

University Resources Commission Meeting Minutes February 23, 2022

Roll Call: Craig Elmore, Durant Frantzen, Abel Morales, Mary Kay Cooper, Lloyd Butler, Brandy McLelland, Mark Weichold, Iris Castillo, Wowek Kearney, Leonard Love, Qi Han, Gilbert Barrera, Darnell Smith, Jarrick Brown, Joseph Simpson, Rohan Christie-David, Chin-Yen Liu, Ashley Spicer Runnels, Kathryn Funk-Baxter, Zeke Naifeh

Meeting Start: 2:31pm

Welcome and introductions

- Zeke Naifeh was introduced as the replacement for Dr. Edwin Blanton

Minutes from the February 2nd meeting

- Any edits please send to Tristan.

Results of the poll – Budget increase for peer mentoring program

- Results were shown as follows:
 - Yes – 10 votes
 - No – 2 votes

Tuition and Fee Revenue – FY22 Budget to Actuals

- Lower graduate students than expected
- Around \$250,000 under budget

	Fall Actuals	Spring Actuals	Total Actuals	Summer Actuals (Projected)	Grand Total	FY22 Budget	Variance
Tuition - State	3,476,372	3,165,976	6,642,348	917,630	7,559,978	7,609,978	(50,000)
Tuition - Designated	6,800,315	6,099,465	12,899,780	1,784,029	14,683,809	14,733,809	(50,000)
USF Fees	7,904,715	7,131,037	15,035,752	1,978,799	17,014,551	17,164,551	(150,000)
Other Fees	2,322,929	2,092,933	4,415,862	955,818	5,371,680	5,371,680	(0)
Total	20,504,331	18,489,411	38,993,742	5,636,276	44,630,018	44,880,018	(250,000)

Revenue Comparison

- Loss of HEERF Funding

- A little more income due to bringing freshman and transfer students and putting them on the guaranteed tuition plan which is slightly higher next year

	FY2022 Budget	FY2023 Budget	Variance	% Change
State Appropriations - General Revenue	30,589,137	35,603,419	5,014,282	14.08%
State Appropriations - Benefits	5,560,127	Pending	Pending	Pending
Federal Appropriations	10,034,210	-	(10,034,210)	N/A
Tuition - State	7,609,978	7,543,010	(66,968)	(0.89%)
Tuitions - Designated	14,733,809	15,213,280	479,471	3.15%
USF Fees	17,164,551	17,227,632	63,081	0.37%
Other Fees	5,371,680	6,333,918	962,238	15.19%
Discounts and Allowances - Fees	(7,877,949)	(7,435,092)	442,857	(5.96%)
Remissions and Waivers	4,232,492	4,288,996	56,504	1.32%
Discounts and Allowances - Tuition	(7,768,720)	(8,140,548)	(371,828)	4.57%
Contracts and Grants	1,952,748	Pending	Pending	Pending
Student Financial Assistance	30,124,674	Pending	Pending	Pending
Gifts	1,771,227	Pending	Pending	Pending
Sales and Services*	4,008,091	4,008,091	-	0.00%
Investment Income	1,649,250	1,649,250	-	0.00%
Other Operating Income	265,270	265,270	-	0.00%
Total Revenue	119,420,575	71,544,357	(47,876,218)	(-66.92%)

Maintenance, SSC, GIP, and System assessment increases

- SSC contract is going to increase due to the 2.25% increase in contract
- Around \$900,000 of cost that are unavoidable with contracts and assessments

CRU Proposals – Anticipated \$750,000 originally but has been corrected to around \$706,139

- President’s cabinet proposal - \$706,139
 - \$393,000.00 - Additional peer mentors, support for retention of DSS Admin coordinator II, activities that support transfer growth, freshman growth and enhance retention of at-risk students, and a new position/division head for student retention efforts in Academic Affairs.
 - \$238,000.00 – Additional student advisors
 - \$75,000.00 – Institutional research analyst
- Provost proposal - \$751,416 – will be adjusted based on new budget
 - \$312,240.00 - Eight additional undergraduate academic advisors
 - \$375,176.00 – Four additional faculty members, four additional tutors, one graduate student for INRW, two dedicated computer classrooms in classroom hall
 - \$64,000.00 – Institutional research analyst
- Overlap between both CRU proposals
- Sean Wowek - Should we considering funding recruiters, targeting advertising, specific initiatives for graduate student enrollment.

