

Council of Faculty Representatives

APPROVED Minutes

Friday, March 1, 2024

Present: Praveen Sekhar (chair), Paul Bonamy, Laurie Drapela, Yijun He, Kristin Lesseig, Sam Lohmann, Kelsey Pascoe, Samantha Reisz, Aaron Whelchel.

Absent: Dene Grigar (vice chair)

Guests: Rocío Sotomayor, Chair of Council for Equity, Diversity, and Inclusion (CEDI); Mel Netzhammer, WSU Vancouver Chancellor

Recorder: Lohmann

Discussion Topics

1. Discussion with CEDI Chair Sotomayor
 - a. COACHE survey
 - i. Faculty should have received the link for the new survey. The previous survey had low participation (49% response rate), and data were not disaggregated by campus. The new survey will be disaggregated by campus, so participation from Vancouver campus is especially important.
 - ii. There will be questions about job satisfaction and equity.
 - iii. The survey should take no more than 25 minutes to complete, and responses will be autosaved if you cannot complete the survey in one session. Faculty are encouraged to complete it by the end of March.
 - b. Discussion of Employee Engagement Survey, which is not always inclusive of branch campuses.
2. Discussion with Chancellor Netzhammer
 - a. Administrator evaluation process. There were comments on this from the faculty senate and it has the attention of President Schultz. Chancellor plans to complete current round of evaluations (ending in May) using the established process, then request CFR participation in developing a new process and instrument for administrator evaluations.
 - b. Program review. WSU system administration has been discussing program review process for academic and non-academic programs. The President, Provost, and CFO have been working on an inclusive process. Chancellor and Vice Chancellors will gather data and develop a campus process once the system process has been determined. The new Vancouver institutional research person will begin August 1 and can work on this.
 - c. “Time for a change” letter from a group of Regents’ Professors. President Schultz has been in communication with this group for more than a year. Documents are now available on the Faculty Senate website. Chancellor is concerned about the perception of branch campuses depicted in this document. He states that branch

campuses now have a stronger voice, and some Pullman faculty are unhappy with this change.

d. Campus budgets.

- i. Part of the budget process is annual budgeting in response to enrollment projections. Chancellor anticipates one more year of this type of “non-strategic” budget.
- ii. For this year, there will be a budget presentation on March 22 including the 1%, 3%, and 5% cut proposals requested as an exercise. For Vancouver’s budget, this means a percentage cut from state appropriations (currently about 40% of campus budget), combined with projected tuition. Tuition portion of budget will not be cut by these percentages but is dependent on enrollment.
- iii. State appropriation has generally remained flat for the past decades, except for a portion of faculty and AP salary increases and salary for classified staff. The legislature tends to fund projects of interest, rather than FTE based increases. As enrollment has decreased, tuition revenue has fallen, but state appropriation has remained flat. The decline in enrollment has contributed to the deficit.
- iv. WSU is currently asking for \$5M, the full amount for contracted salaries for graduate students. Currently the legislature has offered to fund about half of that. (Note: the legislature approved \$2.5 million.)
- v. Discussion of CFR’s role in campus budget decision making, as described in current CFR bylaws.
 1. Chancellor notes that CFR establishes bylaws for itself but cannot obligate other offices to comply with its bylaws.
 2. CFR will have an important role in system review and budget decisions going forward, as part of a system-wide process. Chancellor expects some parts of the new process to be determined before the end of the semester.
 3. Discussion of what faculty involvement in budget decisions might look like. Chancellor asks whether the faculty are comfortable having a role in decisions that could involve shutting down programs, changes to faculty positions, and so on.
 4. Chancellor notes that even though CFR involvement in budget was previously in the bylaws, it has never been discussed during his time here. He sees the conversation as beginning now.
- e. Question about why CFR reports to VCAA and not to Chancellor historically. The Chancellor noted the VCAA is the leader of the faculty. With FOEC (prior to CFR), there were regular meetings with VCAA, Chancellor, and CFR chair, and Chancellor would like to resume those meetings more regularly.
- f. Discussion of where funding for CFR chair comes from, as described in the bylaws. Based on a factual check, CFR’s (formerly FOEC) funding has been traditionally housed in the Academic Affairs budget.

Chancellor agrees that it is possible to move the funding to Chancellor's office. CFR will discuss drafting a memo requesting this if it has the support of a majority of CFR.

Action Item

CFR members: Discuss drafting a memo to request that CFR continue to be funded by the Chancellor's office rather than VCAA.