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DEPARTMENT OF LANDSCAPE ARCHITECTURE
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COLLEGE OF BUILT ENVIRONMENTS

December 8, 2022

Dean Renée Cheng
College of Built Environments
University of Washington

RE: Unit Adjustment preparation for AY22-23 and future years

Dear Dean Cheng,

Thanks for responding to our requests for clarifications and more information to assist in our review of the unit adjustment proposal. While the College Council fully supports making the unit adjustments for faculty members whose salaries have lagged behind those in peer institutions, the information we have received is insufficient for us to engage in an adequate review.

To reiterate our previous comments, the draft proposal provided no information on what each department requested, how the number of faculty to receive unit adjustments and the amounts of adjustment were determined, and what the gaps are within the unit and with an appropriate peer group in similar institutions nationally. It is not clear what portions of the funds are coming from the departments and the College. It is also not clear what the “other” revenue sources are, as identified in the proposal, and how those funds are sustained in the short term before ABB revenue picks up as planned. We do not have enough information to ascertain whether the unit adjustments benefit and are funded by units already experiencing ABB growth, or subsidized by revenue from the College or other departments. Furthermore, the draft proposal provided no information on differential gaps across the departments and how the College proposes to address inequity through unit adjustments.

Finally, it was not clear in the additional materials provided to the CC why Texas A&M University and the University of Florida were selected for comparison. We are requesting additional information from the UW Office of Planning and Budgeting to gain a more comprehensive understanding of the financial positions of the College and Departments, for this and future unit adjustments.

For future years, we would like to request that the following information is provided at the same time when the College Council is presented with a unit adjustment proposal:

1. Source(s) and the amount of funding for the proposed unit adjustments and whether such funds are from the department(s) or the College.
2. How those funds are sustained in the near term and the long term, according to existing trends in Departmental and College revenue and expenditures.
3. Relevant salary data in the College (names can be redacted).

4. How peer institutions are selected for comparison, given that such comparisons should be made per discipline and thus at the unit or departmental level.
5. Salary data at the department and program level from the peer comparison group of 65 Universities from the UW Office of Planning and Budgeting.
6. How different gaps within departments and ranks are addressed.
7. How issues of equity and compression are addressed.
8. How the specific number of cases has been determined by each department.
9. How specific amounts of adjustments are determined by each department.
10. What the recommendations are from each department and how they have been assessed by the College.

This information above is critical for the College Council to conduct a substantive review of a unit adjustment proposal. Please let us know if there are any questions or concerns. We also welcome your suggestions in the spirit of co-governance.

Sincerely yours,



Jeffrey Hou, Ph.D., ASLA
Professor

On behalf of the College Council: Jeffrey Hou (Chair), Jan Whittington (Chair-elect), Kimo Griggs, Louisa Iarocci, Yong-Woo Kim, Rebecca J Walter

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