

## SENATE UNIVERSITY BUDGET COMMITTEE 2018/19

MINUTES, 10/15/2018

### COMMITTEE MEMBERS

\*Carol Atkinson-Palombo, Chair, Geography; \**Michael Accorsi, School of Engineering*; \*Steven Batt, University Libraries; \*Kyle Baumbauer, Nursing Instruction and Research; \*Nancy Bull, CAHNR/Department of Extension; \*Michael Fischl, School of Law; \**Joe Loturco, Physiology & Neurobiology*; \**Philip Mannheim, Physics (Fall 2018 sabbatical)*; \*Jeffrey McCutcheon, Chemical and Biomolecular Engineering; \*Lisa Sanchez, English; \*Jennifer Terni, Literature, Cultures and Languages; \*Michael Willenborg, Accounting; Rajeev Bansal, Electrical and Computer Engineering; Lloyd Blanchard, Interim AVP for Budget and Planning (Ex-Officio Member); Kevin Boyd, Graduate Student Senate; Angela Brightly, Waterbury Campus; Anne Langley, University Libraries; James Marsden, Operations and Information Management (School of Business); \**Michael Morrell, Political Science*; Daniel Stolzenberg, School of Education; Dylan Nenendal, Undergraduate Student Representative; Sanya Hewitt, Undergraduate Student Representative

\*Senate Member; *Italics indicates not present*

Auxiliary Expenses: The first order of discussion pertained (somewhat indirectly) to the Athletics Program. The specific question centered upon how auxiliary expenses are defined, and how they are able to then offset spending in Athletics. The response was that all units (including academic departments and programs) operate at a loss because of the way that the University allocates income and expenses. For example, tuition dollars are centralized and not attributed back to academic units on the basis of seats that they provide. In contrast, expenses are associated with specific academic units. As a result, all academic units appear to be loss-making.

**Action Item: Lloyd Blanchard is to meet with Steve Batt (others are welcome) to delve more deeply into the data that the SUBC has analyzed on the Athletics Budget (SB to organize)**

Actual rather than blended fringe rates charged to grants: CAP informed the committee that she had followed up with the head of Human Resources to get an update on the reallocation project being undertaken in HR that would ostensibly allow the actual, rather than blended rates to be charged to grants. Note: in the interim, it has transpired that there may have been some misunderstanding with respect to the reallocation project. A second thread of the conversation surrounding fringe rates was unfunded pension liabilities. A suggestion was made to investigate what other states in similar positions to Connecticut (e.g. Illinois) are handling their unfunded liabilities. No decision was made about following up on this.

**Action Item: CAP has invited Chris Delillo to join Scott Jordan at the 11/12 meeting to explain the issue.**

Pay Equity: The complex of pay equity (based on gender as well as other axes of identity) was again discussed. The consensus appeared to be that a pay equity study, jointly conducted by members of the SUBC and UConn's Administration, would be helpful to address whether or not UConn does have a gender pay gap. The Committee on Women from AAUP is interested in understanding this issue as it affects a protected group. Consensus was reached that a comprehensive study would be needed to disentangle identity-based pay gaps from compression. While a mechanism does seem to be in place at the Provostial level, there was a general lack of clarity regarding the process by which individuals could petition for an equity adjustment. In addition, the data and methodology used to identify whether or not a pay gap existed was equally unclear. Several initiatives are already being undertaken by the Provost's team to understand retention/turnover. In addition, Deans would have individual data on faculty who had received retention pay increases due to them being deemed a "flight risk". It was established that in order to a pay equity study to be comprehensive and credible, it would need to be a collaborative effort between faculty (perhaps members of SUBC) and the Provost's Office.

**Action Item: CAP to ask Lloyd Blanchard to follow up with the Provost**

Respectfully submitted, Carol Atkinson-Palombo, 2017-18 Chair, on behalf of the Senate University Budget Committee

30<sup>th</sup> October 2018