

Minutes for Faculty Senate – Budget & Planning Committee (FSB&P) Meeting

Oct 8/18 at 3:30 pm in Strong Hall 611

Attendance: Larry McKay (chair), Ken Baker, Chris Cimino, Lisa Driscoll, Lou Gross, Sean Schaeffer & Beth Schussler

Introduced members of the FSB&P committee (revised member list attached).

Scheduling of meetings. Will continue to schedule most meetings for the Monday before the Faculty Senate Meeting. Time is 3:30 pm and location is Strong Hall 611.

Discussed summary of 2017-18 FSB&P committee activities (previously sent to committee). This covered all of the major FSB&P activities and was used to help inform decisions for priorities outlined below. In some cases, comments from the 2017-18 discussion are rolled into the discussion of 2018-19 priorities.

High Priorities for 2018-19

1. Faculty Salary Analysis (annual). Extensive discussion of how/if the data is used. Faculty, Heads and Deans use it for hires, negotiations, etc. Cimino (VC F&A) did not think the survey played a role in deciding faculty raises. Senator concerned that some units have seen greater growth in salaries relative to others, partly because of higher level hires in some units (the rich get richer, for percentage-based raises). Senator felt that with changes in Chancellor/Provost/BOT, this might be a good time to request a greater role for FSB&P in advising on raise priorities (ex. minimum raise levels for staff, per capita raise pools rather than percentages, etc.). Senator asked whether it was feasible to include non-TT faculty salaries in survey? Senator asked why GTA raises are not considered annually and in the same pool as raises for faculty & staff? Long discussion of GTA stipend history. Baker, Driscoll and Baker volunteered to lead effort for faculty salary analysis in current year.

2. Efforts to Increase Transparency in UT and UTK Budget Process. In recent years, FSB&P met with senior administrators (Chancellor, Provost, Graduate Dean, Athletic Director, etc.). Concluded that this was useful and will invite administrators to meet with us again this year. Would like to include Interim President, Randy Boyd (will discuss with FS president). Topics for current year, carried over from last year, will likely include: a) budget priorities, b) rate of increase of UT System budget, relative to UTK budget, c) request for Athletic contribution towards UTK academic costs, d) athletic budget and cash reserves, e) risk of future athletic financial crises related to coach buyouts, capital projects, etc. and their possible impact on academics. McKay will set up a calendar and start inviting administrators.

3. Possible Changes in the UTK Budget Model. Cimino (VC F&A) indicated that he has had discussions with Provost Manderscheid on the possibility of a major revision of the Budget model. A revision will inevitably have different impacts on different units. Process is likely to take 1-2 years and Cimino expects they will make a decision on whether to start the process this fall (within a month or two). FSB&P would like to be involved in the revision process, along with other groups at UTK. This could be a major effort for FSB&P for the next couple of years.

4. Graduate Student Stipends, Workload and Related Issues. FSB&P made some progress getting info on stipend levels and distribution of tuition waivers last year, but data is complex and much of it is still difficult to access (password protected). New funds (\$1M) were promised for this year, but B&P has

received very little info on how they will be allocated. Will likely continue to focus on GTAs this year, but GRAs will remain a concern for future years. FSB&P would like the assessment to expand to include how GTAs and tuition waivers are allocated, as well as disparities in GTA workload and quality of work environment. There was a discussion of ORE efforts to repurpose Science Alliance Graduate Stipend support for STEM departments (\$800K in CAS and \$94K in COE), which could put a great strain on these departments. The status of this effort will likely be part of the FSB&P assessment. McKay, Schussler and Schaeffer agreed to lead effort on Grad Student support/workload issues.

5. Follow up to Living Wage study carried out in 2017-18. Ensure that UTK continues to look at minimum across the board raises for the lowest paid workers. Invite Mary Lucal, AVC Human Resources, to report to FSB&P committee on staff salaries, raises and the new staff job classifications that are in the process of being implemented.

Lower Priorities

6. Tracking Costs of Periodic Post-tenure Performance Reviews (PPPR). FSB&P is interested in the result of tracking, but should not be the group to track the costs.

NEXT MEETING

- Monday, November 12 at 3:30 pm in Strong Hall 611
- Agenda will include a presentation by Chris Cimino (VS F&A) on possible scenarios for new budget models