- CRU is geared towards undergraduate students and at risk students
- Corey Basso 360 consulting is working with the advancement office for placing of ads and branding dollars.
- Possible to invest one-time dollars next year if there is success with current efforts
- CRU is leaning towards being a potential recurring funding – Not 100% guaranteed but it is - Formula driven
- Recommendation to send a poll out to URC to solidify a CRU proposal to have in the budget
- Iris Castillo – For the advisors what are the requirements to be hired? Will be this per college?
- Mark Weichold – These advisors will still be central however it will bring the ratio down from around 500 to 325 and be a lot better experience for students.
- Versatility for different advisors when we are looking to hire them – times for availability etc.
- Most university ratios are around 300 students per each advisor

Salary plan recommendations

- Two proposed options:
 - A 2% merit pool effective September 1, 2022 with a 1.6% (\$880,000.00) reallocation for each division's total budget.
 - A 2% merit pool effective March 1, 2023 with a .8% (\$440,000.00) Reallocation for each division's total budget for FY 2023 and then another reallocation for FY 2024.
- These will be a continued base increase using a 2% merit pool
- Rohan Christie-David – Suggest that we keep the permanent increase but also raise the .8% to allow for a one-time payment as well as the base merit increase too.
- Joseph Simpson – It seems that giving a merit is not a priority here given we have not had many in past years. We need to have a strategic intention for merit increases.
- Rohan Christie-David – Some downside is that budgets are going to get cut for the merit increase. But we need to provide some relief to faculty. If our numbers are rising there is a good possibility we have excess earnings.
- Estimate of 2 permanent salary increases in the last 13 years has been few.
- Definitely a big difference in a permanent increase and a one-time increase.
- Joseph Simpson – This needs to be in the budget. Whether we do it now or 5 years from now it needs to be done eventually.
- If there are more excess earnings than expected there could be room to do a higher percent than 2%.
- This would be an important behavioral aspect for the faculty if this is put in place
- A poll will be sent out for the recommendation

Debt Service for new COEHD and Public Health Building

- \$4.3 million - Awarded for the Education and Public Health building

- Programming for this facility has been initiated to help determine what is needed in the building?
- New rules and regulations around C cap projects are not known yet
- Budget of \$45 million dollars for this
- Received approval for building our new housing phase II at the latest board meeting

Questions from Committee

- Sean Wowek – How do we do the negotiations with our insurance providers when they hit us with an increase? Do we do a bid every year? Every other year?
- Kathryn Funk-Baxter - This is something that is done every year and we are self-insured. We have blue cross blue shield representation to manage our plan. This is something that system takes care of. COVID has caused increases as well.
- Durant Frantzen shares feedback on what our professional development funds were last year and how we can rectify the deficit we are operating off of from the previous year. After speaking with other department chairs in his college he recommends that we budget for incremental increases for each year to get up to the \$2000 per faculty after 3 years. We are at 225 full time faculty and are \$369,000 and we need \$482,000.00 to be fully funded.
- President gave some of their operating budget to give every faculty \$2,000 just this year
- Needs to permanently be built into the budget
- Needs to build into the budget per each new faculty member being added to the budget.
- A poll will be sent out to vote on this recommendation.
- Kathryn Funk-Baxter – How did we end up at the 8% for the professional and tenured track faculty rank promotion?
- Joseph Simpson – This was a median between other Universities. Nothing special about this number. This will be applied to professional track as well as tenure track.
- Poll will be sent out on this as well

Next Meeting dates

March 3rd – 9:00 – 11:00am - Review of the draft budget

March 9th – 12:30 – 2:30pm - Review budget that includes any potential amendments by the president

March 21st – 10:00 – 11:00am

April 13th – 2:00 – 3:00pm

Adjourned: 3:50pm