

## Campus Council on Planning and Budget Meeting

Oct 14, 2020, 11am – 12:30pm, via Zoom

**Present:** David Socha (chair), Peter Brooks, Mike Stiber, P.K. Sen, Shauna Carlisle, Keith Nitta, Jason Naranjo, Gowri Shankar, Sharon Jones, Jamie Shirley (for NHS)

**Guests:** Leslie Cornick (Dean of STEM)

Socha welcomed everyone and led a round of introductions.

**Call to Order and Approval of Agenda:** Agenda Approved

**Approval of Minutes:** May 27 Minutes Approved

### Information:

- EC requesting charge letters and quarterly reports from all GFO councils this year. Socha shared working draft of CCPB charge letter and asked for council feedback:
  - First Charge - Support schools in establishing fiscal operational guidelines as requested by VCAA. Chancellor's deadline is Dec 31, 2020. CCPB's role:
    - Ensure school guidelines further campus mission and respect individual nature of schools and needs of community while providing cross-campus faculty voice
    - Act as central location for conversations; strengthen ties between GFO & EFCs; make connections and identify shared values across schools while also honoring differences
    - Advocate for school's decision-making processes.
    - RCM and subvention funds (pots of money, given short term) can be difficult to understand. CCPB can support schools in reaching sustainable place using subvention funds
    - Identify mechanisms to strengthen relationships between EFCs and GFO councils
      - Create public repository for school's fiscal operational guidelines planning documents in order to share across schools
      - CCPB, EFC chairs, sub-committees meet to support and learn from each other. Talk through documents/processes.
    - Elements of Fiscal Operations Guidelines
      - Faculty composition targets (% tenure, % teaching, % part-time).
      - Student/faculty ratio targets
      - Socha shared campus-wide targets drafted by CAD, VCAA, Chancellor, intended as "guardrails" to avoid problem markers, not set in stone
        - Faculty feedback on what is missing would be helpful to CCPB
  - Second Charge: Improve campus-wide reporting on faculty composition (race, gender, etc.) both within and between schools.
    - Conversations ongoing, can be difficult as not all are aware of discrepancies
    - Processes at university level by which Chancellor can request to use UWB funds for unit adjustments to compensate for discrepancies. Such a request requires:
      - What is current state? Issues and priorities for existing funds and potential additional funds?
        - Could expose previously unknown differences, causing contention but also opening conversations as to what the campus can do about it.
        - Could be difficult to gather data, faculty don't self-report on gender
        - What approaches could get to equity using the data available?
        - CCPB needs to provide clear request to IR as to what data to analyze (by end of Winter, prior to VCAA request to provost)

- Measure FTE in relation to race, gender, etc.
    - Broad level analysis but also crucial to be specific to ensure inequalities that exist are not overlooked
    - Suggested edit, “How to measure faculty votes by race and gender, etc.” That will capture data to help identify issues.
    - Expert CCPB faculty working with IR to get solid set of solutions will be a huge service to UWB campus.
  - VCAA goal is to have adequate data to determine if suspected inequities (i.e. retention salaries) within schools exist and if they are, in fact, tied to race, gender, etc. or other factors
    - VCPA reports provost is not currently not asking for unit adjustment requests
- Third Charge: Provide faculty with data necessary to complete the required (by faculty code) salary adjustment recommendations during annual review process. Recommendations are based on peers at other institutions.
  - Will be sub focus of Second Charge
  - When does campus-wide analysis of faculty compensation need to be done in order for Chancellor to request unit adjustment from provost?
    - Goal from VCAA is to (by the end of the AY) have agreed-upon parameters and timeline of reports in order to institutionalize a system of identify issues as they are happening, in order to move equity and inclusion work along, independent from unit adjustments.
    - CAD wants to partner with CCPB, hope for conversations to ensure that once system is in place works for multiple goals.
    - Faculty data available within schools but no longer available across campuses
- What else should CCPB be looking at?
  - Residence halls? Should CCPB think about curricular structure changes or campus operation changes? Any other areas?
  - Fiscal implications of online learning beyond pandemic?
    - Socha requested CCPB reps go to schools and EFCs and have conversation about any such projected issues CCPB should be planning/talking about
  - Financial transformation project
    - Consolidating UW financial systems & streamlining processes
      - How will this impact faculty work, life, operating? Who/how will they ask for help?
      - Anticipate now how faculty life will change & how CCPB can support
      - Process will take years and will be complex and complicated

## Adjourned

### **Action Items:**

- CCPB reps connect with EFCs and ask if there are any projected issues CCPB should be planning for and talking about

Minutes submitted by Dawn Moncalieri  
 Meeting ended at 12:30pm  
 The next CCPB meeting will be Nov 4