

FAP Minutes, Meeting #20

AY 23-24

Meeting Date: 2/20/2024

Members Present: Hal Walker (CEAE, Chair), Rob Dempski (CBC), Tahar El-Korchi (CEAE), Suzanne LePage (CEAE), Joseph Sarkis, (BUS), Kris Sullivan, (Associate VP for Academic Affairs), Stephan Sturm (MA).

The meeting was called to order at 10:03 AM.

1. The agenda was approved with a change to move the budget planning item up on the agenda.
2. Budget Planning

FAP members wanted clarification on the budget planning process and where we were in that timeline. Associate VP for Academic Affairs, Kris Sullivan, provided insight:

- Department Heads are currently submitting capital requests (including IT) through the Deans to Academic Affairs. These are due by the end of February.
- The Deans will then have a month (March) to prioritize before submitting to the Provost.
- By the middle of June, approvals should be known.
- Academic Affairs is also currently fielding requests for new faculty, with the goal that new faculty line decisions will be made in May so that hiring process can begin. New line salaries are evaluated by Talent and Inclusion (T&I).
- Promotions are also being discussed now and those raises come off the Academic Affairs budget.
- The entire salary pool (including increases) will be proposed in May. The Trustees will give preliminary approval – but final decisions are not made until October when the University understands its financial position based on the incoming class.
- Operating budget requests will open in July. Those decisions will also be made after October 1, when the impact of the incoming class is known.

One of the questions to be answered with a potential Faculty Compensation Committee is how much will salary increases be in any given year, and how that will get allocated? FAP members wondered who proposes the percent increase in May to the Trustees to begin with? Finance? T&I? That part of the process seems unknown, and there does not seem to be any input from the faculty. FAP used to be able to participate in the Annual Planning and Budgeting Process, but this has not happened since COVID.

FAP is also interested in the long-term budget planning process. CFO Horan will be asked to provide an update at a future meeting.

3. Approval of Minutes

- a. Minutes from Meeting #14 were approved with 2 abstentions.
- b. Minutes from Meeting #18 were approved.
- c. Minutes from Meeting #19 were approved, pending review from SVP Turner.

4. Faculty Compensation Study - Advisory Committee

FAP discussed potential membership for the Faculty Compensation Study Advisory Committee that was discussed during FAP's previous meeting. Considerations included representation by different ranks of faculty, by School, the desired size of the committee, and consideration of how members

would be selected. FAP agreed it would be useful to have the draft charge for the committee that Senior Vice-President Turner (T&I) is working on. Chair Walker will follow up with SVP Turner.

5. The meeting adjourned at 10:51 am.

Respectfully submitted Suzanne LePage, C-Term FAP Secretary.