

University Budget Committee Meeting
March 9, 2007

Vice Chancellor for Finance and Operations Richard Brown convened the meeting and reviewed the budget requests to date: [http://www.utc.edu/~mary-scott/BudgetRequestSummary07-08\(2\).ppt](http://www.utc.edu/~mary-scott/BudgetRequestSummary07-08(2).ppt) Vice Chancellor Brown noted that a \$25 instruction enhancement/lab fee has been added to the Academic Affairs request. The total request, with all divisions reporting, is:

DIVISION:	PRIORITY REQUEST:	
Academic Affairs	2,542,036	Plus \$25 instructional enhancement/lab fee
University Advancement	185,000	
Athletics	869,979	
Student Development	366,425	Plus \$25 Student Health Fee
Finance, Operations & IT	924,340	
Chancellor's Office	10,052	
Total	\$4,897,832	

Vice Chancellor Brown also reviewed the list of University Budget Committee members:

Roger Brown, Chancellor
Richard Brown, Vice Chancellor for Finance and Operations
Herbert Burhenn, Interim Provost and Vice Chancellor for Academic Affairs
Hugh Prevost, Acting Vice Chancellor for Student Development
Bob Lyon, Vice Chancellor for University Advancement
Rick Hart, Athletics Director
Richard Gruetzemacher, Director of Planning, Evaluation and Institutional Research
Jim Bowman, Chair of Exempt Staff Council
Lydia Grafton, President of SGA
Valerah Hodges, Chair of Employee Relations Committee
Gavin Townsend, President of Faculty Senate
Matt Greenwell, Council of Department Heads
Stephanie Bellar, Chair of Budget and Economic Status Committee of Faculty Senate
Richard Casavant, Representative from Council of Deans

Institutional Support Members:

Debbie Parker, Associate Vice Chancellor Business and Financial Affairs
David Pittenger, Associate Provost Academic Administration

Vice Chancellor Brown stated that the Budget Website will contain a questionnaire regarding their views of the budget process and how to improve current practices. He encouraged everyone to provide feedback. He hopes to ascertain from the responses if everyone understands the budget process, do they feel involved in the process, and do they have suggestions for improvements. The Website can be found at:
<http://www.utc.edu/Budget/>

Vice Chancellor Brown stated that the salary increase for higher education is still up in the air. The current range being discussed is 1 – 5 percent. There is still the question of how it will be funded. He stated that the deliberation meetings of the University Budget Committee will be announced and will be open to the campus.

Ms. Lydia Grafton, SGA President, provided a review of the major projects and concerns of the Student Government Association (PowerPoint presentation is not available at this time but will be posted on the Budget Website). Ms. Grafton stated that Student Development is the overseeing division of the SGA, and the SGA is very supportive of their budget requests for a UC Night Manager and continuation of the Animation money for the UC. Ms. Grafton reviewed the SGA's major projects for 2006-07, and noted the success of the Fall Break Service Trip and how similar trips should be continued in the future. She also noted and applauded the success of the extended Library hours during final exams and hopes that will be continuing in the future.

The major concerns of the SGA include providing adequate intramural fields, environmental issues, finalization of the student services one-stop shop, funding for the new Library (very disappointed that this item was not included in the Governor's budget), and the need/desire for Greek housing. Proposed funding projects submitted by the SGA include adoption of an annual service trip because of the overall collegiate experience it provides to students, more to improve retention (place Student Success Center and Student Support Services in central location), and centralization of student centers (Multicultural Center, Women's Center, Student Offices).

Chancellor Roger Brown commended Ms. Grafton and the SGA Senators for the serious kinds of issues they have addressed, including the service trip for the Katrina victims and the local homeless project. He noted their commendable agenda will set expectations high for future SGA leaders.

Regarding no funding for a new library in the Governor's proposed budget, Chancellor Brown stated that Trustee Bucky Wolford, nor President Petersen are happy with this decision, and President Petersen is asking for full funding for the UTC library. If this does not happen, they will request a two-phase funding approach, \$5 million Phase I, that will allow UTC to start the planning and design process in 2007-08 so the project won't be delayed for a year.

Vice Chancellor Brown also responded that plans for the rebuilding of Collins Street for Greek housing is moving forward and is currently being reviewed by the UT System; and the University is still looking at the Engel Stadium site for intramural fields.

Associate Vice Chancellor Debbie Parker presented the following on UTC Auxiliary Services: <http://www.utc.edu/~mary-scott/Aux07-08.ppt> Ms. Parker noted the success of the UTC shuttle bus service, and Vice Chancellor Brown stated he had been informed by CARTA that the UTC shuttle is the best operating shuttle in the history of CARTA. Ms. Parker stated that bids for graphics and mail services are being evaluated, and we should expect to see improved services at reduced costs. She commended Xerox on the great job they have done the past 10 years, and stated they are included in the bids being reviewed.

Ms. Parker also commended Food Services for the wonderful job they do for the UTC campus and their generosity and support to the campus community (i.e., \$10,000/year in catering grants for qualifying student organizations). Xavier Flores stated that Aramark entered the Taste of Chattanooga contest this year—the first time they have entered—and received 2nd place. Ms. Parker also commended the UTC Bookstore on the services provided to campus, and noted they will guarantee lower prices on textbooks than competing local bookstores.

