

**Minutes**  
**FACULTY SENATE BUDGET COMMITTEE MEETING**

December 9, 2015  
UC 135, 3:15 p.m.

- Call to order
- Members in attendance:  
David Agard, Tom Baxter, Nancy Campbell, Steve Crites, Nathan De Lee, Hayley Ericksen, Tam McCreless, Yasue Kuwahara, Thomas Lambert, Gisele Loriot-Raymer, Carrie McCoy, Kevin Muenta, Karen Mutsch, Ron Shaw
- Guests:

Sue Hodges Moore (Senior Vice President for Administration and Finance), Mike Hales (Chief Financial Officer), Vickie Natale (Asst. Vice President, Planning and Institutional Research):  
Update on state budget proposal process

Beth Sweeney (Associate Provost for Administration): Discussion of salary analysis issues and benchmarks Sue Hodges Moore: State Budget Committee, Council for post 2<sup>nd</sup> Education Committee recommendations to Gov. When looking at Net State Appropriation we are lowest. 12 million dollar deficit if we were judged like other schools. Comprehensive Budget model for the allocation of state funding. CPE funding model Outcomes based funding model. Need for equity. Adjustments with this model. Setting targets, Percent of formula 82.8% NKU, 2014 we were \$10 under-funded. Her presentation is on BB.

- Approval of minutes from November 2015 meeting
- Chair's report and announcements
- Old business
  - A. The revised bylaws wording approved in our last meeting and presented to the Faculty Senate last week needs modification. Discuss the following correction (while Sue Hodges Moore and Mike Hales were present).

**As revised in last meeting:** *It shall periodically report to the Faculty Senate on the University's budget priorities submitted to the Council on Postsecondary Education's biennial budget development process and recommendations for funding the public universities.*

**Proposed modification:** *It shall periodically report to the Faculty Senate on the ~~University's budget priorities submitted to the Council on Postsecondary Education's~~ (CPE) biennial budget development process, including the University's capital budget priorities and the CPE's capital and operating recommendations for funding NKU and each of the public universities institutions.*

*It shall periodically report to the Faculty Senate on the Council on Postsecondary Education's (CPE) biennial budget development process, including the University's*

capital budget priorities and the CPE's capital and operating recommendations for funding NKU and each of the public institutions.

**For additional consideration:** If the above revision is made, could Article I, Part D be omitted?

*It shall review and report to the Faculty Senate on major capital expenditure proposals submitted by the administration to assess their budgetary impact upon the University. CPE is distinguishing between budgets. We will talk about it again next meeting.*

- B. The budget priorities survey is now closed. Discuss how to analyze and report results to administration and Faculty Senate. This has been given to Sue Hodges Moore  
**Proposal:** Make full Qualtrics report available now and provide brief executive summary after the break? Any volunteers to help with the analysis?

For reference, see the following:

- [Faculty Senate Budget Committee Priorities Report 2013-2014](#) (posted on Budget Committee website) and the previous budget priorities reports posted on Blackboard
- “Summary of Faculty Budget Priority Surveys, 2003-2014” (posted on Blackboard)

- C. Salary policies and analysis (discussed while Beth Sweeney was present). Salary analysis is a charge of this committee and salary concerns rated high on the priorities survey. Discuss proposed content of salary data to be requested from Institutional Research to update and build upon the salary study done by the 2013-14 Budget Committee. Discuss how to proceed with salary analysis next semester, including some analysis of administrative salaries.

Proposed columns for faculty salary analysis include, although 6-CIP may not be available:

Name	Dept.	Rank	Yrs. in rank	Highest degree	FY/AY	Salary	2-CIP	2-CIP salary	\$ dif.	% dif.	4-CIP	4-CIP salary	\$ dif.	% dif.	6-CIP	6-CIP salary	\$ dif.	% dif.	Notes	

Benchmark/peer institutions to include in the comparison salaries? Salaries were on top of the survey priorities. All institutions that report CUPA is how we figure our salaries, we weren't using benchmark institutions although some faculty thought we were.

- For the 2013-2014 Budget Committee salary analysis, see “Report on a Comparison on NKU and CUPA Salaries”, (posted on Blackboard)

- D. Current budget review/new budget model (while Sue Hodges Moore/Mike Hales were present)

- E. Commonwealth affairs (while Sue Hodges Moore/Mike Hales present)  
Understanding activities related to efforts to change state funding model for universities and other activities related to the state government and other relevant entities

F. Desired presenters and topics

- New business
  - A. Revisitation of summer/winter compensation policy Revisitation of counting heads for payment Summer is hemorrhaging money. Look at this with summer scheduling. Policy needs revision. Provost Ott Rowlands will make a committee to decide how to progress. Flat fee or percentage not to exceed X amount. Summer is supposed to pay for itself. Beth Sweeny will be looking into an additional concern regarding summer compensation and TIAA-CREFF over summer- the issue is that the pay isn't put into TIAA-CREFF like it is during the rest of the year.

Adjournment 4:30 p.m.

**Future meetings:**

February 10, 2016, UC 135

March 16, 2016, UC 135

April 13, 2016, UC 135