SBAC

12/10/15, 1:40 p.m.

I. Preliminary Voting

   a. Discussion ensued.

   b. The committee voted to combine the Faculty and Staff COLA requests into a single item and the faculty and staff merit and equity pool requests into a single item as well instead of trying to rank them separately. The committee also unanimously voted to approve a motion from the faculty senate president that was seconded by the faculty senate vice president that the promotion and advancement request from academic affairs should be funded as an ongoing part of operations of a healthy institution and should not be debated as a strategic item every year. In essence, the committee sentiment is that if the University cannot fund this item, then we have no business discussing other strategic initiatives. Funding of promotion and advancement raises is simply good business operations for the university.

Preliminary Voting: 15 SBAC voting members provided initial rankings for the 21 priorities on December 2nd through December 8th. Priorities were ranked from 1 to 23, with a rank of 1 indicating the highest priority.

Answer	Top	Top-Middle	Bottom-Middle	Bottom	WEIGHT
Staff 1 : COLA 3%	13	4	0	0	60
Faculty 1: COLA 2.5%	13	3	1	0	59
Staff 2 : Merit/Equity 1%	9	5	3	0	49
Faculty 2: Merit Equity 1.5%	9	4	4	0	48
Faculty 3: Part-time/Adjunct Pay	7	4	3	3	39
Finance & Administration 1 : Planned Transfers	4	9	2	2	36
Academic Affairs 4: Technology	2	11	4	0	34
Academic Affairs 1: Promotion & Advancement	4	4	8	1	32
Academic Affairs 2: Tier 1 Faculty	4	4	5	4	29
Academic Affairs 3: Enrollment Management	3	4	8	2	28
Student Services 1 : Campus Diversity Initiatives (Programming)	4	4	3	6	27
Academic Affairs 5: Institute for Wellness and Restorative Health	3	5	4	5	26
Student Services 4: Staff Member to Provide Additional Diversity Related Training on Campus	5	1	1	10	23
Academic Affairs 7: Graduate Assistantships	3	4	3	7	23
Student Services 2 : Recruiting, Retaining and Developing Diverse Faculty	1	4	7	5	19
University Relations 1 : Digital Asset Management System	0	6	6	5	18

Academic Affairs 6 : Maintenance and Operations	1	2	9	5	17
Academic Affairs 8: Tier 2 and 3 Faculty	0	4	6	7	14
University Relations 2: Expanded Alumni Section in UCA Magazine	0	1	7	9	9
Student Services 3 : Travel and Conference Support for Diversity Related Initiatives	0	2	1	14	5

II. SBAC Voting

SBAC Voting Round 1: SBAC voting on Thursday, December 11, 2014 began with a first round of voting in which voters selected their top 10 priorities, without any particular ranking (17 votes were received). Results from this first vote are as follows:

Priority	Selections
Staff 1 : COLA 3%	17
Staff 2 : Merit/Equity 1%	15
Faculty 1: COLA 2.5%	15
Faculty 2: Merit Equity 1.5%	13
Faculty 3: Part-time/Adjunct Pay	9
University Relations 1 : Digital Asset Management System	1
University Relations 2: Expanded Alumni Section in UCA Magazine	0
Finance & Administration 1 : Planned Transfers	0
Student Services 1 : Campus Diversity Initiatives (Programming)	5
Student Services 2 : Recruiting, Retaining and Developing Diverse Faculty	1
Student Services 3 : Travel and Conference Support for Diversity Related Initiatives	0
Student Services 4: Staff Member to Provide Additional Diversity Related Training on Campus	3
Academic Affairs 1: Promotion & Advancement	2
Academic Affairs 2: Tier 1 Faculty	1
Academic Affairs 3: Enrollment Management	1

Academic Affairs 4: Technology   5

Academic Affairs 5: Institute for Wellness and Restorative Health   3

Academic Affairs 6 : Maintenance and Operations   0

Academic Affairs 7: Graduate Assistantships   3

Academic Affairs 8: Tier 2 and 3 Faculty   1

Given the outcome of this round of voting, the following priorities were retained for the final list of ranked priorities:
- Item 1: Faculty Salary 1: Cost of Living Adjustment (2%) and Staff Salary 1: Cost of Living Adjustment (3%) for classified and non-classified employees
- Item 2: Faculty Salary 2: Equity & Merit Pay (1.5%) and Staff Merit/Equity (1%)

SBAC Voting Round 2: Based on the outcome of the first round of voting, 4 priorities were removed from the ballot. The 2nd vote asked voters to identify their top priorities (unranked).

