact the situation and are out of our control
 - How does high cost of living impact UWB faculty? Could have significant implications for recruiting and retaining.
 - Understanding of equity is continuously evolving. Example: should caregiving be viewed as a community commitment rather than an individual one?
 - Useful to think about long term goals (5 years), could help inform/shape short term planning
- Gaining accurate understanding of what data is available and accessible will help reveal current situation and drive questions.
 - Demographic variables important
 - Consider and understand issues of sensitivity and reporting.
- Sinkler (IR) stressed that CCPB needs to determine what data will be considered, what data will be used for, and what is high priority. A clear plan and focus essential since some data is easily accessible and some is not
 - IR may not be able to capture or easily access data on some factors that could impact salary. Examples:
 - First generation data
 - Teaching load data
 - Professional development data
 - Faculty race & gender (highly protected, only academic HR has access)
 - IR can easily provide data on the following:
 - Year of service
 - Rank
 - Division (and other groupings)
 - Pay rates
 - Differences by rank and race might not give an accurate picture since there are so many other factors to consider
 - Data on gender and race are tightly guarded but it is possible.
- What happens if data uncovers inequities?
 - If CCPB uncovers inequity, that data will be shared with VCAA and Deans, triggering a deeper analysis at school level
 - As it is now, Deans guess race and gender. Regular reports would provide a more systemic way of providing/assessing data. Reports would also assist with unit adjustments.

- Current system requires individual faculty advocate for themselves.
 - Shouldn't assume all faculty know how to negotiate or advocate for themselves.
 - Need to provide framework and foundation for discussion.
 - Whose responsibility is that?
 - Would help Deans better handle the negotiation process.

Socha summarized that CCPB will not focus on particular situations but, rather, will work with CAD and VCAA to determine better ways of understanding discrepancies (that doesn't worry privacy issues) and make data available with the goal of removing dynamics that cause inequality. A regular sustainable report will go a long way to that end.

Discussion:

- What is already working? Identify and widely sharing best practices already in place at UWB would be helpful
- Shankar asks that all data about salary, etc. be filtered through VCAA's office
- What can GFO do to help IR get access to gender and race data?
 - A letter from GFO showing strong UWB faculty interest could be helpful. Will show momentum, need, interest for this data at UWB. Even access to just a few analysts would be good
 - Provost has been active in trying to make race and gender data more accessible

Meeting Adjourned

Action Items:

- GFO draft letter to UW Seattle, request access for UWB IR analysts to faculty race & gender data
- CCPB members ask their EFCs what is needed to understand and feel comfortable with FT, what questions they have about how FT will change faculty life, and ask that they provide a bulleted list (for the UWB FT team) of the types of reports that would help them do their work. Bring EFC feedback to the next CCPB meeting.

Minutes submitted by Dawn Moncalieri
 Meeting ended at 12:30pm
 The next CCPB meeting will be Dec 2, 11-12:30