

**COMMITTEE ON PLANNING AND BUDGET
MINUTES
November 17, 2016**

Present: Abel Rodriguez (Chair), Ólöf Einarsdóttir (*ex officio*), Elizabeth Abrams, Adrian Brasoveanu, Cormac Flanagan, Lindsay Hinck, Tracy Larrabee, Lourdes Martínez-Echazábal, Carl Walsh, Graeme Baird (Graduate Rep), Ray Inoue (Undergrad Rep), Matthew Mednick (Senate Director), Esthela Bañuelos (Senate Analyst)

Absent: Kimberly Lau (*ex officio*), Rick Prelinger

Member's Items

Member Larrabee provided an update on the Advisory Committee for Campus Planning and Stewardship (CPS) meeting of November 15, 2016. CPS will be discussing the Kresge College project options, and the committee discussed these briefly.

Chair Rodriguez requested members for two new CPB subcommittees, one on LRDP and a second one on undergraduate education.

Member Einarsdóttir reported on a solidarity event to support students post-election that took place on November 16, 2016. More events may be planned in the future on solidarity with and support for undocumented students.

Coastal Science & Policy M.S. & PDST Proposals

The committee reviewed a revised proposal for an M.S. in Coastal Science and Policy and professional degree supplemental tuition (PDST) proposal. The program is proposed as an interdepartmental program, with primary administrative oversight from the PBSci Dean. The program proposal was first reviewed by CPB in spring 2016. The committee discussed several aspects of the proposal, and will continue discussion at its next meeting.

Target of Excellence (TOE) Waiver of Open Recruitment Request

The Economics department submitted a proposal for a TOE waiver of open recruitment. The committee reviewed the request and will forward its recommendations to the CP/EVC.

Mid-Cycle Report & Review Cycle Recommendations: TM & Physics

Members reviewed mid-cycle reports and recommendations from the Vice Provost for Academic Affairs (VPAA) on the external review cycle for the departments of Technology Management (TM) and Physics. The VPAA requested the committee's recommendation on length of the review cycle. Citing the documented and long standing issues with the TM department, the committee requested an exception to the normal review cycle length, recommending a review cycle of no more than five years. The committee concurred with the VPAA's recommendation of an eight-year review cycle for Physics.

Annual Report of Faculty Salary Competitiveness 2016

CPB reviewed the Annual Report of Faculty Salary Competitiveness (November 2016). The discussion focused on several areas, including a general discussion about the context of the merit boost program as well as the findings of the report. The committee expressed concern that the merit boost program may be declared a success and potentially ended, given some of the findings. In particular, members noted areas such as the high quantiles of the distribution of salaries where the campus is still lagging in salary competitiveness and agreed the program should continue.

Consultation CP/EVC

The committee consulted with CP/EVC Galloway and Interim CP/EVC Lee on the following topics: the Annual Report of Faculty Salary Competitiveness (2016) and strategic academic planning. Vice Chancellor for Planning and Budget Peggy Delaney attended the consultation.

Regarding the faculty salary report, members noted that the merit boost program has helped bring up the median salary of faculty, but has been less successful at equalizing the higher quantiles of the distribution. This is important because faculty in this last category are also likely to be the ones most at risk of receiving outside offers. CPB noted that the program needs to be continued, but a change in how the policy is implemented (rather than the policy itself) might be needed to slightly increase the rate of growth at higher salaries, and slowly reduce it for the median salaries. CP/EVC Galloway noted her agreement that she would like to stay on trajectory, on course with other campuses, and not end the program. Interim CP/EVC Lee will send a proposal for revisions to the program to the Senate for review.

Regarding strategic academic planning, the discussion was contextualized by CPB's letter to the Chancellor (November 10, 2016) on this issue. CP/EVC Galloway referenced the campus 2008 Strategic Academic Plan, and the principles outlined in that document that continue to guide the campus. Specific issues discussed within this topic included coordination of undergraduate curriculum and interdivisional collaborations, aligning resource allocation and academic planning more strategically, and priorities and trade-offs in planning.

External Review Deferral Request: Computational Media

The Computational Media Department requested a one-year extension on their external review that is set for 2017-18. CPB reviewed the request, and agreed to support the request for deferral in its recommendation to the VPAA.

Planning: December 1 Meeting

The committee briefly discussed planned items for its next meeting.