

**Academic Unit Name:** College of the Environment

Please complete this Word document and the accompanying [Excel workbook](#), and submit them to the Office of Planning & Budgeting on or before **Friday, November 20**. Please email your materials to [Becka Johnson Poppe](#).

In addition to the questions in this document, academic units will be asked to provide information about anticipated growth or contraction over the next five years. These materials, however, will not be distributed to academic units until October 30 and will not be due until Wednesday, December 23. In order to ensure some consistency and common information across responses, academic units will be given templates with projections of student growth. Units will be asked to review these growth trajectories and provide detailed notes about any planned deviation(s).

---

1. Since the Washington state legislature reduced resident undergraduate tuition rates for the 2015-16 and 2016-17 academic years, we are giving academic units an opportunity to revisit and, if needed, revise tuition rate recommendations for 2016-17 (FY17).

**Please review the FY17 tuition rate(s) previously recommended by your unit** – copies are available at the [FY16 Unit Budget Submissions webpage](#) – and please **either confirm your previous recommendation or provide a new recommendation with accompanying justification** for the change.

**If you have a new recommendation, please use the “Tuition Rec Worksheet” tab** of the “FY17 Academic Budget Worksheets & References” [Excel workbook](#) to identify your new proposal.

As always, **if your recommendation involves creating a new tuition category**, please be sure to identify the original tuition category, the proposed category and a suggested tuition rate for FY17. If you plan to move only a subset of your programs into a new category, please identify those programs by major name, pathway, level and type.

---

CoEnv tuition recommendations remain at 0% for 2016-17.

2. Though the Provost will soon be announcing requirements for FY17 merit increases, **please tell us how your unit plans to deploy funds for merit increases and unit adjustments in FY17**. A salary and tuition revenue model WILL BE available on the [FY17 budget development website](#) by October 26; this model is designed to give you a sense of the magnitude of the support that will be required at various salary percentage increases.
- 

The College of the Environment is committed to ensuring competitive compensation for its faculty, staff, and students. We have reserved funding adequate to cover merit increases for FY17. Our past unit adjustments have resulted in faculty compensation packages that are competitive with their peers. CoEnv will continue to monitor anomalies in compensation and has funds reserved to make additional adjustments, if needed. Given that the College's compensation levels are competitive, our reserves for merit and occasional adjustments are adequate. However, if alternative faculty compensation policies are implemented we are prepared, if necessary, to modify future hiring plans or make other adjustments.

3. As you may recall, last summer, the UW was the sole subject of a state-required audit of net operating fee (tuition) and local fund accounts. This audit reinforced the importance of monitoring expenditures against budgets on a biennial basis, ensuring that academic and administrative units have plans to spend fund balance in a reasonable and mission-driven manner and that these plans are acted upon.

As such, we ask that academic units **provide itemized obligations against fund balance** (as estimated by OPB for the close of FY15, going into FY16) using the **“Carryover Worksheet”** tab of the **“FY17 Academic Budget Worksheets & References”** [Excel workbook](#). Please be as specific as possible.

- In the space below, **please indicate what your unit will do to contribute to an overall decline in the UW’s fund balance**. If your unit has no fund balance, or a negative balance, you need not answer this question.
  - If you would like to describe any items from the worksheet in greater detail, please use the space below.
- 

The College of the Environment has amassed carryover funding with specific goals in mind. During the FY15-17 biennium several of these goals will come to fruition, thereby reducing its total carryover. The following are illustrative of the actions the College is planning in the near future that ensure reduction of its fund balance.

- 1) Planning is currently underway to renovate large portions of Wallace Hall in order to make it more flexible and appropriate for student programs. A total of \$1.5 million is allocated toward this program: \$1 million from CoEnv carryover and \$.5 million currently held by the Capital Projects Office. This project should be complete by the end of the current biennium and will help reduce the central fund balance. In addition, the College is planning to distribute just under \$1 million for teaching and technology infrastructure improvements as well as \$500K in lab improvements related to start-ups and retentions.
- 2) The College is launching several initiatives including its long-awaited environmental institute. We anticipate spending \$1.5 million on interdisciplinary initiatives over the next four years.
- 3) Multiple new faculty have been and are being hired as a result of retirements. A few years ago the College’s hiring plans included 3-5 new positions: the College’s current hiring plan includes 14 approved positions. This growth in hiring was anticipated and funding held in reserve for startup packages. In addition to increased numbers of hires, competition for the highest quality candidates pursued by the College has dramatically increased the value of startup packages. This was also anticipated and additional reserves retained to address this challenge. It is anticipated that a minimum of \$5-6 million will be distributed to new faculty in the short-term. We anticipate a continued high rate of retirements followed by new hires will continue to reduce the College’s fund balance by millions of dollars.
- 4) As a discipline, the field of Oceanography has traditionally offered 6 months of tenure to assistant and associate faculty rather than 9 months. Nationally, this practice is being abandoned in favor of offering 9 months tenure. To be competitive, the School of Oceanography is transitioning its assistant and associate professors to 9 months tenure. This will reduce College fund balances by over \$600K.
- 5) The College is in the final stages of planning to implement a Marine Biology major. It has reserved over \$1.5 million to launch the major over a ramp-up period of four years.

