

*approved*

## Minutes for 21 April 2016 meeting of ECU University Budget Committee

### **Attending:**

Terry Atkinson, Ryan Beeson, Stephanie Coleman, Nelson Cooper, Guglielmo Fuggli, Joe Gaddis, Shanan Gibson, Bonnie Mani, Jeff Popke, Mark Sanders, Kerry Sewell, Rick Niswander (by phone)

### **Not Present:**

Terry Atkinson, Kylie Dotson Blake, Susan Chapman, Gary Vanderpool, Wanda Wynne

The meeting began at 3:01.

**Item 1:** The minutes of the March 17<sup>th</sup> meeting were approved by acclamation.

**Item 2:** Rick Niswander noted the certainty of a 1.9% pool for merit raises and promotion increases. Last year we imposed a \$1M cut on ourselves and gave extra to boost from 60% to 90% for merit raises. Not this year because the NC Legislature is likely to provide a raise, although it's not a certainty. If they don't, we could cut ECU's budget to provide one.

There will likely be a 1% overall cut to ECU going to every division. 3/4 of the cut is built in. The cut to Advancement (\$4M) will be split - 1/3 will be drawn from cuts to units, 1/3 from cuts (RIFs), 1/3 from Central Resources. The best possible outcome is legislature revokes the law limiting state funds to \$1M or raises the cap.

The state is \$300M ahead in revenue, trending towards the good. But he would be surprised if we have our budget by the middle to end of June at the best, although he doubts the legislature will go to Sept. We will likely know before fall semester.

There will be \$3.5M added to the normal budget allocation process as a result of enrollment increase.

**Item 3:** The committee discussed the content for the annual report.

The Delaware Study task force found that the peer group is much smaller than originally thought. The n= is very small (fewer than 10) for national trends that might be used as a standard for "typical" programs. The group should carry over the same charge - keep thinking about the formula workload matrix. The need was noted to have a friendly conversation with Rick and Ron to see if we propose making any change.

Following a meeting with IPAR it was discovered that the office does a benchmarking survey called the CUPA HR Faculty salary survey every year with peers. The resolution suggested at the last committee meeting is for something we already do. The real problem is that people are unhappy about pay.

**Item 4:** For next year's agenda the committee would like to hear from Director of Strategic Initiatives, Michelle Brooks, and Vice Chancellor for Student Affairs, Dr. Virginia Hardy next year. Next year the committee will try to get day of the week changed to avoid conflict with BOT meetings. Finally, next year the committee will seek to see how salary data is being used on campus as benchmarks.

The meeting adjourned at 4:05.

Respectfully submitted, Mark Sanders