

Budget Advisory Council Meeting
Summary Notes of Presentations – General Questions
January 24, 2019

Attended: Chancellor Angle, Richard Brown, George Hynd, Yancy Freeman, Tyler Forrest, Chris Sherbesman, Allison Evans, Joanne Romagni, George Heddleston, Joe Wilferth, Robert Dooley, Daniel Pack, Valerie Rutledge, Linda Frost, Theresa Liedtka, Steve Ray, George Heddleston, Daniel Pack, Terry Denniston, Bryan Rowland; Beth Luehrs

Absent: Mark Wharton

Dr. Richard Brown and Provost Hynd welcomed everyone to the second round of the Budget discussions and thanked everyone for their presentations.

Summary Notes of Presentations and General Questions:

Gary W. Rollins College of Business – Presented by Dr. Robert Dooley (see attached handout)

- Data Analytics Program – started the program (program development was initiated 2.5 years ago) 2 ½ years ago, they just received a letter from THEC saying they will not be able to launch until the year 2020. Chancellor Angle asked has this gone through the Faculty Senate and stated that it needs to. Dr. Romagni stated that it has gone through Graduate Council and the program has been approved. This is totally a THEC issue. Dr. Dooley said the approval process has become very cumbersome.
- Chancellor Angle asked what level the Position/Marketing and Entrepreneurship is at. Dr. Dooley said it will be at an Assistant Professor level.
- Dr. Brown asked about the Diversity Goals for the Rollins College of Business – Dr. Dooley mentioned that the ethnic diversity has not changed over the past five years. Dr. Dooley stated that faculty is more internationalized and 60% (approximately 60% of new hires in the past few years have been women, total number of women approximately 40%) of the faculty are women. Due to the fact that they hire and recruit through the PhD project, this has made it more of a challenge because it is a supply/demand and a competitive salary issue. AACSB data released data last year African American hires at \$225K for 9 months for Assistant Professor Level in Accounting.

- Dr. Dooley mentioned that they had a strategic planning retreat regarding the Rollins gift and they discussed using some of the non-restricted funds and using \$50K to recruit more of a diverse faculty and offer them a one-time bonus. Dr. Brown mentioned that there are internal diversity funds on the academic side to help with these offers. Dr. Brown stated that we need to work with our UTC DAC to see how we can disperse some of the funds. Chancellor Angle said it would be great to get some proposals from the deans and review with DAC due to the different hiring and strategy issues. Dr. Rutledge mentioned that DAC meets next week and this would be a great topic to discuss the dispersing of these funds.
- Dr. Pack asked about the \$400K - Provost Hynd stated that the monies are to help recruit faculty members. They will loan 30% of the salary and it will be paid back over a 3 year period. There are no faculty lines that can be rewarded.
- Dr. Frost and Theresa Liedtka asked about 15/4 obligations and prior new budget commitment. Dr. Brown mentioned that once all of the presentations have been completed, they will come back and will demonstrate all of the commitments and a full projected "costs going forward budget" with projected commitments, as well as the requests under 15/4, and all the data will be shared.

Provost & Academic Administration – Presented by Dr. George Hynd (see attached handout)

- Dr. Brown asked Provost Hynd what were the top 3 growth programs (quality and quantity) for Academic Affairs. Dr. Hynd stated:
 1. Graduate Programs
 2. Offer on-line degree programs/certificates
 3. Dealing with Out-of-State tuitions – need unique programs to recruit students across state lines
 4. Being more aggressive with Alumni – having other students being an advocate
- Dr. Brown asked about the Diversity Goals for Academic Affairs – Academic Affairs is very pleased to help all the deans move forward on recruiting with diversity. With regards to the diversity funds, Academic Affairs has a budget on a recurring basis. Provost Hynd stated they will need to discuss with DAC to make recommendations on how to invest these funds to help out deans in their recruitment including the payback.
- Dr. Brown stated that he has noticed that instructional spaces and instructional technology are under the Vice Provost and that has been lacking for a very long time. Dr. Brown mentioned that it is very important on how we utilize and design the spaces and that this is very critical for all to look at.

VCR & Graduate School – Presented by Dr. Joanne Romagni (see attached handout)

- Dr. Romagni mentioned that she is requesting \$150K for URaCE Fellows for the undergraduate students. The Chancellor asked about matching her monies with other funds to help with this program. Dr. Romagni stated she is working on this and working with Terri Clark to help with the gift funds. Dr. Romagni mentioned that they are working on the undergraduate research endowment. Chancellor Angle mentioned that asking for \$6K per student for this endowment is a great move. Dr. Romagni stated that they are looking for multiple individuals to fund students.
- Dr. Brown asked about the Diversity goals for the Graduate School – Dr. Romagni mentioned that diversity is very important but they are low in men. Dr. Romagni said they are trying very hard to get ethnic diversity into the Graduate School.
- Dr. Brown asked about the space utilization in the Sim Center along with their financial and operating model. Dr. Romagni mentioned that the grants they have received have gone through the roof. They are trying to use the F&A to help support students and student travel, especially international travel for PhD and Post Docs. Dr. Romagni said that the F&A will never be able to cover all costs. The model is to build up the larger grants that deal with the city and other institutions so they can share the collaboration with all colleges here in TN and GA. Also, they are working with the state as well.
- Dr. Brown asked what is the plan for the Graduate School, other than lowering out-of-state tuition, to get the Graduate School more attractive and in a positive growth mode. Dr. Romagni stated that they really are ahead as they have broken even. The new MPH program is bringing in 50 students and several programs are coming in that are very attractive. They are in the works of developing an MPH similar to the executive MBA, but they are limited to faculty on the number of students they can take. Dr. Romagni is trying to work on hyphenated degrees like 4 + 1 programs, trying to be innovated to attract students and the Grad Council members are getting out there to advertise. Dr. Carver is working with Communications and Marketing for better advertisement as well. Chancellor Angle mentioned that students come to Graduate School due to the program and faculty and this program has to be committed on recruiting.

