

MINUTES

FACULTY SENATE BUDGET COMMITTEE MEETING

September 28 2016

UC 135, 3:15 p.m.

The meeting was called to order by Janel Bloch.

Guests: Sue Hodges Moore (Senior Vice President for Administration and Finance), Mike Hales (Chief Financial Officer), Sue Ott Rowlands (Provost)

Members in attendance: David Agard, Janel Bloch, Nancy Campbell, Nathan De Lee, Dick Durtsche, Linda Dynan, Brant Karrick, Ed Kwon, Jessica Kratzer, Marc Leone, J. Robert Lilly, Gisele Lorient-Raymer, Marcos Misis, Carrie McCoy, John Metz, Phil Moberg, Amber Onorato, Cory Sheadler, Ron Shaw, Kazi Zunnarhain,

Members absent: Tracey Adams, Ausbra McFarland, Rich Gilson, Ellen Maddin, Tamuchin McCreless, Ljubomir Nacev, Bob Salyer

Chair Report

Budget slides are on the Committee's BlackBoard site and on the New Budget Model Website. The New Budget Model Website can be found from entering it as a search term from the NKU home page. Click through to the webpage, and find the resources tab. There are 274 pages describing the organizational units and their functions. Janel suggested that we have a member of the athletics unit come talk to the budget committee. Please review these slides and make suggestions for other NKU units to present the functions and responsibilities of their units.

Janel reported that A&S has a budget committee which met. The Provost reported that every college has such a committee, not all of which have met yet. These committees are to provide input on the budget from the college-level.

Old business

A. Issues from faculty budget priorities survey.

Members of the committee indicate the following as priority areas for the budget.

Salaries

Summer compensation – class cancellation policy

Reduced workload – i.e., differential workload/active scholar – increased expectations without the infrastructure to support it (e.g., grants, editing support)

- Conference travel (funding levels Varies across university)
- Support for faculty research – too much paid out of pocket
- Fund reassigned time
- Scheduling

Technology 1 1

- Standardizing smart classrooms – MEP 467
- Upgrading smart classrooms and computers -
- IT not responsive – particularly with macs
- Not having replacement computers
- Support for online teaching
- Availability of computer labs – i.e., testing – centrally located large lab for testing

Maintaining smaller class sizes

Student advising – more equity -- need more professional advisors in A&S (talk to dean candidates)

Flexibility of classrooms – addt'l whiteboards/reorient whiteboards and screens – too many seats in classrooms 1

Student tutoring

Operating budgets 11 – vans, libraries budgets for materials

Restoring faculty lines – including NTTTTs, Rs

Lack of full-time TT faculty – music

Lack of funding restricts growth

Athletics – better explanation

More grad. Assts. – computer science

Deferred building maintenance

Morale – do more, getting less support

Additional discussion with respect to morale: Retention of faculty was raised. The Provost indicated that the fund that exist from line that have not been filled may be used to make counter-offers of up to 10% salary increase under the Provost's discretion (in agreement with the Chair and Dean). Beyond 10%, it must go to the President. This does decrease our ability to hire new faculty.

B. Salary policies and analysis. Faculty, staff, and administrative salaries were a big area of concern identified in the Fall 2015 budget survey.

A plan is needed for addressing equity/compression/inversion issues so that it can be ready to implement when funding becomes available.

Sue Ott Rowlands called for a committee to design a process to address compression and equity when there is a potential raise pool. The committee will come up with an institution-wide plan and criteria for this process. The committee will make a recommendation to the Budget Committee. The recommendation if accepted will go the Senate, Provost and President. All completed by March.

If you are interested in serving on the Compression/Equity Subcommittee, please contact Janel.

Ideas this far for salary equity/compression/inversion policy:

Years of service

Commonwealth affairs. Any questions/concerns/updates, e.g., re: performance-based funding or impact (if any) of recent State Supreme Court decision re: Governor Bevin's university cuts - <http://www.courier-journal.com/story/news/politics/ky-governor/2016/09/22/high-court-rules-against-bevin-university-cuts-case/90747088/>

The University dipped into reserves to cover shortfall, the returned funds will go back into reserves.

The meeting adjourned at 4:45.

Future meetings (roughly every 3 weeks, more frequently at first to get started):

10/12/2016, 3:15 p.m., SU 104

11/9/2016, 3:15 p.m., SU 108

11/30/2016, 3:15 p.m., SU 104

1/18/2017, 3:15 p.m., SU 108

2/8/2017, 3:15 p.m., SU 108

3/1/2017, 3:15 p.m., SU 104 3/22/2017 (room TBA)

4/12/2017, 3:15 p.m., SU 108