In addition to the preceding large commitments, the College has dedicated funding to multiple smaller projects goals and commitments that will further reduce the fund balance.

4. The Provost will be making the decision to deploy *permanent* Provost Reinvestment Funds **primarily, if not exclusively, to cover for compensation increases. The only possible exceptions for permanent funds will be for critical compliance issues.** However, requests for temporary funds will only be entertained in areas of high institutional priority and in consultation with faculty, staff and students.

If your unit has a Provost Reinvestment Fund request that fits within these strict parameters, please describe it using the framework below.

The College of the Environment strongly endorses the decision to deploy the majority of the Provost Reinvestment Funds to cover compensation increases. We include the following two additional requests in the spirit of the exemptions noted above.

Title	Funding	FY	P/T	Years Needed (If Temp)
Funding for EH&S	\$100,000		P	Permanent funds requested

We greatly appreciate the total of \$150K in temporary funds provided by the Provost to Environmental Health and Safety (EH&S) to be split across FY16 and FY17. Given continually evolving health, safety, and environmental regulations, and our reliance on the staff within EH&S to ensure we are in compliance across a broad range of operational issues, however, we would like to reiterate our request that EH&S receive a permanent increase of \$100K/year in their budget to help enable them to fully cover their staffing needs.

Faculty, staff and students in the College of the Environment, and across the university, work in all five oceans and on all seven continents. Closer to home, the College manages labs and classrooms at field stations across the State of Washington, including Pack Forest, the Friday Harbor Laboratories, the Olympic Natural Resources Center, Wind River Research Station, and Big Beef Creek. To address the challenges of maintaining a safe educational and work place for all of our faculty, staff and students, regardless of their physical location, CoEnv has been working with Environmental EH&S to promote an increased attention to safety and regulatory compliance.

The College of the Environment advocates for a **permanent** increase to the EH&S budget so they are better able to administer compliance and safety programs across the university’s operations. A centralized source of expertise within EH&S is the most efficient way of ensuring university-wide compliance with health, safety and environmental regulations and we cannot expect a consistent or effective approach to these issues if the Colleges and Schools are pushed further to track and address these issues independently. The College of the Environment believes it is important to begin to reverse the trend of recent budget reductions in EH&S to help reduce two of the top institutional risks: maintaining safety and the costs of regulatory compliance. While EH&S has worked with CoEnv (and other Colleges and Schools) to come up with new fees and funding practices to help directly fund some of the EH&S staff salaries and benefits, these mechanisms are not enough to make up for the overall decline in the EH&S budget.

Title	Funding	FY	P/T	Years Needed (If Temp)
Funding for student diversity and access programming	\$50,000	FY17-18	T	2

Diversity, in all its forms, is not only desirable but also required for advancing our understanding of the environment and arriving at solutions that allow science to more effectively serve all of humanity. As we broaden our community, we strengthen our ability to identify key issues, frame questions, and bound problems that span earth science, natural

resources and human dimensions. As such, increasing diversity is one of five strategic priorities guiding the development of the College of the Environment, and is an effort nested within the University's larger Race & Equity Initiative. To ensure dedicated attention to this critical issue, the College of the Environment has created a new leadership position, Associate Dean of Diversity and Access. A national search is currently underway with the hope of identifying and successfully recruiting a top candidate by summer 2016. We are committed to engaging a leader who will help shape and drive all matters of equity, diversity and inclusion, and will educate constituents both within and outside the College regarding the importance and advantages of a culture that values and supports each member of our community. In addition, we are excited to recruit a scholar whose research and teaching links natural and social sciences and who will open avenues for teaching and research collaboration across campus with units and groups that address environment and justice issues.

