



Resident Faculty Organization

WASHINGTON STATE UNIVERSITY
TRI-CITIES

RFOEC Meeting

Date: 12/7/2022

Time: Noon

Participants: RFOEC

Location: Zoom

Attending: Kathleen, Ryan, Kevin, Nelmi, Robert, Ally, Yonas, Luis

Agenda Items:

I. RFO Chair Updates

- a. Faculty senate sent us a thank you card for help during their visit
- b. Access Center Faculty Liaison Board draft charter happening, will bring in January
- c. No 10% budget cut, plan on 5% cut instead (pay for last year's raises)
 - i. Implication: if no raise, no budget cut.
 - ii. Expect future budget cuts to follow raises if not fully funded by legislature
- d. Upcoming events and meetings
 - i. Last meeting of the semester
 - ii. Pizza with Students – 12/8 at 4 pm in Learning Commons
 - iii. Governor will be here on Monday, 12/12
 - iv. Employee Holiday Potluck Party on Dec. 22nd
 - v. Be on the lookout for availability for spring

II. Update from Faculty Senate

- a. Graduate Student Unionization Expected to have Budget Impacts in FY25
- b. Regents Updates
 - i. Salary Cost of Living (CoL) adjustment main priority
 - ii. Second Nursing Salary
 - iii. Social Work Funding
- c. Rule 60 Update
 - i. Mandates Covid Vaccination

III. Survey Items for HRS survey

- a. Relevant survey questions from our survey last year

- i. How satisfied are you with the support that your unit is getting from the University administration system-wide?
 - ii. How satisfied are you with the support that your unit is getting from the Campus administration?
 - iii. How likely are you to look for a job not associated with WSU-TC in the next 12 months?
- b. Suggestions at last meeting (didn't achieve quorum) were to probe:
 - i. Commitment to institution
 - 1. A nice way of asking "how likely are you to leave?"
 - 2. More precise language would be helpful
 - ii. Satisfaction with current position/administration

IV. Faculty Retention Project Update

- a. Paul got info from Eric Shelden on TC directory over time
 - i. Snapshots of employees yearly from 2016 to present
- b. HR request for data got forwarded to IR

V. Request for New Business

- a. Faculty Equity Salary Increases
- b. H1B Visa policy information