

## **Budget Committee**

The FS Budget Committee met on December 6, 2013. At that meeting, the topics that were discussed were the UWG Budget Narrative to be presented to the Board of Regents, as well as the continued work to implement equity adjustments. The following decisions were made by the committee to bring before the Senate.

### **1. Budget Narrative**

The committee was provided with the budget narrative developed by the President in cooperation with the VP's and Deans. The committee unanimously approved the budget narrative.

### **2. Salary Equity Implementation**

The budget committee was asked a series of questions regarding salary equity implementation. President Marrero recommitted to continued implementation of equity adjustments, with the goal being 100% of the median. However, the process will take several years to accomplish. Among the discussion and decisions made by the committee, as well as some questions that remain are the following:

- a) Promoted faculty should be brought to the 85% level of his/her new rank market median. For years in which we are at greater than 85% of the median, promoted faculty should be brought to the new percentage of his/her new market median.
- b) While Sibson's CUPA sample provided the groundwork for equity adjustments, we should rely on a larger and broader CUPA sample (over 600 Masters large and comprehensive universities). The reasons for this decision are to provide appropriate coverage in the sample for all of our academic disciplines, some of which did not have sufficient coverage in the smaller Sibson CUPA sample. Additionally, the CUPA data is updated annually, whereas the Sibson analysis was a snapshot in time.
- c) CUPA medians will be pulled to analyze our salaries in comparison to market every two years.
- d) Faculty will be matched to their four digit code according to the discipline within which teaching responsibilities are held, rather than according to degree.
- e) Faculty will be rewarded for successful post-tenure review. The reward is yet to be decided.
- f) Salary equity adjustments should also apply to those holding administrative positions. Further analysis is required for Chair salaries.
- g) Future equity adjustments will be made according to contract dates.
- h) Merit increases will be taken into account with future equity adjustments. Salary dollars that were earned by merit will be carried over to the next merit level. For example, if a person earned a merit increase of \$3,000 above the 85% level now, the faculty member would continue to be \$3,000 above the 90% level when the institution moves to the new equity level.

- i) The President stated that funding equity adjustments is an institutional priority, and should not therefore be a complete burden of the academic budget or the vacancy pool.
- j) Newly hired faculty should be brought in at no less than 85% of the market median, with some flexibility for department chairs and deans to make appropriate offers.