Welcome, Introductions, Recap of 2021/22

Naranjo welcomed everyone, lead a round of introductions, and offered a summary of the work of the CCPB in 2021/22 and touched upon what will be discussed in 2022/23 charge letter later in meeting

Chancellor and VCPA Check-in

Kristin Esterberg, UWB Chancellor and Gowri Shankar, Vice Chancellor of Planning & Administration

- Esterberg explained that, with enrollments down at UWB, the Chancellor’s office will be closely watching how enrollment effects budget and asked that CCPB assist in improving budget education to ensure faculty voice is included in this examination of budget implications. Esterberg then shifted focus to unit adjustment, explaining that no faculty were in need of an adjustment this year and that it would be helpful for CCPB to review unit adjustment formula and approaches this year. Esterberg expressed continued dedication to efforts to obtain good demographic data from UW Seattle to be used to examine faculty salary equity at UWB. Esterberg interested in finding ways for shared governance to be more powerful at UW B, especially with planning and budget.

DISCUSSION:

- CCPB needs to build expertise around unit adjustments to include examining implications of approaching adjustment at campus level (as was done last year) vs. at school level. Need to work with each school to better understand what the two approaches would look like.
- Identifying peer institutions and national data to inform that conversation will help reach shared understanding of who we are as a campus will set the tone for understanding salary and compensation
  - List of peer institutions has been drafted using cluster analysis to identify key variables. Chancellor will bring it to senate executive committee in faculty senate for review. Also includes methodological note from IR that explains comparative
  - UWB one of the only major institutions of its size that doesn’t offer things like tuition reduction for faculty/staff, housing, transportation, childcare etc. Need to look at other modes of compensation and faculty well-being
- CCPB needs to educate faculty colleagues about budget complexities. Suggest bringing back practice of having Deans visit CCPB with budget updates and include EFC chairs
- In 2024/25 there will be a full RCM budget model review, CCPB needs to prepare now for that review now
- UWB reps on UW committees need to bring these compensation and benefits issues to their circles

CCPB Charge Letter Discussion & Feedback

Jason Naranjo, Chair, CCPB

- Naranjo provided summary of work of CCPB last year and of CCPB charges for 2022/23 and then opened the discussion to the council for feedback
  - CCPB 2022/23 Charges:
    - Faculty Diversity and Demographic Data
      - Build expertise and make recommendations related to salary equity among the faculty including how key demographic data can be used to understand faculty compensation.
    - Faculty Compensation
• Build expertise and make recommendations related to compensation and support faculty in the areas of housing, childcare, tuition, transportation. Identify differences in access to resources between UWB and UWS.
• Build expertise and make recommendations related to compensation differentials between Tenure and Teaching track faculty.
• Build expertise and make recommendations regarding non-standard FTE-generating faculty labor.
• Will consider the “unit” basis (school or campus) for unit adjustment. This understanding will be informed by a campus level analysis and identification of peer institutions.
  ▪ Shared Governance and School & Campus Budget
    • Will build expertise and make recommendations related to how faculty and school Elected Faculty Councils can develop literacy and fully participate in the budgetary decision-making process.
  ▪ Campus Planning
    • Will partner with VCPA’s office to plan for campus space utilization.
    • Budget implications as they relate to strategic enrollment.
    • RCM review. Priming questions in advance of 24/25 review. Review of literature and practices leading to RCM or activity-based budgeting approaches to University Financial Management.
    • Budget implications of hiring external consultants

DISCUSSION:
  o Naranjo posed question to council as to whether, in CCPB charge letter, the issue of salary differentials between tenure and teaching faculty should be replace with the strategic enrollment piece. Council expressed desires to keep both, stating importance of CCPB being in conversation around budget implications as it pertains to enrollment and the importance of CCPB focusing energy on understanding and solving issues around rank disparities.
  ▪ Additional thoughts from council:
    ▪ CCPB should, ahead of the RCM reallocation, examine portions of budget going to admin vs. instruction, considering schools don’t have enough to pay their faculty
      • Ability for schools to pay is restricted by RCM model. CCPB needs to identify policy solutions and models which will include building faculty literacy
    ▪ Faculty well-being ongoing issue. CCPB needs to build expertise and make recommendations related to additional modes of compensation. Added to charge letter
    ▪ CCPB needs to be consulted before consultants are hired. Added to charge letter

Council agreed that focal areas described in the 2022/23 CCPB charge letter were appropriate. Naranjo asked council to continue to review letter and add comments/questions to document by Oct 17. Naranjo thanked everyone for their input and stated that he will bring a proposed timeline for CCPBs work to the next meeting

Meeting Adjourned

Minutes submitted by Dawn Moncalieri
Meeting ended at 12:30pm
The next CCPB meeting will be Nov 9, 11-12:30pm