

Budget Advisory Committee
1:30 p.m., 1/12/12

- The minutes from the December meeting were approved with no discussion or corrections.
- Salary request presentations
 - Amber Hall – Classified & Non-Classified Staff Salary Requests
 - § 5-year plan
 - FY13, COLA of 2.5% for both classified and non-classified
 - FY14, COLA of 3% for both classified and non-classified
 - FY15-FY17, base/equity raises for both classified (within OPM limits) and non-classified
 - Tammy Benson – Faculty Salary Requests
 - § Arkansas ranks 50th in a nationwide review of faculty salaries at 4-year, public universities, according to SREB (data from 2009-2010)
 - § According to survey of UCA faculty (319 respondents), equality and merit were the most important types of raises that need to be done in order to raise faculty morale
 - § For FY13, request of COLA and a pool of money to address merit and equity
 - § For FY14-17, combine equity and merit raises to balance out compression issues. This will not only reward faculty, but also help with recruitment/retention of high-quality and productive faculty. This is necessary for the university to fulfill its mission.
 - Points for the SBAC to consider
 - § We have escalating costs and declining enrollment
 - § Certain items will have to be included in the budget, such as the Disaster Recovery redundancy project, increasing cost of fringes, utilities
 - Graham Gillis will come to February meeting to discuss new costs for benefits
 - Motion was made and accepted to recommend a 2% COLA for everyone (faculty and classified/non-classified staff) for FY13. The Faculty will split their 2% as a 1.5% COLA for all faculty and .5% to address merit and equity.
 - Of the 11 voting members in attendance, in a vote of 7 to 4, it was decided to place this salary recommendation as #2 on the ranked priority list that was put together in the Fall 2011 semester.

§ Janet Wilson will draft a memo detailing these recommendations and rankings and send it to SBAC members for approval before forwarding on to executive staff.

- UCA's cash dropped \$5 million from November to December, but that is normal for this time of year. We are still in a much better position than in previous years.
- The next meeting is scheduled for February 9th.
- The meeting was adjourned at 2:38 p.m.