In addition to dedicating a faculty position and scholarship start-up funds to this new initiative out of existing resources, the College has also initiated a comprehensive climate assessment in which we ask students, faculty and staff across the college about their experiences in and perceptions of the learning, living and working environment within the college, with the expectation that we will discover ideas and strategies that will significantly strengthen our community and enhance our individual and collective success. We respectfully request **temporary** funds (\$50K/year for two years for a total of \$100K) from the Provost to leverage our current commitments to create an initial pool of funds for the new Associate Dean of Diversity and Access to draw from to specifically dedicate to student diversity and access initiatives. We believe that by focusing these resources on students, we will have the most impact on university-wide outcomes.

**5. Please confirm that faculty councils – and, to whatever extent may be possible, student leaders – within your unit/campus have been consulted** as part of this budget planning exercise and given the opportunity to provide input. To confirm this, please do **one** of the following:

- Briefly describe who was consulted and when, and provide a point of contact for your faculty council.  
**OR**
  - Include a signed letter from your faculty council chair (a scanned PDF is fine) when you submit the rest of your materials.
- 

The CoEnv Student Advisory Committee and College Council were consulted on November 10, 2015 and November 17, 2015, respectively. Contacts for these leaders are as follows:

Student Advisory Committee – Jacklyn (Jaci) Saunders (jaclynk@uw.edu)

College Council – Cliff Mass (206-685-0910 or cmass@uw.edu)

## Academic Unit Carryover Usage Plan

Unit name: College of the Environment

Carryover going into FY16:

27,644,280

*Please feel free to add rows, as needed.*

PLEASE NOTE: You are **not** expected or required to have carryover line items for each Expense Category.

Expense Category	Description	Amount
<b>General Reserves/Uncertainty</b>		
	<i>Uncommitted reserves</i>	\$ 2,944,536
<b>Education Initiatives</b>		
	<i>classroom support, lab fee subsidies, capstones, etc.</i>	\$ 502,980
	<i>TA/RA salaries</i>	\$ 278,092
<b>Equipment</b>		
	<i>HYAK replacement</i>	\$ 788,000
	<i>SeaGlider cost center inventory and computers</i>	\$ 210,000
	<i>computer and work station replacement</i>	\$ 56,682
<b>Facility/Space Investments</b>		
	<i>Wallace Hall renovation (Capital Projects funding will be used in addition to carryover funds, see note 1 of Narrative)</i>	\$ 1,050,000
	<i>lab renovations and teaching infrastructure</i>	\$ 1,469,548
	<i>faculty and student workspaces in ATMS and POE</i>	\$ 111,266
<b>Faculty Start-Up Expenses</b>		
	<i>committed funding for 24 recent and pending hires (see note 3 of Narrative)</i>	\$ 3,892,608
	<i>future hires across all CoEnv units (see note 3 of Narrative)</i>	\$ 2,824,573
<b>Professional Development</b>		
<b>Recruitment</b>		
	<i>postdoc fellow in climate science impacts</i>	\$ 23,200
	<i>Top Scholars and other graduate student recruitment</i>	\$ 382,505
	<i>research support to free up chair/director time for management</i>	\$ 405,000
	<i>faculty retentions</i>	\$ 1,132,491
<b>Research Initiatives</b>		
	<i>IGERT match</i>	\$ 462,056
	<i>Numerous initiatives, the greatest of which is the Environmental Institute development (see note 2 of Narrative)</i>	\$ 3,673,869
	<i>committed Washington Sea Grant match</i>	\$ 501,258
	<i>match for grants/endowments</i>	\$ 549,873
	<i>other match</i>	\$ 430,516
	<i>individual faculty RCR accounts (seed funding)</i>	\$ 1,786,676
<b>Temporary Salaries</b>		
	<i>Permenent staff supported by temp funds</i>	\$ 1,744,964
	<i>Faculty: WOT &amp; research grant writing, emeritus teaching, etc.</i>	\$ 948,577
	<i>Junior faculty development</i>	\$ 93,421
	<i>postdocs/RAs</i>	\$ 39,105
	<i>previously committed summer salary</i>	\$ 636,154
<b>Other</b>		
	<i>general operations</i>	\$ 706,330
<b>TOTAL</b>		<b>\$ 27,644,280</b>