

2017-19 Biennium Budget Decision Package

Agency: 376 The Evergreen State College

Decision Package Code/Title: N1 Compensation - Faculty

Budget Period: 2017-19

Budget Level: PL - Performance Level

Agency Recommendation Summary Text: This request seeks the funding necessary to provide a 4% increase in faculty salaries and associated costs of benefits each year of the 2017–19 biennium. Competitive salaries are necessary to recruit and retain a quality faculty that can advance the goals set forth in Results Washington to achieve a World Class Education and the Washington Student Achievement Council's (WSAC) ten-year roadmap to increase educational attainment in Washington set forth in Roadmap 2015.

Fiscal Summary: Decision package total dollar and FTE cost/savings by year, by fund, for 4 years. Additional fiscal details are required below.

Operating Expenditures	FY 2018	FY 2019	FY 2020	FY 2021
General Fund State 001-1	712,565	1,453,632	1,453,632	1,453,632
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Staffing	FY 2018	FY 2019	FY 2020	FY 2021
FTEs	0	0	0	0
Object of Expenditure	FY 2018	FY 2019	FY 2020	FY 2021
A-Salaries and Wages	609,030	1,242,421	1,242,421	1,242,421
B-Employee Benefits	103,535	211,211	211,211	211,211

Package Description

- **Background:** The Evergreen State College (Evergreen) is committed to providing the highest quality educational opportunities to students, to maintaining an innovative public liberal arts college, and to the goals set forth in Results Washington to achieve a World Class Education and the Washington Student Achievement Council's (WSAC) ten-year roadmap to increase educational attainment in Washington set forth in Roadmap 2015.

Competitive salaries are necessary to recruit and retain a quality faculty workforce to advance the goals of policymakers to increase educational attainment in Washington as well as to deliver the rigorous, multidisciplinary education that is the cornerstone of Evergreen's curriculum.

- **Current situation:** Average faculty salaries at Evergreen rank 13th among our 29 peer institutions, which includes the U.S. Council of Public Liberal Arts Colleges (COPLAC) plus

three of Washington’s regional institutions: Eastern Washington; Western Washington; and, Central Washington Universities. However, our ranking falls to 23 among the 29 when it comes to our most experienced faculty, which poses challenges with faculty retention.

Not only does Evergreen face challenges in retaining its current faculty due to lagging salaries, but the College also has a workforce that is increasingly retirement-eligible. Currently, 30% of our faculty are eligible to retire. In order to recruit new faculty with the requisite skills and experience needed to deliver a rigorous, multidisciplinary curriculum, Evergreen will need to offer faculty salaries that are competitive with our institutional peers.

- **Proposed solution:** Evergreen requests state funds to support increases of 4% per year during the 2017–19 biennium. Funding this request will allow Evergreen to deliver faculty salary increases that are necessary to recruit and retain the quality of faculty necessary to achieve the state’s goals to increase the number of Washington adults who hold a postsecondary credential.

Base Budget: If the proposal is an expansion or alteration of a current program or service, provide information on the resources now devoted to the program or service. Please include annual expenditures and FTEs by fund and activity (or provide working models or backup materials containing this information).

In FY 2016, Evergreen spent \$14,620,050 for salaries and \$4,326,383 for associated employee benefits on 205.5 faculty FTEs.

Decision Package expenditure, FTE and revenue assumptions, calculations and details: Agencies must clearly articulate the workload or policy assumptions used in calculating expenditure and revenue changes proposed.

- This request seeks to increase faculty salaries by 4% in each year of the 2017–19 biennium. The request does not anticipate any increases to the number of faculty FTEs or any increases in the cost of associated employee benefits.

Decision Package Justification and Impacts

What specific performance outcomes does the agency expect?

Describe and quantify the specific performance outcomes the agency expects as a result of this funding change.

Annual increases of 4% would provide faculty at Evergreen with cost-of-living increases that would maintain our current ability to provide competitive salaries and to recruit and retain quality faculty. A highly engaged and motivated faculty is necessary to deliver a quality educational experience for current and future students.

Performance Measure detail:

Fully describe and quantify expected impacts on state residents and specific populations served.

What are other important connections or impacts related to this proposal? Please complete the following table and provide detailed explanations or information below:

Impact(s) To:		Identify / Explanation
Regional/County impacts?	No	Identify:
Other local gov't impacts?	No	Identify:
Tribal gov't impacts?	No	Identify:
Other state agency impacts?	No	Identify:
Responds to specific task force, report, mandate or exec order?	No	Identify:
Does request contain a compensation change?	Yes	Identify: The request is targeted at increasing faculty salaries.
Does request require a change to a collective bargaining agreement?	Yes	Identify: This collective bargaining agreement will be negotiated in 2017.
Facility/workplace needs or impacts?	No	Identify:
Capital Budget Impacts?	No	Identify:
Is change required to existing statutes, rules or contracts?	No	Identify:
Is the request related to or a result of litigation?	No	Identify lawsuit (please consult with Attorney General's Office):
Is the request related to Puget Sound recovery?	No	If yes, see budget instructions Section 14.4 for additional instructions
Identify other important connections		

Please provide a detailed discussion of connections/impacts identified above.

What alternatives were explored by the agency and why was this option chosen?

Current resources are inadequate to provide locally-funded, across-the-board pay increases to faculty. Due to current statutory constraints, Evergreen is prohibited from increasing tuition by more than 2.1%, which is insufficient to cover the costs associated with maintaining competitive salaries and meeting the obligations of the collective bargaining agreement.

What are the consequences of not funding this request?

Freezing faculty salaries would adversely affect recruitment and retention of faculty, impairing the College's ability to serve students. New restrictions limiting increases in tuition levels for resident undergraduate students severely limit the College's ability to provide salary increases from other revenue. The only other option would be to employ fewer faculty, teaching at a higher student-faculty ratio. This option also would impair the College's ability to recruit and retain qualified faculty, would restrict the courses of study available to students, and would ultimately reduce the number of students served and degrees produced.

How has or can the agency address the issue or need in its current appropriation level?

The only way to increase faculty salaries based on the current appropriation level would be to reduce the number of faculty positions, which would result in a reduction in programmatic offerings. This outcome would be counter-productive to the overarching goals of the College and the state of Washington that are focused on student success and degree completion.

Other supporting materials: Please attach or reference any other supporting materials or information that will help analysts and policymakers understand and prioritize your request.

2015 COPLAC plus survey results (Attached).

Information technology: Does this Decision Package include funding for any IT-related costs, including hardware, software, services (including cloud-based services), contracts or IT staff?

☒ No 

☐ Yes Continue to IT Addendum below and follow the directions on the bottom of the addendum to meet requirements for OCIO review.)