Administration & Finance – Presented by Dr. Richard Brown (see attached handout)

Dr. Brown mentioned that they work very hard with diversity in recruiting for Administration & Finance. Please see slide below:

Administration & Finance Diversity Profile	Total	% of Division Population
Total Staff	196	
Gender		
Males	99	50.51%
Females	97	49.49%
Males in Leadership Roles	35	17.86%
Females in Leadership Roles	23	11.73%
Ethnicity		
Hispanic/Latino	5	2.55%
Not Hispanic/Latino	191	97.45%
Racial Category		
Asian	1	0.51%
American Indian or Alaskan Native	1	0.51%
Black or African American	73	37.24%
Native Hawaiian or other Pacific Islander	1	0.51%
White	116	59.18%
Unreported Racial Categories	4	2.04%

- Dr. Brown requested additional support for facilities operations to include staffing and operating support. Key positions were requested for HR, Budget and Finance, and Emergency Services.
- Dr. Brown indicated success ship planning and staff retention were major goals and Finance and Administration requires new investments.
- Regarding the FY2020 Budget Request for two police officers, Chancellor Angle mentioned the \$92K – should there be a line item for salary adjustments for existing officers as well. Chancellor Angle stated that we need officers who will work with young adults who understand the students and that they are here to help them. Dr. Brown mentioned that all the officers are trained and are very talented people who work with the community and work closely with each student. Dr. Brown will work and get the cost comparison and position benchmarking. Dr. Brown indicated some recent adjustments have been made.
- Chancellor Angle asked about the Online/Social Media Coordinator and who would this person report to. Chancellor Angle mentioned that this money could go to another police officer. George Heddleston said they could find someone to handle this for Dr. Brown. Dr. Brown will take a look at this position.
- Dr. Pack asked about having additional training for new staff coming in and asked if the new Talent Management Specialist is this person. Dr. Brown mentioned that Laure Pou in HR has totally reorganized the department and this will be explained to all with the new process and that there is a person designated to train new staff hires.
- Dr. Wilferth asked about the renovations that are going on and are they prohibited on having a project manager. Dr. Brown stated that they are talking about this now and the President has asked Dr. Brown and David Miller to build a team on how the system should function for the campus.

Enrollment Management & Student Success – Presented by Dr. Yancy Freeman (see attached handout)

- Dr. Freeman stated that one of the challenges for his division for Student Success and Enrollment Management is not having the ability to analyze data. Dr. Freeman said that it is very important to have access quick and ongoing analysis to redefine the problems, but at this pace, the data needs to be there. Through this data, Dr. Freeman said we are losing sophomores at as a very fast rate. Dr. Frost asked exactly what does that mean and when are they leaving. Dr. Freeman said that students who have 30-60 hours are leaving and that we lose students during the second year loss from the Fall Cohort. Ms. Luehrs asked if the data can determine how many students we lose versus on and off campus. Dr. Freeman and Chancellor Angle mentioned that this data analysis can determine all the necessary data.
- Dr. Frost asked about the International SOS Program. Dr. Freeman stated that this is an insurance that covers students and faculty during their study abroad travel under this program. Chancellor Angle mentioned that this is a great service. Dr. Brown mentioned that they make everyone aware of any risk factors on the countries that are visited. Dr. Freeman said that Tyler Forrest and Takeo Suzuki are working with this company and will be doing a campus presentation for all invitees to come to discuss concerns and ask questions.

Student Affairs – Presented by Dr. Yancy Freeman (see attached handout)

- Dr. Frost asked if the discussion of race is a major issue on campus. Dr. Freeman stated that the Diversity and Inclusion will always be a major component not only for UTC, but this is really a global issue.
- Academic Misconduct – process to review admission applications – if the student has a felony or misconduct charge, the applicant will be reviewed before enrolling – student affairs will review this file and will be able to see who is coming in from the community. Dr. Frost asked if Student Affairs are required to review the applicants and Dr. Pack asked if this was legal. Dr. Freeman stated that this is legal and they worked with Legal Counsel with this process.
- Dr. Frost asked what exactly a Journeyman is. Dr. Brown stated that a Journeyman is a person who can complete maintenance and repairs.
- E&G Funds – Chancellor Angle asked Dr. Freeman to look at his whole budget to look at the cost for these fees.

Communication & Marketing – Presented by Mr. George Heddleston (see attached handout)

- Dr. Brown asked if Communications and Marketing Department will own the entire Web Programmer and Social Media for the entire campus, including other departments who are adding these positions - will this department help all other units with their needs. Mr. Heddleston said they will definitely help all units on campus as this needs to be centralized in one place.
- Dr. Brown asked about the Diversity Goals for Communication & Marketing – the diversity is very small (1%) in the Communication and Marketing department. Mr. Heddleston mentioned that they are in the process of hiring a bilingual employee but as of now there are 18 staff – 9 men and 9 female.

Dr. Brown thanked everyone for their great presentations and looking forward to seeing everyone next week on January 31, 2018.