

## Minutes for 19 October 2017 meeting of ECU University Budget Committee (UBC)

**Attending:** Stephanie Coleman, Cody Chullen, Bonnie Mani, Haley Creef, Kerry Sewell, Joe Gaddis, Wanda Wynn, Cindy Elmore, Amy Frank, David Loy. **Not present:** Gary Vanderpool, Mark Sanders

**Guest:** Ron Mitchelson

The meeting began at 3:33 pm

1. Minutes from September were approved as submitted.
2. Presentation by Ron Mitchelson:
  1. Board of Governors—Ron Mitchelson emphasized that every year you have to cope with a new set of parameters from the BOG, and that this year the parameters have been more restrictive than in previous years, particularly with regards to monitoring of salaries. A primary example is the permanent salary increase restrictions, which, for those increases kept on campus, must be no greater than 20% and \$15,000. Another constraint this year was the 4.99% salary increase cap, which included the annual salary increase as well as salary equity adjustments. This meant that some faculty did not get their full merit raise due to salary equity adjustments that ate into the 4.99% raise cap. Other examples of BOG monitoring are the requirement for the BoG to review any increases that take a salary to the 100,000 or greater mark, and review of any new positions over 70,000 require (the latter requires approval from BoG). There are some concerns that the ceiling affects the university's ability to be equitable.
  2. Ron Mitchelson stated that we still do not have any concrete information on state appropriations, thus budget, as of yet. This is worked out based on student credit hours and trying to reconcile budgeted (what we agreed upon) vs actual student credit hours. He stated that, so far this year, this bodes for a positive balance for ECU. The data analysis involves a large amount of data, with occasional issues with the coder at the state level trying to analyze the ECU data.
  3. The state had mandated that faculty salary increases be merit-based this year, and ECU had discretion in how merit-based raises were determined and distributed. ECU chose to provide raises based upon final evaluation scores. In the process of distributing money across the various colleges and schools, there were some issues with evaluations across departments and schools, with some departments and schools being overly generous with their evaluations and other departments and schools being stringent in their faculty evaluations. The discrepancies in evaluations across departments and schools may have affected distribution of salary increases. The lack of normalization of scoring in evaluations is a concern.
  4. David Loy asked about the effect of the 'locking in' of tuition rates for each entering class on the budget for the university. Ron Mitchelson said that this year, it has had no effect, but that next year, we will essentially have a budget cut as a result of the locked-in rates by class. The locked in rates only apply to in-state students, not to out-of-state students. In the discussion of tuition issues for out-of-state students included the discussion of the fact that the extra money from out-of-state tuition goes to the state, not to the university.
  5. Bonnie asked about discrepancies between male and female professors' pay increases upon promotion. Rick Niswander had previously provided data showing that males' increases upon promotion were higher than females' promotion-based raises. Ron Mitchelson stated that the 4K and 6K increase per promotion has provided some standardization of promotion raises. The normalized increases have helped with some of the existing salary compression issues. It may be

the case that there are still discrepancies between male and female salary increases *beyond* the floor.

6. Cindy Elmore asked about fixed term contract lengths, with concerns about just granting 1-year contracts. Ron Mitchelson stated that each unit can grant 2- or 3-year contracts. He emphasized that in considering fixed-term contract lengths, it is important to think about staggering the end date for those fixed term contracts.
  7. Bonnie asked about the effect of Faculty180 on normalizing or documenting faculty evaluations. Ron Mitchelson stated that Faculty180 will go a long way with normalizing evaluations and addressing self-report issues, since it will import research information from databases like RAMSeS
3. Report from Bonnie Mani on UBC input to John Stiller
  4. Bonnie Mani asked UBC members to please send to her questions for each of the invited guests in advance so that the guest speakers can prepare responses to questions.
  5. Bonnie Mani reported from her recent meeting of Faculty Officers and elected University Committee Chairs. Several points of discussion arose from that meeting:
    1. One discussion centered on race relations, particularly because of issues with students taking a knee at football game last year. Faculty are concerned about race relations and how to discuss those in class. Haley Creef reported that it is important from the student perspective to see that faculty care about issues around race and are willing to bring the topic up for discussion in classrooms.
    2. Another discussion centered on student safety—Bonnie stated that she is particularly concerned about issues with sexual and gender violence and making safe spaces for students to report incidents and knowing where and how to assist students with reporting incidents.
    3. The meeting also addressed issues with engaging student representatives in meetings—one issue has been that the student representatives don't always attend all the meetings.
  6. New Business:
    1. Any issues related to student tuition and fees we could ask about?
      1. Desire to recruit from out-of-state. Bonnie Mani stated that she has concerns about ECU's ability to recruit out-of-state students due to very high tuition and fees, along with limited scholarship funds. This may have an impact on getting talented students.

Meeting adjourned at 4:23 p.m.