

Minutes: University Budget Committee, February 21, 2019.

Regular Members in Attendance: Cindy Elmore, Amy Frank, Mark Sanders, Holly Wei.

Ex-Officio Members in Attendance: Susan Chapman, Joe Gaddis, Gary Vanderpool.

Guests: Bill Bagnell, Associate Vice Chancellor for Campus Operations
Rebecca Bizzell, Business Officer, Campus Operations

1. The committee meeting was called to order at 2 p.m.
2. Minutes from the January 17, 2019 meeting were approved.
3. Guests: Bill Bagnell, Associate Vice Chancellor for Campus Operations and Rebecca Bizzell, Business Officer, Campus Operations visited the committee. Bill gave an overview of the Campus Operations' mission, areas of responsibility, and funding sources.
 - The mission of the Campus Operations is to maintain an aesthetically pleasing and safe campus environment that is conducive to teaching, learning, and research through services provided by Facilities Services and Facilities Engineering and Architectural Services.
 - Campus Operations' areas of responsibility include Facilities Services, Facilities Engineering, Architectural Services, and Housekeeping.
 - The organization of Campus Operations includes administrative, technical/trades, professional, and service staff in the following areas: Building Services/Trades – Carpentry, Locksmith, Masonry, Paint, Roofing, Utilities Services – Electrical, Plumbing, HVAC/Controls, Life Safety (fire protection systems, elevators), Boiler operations, Housekeeping, Ground services, and Energy Management.
 - The primary funding source for the Campus Operations is the General Assembly Funding. Another funding source mentioned is non-recurring allocations.
4. Update on Faculty Salary Advisory Task Force: Two different analyses have been completed for Academic Affairs (the Health Sciences analysis is proceeding, but more slowly).
 - a. An analysis of faculty salaries compared to national benchmarks. This analysis was added at the request of the advisory group, though it should be noted that the Provost has indicated that he wishes to focus on compression and inversion, and not market issues.
 - b. A regression model of faculty salary, with three variables: Academic Department, Rank, and Time in Rank. The parameter estimates can be used to predict what the expected salary should be for any faculty member based upon their deviation from this. This model will be used to generate a list of individuals whose actual salary falls below what would be predicted by the model, probably in a series of 'tiers'

We do not yet know what funds will be available for redress or how many individuals might benefit. The next steps are to finalize the models and decide how best to disseminate the information the campus.
- c. Please email Mark for any ideas for increasing faculty participation in campus budget processes. There was not time to discuss this item and with so many members unable to attend it was carried forward to a future meeting.
- d. Next meeting is March 21, 2019. Our guests are Stephanie Coleman, Associate Vice Chancellor/Budget & Athletics Fiscal Affairs and Jon Gilbert, Athletic Director.
- e. The committee voted to adjourn at 3 p.m.