

**FCBC  
MINUTES  
December 19, 2018  
3:30  
Room 156 University Hall**

Brent Sohngen, Chris Penrose, Stephanie Seveau, Joanne McGoldrick, Stephanie Schulte, Simone Drake

1) Review minutes -- Did not have quorum so will request an email vote.

2) Trevon Logan: Former chair of Department of Economics and currently on an administrative assignment in the College of Arts and Sciences visited with the committee to discuss the budget model at the university.

- Budget in most colleges is generally related to credit hour production.
- Programs that are restricted in size can set differential tuition to compensate for the credit hour budget model.
  - ASC (and many other units), however, cannot charge a separate tuition.
- There is no direct link between the number of faculty, the number of credit hours and the number of students.
- Given the way the budget is structured, the fact that credit hour production is stable to declining, and tuition is largely fixed, retirements generally have to pay for any salary increases and faculty replacements. For example, if Annual Merit Compensation Pool (AMCP) is \$2 million, this is paid for from funds recovered from retirements or other departures. Thus, if there are \$5 million in retirements, and \$2 million is needed for AMCP, then \$3 million is available to hire faculty to replace those leaving.
- Q: How do Discovery Themes affect hiring?
  - There is concern about the financial implications down the road if the faculty hires are moved back entirely to the departments. Individuals who are DT hires report essentially to two bosses and this presents additional uncertainty for department chairs managing departmental budgets.
- Explanation of PBA, or Present Budget Allocation. This is money that works through the credit hour formula and is used to pay for most of the labor that a unit has. This will change based on the credit hours.
  - This is what has historically been considered annual rate.
  - Some concerns have arisen that the budget model leads to a substitution between lecturers and tenure track faculty. The College of Arts and Sciences has analyzed that and has not seen a large increase in lecturers relative to tenure track. Other colleges that have clinical faculty could see increases, however.
  - Relationship between budget, lecturers and quality of teaching. One issue is the quality of the lecturer, but another issue raised by Trevon is the quality of the experience at the university.

- A&S is more hesitant at the moment to hire more tenure track or lecturers because of the reduction in credit hour production.
- Even as university has grown, total credit hours have not increased overall for a number of reasons.
- Will the President's teaching initiative help teaching?
  - Trevon: Points out that few faculty members are trained on pedagogy in their own discipline or otherwise. We spend lots of time learning about our discipline but not about teaching.
  - This does go into the base salary, so it does help raise overall salaries.
- What is the role of F&A, which largely comes back to individual colleges.
  - Have to spend it on F&A type things.
  - Stephanie Schulte: Can grant dollars allow units to hire faculty.
    - Trevon: probably not faculty positions, but could provide some benefits for libraries because these are part of F&A.
- Units pay for buildings and space. University does not differentially charge for that space. So lab space is charged at the same rate across the university.
  - Metered rates would redistribute these expenditures, but this will cause some colleges to do better and some to lose a lot.
- Colleges make different decisions about how to allocate resources within their college.
- Ideas to help deal with inversion and gender gap issues
  - Gender gap: Keep encouraging the Provost to encourage the colleges to address this issue. Is it structural within colleges or is it driven by particular units. Is it driven by different starting conditions?
  - AMCP is an opportunity to address this, but
    - Mobility issues related to women versus men if this affects the ability to get the outside offers.
    - How do we address counteroffers when people get outside offers?
  - One question raised in this discussion: Is there any hope to get money outside of the AMCP process to address gender equity issues? Maybe, but would need a process for accountability and would likely need to roll out over a number of years.
  - Cash bonuses could help limit the gender gap if it is used to compensate for high productivity.
  - How do you deal with other systemic problems, such as the effect of grant applications on hiring faculty, when grant applications may be reviewed differently if they are male and female.
    - NIH/NSF have found structural level problems in reviews, so hiring is affected by a system that has a structural problem.
  - Force the college to handle the gender issue in the AMCP process.

### 3) Report from Rob Prisbrey on the HR transitions (followup from last meeting)

- Report on career roadmap
- See slides that he provided
- Chris asked whether the salary benchmark would be adjusted by part of the state in which the job is located?
  - Joanne pointed out that people would be given a range of salaries, and you could hire within a range (somewhere within the 25<sup>th</sup> -50<sup>th</sup> percentile for example).
- Stephanie Seveau pointed out the problems they have had in past in hiring due to difficulties translating HR requirements to realities in hiring.
  - Rob responded that one point of this changeover is to try to handle some of these inequities and differentials across units. They are trying not to ascribe too much information to the system. They will be providing salary ranges and the administrators who hire the individuals will be able to set the salaries within the range.
- This will unfold over a multi-year period.
- Currently are spending time meeting with different groups to inform them of this process, including meeting with FCBC.
- Role clarity: Important to make equity comparisons.

#### 4) Follow up on data discussion with Julie Carpenter-Hubin (Brent S and Stephanie Schulte)

- Brent noted that he and Stephanie met with Julie and Julie agreed to mock-up a report format for us to review, by February or so. The institutional data office may be able to take on this role down the road.

#### 5) Brief report salary committee (Stephanie Seveau)

- The committee met with three Deans. Will report at later meeting.

#### 6) Report from benefit committee (Stephanie Schulte).

- Did submit the request for data and this is moving forward.

#### 7) Discussion of questions for our meeting with the President and Provost, currently scheduled for January 23, 330-430, with meeting continuing until 5p, in UH 156.

- See questions from Dana provided online
- Will discuss and review questions via email.
- Other questions:
  - Recommend that we follow up the questions from last year, e.g. what is the current status with tenure track positions?
  - Sub-committees will come up with some questions
  - Salary committee: Will construct a question related to gender gap and salary inversion

Adjourn