

Budgetary Affairs Committee (BAC)
September 23, 2021
MINUTES

In attendance:

HDOSE: Cliff Haynes, Corinne Manley

SESPECS: Ashley MacSuga-Gage, Kristen Kemple

STL: Sevan Terzian, Alyson Adams

Dean's office: Glenn Good, Tom Dana

Went over suggested goals from last year (on FPC google doc)

Dean Glenn Good reported

- There is a group being paid to consult on our UF budget this year to make it more transparent
- UF Goal to capture \$65 Million for deferred maintenance - repair/construction work has skyrocketed
- There's much up in the air right now; UF is highly dependent upon the state for support/\$\$
- Mori Hussein (Board of Trustee President) is a strong budget advocate for higher ed and influential with UF CFO
- All colleges tasked with 5% budget reallocation exercise and 5% reallocation of space to meet growing needs
- UGRD enrollments up
- Typically Sandra Bass will share our budget report -- not available this time. But we are doing ok. Discussions with Directors on needs/wish lists.
- What should our priorities be? Keep the ship running while a new budget model is being proposed. Hopefully we'll have a dashboard with this new model to see the State of things easily.
- Are there searches that need to be launched ASAP? Working with Directors to establish now.
- Retirements are planned, but we need a date in a letter in order to hire a new person and commit that salary. Could consider overlap hire to allow the retiring faculty member to share wisdom
- We've done really well with metrics the university measures, so we've done fairly well with prior budget models. We have high visibility centers (Zucker, Lastinger) and we've been dealing with our problems, not pushing them over to university level; our rankings are strong within our college; our scholars have impact nationally
- Texas A & M and others nationally are having College of Ed reorganizations/challenges, so these are scary times overall for COEs.

Meg Kamman: Set FPC Goals for this year?

Discussion

- although we are in a holding pattern with UF budget we could explore:
 - **Flowchart of salary processes:** Last year's committee wanted more transparency related to salary. New hire salary negotiation is a big factor that impacts you throughout your career, but last year's committee discussed this and realized that the Dean does need discretion and flexibility. But once you're here, it's not as clear how to negotiate/navigate for higher pay.
 - **Merit process clarity** across schools, following by-laws and being consistent with new CBA. Most Schools in College allocate merit in flat amounts. We get a 3% pool of money, but not everyone gets 3%. Other committees are handling parts of the bylaw revision, Our task may be to consult with FAC on how they are approaching their bylaws task. We need to first understand the CBA and make sure it's clear, and ensure that FAC & Schools revise by-laws in ways that align with CBA (we'll pay attention to fiscal-related elements of the revised by-laws)
 - Might also be important to understand where does the raise money come from? (UF or the College?) and what impact does that have on college operations? This was discussed in depth this year between Provost and CFO about whether the 3% would be covered by UF or Colleges. Ends up we are paying 2% fringe increases
 - **Reporting & Transparency** - sharing college financial issues with us so that we share with our Schools; also look for opportunities to innovate and areas of growth (like masters programs that generate tuition dollars)

- Sharing the understanding of how specific students (by degree level) generate money, considerations like class size required to allow a class to run (and make money) - there are many factors at play that many people do not understand. We need to look at these issues across the whole college, not just by School. Example: If we have some college-level classes that are very large size, it gives us flexibility across the college to have lower size classes.
- New budget model may help with this understanding and communication
- Communicate decisions about instructional hiring/staffing beyond just Directors (wider communication)
- Training and communication/planning about different models - possibly a brownbag (or series) but hopefully ending up by formalizing the models/concepts into a guidance document.
- Shifting the culture and understanding related to funding
- Possible Annual Budget forum -- how does money come in and go out and where are challenges, opportunities/creative accounting
- Possible meeting to share innovative instructional models to consider
- **Equity goal focus:** Return to this next month. Last year we explored formal research to analyze salary inequity, but it was very complex and not really possible. Last year's committee went with transparency as a way to help people understand and better advocate for themselves.

Alyson will do a doodle poll to find a time to meet. 11am Thursdays is problematic for some, but 11:30-12:30pm is also problematic.