



Resident Faculty Organization

WASHINGTON STATE UNIVERSITY
TRI-CITIES

RFOEC Meeting

Date: 1/27/2021

Time: 1 pm

Participants: RFOEC, Vice Chancellor for Finance

Location: Zoom

Attending: Kathleen, Kevin, Ryan, Ray, Cigdem, Ray, Robin, Lee, Paul

Agenda Items:

I. Evaluations

- a. Discussions about how to evaluate faculty/staff in Covid time
 - i. Consideration on not doing Evals
 - ii. Perhaps a shift to a listening session
 - 1. Good to emphasize celebratory component
 - iii. Equity issues around performance
 - iv. No Faculty involvement in staff evaluations
- b. Cabinet Evaluations

II. Budget Update

- a. Current Budget
 - i. Difficulties in assessing current budget owing to Modernization
 - ii. No concerns about “red flags” or “alarm bells”
 - iii. Generally ahead of our budget some savings due to Covid
 - iv. Spending in Covid largely not coming from operational budget
 - v. Savings due to staff retirements/departures as well
- b. Budget Process for Next Budget
 - i. Theoretically should have started in Oct
 - ii. Issues around budget processes when budgets are thin
 - iii. Budgets process should still carry on in some form despite challenges
 - 1. Process allows campus community to outline priorities
 - 2. Smaller Request Portal within each Department
 - 3. Discussion about needs needed even if they can't be funded.
 - 4. Point person for faculty inclusion on processes
 - 5. Ensure Academic directors are involved

- a. Last year most of the work was left on Kate
 - 6. Vast improvements in process
 - a. Keep it transparent
 - 7. Pullman does not care how our money is spent.
- c. Workday impacts on budget
 - i. Impacts will largely be limited to Pullman
 - ii. Improvements in processes and reporting as opposed to budget efficiencies.
 - iii. Some reductions in staff and admin.
 - iv. Adjustments to purchasing procedures owing to Workday and attrition.
 - v. Research says 18-24 months before payoffs apparent.

III. Strategic Plan Update

- a. Website is nearly finished
 - i. Dashboard to be developed and included on dashboard.
 - ii. Metrics may not be measured across campuses
- b. Process
- c. Goals
 - i. Objectives
- d. Foci
 - i. Relevance
 - ii. Inclusiveness
 - iii. Distinctiveness
- e. 15 Trends relevant to WSU
- f. Our eventual preferred future
- g. Where we are now

IV. Return to campus plans - Not discussed due to time constraints