

Minutes for 15 December 2016 meeting of ECU University Budget Committee

Attending:

Stephanie Coleman, Cindy Elmore, Peter Franks, Joe Gaddis, Shanan Gibson, Bonnie Mani, Jeff Popke, Mark Sanders, Kerry Sewell, Wanda Wynne

Guest:

Mike Van Scott

The meeting began at 3:01 p.m.

1. The minutes of the Oct. 20 UBC meeting were approved.
2. Bonnie Mani was elected to be the committee's representative to the Faculty Salary Advisory Task Force and will report on the task force's progress at the January meeting. The task force has met three times this semester.
3. The interim Vice Chancellor for Research, Economic Development, and Engagement, Mike Van Scott, visited the committee to discuss and seek feedback about the proposed Temporary Variable Incentive (TVI) Plan. The TVI provides for incentive pay to faculty who are successful in obtaining external grant support that recovers (lapses) state-appropriated salary funds. The proposed plan has been reviewed by the UNC General Administration (GA) and will be taken up for comment by the UNC Board of Governors in January 2017. The Brody School of Medicine has had an incentive plan since 2012. Allied Health subsequently brought a similar plan to ECU's Academic Council, which was approved. The TVI would enable ECU to pay researchers a bonus of up to 50% of what external funding offsets from a salary. The funding must be from an approved source to ensure quality. The Division of Research, Economic Development, and Engagement maintains a list of approved sources for the institution. The plan doesn't state how much researchers can receive of the maximum amount - that's up to the Dean of the College. A faculty member has to be performing "exemplary" in all other assigned duties. At the recommendation of GA, for now, the plan does not provide funding for others who enable faculty to work on grant. It may be added later. Vice Chancellor Van Scott noted incentive pay has been a big factor in retaining faculty at Brody. There is currently no institutional policy, but it is desired by the Provost. Gibson suggested getting some SOPs together from other Assistant Directors for Research at ECU who are already using to suggest wording for an institution-wide policy.

Formal Faculty Advice on the TVI plan:

UBC members expressed general support for the TVI plan. After discussion, the Committee recommended one change to the section on 'Eligibility', to require that faculty performance in all assigned duties be satisfactory, rather than exemplary. The specific suggested wording is below:

Only faculty members who are satisfactorily performing all assigned duties as determined by their immediate supervisor are eligible. Only faculty members with exemplary performance across all of their assigned duties are eligible. Exemplary Such performance must be documented in faculty annual evaluations, progress towards tenure evaluations, and post-tenure review evaluations. **Overall performance excellence** must be reviewed and confirmed by the unit's personnel committee prior to enrolling in the TVI Plan.

4. The University Budget Committee has been asked by the Faculty Senate Committee on Committees to evaluate ex-officio membership on the committee to determine if the current roster is meeting the UBC's needs. The UBC is one of only two Faculty Senate committees with more ex-officio members than elected members.
5. ECU's Director of Strategic Initiatives, Michele Brooks, should be able to visit the UBC in the spring. Popke will check her availability in February. He will also check with Vice Chancellor for Student Affairs, Virginia Hardy, about visiting the UBC in the spring.

The meeting was adjourned at 4:03 p.m.

Respectfully submitted,
Mark Sanders