

Budget Committee meeting

11_10_2022 4-5pm

Attendance: Jennifer McKinnon, Rachel Baker, Ruth Lee, Meghan Millea, Brad Lockerbie, Beth Thompson, Alice Richman, Brian Mattern, Wendy Sergeant, Marlina Rose, Anne Ticknor, Paige Thompson,

Minutes

- MM opened the meeting
 - Approved minutes
 - Presented agenda
- MM asked if we should meet with Provost in January and we tabled until end of meeting to decide based on discussion.
- AR reported on her meeting about fees and tuition changes. Proposed changes go to Chancellor, BOT and final vote in Feb/March.
- MM discussed summer pay for faculty and asked BT to talk more about her recollection and investigation of subject. A working group had worked on a plan to be presented to administration. It was a tiered approach. One of the main concerns was that some faculty and fixed term faculty were being paid less than an adjunct would be paid to teach a single course. Faculty feel as is this is the only way they can add to their salary and so if changes to the structure away from a percentage impact them, that could be negatively seen by faculty.
- AT raised a question about now that summer is on full model, how does that impact salary dollars. Should we be using lapsed salary dollars or dollars that come straight from tuition. There were questions about how and whether or not tuition dollars are distributed across the university to pay for instructors in summer.
- AR suggested a minimum pay for summer classes as almost like a minimum wage.
- BT suggested there needed to be more flexibility around programmatic needs such as small courses versus larger courses.
- AR asked about moving forward on this and AT responded that the committee could make a report. Committee could ask for it to be voted as a resolution to adopt the report. I can be recommendations to the Provost, Deans, and/or a resolution. Or it could just be information. Things the committee were looking at and thinking about.
- AT suggested we needed more information based on the new funding model. In December, we are planning to have a report from or a presentation from Vice Chancellor Coleman and Provost Coger about the new funding model and performance-based funding. Now we can ask them to report on particular parts of it. The Budget Committee could be more thoughtful and what kinds of questions they want to be presented either at Senate or the Agenda Committee.
- AT put together a document with her department to consider how the university can allow researchers with external funding to increase their salary beyond buyout and summer pay. She researched other UNC schools. UNC has a policy where faculty can earn up to 25% more their base in the 9-month appointment on federal and state awards. Especially important when equity and raises have not been given and for retention of faculty that receive external dollars. Wake Forest has the opt in for Research Excellence Award. Also Allied Health at ECU has a variable supplement plan where money is strategically used where you can get more pay

through clinical revenue. AT gave this information to Sharon Paynter and Sharon said they were working on some other things already and she would have a look at it.

- AT is going to meet with a smaller group of budget committee interested in working on this idea to push it forward.
- MM relayed that she had discussions again with the Welfare and DEI committee about fixed term faculty. Increasing yearly contracts, etc. The three committees should work on it together. MR relayed the faculty manual has been amended to allow for up to 5-year contracts. MR suggested a minimum advancement in title salary increase. WS suggested there were conversations and movement to try and institutionalize advancement in title for fixed term faculty and that was being done by Welfare Committee. MM is reaching out to other committees to discuss further.
- MM brought up research reallocation time or sabbatical. AT said there was a policy. Units have to cover the costs. Why do units have to cover the costs? Why isn't it covered at an upper level? Other institutions and some at ECU can bank courses to get releases. AT said it was worth thinking more about and making recommendations. Half funding by unit and half by REDE or College or AA. Would be good for retention, productivity, reputation, etc.
- Conversation ended with agreement that we need to meet with Provost Cogger and have some two-way conversations about priorities of university and priorities of faculty. MM is working on putting something together to send to the Provost about a meeting.
- Meeting adjourned at 5:12pm.