Priority	Selections
Academic Affairs 4: Technology	16
Faculty 3: Part-time/Adjunct Pay	12
Student Services 4: Staff Member to Provide Additional Diversity Related Training on Campus	9
Finance & Administration 1 : Planned Transfers	8
Academic Affairs 2: Tier 1 Faculty	8
Student Services 1 : Campus Diversity Initiatives (Programming)	7
Academic Affairs 1: Promotion & Advancement	7
University Relations 1 : Digital Asset Management System	6
Academic Affairs 5: Institute for Wellness and Restorative Health	6
Academic Affairs 7: Graduate Assistantships	5
Academic Affairs 6 : Maintenance and Operations	4
Academic Affairs 3: Enrollment Management	3
Academic Affairs 8: Tier 2 and 3 Faculty	2
Student Services 3 : Travel and Conference Support for Diversity Related Initiatives	1
Student Services 2 : Recruiting, Retaining and Developing Diverse Faculty	1
University Relations 2: Expanded Alumni Section in UCA Magazine	0

The following 2 priorities were removed from the ballot and placed in the list of top 10 overall priorities:
- Item 3: Academic Affairs 4: Technology
- Item 4: Faculty 3: Part-time/Adjunct Pay

SBAC Voting Round 3: During the third round of voting, voters selected their top priorities (unranked) from the 14 remaining priorities.

Priority	Selections
Finance & Administration 1 : Planned Transfers	14
Academic Affairs 7: Graduate Assistantships	11
Student Services 1 : Campus Diversity Initiatives (Programming)	11
Student Services 4: Staff Member to Provide Additional Diversity Related Training on Campus	11
Academic Affairs 1: Promotion & Advancement	9
Academic Affairs 5: Institute for Wellness and Restorative Health	8
Academic Affairs 2: Tier 1 Faculty	7
University Relations 1 : Digital Asset Management System	6
Academic Affairs 6 : Maintenance and Operations	5
Academic Affairs 3: Enrollment Management	5
Student Services 2 : Recruiting, Retaining and Developing Diverse Faculty	4
Academic Affairs 8: Tier 2 and 3 Faculty	2
Student Services 3 : Travel and Conference Support for Diversity Related Initiatives	2
University Relations 2: Expanded Alumni Section in UCA Magazine	0

Based on the results from this vote, the committee elected to retain:
- Item 5: Finance & Administration 1 : Planned Transfers

Based on this round and prior rounds, the committee removed from further consideration:
- University Relations 2: Expanded Alumni Section in UCA Magazine

At this point, the remaining items were discussed in depth by the committee with regards to how they would support the strategic plan of the University.

SBAC Voting Round 4: The remaining 12 priorities from the third round of voting were retained for the fourth ballot. During the 4th vote, voters selected their top 4 remaining priorities. The results of this vote were:

Priority	Selections
Academic Affairs 3: Enrollment Management	14
Academic Affairs 2: Tier 1 Faculty	13
Student Services 1 : Campus Diversity Initiatives (Programming)	13
Academic Affairs 8: Tier 2 and 3 Faculty	9
Academic Affairs 6 : Maintenance and Operations	9
Student Services 4: Staff Member to Provide Additional Diversity Related Training on Campus	9
University Relations 1 : Digital Asset Management System	8
Academic Affairs 5: Institute for Wellness and Restorative Health	7

Student Services 2 : Recruiting, Retaining and Developing Diverse Faculty   4
Academic Affairs 7: Graduate Assistantships   3
Student Services 3 : Travel and Conference Support for Diversity Related Initiatives   1
Academic Affairs 1: Promotion & Advancement   0

The committee voted to retain the following priority for the final rankings:
- Item 6: Academic Affairs 3: Enrollment Management
- Item 7: Academic Affairs 2: Tier 1 Faculty
- Item 8: Student Services 1 : Campus Diversity Initiatives (Programming)

The committee voted to remove from consideration:
- Student Services 3 : Travel and Conference Support for Diversity Related Initiatives

SBAC Voting Round 5: The remaining 7 priorities from the fourth round of voting were retained for the fifth ballot. During the 5th vote, voters selected their top 2 remaining priorities. The results of this vote were:

