

Minutes, University Budget Committee, Nov. 15, 2018.

Regular Members in Attendance: Cindy Elmore, Mark Sanders, Uduak Akpan.

Ex-Officio Members in Attendance: Stephanie Coleman, Joe Gaddis, Becky Welch, Sara Thorndike, Susan Chapman, Jeff Popke, Haley Creef.

Guests: Provost and Vice-Chancellor for Academic Affairs Ron Mitchelson, and Wendy Sergeant, Assistant Vice-Chancellor for Personnel and Resource Administration.

1. The committee meeting was called to order at 2 p.m.
2. Minutes from the Oct. 18 meeting were approved with the correction of one typo.
3. Ron Mitchelson, the Provost, provided updates about new policies for summer classes in 2019, making the following points:
  - Currently, the state appropriates funding via a formula for distance education summer classes as a part of our normal budgeted activity, while face-to-face (F2F) courses are self-funded by tuition and Educational Technology fees.
  - In 2005, 75% of summer credit hours were F2F, however in 2018 the ratio was reversed with 76% of summer credit hours being delivered by distance education.
  - Though additional clarification is being sought, the Board of Governors is considering changes to the way it funds summer courses. The goal for the university is for all summer classes to be funded by state appropriations.
  - If summer classes become a budgeted activity as a result, ECU needs to make sure it is efficient with the courses being offered for summer.
  - A pro-rata compensation system was established for faculty teaching summer F2F and DE courses in 2018. Faculty with under-enrolled summer classes were given the opportunity to teach the class but be paid proportionately less than the long-established rate of 8.33 percent of their salary per course. Some faculty were unhappy about the change, which had been initially requested by the deans to maintain consistency. Some colleges were already using the pro-rata system, but not in a consistent manner across the Academic Affairs Division. The pro-rata system was applied universally across the Academic Affairs Division.
  - The 8.33 percent pay rate for summer classes is a relatively high compensation rate, which has resulted in increased interest in teaching summer classes by senior faculty. This is not necessarily a good outcome at a university that wants to see increased research output by faculty.
  - Given dissatisfaction among some faculty, the university is initiating a different – and standardized -- pay and enrollment policy for Summer 2019. Under this policy, faculty who teach summer classes will receive their full summer pay, but

those classes will only be offered if they meet minimum enrollment thresholds. Lower level undergraduate courses must have 20 students each; upper level undergraduate courses must have 15 students each. Master's level classes will need to enroll 10, and PhD courses will need 5 students to be offered.

- Exceptions to these minimums will be considered, for instance, if several students need a certain summer course in order to graduate.
  - The number of under-enrolled summer classes has already been reduced in Academic Affairs by 40 percent over the past four years.
  - In response to expressed faculty concerns, University officials do not want to return to the pro-rata pay system for summer classes. Everyone agrees there needs to be guidelines for class-size thresholds.
  - Faculty Senate Chair Jeff Popke noted that faculty are not the same as piece-rate workers, and there isn't a great deal of difference in the work involved for faculty teaching a class of 12 versus a class of 20. This was why some faculty felt devalued by the pro-rata pay policy in Summer 2018.
4. Jeff Popke, Chair of the Faculty, provided an update on the Salary Study Advisory Group, saying that the study is still in the early stages, with work in progress. The study is being expanded to the Health Sciences campus. A basic multiple regression model will be used, similar to what was done with the recent pay equity study. He said there is no ideal model for measuring salary compression and inversion, but that there is interest in ECU's study at the UNC system level, since all system schools are dealing with compression and inversion issues.
  5. Mark Sanders reported that web links to budget information are being added to the UBC webpage, for instance, an update 2017-2018 budget primer and possibly including a link to the faculty salary data that was formerly on Pirate Port. Sarah Thorndike, Vice-Chancellor for Administration and Finance, added that an audit report had been published the previous day by the state, with no audit findings.
  6. Jeff Popke added that it would be nice to have the committee's webpage become a one-stop-shop for all university budget information.
  7. The next UBC meeting date scheduled for Dec. 20 was cancelled.
  8. Michelle Brooks, Director of Strategic Initiatives and Legislative Liaison, will be the UBC guest speaker at its Jan. 17 meeting.
  9. The committee voted to adjourn at 3 p.m.