

Budget Meeting
Bate 1006
2/1/2023 Bate 1006

Attendance: Javier Limon, Meghan Millea, Anne Ticknor, Beth Thompson, Alice Richman, Wendy Seargent, Ruth Lee, Stephanie Coleman, Provost Coger

Millea: Opened meeting at 0857. Open lines of communication and alignment with Provost office

Coger: Chair Ticknor knows the charge relevant to summer funding. Help for planning summer by Deans. Gets in way of student if we don't know why. The glitch is flat rate. We have to get to the place where we meet in the middle. Prioritize to get to a resolution. A plan that arrives at ease of planning. Fixed rate allows for planning. Based on discipline.

Thompson: Pay should be based on qualifications. Tiered rate based on rank.

Coger: Did you research within UNC system?

Thompson: Most of them do percentage of base salary. Fayetteville State was the only exception, to her knowledge.

Coger: How does that help us plan?

Beth: It was presented as an equity issue when first taken up by Budget Committee, she appreciates the planning issue.

Millea: Seems there are three levels. Do faculty want to teach? What is the student demand? Planning issues.

Coger: Is the adjunct rate the correct rate? Help think through being in a position early enough so that these students know. Prioritization of courses.

Beth: Is there wiggle room on enrollment requirements? Currently at 20 for UG classes. A balance over classes across discipline. Freedom to go down and up so using an average.

Coger: Need to identify the number of course numbers. Something that makes sense. The process of waivers is problematic.

McKinnon: Discipline specific could be an answer.

Coger: Make some recommendations and write it up and send it in. Repeatable and logical. Making sense.

Coger: Talk to Chairs and then she will take it to Deans. Pay is what she is trying to figure out. If there is information that will help related to planning as it relates to pay.

Coleman: Need to have consistent enrollment. Lapse salary ends up closing budget at the end of the year. If we don't have those, we end up short.

McKinnon: Cultural issues need to be understood. Summer pay used as incentives for Full and Associate who perform service during the year because there is no incentive provided to do that extra service like Program Directors.

Coger: Another idea related to attracting students. Think about scholarship pools to attract students. If in your scope. Help with some homework. How many of our UNC schools do merit type scholarships?

Ticknor: Student scholarship committee is looking at Need-based. Coger is looking at Merit. Danny Ellis set up a scholarship. They said need-based was requested. Donors want needs-based scholarships Could be collaborative effort but a committee is already looking at it.

Coger: Students need more scholarships. Need more diversity in scholarship types. Wants to understand the information about what is being offered across universities in UNC System.

Millea: Will be difficult to get that info because it is private and keep to themselves.

Marlena Rose: PSAT scores in scholarships are free ride for National Scholars to some out of state schools. Could look at that as an option bc no other UNC schools do that.

Richman: Incentive for research active faculty. To attract and retain. To fund lots of things we need like scholarships, etc. Sister NC schools that are doing this. Opt in research excellence award. Break through ceiling to give a 25% over pay.

Coger: Concerned with people not performing and focused on getting them to bring in external dollars. Can't understand how someone can do more research. Where is the time.

McKinnon: Compared to overload for teaching. One off payment. Could be grant specific as one off. Would help attract and retain research productive faculty.

Coger: Focused on underperforming faculty and effort.

Millea: Tying it back to our relationship of working on projects that are important to faculty and administration.

Thompson: How do you envision communication?

Coger: Committee being open to running it by the team for feedback.

Millea: Close meeting