

**Subject:** Association for Faculty Women - Response to Proposed Parking Rate Increases

**Date:** Monday, March 28, 2022 at 4:46:17 PM Pacific Daylight Time

**From:** Parkhurst, Melissa

**To:** transportation

**CC:** WSU President's Office, Hill, Laura Griner, Call, Douglas Ruben, WSU.Provosts.Office

Dear Chris Boyan,

Transportation Services has proposed a 3-year sequence of rate increases for annual and daily permits at the Pullman campus. We have heard from many of the AFW membership over the past few days since the proposed increases were announced, voicing a number of concerns, including: economic hardship, lack of transportation alternatives, and a disproportionate impact on women and essential workers. On behalf of the Association of Faculty Women, we request a current and well-designed poll of faculty and staff; close consideration of an income-based rate system; simplified access to Transportation Services' budget, revenue streams, and goals; and better representation on the Task Force.

Some of our faculty and staff have salaries in the \$30Ks. For those with Green permits, to use one example, an annual permit may be increasing from \$552 to \$714.80. **This is a real hardship for WSU's most economically vulnerable faculty and staff.** Parking rate increases, as proposed, stand to reinforce the existing salary inequities at WSU.

**Many employees face a lack of transportation alternatives.** Faculty and staff are here to meet WSU goals, and given state of public transit systems here, to do so, many have little alternative but to drive to campus. A sizeable percentage of employees live outside of Pullman and may not have the ability to *not* drive to campus.

**Parking rate increases have a disproportionate impact on women.** Women with children often provide most of the transportation for their children: to and from daycare providers, school, and/or activities. This often necessitates multiple trips to campus in a day. Buses and walking are not viable options. Parking is particularly necessary for many women faculty members to do their jobs, as well as for our essential workers and for those of us who require disability permits. **This is an equity issue.**

Transportation Services last conducted a customer survey in 2019, and circumstances and decision points may be quite different for people now. **A current survey is a necessity.**

**We urge close consideration of creative, proven solutions such as an income-based rate system.** Other institutions, including Vanderbilt and University of Maryland-College Park, employ a sliding scale for parking based on wages.

**All parties would benefit from increased budget transparency.** This would include an accounting of the financial aspects in the formulation of parking rates, including (but not limited to) current financial and budget details, planned spending, and rationale for changes. This would better inform our discussion and allow for a better understanding of the need to increase the already high costs of parking for WSU's dedicated faculty and staff.

**We also respectfully request better representation on the Task Force.** The faculty serving on the task force seem to be selected for their business expertise, and currently, all are men. We request a dedicated equity representative on the task force or a broader reconsideration of the task force

composition. HRS would be well served by having a task force representative, considering the impact of parking policies on employee wellness and retention.

**We are concerned that the amount of time provided for comments on the proposed rate increases was simply too short.** The period for comments must be extended, for meaningful feedback and reflection to be possible. Many faculty and staff also have significant concerns about the impact of rezoning. At a bare minimum, we urge you to delay implementation until alternatives are examined.

We all care deeply about WSU and its ability to recruit and retain talented faculty and staff. We commend our concerns to you. Let's partner to think more expansively about solutions to the current parking crisis.

Sincerely,  
Melissa Parkhurst  
WSU School of Music  
AFW President

And the following members of AFW:

Elissa Schwartz, Math/State and Biological Sciences  
Erica Weintraub Austin, Murrow College  
Tricia Glazebrook, PPPA  
Joanne Kelley, School of Biological Sciences  
Jessica Willoughby, Strategic Communication  
Amanda Boyd, College of Communication  
Jenny Zambrano, School of Biological Sciences  
Dorrie Main, Horticulture  
Julie Postma, Nursing  
Viveka Vadyvaloo, Paul G Allen School of Global Health  
Michelle Carter, Dept of Mgmt, IS, & Entrepreneurship, Carson College of Business  
Mechthild Tegeder, School of Biological Sciences  
Chloe Erikson, IPN  
Leeann Hunter, English  
Porismita Borah, Murrow College of Communication  
Tarah Sullivan, Crop and Soil Sciences  
Vivienne Baldassare, Physics and Astronomy  
Janessa Graves, College of Nursing (Spokane)  
Christie Kittle, Global Campus / AOI  
Kelly Newell, WSU Global Campus / AOI  
Lois James, Nursing  
Jolie Kaytes, School of Design and Construction  
Cara Hawkins-Jedlicka, Murrow College of Communication  
Gayle O'Hara, Terrell Libraries/Manuscripts, Archives, and Special Collections  
Anne M. Mason, College of Nursing  
Susan Gill, Department of Accounting, Carson College of Business  
Lauren Ward Westerfield, English  
Maria (Masha) Gartstein, Psychology  
Angela Henricks, Psychology  
Dee Posey, CAS, Psychology  
Anne Cox, Kinesiology and Educational Psychology  
Jennifer Sherman, Sociology

Donna Campbell, College of Arts and Sciences  
Emily Qualls-Creekmore, Department of Integrative Physiology and Neuroscience, CVM  
Kasee Hildenbrand, Athletic Training  
Julie Ménard, School of the Environment  
Amy Roth McDuffie, College of Education  
Jessica Goldberger, Department of Crop and Soil Sciences  
Monica Kirkpatrick Johnson, Sociology  
Jennifer Henrichsen, Murrow College of Communication  
Melissa Nicolas, English  
Pamela Thoma, Department of English  
Yoon-Joo Lee, Edward R Murrow College of Communication  
Erin Thornton, Anthropology  
Sarah Ullrich-French, Kinesiology  
Cynthia Gleason, Plant Pathology  
Samantha Gizerian, Integrative Physiology and Neuroscience  
Susie Skavdahl, College of Education  
Jia Cheng, Department of Civil and Environmental Engineering  
Keri McCarthy, School of Music  
Sash McLarty, Civil Engineering  
Erika Offerdahl, School of Molecular Biosciences, College of Veterinary Medicine  
Lisa Waananen Jones, Journalism & Media Production  
Karen Weathermon, First-Year Programs, Division of Academic Engagement  
and Student Achievement (under Provost's Office)  
Brittany Cooper, Human Development  
Melanie-Angela Neuilly, Criminal Justice and Criminology  
Elizabeth Murray, Entomology  
Radha Nandagopal, MD, WSU College of Medicine  
Yu Ma, Horticulture  
Christina G Chi, School of Hospitality Business Management  
Sarah J. Fick, College of Education, Department of Teaching and Learning  
Leslie Sprunger, College of Veterinary Medicine  
Terese King, Academic Success and Career Center  
Phyllis Erdman, College of Education  
Stacey J.T. Hust, College of Communication  
Blythe Duell, Psychology Department  
Anita Vasavada, Chemical Engineering and Bioengineering  
Denise Smart, Nursing  
Rita Fuchs Lokensgard, IPN  
Wendy Wheeler, Entomology

CC: President Kirk Schulz  
Provost Elizabeth Chilton  
Senior Vice Provost Laura Hill  
Douglas Call, Faculty Senate Chair