

AGENDA  
Regular Meeting of the CU Denver Downtown Campus Faculty Assembly's  
Budget Priorities Committee  
Tuesday, April 27, 2021  
held via Zoom  
12:30 pm - 2:00 pm

Present: Diana White (chair), Keith Guzik (minutes), Jennifer Sobanet, Quintin Gonzalez, Todd Ely, Katherine Gunny, Heather Johnson, Todd Haggerty, Kelly McCusker, Jody Beck, Michael Radenkovic

Update from Jennifer Sobanet

The changes in leadership positions are moving forward. Jennifer will be working in part on strategic partnerships with local businesses and nonprofits to enhance our position as an urban research university. Todd will be working on business and finance as part of Jennifer's team to help align resources with the strategic priorities.

On strategic planning, Chancellor Marks finished her 100 days of listening. The report is on the strategic planning website, included an updated version of the mission and values statement. Eight different vision/working groups helped define the 10 concepts that came out of the listening tour. These groups worked in February and March and reported to the steering committee in April. The working groups worked with members of the campus and outside community trying to create a vision of what we want to be by 2030. A synthesis of the reports was generated. There will be 25 meetings with groups around campus trying to get feedback from those groups this next month.

The equity task force was one of eight working groups. That work included what we have to do to change our culture and make us an equity serving institution. They were told that they would have \$1m from the CU Foundation to spend on ideas. Todd Haggerty allocated another \$1m from our reserves, while the system contributed another \$2m upon Todd's request. Todd will be working with the equity group to support equity goals that benefit us internally and externally. This might include bringing in a grant writer.

Updates from Todd Haggerty

Students with tribal affiliations to CO will get in-state tuition.

Federal dollars will allow us to do different things, including offsetting the impact of the 3% tuition rate increase through a buy-down. Another piece is a 2% one-time compensation for faculty staff—that is a half-year increase, so it's a 1% annualized increase.

There will be a January 1 start to merit. If we hit certain revenue targets, we won't need board approval for additional compensation. We have defined thresholds for fall census

that will allow for merit increases. We may have to change merit evaluations to accommodate January 1 merit increases. That will be part of a larger conversation with the new provost to see whether we have evaluations on an academic year basis.

The buy-downs are just for tuition. We did not raise fees this year, but AHEC is going up with inflation. We are planning for a full return to campus. Between the buy-down and HEERF funds, there is money to address affordability issues concerns. One concern is how to deal with affordability issues long-term, since the federal money is one-time.

As part of the Equal Pay for Equal Work Act, we did an equity analysis study and found about 27 individuals outside of where their pay should be. We want to address that, which will require investments. We can consider having HR come and show those results and what is being done operationally.

*Question: Historically, this committee would serve as review for equity and merit pools, to see how money distributed and the parameters. Not sure if that responsibility has shifted, or if it was never a requirement.*

There are requirements about faculty involvement on merit increases. The 1% increase is across the board, so faculty involvement there not required.

*Question: It's interesting that by units, criteria for increases can vary. So, in some departments, there is no equivalent to cost of living increases, even if faculty are meeting expectations.*

With the Equal Pay Equal Work Act, we should take a fresh look at these things. This comes from some of findings from the equity task force as part of strategic planning as well.

Budget model. We have seen a flip in tuition buckets, with undergraduate decreasing by some 6.3% and graduate up by 10.9%. Overall, we are almost \$4m below FY20.

Administrative costs are increasing by \$3.3m, with mandatory operating cost increases at \$450k, salary increases at \$700k, Equal Pay Act increases at \$700k, CU System office and insurance increases at \$935k, and AHEC at \$500k.

Subvention considerations. The current subvention rates were set in 2017-18. The budget model with no changes would have CLAS down 7.3%. We looked at a flat 10% reduction in subvention redirected to CLAS, as the model intended. CLAS then would be down .7%. But we have \$2.5m in strategic initiatives, so we redirected \$1.4m to CLAS, which would leave the college up some 2% relative to FY20. FY22 is a restorative year. The change to subvention, the 10% flat reduction, will be for 3 years.

The group had questions about how do we incentivize the activities that will strengthen us going forward? That is left to future discussions.

#### May meeting

We are scheduled to meet on May 18. Todd could potentially discuss items related to the Equal Pay Act and the budget model and strategic initiatives. Committee members expressed interest in discussing the Equal Pay Act and how calculations are done, whether across schools or units. The executive committee will meet to discuss the possibility of a May meeting.

#### Committee membership & leadership for next year

We will need a new chair, vice-chair, and secretary. Quintin and Keith are rotating off, and possibly others. There is an equivalent of a course release for chairing this committee. Katherine Gunny is willing to serve as vice-chair or secretary. Todd Ely is willing to serve in any role, including chair.