Priorities	Selections
Student Services 4: Staff Member to Provide Additional Diversity Related Training on Campus	14
Academic Affairs 8: Tier 2 and 3 Faculty	14
Academic Affairs 6 : Maintenance and Operations	11
Academic Affairs 5: Institute for Wellness and Restorative Health	11
Academic Affairs 7: Graduate Assistantships	10
University Relations 1 : Digital Asset Management System	9
Student Services 2 : Recruiting, Retaining and Developing Diverse Faculty	7

Based on the outcome of the 5th ballot and further discussion, the Committee decided the final two items for the top 10 list would be:

- Item 9: Student Services 4: Staff Member to Provide Additional Diversity Related Training on Campus
- Item 10: Academic Affairs 8: Tier 2 and 3 Faculty

SBAC Final Rankings:

	Proposal	Brief Description	Estimated Year 1 Cost
1	Faculty COLA of 2.5% and Staff COLA of 3%	The staff compensation committee recommends a 3% for classified and nonclassified staff. Faculty compensation committee recommends funding equal to or greater than 2.5% of the salary values for full-time teaching faculty to be made available for the 2016-2017 year as a cost-of-living adjustment (COLA). The estimated cost of this increase is $1,065,000.	Staff estimates approximately $850,000 from E&G. Faculty estimates $1,065,000

2	Faculty Merit and Equity Pool of 1.5% and Staff Merit and Equity Pool of 1%	Staff compensation committee recommends a 1% equity pool for classified staff and a 1% merit and equity pool for nonclassified staff. The committee further recommends, beginning in FY 17, Human Resources conduct a position audit, working with department heads to review current job descriptions and actual duties performed. As base pool increases are not an available option for classified staff, appropriate steps should be taken to request new, higher-level classified positions or transition to nonclassified positions where warranted. To address issues of equity and merit among full-time faculty salaries, the committee recommends funding equal to or greater than 1.5% of the salary values for full-time teaching faculty to be made available for the 2016-2017 year. The estimated cost of this funding is $639,000 and continuation of this funding is also recommended for the next five budget years.	Staff estimates approximately $200,000 from E&G. Faculty estimates $639,000
3	Academic Affairs Technology Request	Technology and Equipment: Implementation of Campus-wide Technology Plan and replacement/purchase of equipment for academic needs.	$2,426,531
4	Adjunct Pay	The Faculty Compensation committee recommend a $300 increase in part-time pay values from $2,600 to $2,900 per 3-credit hour course for the 2016-2017 year. The estimated cost of this increase is $436,700. An additional increase of $200 is recommended for the 2017-2018 and 2018-2019 years. This would raise part-time pay to $3,300 by 2018-2019.	$436,700
5	Finance and Administration Planned Transfers Request	Create an annual budgeted reserve to fund the process of deferred maintenance and divisional capital projects	$1,000,000
6	Academic Affairs Enrollment Management Request	Retention and recruitment initiatives to support the Enrollment Management Plan including adding support for Supplemental Instruction and the addition of two academic advisors for transfer students.	$261,084 (Note this is expected to generate net revenue in year 1 of $153,036 as retention increases

			tuition revenues)
7	Student Services Request: Campus Diversity Initiatives (Programming)	Institutional Diversity is requesting funds to honor the action items put for by the Diversity Strategic Plan and the UCA Strategic Plan. This includes Campus Diversity Programming, Campus Climate Survey, Campus Organizations Collaboration, Dissemination of Diversity-Related Professional Work, Diversity / Inclusive Excellence Award, and Minority Vendor Programming	$28,000
8	Academic Affairs Tier 1 Faculty Request	Faculty positions, Tier 1: Add positions based on planned enrollment growth, to meet accreditation standards, and to offer courses in a new computer engineering major and a master's in special education.	$421,988 (net cost is estimated to be lower at $103,178 due to revenue generated from student enrollments)
9	Student Services Request: Staff Member to Provide Additional Diversity Related Training on Campus	Institutional Diversity is requesting funds for Conference Registration/Travel, Personnel for Departmental Training, and the costs to expand the programmatic reach.	$50,000
10	Academic Affairs Tier 2 and 3 Faculty Request	Faculty and staff positions, Tiers 2 and 3: Add faculty and staff positions to meet accreditation standards and based on planned enrollment growth.	$920,229 (Note this is expected to generate net revenue in year 1 of $846,752 as tuition revenues increase)

The meeting was adjourned at 3:15 p.m.