Mr. Steven Hood, Director of University Residence Life, provided the following presentation: <http://www.utc.edu/~mary-scott/Housing07-08.ppt> Mr. Hood reviewed the mission and achievements of University Residence Life during 2006-07, which included obtaining 95/90% occupancy for north and south campus; the centralization of offices with UTC Place; and improvements in security. Key items for Housing include a 4% increase for north campus for 2007-08, which will assist inclosing the gap with south campus; planning for future growth; a decision on renovation of Lockmiller; and the issue of competitive salaries for staff.

Mr. Jim Bowman, Chair of the Exempt Staff Council, presented the following: <http://www.utc.edu/~mary-scott/ESC07-08.ppt> Mr. Bowman stated his experience has shown him that Chancellor Brown and Vice Chancellor Brown believe in shared governance as they always respond to questions from him (even difficult questions). He reviewed the ESC members, and stated the ESC is composed of three committees: the By-laws Committee, Compensation Committee, and Policies and Procedures Committee. Mr. Bowman thanked Chancellor Brown for funding of the picnics, and thanked ERC Chair Valerah Hodges for her invaluable assistance in planning the picnics. He stated that he will be visiting with the Legislature in two weeks as part of the UT System Employee Relations Advisory Committee. Mr. Bowman stated \$75,000 had been funded by UTC to address exempt staff compression issues, and the funds were allocated per the existing ESC formula for pay adjustments. He stated that while the ESC is not against merit pay, they feel the university should focus on meeting market value for all employees prior to implementing a merit pay plan.

Ms. Valerah Hodges, Chairs of the Employees Relations Council, presented the following: <http://www.utc.edu/~mary-scott/ERC07-08.ppt> Ms. Hodges also presented the following narrative: <http://www.utc.edu/~mary-scott/ERCnarrative.doc> Ms. Hodges reviewed the accomplishments of the ERC, including the “Buddy System,” IRIS training, and summer picnics. Ms. Hodges stated that \$75,000 was funded by UTC to off-set non-exempt salary compression issues. From that amount, raises were given to

135 non exempt staff, or 36.4%, bringing non-exempt salaries to 85.3% of market value. The following items were presented to the UT Advisory Board: a means for employees to move up within their grade level; a more equitable accrual of annual leave; and a true 50% waiver for dependents. Ms. Hodges reviewed the goals of the ERC.

Dr. Gavin Townsend, Faculty Senate President, presented the following presentation: <http://www.utc.edu/~mary-scott/FacSen07-08.ppt> The Faculty Senate requests that:

- Merit raises be distributed to faculty only after cost of living adjustments have been issued.
- If the Governor's budget for higher education—1% across the board raise with 2% one-time merit bonus—is approved, that the 2% bonus be divided into equal parts and distributed to all full-time faculty who have annual EDO ratings of Merit or above for 4 of the past 5 years.
- If a 5% increase for faculty salaries is received, that 3% be distributed across the board to all faculty with EDO ratings of Merit or above for 4 of the past 5 years with the remaining 2% distributed as Merit pay using the formula employed by UTC for the past two years.
- A commitment of \$450,000 for each of the next five years for compression adjustments.
- Adjunct faculty to be paid no less than \$2,000 for teaching a 3 hour class.
- Promotion from Assistant to Associate Professor to be rewarded with a 10% increase in base salary instead of the current \$2,000.
- Travel funds be restored to their pre-2002 levels with \$500 reserved for each full-time faculty member.

Dean Theresa Liedtka asked if faculty with less than 4 years would be considered for merit under the proposed plan; Dr. Townsend said no because the purpose is to correct compression and new faculty are brought in closer to market value.

Dr. Stephanie Bellar, Chair of the Budget and Economic Status Committee, thanked Provost Burhenn for the work he has done with her committee, and stated there are compression issues all across campus. She further stated that UTC's faculty are not happy with the Governor's proposed budget.

Department Head Matt Greenwell, Chair of the Council of Academic Department Heads, presented the following: <http://www.utc.edu/~mary-scott/CADH07-08.pdf> He stated the top priority for the CADH is a minimum pay of \$2,000 for adjunct faculty for teaching a 3 hour class. They also request an increase in departmental operating budgets, new faculty and staff positions, restoration of travel funds, lab fees and graduate assistantships, equity and salary increases, and Lupton Library resources.

A lengthy discussion followed the presentations. Chancellor Brown asked for clarification of some of the information presented, and asked that information be balanced and include a realistic view of the parameters under which we must work. Vice Chancellor Brown stated that over 60% of funding in 2005-06 and 2006-07 budget

allocations has gone to Academic Affairs, additional travel and operating funding have been allocated, and the administration has always tried to show support for strengthening Academic Affairs and our instructional core. He is concerned about the breakdown in the information flow regarding actual allocations, but stated he will try to ensure the campus is made fully aware of all allocations distributed to Academic Affairs.

Dr. Jean Howard Hill thanked Mr. Greenwell for the support of adjunct faculty members, but stated it appears there is no consistency in the pay range for adjuncts across campus. Mr. Greenwell said his department has a formula used to determine adjunct salaries, but he cannot speak for other departments.

Chancellor Brown stated that he also is not pleased with the proposed Governor's budget of a 1% salary increase plus 2% one-time bonus for higher education, and encouraged faculty and staff to be advocates for UTC. Ms. Julia Cronin and Dr. Townsend encouraged faculty and staff to contact their state legislators. On March 21 Chancellor Brown and others will be attending "UT Day on the Hill" in Nashville and will communicate to the legislators the needs and value of higher education in Tennessee. Chancellor Brown said UTC will continue to progress, and our continued excellence will result in more support for UTC. He thanked everyone for attending, and asked them to encourage others to read the Website and provide their input into the budget process.