

## Budget Committee of Faculty Senate Meeting Minutes

Brad Yates, Presiding

April 28, 2017

### Minutes approved May 10, 2017

Attendance: Liz Baker, Laura Caramanica, Maurice Crossley, Tom Gainey, Anne Gaquere, Kyle Marrero, Andrea Stanfield, Jim Sutherland, and Brad Yates

1. Call to Order at 8:04 a.m.
2. March 31, 2017 Minutes approved by acclamation
3. Old Business
  - a. Post-tenure review monies must be added to the FY18 budget to go to the respective departments for distribution as professional growth and development funds to successful post-tenure review candidates for 2016-2017 academic year.
4. New Business
  - a. K. Marrero reviewed the FY18 Budget Distribution and provided hard copies of the original request items and the funded request items for comparison
    - i. K. Marrero explained we did not need to make a choice between personnel and equity as discussed earlier in the year because of the largest monetary increase (\$3.733 million) to our budget from the BOR in UWG history! In History of UWG this \$3.733 mil—largest monetary increase to our budget in our history
    - ii. K. Marrero explained that we should have received 75-80% of the funding formula, but our \$3.733 million allotment, which is 80% more than our expected allocation, indicates that we were rewarded for our performance, including our system of accountability, 4-year graduation rate, number of degrees conferred, and Engage West!
    - iii. K. Marrero said we should stop and pause to reflect on this historical budget allocation and recognize that our hard work is paying off
    - iv. He explained that \$7.3 million has gone to faculty and staff equity and merit over last 3 years
    - v. As of this meeting, 69 new FTEs will be added and possibly 8-10 more faculty lines. Thus, 77-79 new FTEs could be in place starting July 1, 2017
    - vi. With enthusiasm, it was stated that we can fund all our needs and then some
    - vii. K. Marrero wants us to be fully transparent so we know what we asked for and where the money actually goes, and this is why he provided the hard copies of the request and the actual allocation so we can compare the two documents
    - viii. K. Marrero systematically walked through the documents highlighting what was requested and what will be funded and offered rationale for the decisions. Below are some of the key comparisons that were discussed.
      - 1) Original budget request included equity increase at 87%, but the actual allocation allows us to go to 88%
      - 2) He pointed out the increases in Growth monies, which allow us to cover areas of needs we didn't expect to cover
      - 3) He noted that \$850,000 was allocated to the new Summer Teaching model (entrepreneurial) to get it launched. The hope is that the model will become self-sustaining and that it will incentivize departments to offer more summer classes.

- 4) There was a request for additional police officers to support campus safety, but we were allocated additional dollars to increase the number of officers (4.2 officers) and complete with the required USG Safety Audit
- ix. K. Marrero note that our allocation of \$3.73301 million helps us catch up with our growth; we had \$1.59 million due to us, but the additional allocation is for performance
  - x. It was noted that tuition increases would be 2% for undergraduates and 2.5% for graduates, which equates to \$1.05 million in growth for us. K. Marrero noted that the Chancellor wants to limit the percentage of tuition increase each year and has set a cap of 1.5-2.0% of the CPI area for future increases
  - xi. In terms of etuition distribution: We charge \$90 per credit hour. The resulting monies are strategically distributed. Academic Affairs receives 88% of the etuition revenue to help fund new faculty lines, and the remaining 12% goes to our needs across the University
  - xii. With UWG being the central hub for eWorld (eMajor, eCore, etc.), we are able to utilize monies generated from those initiatives. The dollars go to central pool for strategic distribution (\$2,460,045) based on the business model for eWorld that Melanie Clay has set up
  - xiii. K. Marrero also noted that there would be a \$290 per semester institution fee that is included for growth, which means \$225,000. This institution fee, in the year 2009, was another word for tuition
  - xiv. K. Marrero shared that our grand total of new resources is \$8,793,917, which are able to place toward people and positions starting July 1<sup>st</sup>
  - xv. He, too, highlighted the fact that over \$10 million has been provided for faculty and staff equity and merit over the last 4 years. Some specific compensation investments follow:
    - 1) FLSA is required allocation to fund hourly workers
    - 2) The Center for Diversity and Inclusion is undergoing a reorganization and there is an FTE that is part of the line item along with programming money (\$7,992)
    - 3) For Best of the West Employee of the Year we must book \$1000 each year (with a little extra) (\$1201 this year)
    - 4) There was a need to cover Academic Advisors Fringe Payback at \$11,900
    - 5) We had to allocate for Faculty Promotion \$303,000 (43 faculty/\$303,000) and ensure all are at 87% of CUPA (\$6500 per person)
    - 6) We allocated for Faculty Equity to move to 88% at a cost of \$232,322. The process is to take out the base and move it to 88% then put back in 3% merit for FY17 and then add new 2% for FY18
    - 7) For next spring total salaries will be compared to the new market CUPA data, which will includes merit and promotion. To move to 89% of the CUPA median it will require approximately \$250,000 more
    - 8) For Staff Equity, it will require \$638,000 to get to the minimum entry point of the 19 pay bands; these pay bands will be refreshed in 2019 to determine market value (Note: CUPA is a data run, which costs less than the staff equity study that requires a consultant)
    - 9) The BOR allocated just under 2% for merit; thus, UWG must add the additional dollars to reach 2%, which is only \$316,733
    - 10) It was noted that there are investments of \$2,750,613 in compensation this year with \$10 million over 4 years. J. Sutherland emphasized that we are not only adding money to salaries but we are also adding new

positions (78-80 FTEs this year). There were only 33 new FTEs last year. In one year we will fund what we did over the last 3 years

