

Budgetary Affairs Committee (BAC)

December 9, 2021

MINUTES

Zoom link: <https://ufl.zoom.us/j/98394643096?pwd=L1FkYy9McThrUE44eDgwNVdidHIZdzO9>

In attendance:

HDOSE: Corinne Manley, Cliff Haynes

SESPECS: Ashley MacSuga-Gage, Kristen Kemple

STL: Sevan Terzian, Alyson Adams

Dean's office: Glenn Good, Tom Dana, Sandra Bass

1. Prior minutes from 11/19/21 were approved (Kristen made the motion/Ashley seconded)
2. Dean's Report on budget updates and issues -
 - a. Three main threats to budget
 - i. 5% approvals were de-approved and BoT want to look over them again; reviewing college performance
 - ii. On-going threat from Huron group for new budget model
 - iii. University is still trying to recapture money from all colleges for on-going maintenance.
 - b. Legislature expected to be very conservative and unfriendly to higher ed in general
 - c. Sandra review of budget -- doing okay at the moment. But related to threats, we recently had to account for how we are using our Carryforward funds, down to the line items. They examine everything very closely.
 - d. We'll know more in January to project to end of fiscal year.
 - e. Inflation is 8%, but wages in private sector going up more than that, so we may need to adjust salaries of staff at some point.
 - f. State is also refusing to allow us to respond to Federal vaccine mandates which may cost the state millions in flow through dollars and federally funded grants.
3. Spring meeting days/times for BAC -- 3rd Wednesday, 9-10am via zoom
4. Budget forum in spring -- 4/27, noon – 1pm in Conference Center. Glenn and Tom to share topics (TBA, including the Salary Influences document).
5. Finish conversation on each School's merit policy/procedure (see minutes from 11/19 for the first part of the discussion):
 - a. Policies also vary related to ensuring that people are **evaluated on their assignments**. Annual reports do not cover many things that are essential parts of our assignments. Addendums can help to document the items that are not visible on the annual reports. Merit committees need to take load/assignments into account. Annual evaluations cover Summer, Fall, & Spring terms.
 - i. **RECOMMENDATION TO FPC: We recommend that each School create an addendum/form for faculty to document activities not listed on the FAR. There should also be a place on the addendum (or separate document) to report faculty assignment/load to provide context for understanding the responsibilities of each faculty member. This could be similar to the effort**

chart in the T & P packet with a narrative explanation. Per the CBA, faculty must vote on anything created and included in evaluation and merit consideration.

- b. SESPECS does not have an “opt out” policy if they do not wish to be considered for merit review. Cliff mentioned that this is covered in the CBA that people can opt out for being reviewed for merit and will receive no merit.
 - i. **RECOMMENDATION TO FPC: Align policies to CBA to allow opt-out for merit review.**
 - c. **OVERALL RECOMMENDATION TO FPC: There seems to be little guidance in the college constitution regarding Merit policies and procedures. In addition, our Constitution is a bit vague on where merit policies lie (BAC vs. FAC). Disparities between Schools should be identified and discussed. FAC deals with faculty policies, and since this is budget related, BAC should also discuss with FAC. Then, we will bring our recommendations to FPC.**
6. Flowchart/document showing salary influences over time (Glenn)
- a. Reordered by those more common, those more rare. New document will be uploaded to our TEAMS folder
 - b. Salary compression may happen more due to inflation and new hires who demand more money.
 - c. Do we have a similar document for staff salary increases? No, and staff merit raises are rare. Mostly they are across the board raises or bonuses. There are published ranges of salary for each job title. There are not very many options for staff salary increases. Staff members are now allowed to unionize.
 - d. This is a very helpful document and adds to transparency to the process. We should add this topic to the Budget Forum to share this information widely.
 - e. Regarding counteroffers – you must provide a letter of offer to move through the system to be approved. Are we hindered with a ceiling cap by existing pay for same rank/track? We do have some flexibility.
 - f. Where to house this (and other) documents to make them useful?
 - i. Suggestion to have permanent resources on the BAC website in FPC area. Include this document and info on market equity review (from FAC, be sure to link to the FAC document on their page).
 - ii. Suggestion to include this as a tool when mentoring new faculty.

Next Meetings:

- January 19, 9-10am, zoom
- February 16, 9-10am, zoom
- March 16, 9-10am, zoom
- April 20, 9-10am, zoom

Budget Forum:

- April 27, noon – 1pm, Conference Center