

BESC Committee Report

May 10th 2024

The committee met 3 to 4 times a semester. The work of the committee ended with the Faculty Senate passing a resolution to approve all the committee recommendations. These recommendations are listed below.

2023-2024 BESC RECOMMENDATIONS

BESC FOUR PRIMARY MISSIONS:

- #1. Study and report to the Senate on financial aspects of public higher education in Tennessee and on prospects for faculty salary levels and raises.
- #2. Examine fringe benefit situations and recommend changes and additions as appropriate.
- #3. Participate in recommending faculty salary policies.
- #4. Participate in broader budgetary matters that impinge on the educational function of the institution.

Mission #1. On faculty salary levels

- A) The committee to be provided yearly the latest faculty salary database in order to conduct a statistical analysis of UTC faculty member compensation. Examples of such analysis could be:
 - i. identify any wage gap, if any, with benchmark salary data (peer institutions, CUPA benchmarks, and market benchmarks).
 - ii. identify any wage gap, if any, by gender, ethnicity and race, age after controlling for discipline/division/department/college, rank, tenure status, years of experience (years at the institution/year terminal degree was granted).
 - iii. identify any gap, if any, in Exceed EDO ratings by gender, ethnicity and race, age once controlling for discipline/division/department/college, rank, tenure status, years of experience (years at the institution/year terminal degree was granted).

Vote: 7-0

Mission #2. On parental leave

- B) **Increase visibility of paid parental leave on UTC HR web pages.** Relative to peer and aspirational peer institutions, UTC offers as much or more paid parental leave than all but one institution but this information is difficult to find on the UTC website as it is seemingly only organized with [Leave of Absence](#) policy and, more specifically, [FMLA-related](#) policies and has no references on web pages for general [Benefits](#), the [Summary Benefits](#) listed for new employees, [Life Events](#) including “Adoption, Birth of a Child and Marriage,” or [Time Off](#).

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- C) **Clarify how this paid parental leave works with faculty modified duties programs.** [UT Policy HR0339](#) (Parental Leave Policy) outlines the benefit and its stipulations, but also

refers to “Coordination with faculty modified duties programs” which links to a policy on the [UTK Office of the Provost’s website](#). It is unclear if or how this applies to UTC faculty.

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Mission #3. On faculty salary policies

- D) HR and Academic Affairs should discontinue the use of the term “market-merit” increases when the annual state budget calls for salary increases. Salary increases that are primarily driven by cost-of-living considerations should be called cost-of-living-adjustment (COLA) based increases. Existing criteria (Meets Expectations EDO) would not need to change.

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- E) Academic Affairs is strongly encouraged to develop a system for recognizing Exceeds Expectations ratings on the EDO as it is currently outlined in the [Faculty Handbook](#) (Section 3.4.4 Performance Ratings). UT System [policy](#) (HR 0406 - Compensation) allows one-time bonuses in lieu of salary adjustments. In addition to bonuses, other rewards in the forms of research stipends or reimbursements for campus and community services may be worth considering.

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- F) Faculty salary adjustment percentages that result from promotion to a new rank should be published on the Academic Affairs website.

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- G) A single page on the Academic Affairs website should be dedicated to matters of faculty salary policy. This could include the promotion increases mentioned above, as well as links to the myriad salary policies that exist at the UT System level: [HR0406 – Compensation](#), [HR0405 – Compensation Philosophy](#), [HR0455 – Pay Rates](#)

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Mission #4. On budgetary matters

- H) Reinstate the committee membership to UTC University Planning and Resources Advisory Council (UPRAC). BESC must have an agency role in the budgetary process. BESC participation in the earlier stages of the budget process is important to provide input on UTC budgetary matters in the different stages of the budgetary process.

Current UPRAC membership: <https://www.utc.edu/sites/default/files/2022-02/UPRAC%20Membership%202022-2023.pdf>

Vote: 8-0