- 11) K. Marrero broke down the investment over the last 4 years: The state contributed \$3.7 million for merit and UWG contributed \$6.4 million from our growth to get to \$10 million over last 4 years
- xvi. Tier One (K. Marrero briefly highlighted the changes from the request to the allocation)
  - 1) Tier 1, 2, 3 prioritization reassessment of VPs (see actual allocation for further detail)
    - a. ITS \$700,000 infusion, but has to be done in the next fiscal year (all VPs should do this)
    - b. School of Nursing switched their original requests
    - c. Tech Fee will cover Student Mobile Experience
    - d. Reduced Compliance Hardware
    - e. Geoscience became Chemistry
    - f. Redefined Admin Business Op for Library
    - g. New Item with Wild Card Money sent to Core Seats \$55,000
    - h. Honored prioritization process for Tier 1-3
- xvii. Tier Four (K. Marrero noted the various line items and offered a brief explanation where necessary) (see actual allocation for further detail)
  - 1) SEOG Match
  - 2) Federal Work Study Match
  - 3) African American Male Initiative Match
  - 4) Safety Audit increased to \$300,000 from \$204,000 and includes Police Salaries
  - 5) Original request of \$96.2K for Operation Budget Expenses, e.g., SAEM Software Maintenance; QEP; Skillsoft license for students, which includes training manuals and books that can be used for classes (DevelopWest); Patron Manager Software
  - 6) A. Stanfield noted that open source text (like the books offered via DevelopWest) that could be used for classes will help with textbook costs and sees it as a great opportunity
  - 7) IEA Operating, Community Engagement, PCI Service Fee (credit card), Coliseum (all things done for UWG there are not paid); J. Sutherland said Coliseum budget hadn't been augmented for 8 years; Sustainability Council; People Admin, Razor Edge Maintenance, Catalogue Software Maintenance, SOTA funding now recurring (used to be President Office indirects); AA, BF, SAEM, UA, ITS increase in operations
  - 8) On the new allocation sheet, the \$500,000 recurring for operations is righting the ship on operational costs that haven't been dealt with in years
  - 9) Room Scheduler \$74,000
  - 10) CDI Reorganization from \$100,000 to \$63,282
  - 11) Campaign Support now \$80,300 (fully staffed); we are \$29 million toward our \$50 million campaign
  - 12) Web Support for University Advancement is \$80,800 to help keep web pages updated
  - 13) Women's Athletics increased from original budget request of \$206,000 to \$250,000. We have only funded 92 women's athletic scholarships and we need to do a better job in equity for women's athletics versus male athletics; this is an investment. J. Sutherland and K. Marrero explained this is the first time we ever put monies toward athletics; J. Sutherland

said BOR authorizes Education in General monies (but they are limited) to go to athletics if desired. Our athletics fee is low and doesn't support our needs. We have 66% to 34% female to male ratio, and we have more women's sports

14) It was noted that athletes have a higher GPA than regular student body  
15) UREC Operating Costs (held off on position) and added operating dollars of \$25,000

16) Cheerleading Teams were allocated \$8,500. They have never had a budget, despite 20 national championships. The teams did fundraising in the past with some support from athletics. Given the budget allocation the monies were available and were tagged for the cheerleading teams.

xviii. As noted above, another 8-10 new faculty lines (instructor and TT) are coming

xix. Too, it is a big administrative year, and some may critique the decisions to allocate monies for administration, but UWG will be one of the leanest administrative shops in the USG.

xx. T. Gainey asked about tuition funds and our dependence on it; he asked for more information if it was available

1) K. Marrero explained that the Deans and the Provost are working together to use tuition strategically; K. Marrero perceives the BOR's examination of tuition dollar spending as a CEO asking how monies are spent

2) K. Marrero commented that another 8-10 faculty lines can be funded with tuition, but these are not the monies that most departments and colleges rely on each year. The tuition covers other needs, typically, and the goal is not to take away from strategic priorities.

3) K. Marrero noted that UWG has \$2-3 million in sponsored research each year; he indicated a need to increase scholarly/creative activity (3/3 teaching load is great, but we should work on more sponsored research when there is a course release for scholarship; he, too, supports a 2/2 if the expectation is more research)

4) K. Marrero has to ask for accountability of tuition dollars as directed by the BOR, but his goal is not to take it away

5) There is a high degree of trust in the deans, chairs, and faculty in terms of uses of tuition, but there needs to be accountability

b. Other items from the floor:

i. B. Yates acknowledged K. Marrero's outstanding effort to fight on behalf of faculty and staff for equity and to provide as transparent a budget as possible for all to see. We recognize the extensive work he puts into his job and extend our sincere and heartfelt thank you for all of his efforts.

ii. K. Marrero acknowledged the work of the Budget Committee members and thanked them for their service. He further thanked the Faculty Senate and the entire faculty and staff for their extensive contributions and applauded their efforts to make the largest budget allocation in the history of the institution happen.

5. The incoming chair, Leanne DeFoor, will call next Meeting in the fall, unless a special meeting is needed.

6. Adjournment 9:14 a.m.

Respectfully submitted for the last time as Budget Committee Chair,  
Brad Yates