

**AGENDA**  
**FACULTY SENATE BUDGET COMMITTEE MEETING**

February 10, 2016  
 UC 135, 3:15 p.m.

- Call to order
- Guests:  
 Sue Hodges Moore (Senior Vice President for Administration and Finance), Mike Hales (Chief Financial Officer), Sue Ott Rowlands (Provost): Update on 2016-17 budget development process.
- Approval of minutes from December 2016 meeting
- Chair’s report and announcements
- Old business

A. **Budget priorities survey results.** The budget priorities survey results, including the complete Qualtrics report and a breakdown of the qualitative comments into categories are posted on the budget committee website. The narrative report is being revised based on the comments received from members of the Budget and Executive Committees and will be made available there soon and provided directly to relevant senior administrators.

The main areas of concern identified in the survey seem to be salaries (faculty, staff and administrative), workload, administrative costs, and athletics. Others?

B. **Salary policies and analysis.** Faculty, staff, and administrative salaries were an area of concern identified in the budget survey. Lori Southwood (HR) has indicated that an analysis of senior administrative salaries has been done for Staff Congress can be provided.

For reference, the questions in the 2013-14 Faculty Senate Budget Committee faculty salary study were as follows:

- How do faculty salaries at NKU compare to CUPA salaries?
- If NKU salaries fall below CUPA, how much would it cost NKU to close the gap?
- Is there evidence of salary compression?
- Is there evidence of salary inversion?
- How have average salaries relative to CUPA changed over time?
- Have NKU salaries kept up with inflation?

Discussion:

- What research questions should be addressed in an updated study?
- In the previous study, there may have been some issues with the NKU salaries used. The CUPA average for “all institutions” seems to have been used as the basis for comparison. Will NKU’s benchmark institutions be an improved basis for comparison? See the attached list of benchmarks.
- The proposed columns for an updated faculty salary analysis include:

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.	Notes

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- C. **Summer compensation policy.** The current policy's evolution, rationale, and alignment with the new budget model were discussed with Sue Ott Rowlands, Mike Hales, Sue Hodges Moore, Lori Southwood, and Beth Sweeney. As a result, the provost indicated that this policy would be re-examined by the committee working on the revisions to the timing of the summer sessions. The budget committee chair will continue to follow up with the summer session committee.
- D. **New budget model.** Information sessions are still being held. The faculty survey indicated several questions and concerns. Any other discussion?
- E. **Revisions to Budget Committee bylaws.** The revisions to the Budget Committee Bylaws wording will be tabled until the various proposed revisions to the Faculty Senate Constitution are addressed in Faculty Senate. Some of the proposed revisions (which are still being discussed by the Faculty Senate Executive Committee) may affect (a) the Budget Committee membership selection process and (b) sections of the Budget Committee bylaws covered by the wording modifications discussed in the December 9 meeting.
- F. **Commonwealth affairs.** The state legislature is discussing the governor's proposed budget. Input to state legislators can still be provided at [inventinsuccessky.com](http://inventinsuccessky.com). Other discussion?
- G. **Desired presenters and topics?**
- New business
  - Adjournment

**Future meetings:**

March 16, 2016, UC 135

April 13, 2016, UC 135

<b>NKU'S National Benchmark Institutions Accreditations</b>			
<i>Name</i>	<i>Business</i>	<i>Accounting</i>	<i>Law</i>
Boise State University	x	x	
California State University, East Bay	x		
Central Connecticut State University	x		
Cleveland State University	x	x	x
Eastern Michigan University	x		
Kean University			
Missouri State University	x	x	
Northern Kentucky University	x		x
The University of Tennessee at Chattanooga	x	x	
Towson University	x	x	
University of Central Oklahoma			
University of Nebraska Omaha	x	x	x
University of North Carolina Wilmington	x		
University of North Florida	x	x	
University of Wisconsin Oshkosh			
West Chester University of Pennsylvania	x		
Youngstown State University	x		

<b>NKU's Kentucky Comparison Institutions Accreditations</b>			
<i>Name</i>	<i>Business</i>	<i>Accounting</i>	<i>Law</i>
Morehead State University	x		
Murray State University	x		
Eastern Kentucky University	x		
Western Kentucky University	x	x	
Northern Kentucky University	x		x

### **Sources**

NKU's benchmark institutions: <https://oie.nku.edu/research/other.html>

AACSB schools: <http://www.aacsb.edu/accreditation/accredited-members/global-listing>

ABA schools:

[http://www.americanbar.org/groups/legal\\_education/resources/aba\\_approved\\_law\\_schools/official-guide-to-aba-approved-law-schools.html](http://www.americanbar.org/groups/legal_education/resources/aba_approved_law_schools/official-guide-to-aba-approved-law-schools.html)