

Report on Budget & Finance Committee Meeting of 8 Dec. 2022

The Budget & Finance Committee met once in December (12/08/2022).

I. Chair Report – E. Kondratieff

- A. Shared info from SEC meeting re: J. Tougas' discussion on parking, Big Red Backpack, change from GGC to MCH on campus
- B. Sent out follow up info from B Fischer on salary info (benchmarks, salary structure, CIP tiers)

II. Faculty Regent Report on latest B.O.R. activity – S. Spiller

- A. Discussion of approval of “one-time inflation support payment” of \$950 for all full-time WKU faculty and staff hired on or before July 1, 2022, whose salaries as of December 1, 2022, fall at or below the median faculty salary of \$65,362.
- B. Lease approved for MCH to replace GGC on campus
- C. Auditor report (most extensive in WKU history) also approved
- D. Fielded question from L. Elkind re: data needed to understand staff turnover rates. See below.

III. Special Guest Report from B.E.C. Chair – K. Atkinson

- A. Discussion of how the “one-time inflation support payment” came to be worked out.
- B. Discussion of Consultants' report on WKU Salaries that did not use the normal, standardized benchmark schools (in which group WKU is dead last re: salaries). Instead, the consultants established their own “benchmark” schools that: 1) are NOT equivalent to WKU or the standard benchmarks, yet 2) have lower salary ranges that 3) act as “bias confirmation” that WKU salaries are “in range” (see previous report on the updated pay structure model).

IV. Old Business:

- A. J Tougas written and oral responses to questions on parking, Big Red Backpack.
- B. Committee bylaws: No changes suggested / required.
- C. Additional/future collaborations with Faculty Welfare (see New Business)

V. New Business & Undertakings:

- A. Committee to obtain list of BEC members; joint members of BEC / Budget & Finance / Faculty Welfare (J. Shadoan, A. Paganelli) to make statement to BEC re: lopsidedness of representation (too few faculty who are not also in administrative positions)
- B. Committee to follow up on suggestion of L. Elkind to obtain data on staff turnover in support units. Elkind proposes that WKU is probably paying more money to search and (re)fill vacated posts than would be used to compensate adequately. E. Kondratieff to follow up with Andrea Sherill in WKU HR to obtain data for January meeting.