**AGENDA**

Regular Meeting of the CU Denver Downtown Campus Faculty Assembly’s

Budget Priorities Committee

https://ucdenver.zoom.us/j/2016016073

March 5, 2023

10:00 pm – 11:30 pm

BPC Attendees: Joanne Addison (chair), Kelly McCusker (secretary), David Hildebrand, Alan Davis, Katherine Gunny, Todd Ely, Miloje Radenkovic, David Tracer

Guests: Anthony Wilson (Finance & Operations Manager, College of Arts & Media, Staff Council Representative), Ann Sherman (Executive Vice Chancellor for Finance and Administration), Jen St. Peter (Associate Vice Chancellor for Budget), Sasha Breger Bush (UCDALI Chair), Constancio Nakuma (Provost), Leigh Ann Rutherford (UCDALI Rep), Turan Kayaoglu (Associate Vice Chancellor of Faculty Affairs), Lucy Dwight, Lois Brink, Julien Langou, Wendy Bolyard, Ingrid Summers, Dennis DeBay, Vivian Shyu, Tammy Hassan

* **Welcome 10:00 – 10:05**
  + Approval of meeting minutes
* **Updates from Jen and Ann 10:05—10:15**
  + Latest CABC (campus budget committee) meeting, finalization of Phase 2 proposals.
  + State is looking at additional conversations with higher education institution.
  + Meeting with MSU Denver and CCD to discuss AHEC’s budget proposals.
  + Looking at how enrollment affects budgets.
  + 58 confirmed retirement incentives and now looking at how many replacements CU Denver can afford.
  + Will continue the discussion about retirements and replacements at a future meeting.
* **New Program Proposals 10:15-10:45**
  + MS in Financial Technology (FinTech), Business School (Scott Dawson and Yosef Bonaparte)
    - BPC voted to support
  + Bachelor of Applied Sciences, College of Liberal Arts and Sciences (Richard Allen)
    - BPC voted to support
* **Comprehensive Compensation Collaborative (CCC) Consultants 10:45-11:30**
  + teri engelke and Lynn Harper (Mercer)
  + Faculty and Staff Compensation Study: Faculty Benchmarking Review
    - Mercer was asked to do a review of faculty and non-classified staff compensation in comparison to market and develop/refine staff salary structures.
    - Currently between “Market Assessment” and “Compensation Structure and Alignment”
    - Comparison rank of CU: look at Carnegie Class, Size, Ranking, Region
      * Target positioning: 50th precentile
      * Survey Matches:
        + By Rank and Discipline
        + 9-10 month appointment
        + Classification of Instructional Program Codes
    - National Public Rank 72-132 plus peer institutions: Northern Arizona University, Wichita State University, University of New Orleans, University of Akron, Cleveland State University, and Portland State University
    - Carnegie Class: Doctoral Very High Research, Doctoral High, Doctoral / Professional Universities, Masters Colleges
    - Comparison Market Size: 74
    - Compared Tenure Track faculty (308 with salaries) and Non Tenure Track (231 with salaries)
  + How will this help us, especially because there will be issues and we don’t have money to address the issues?
    - Hardest part is strategy and prioritization.
    - Some people will get something, and others will get nothing.
    - Market data, cannot tell you if people are satisfied, it just might mean everyone is in the same spot.
  + What is CU Denver’s compensation philosophy?
    - We don’t currently have one, this is one of the goals. CU System has a statement and CU Denver is basing theirs off it. teri will send the draft to BPC.
  + Do you know which institutions are operating under collective bargaining agreements?
    - Some systems are under this but did not look at it.
  + Can you interpolate for those ranks that aren't represented (e.g., Teaching Associate Prof) from the other ranks?
    - Could expand to a larger set or expand to a similar discipline.
  + How will this be communicated out?
    - Will be communicated as a larger group and individuals.
  + Will this data be used with the state legislature / the state?
    - Could be an option.
  + Comment: Merit pool can increase compression and not make up for
  + My understanding is that deans are empowered to negotiate salary with a finalist for a position and are constrained by the school's budget, not by university guidelines. Is that true?
    - Yes, generally this is true, but CU Denver HR is hoping to streamline / create guidelines how this work.
  + Website: <https://www.ucdenver.edu/offices/human-resources/compensation-collaborative>

Questions From Before Meeting

* Are you creating new salary ranges? Will everyone be placed in new salary ranges?
* How are you making comparisons (according to job description? rank?, years of service? location?)?
* Will you share survey data being used to inform comparisons?
* How do these findings compare to peers? To those on the Front Range? Who are you comparing us to when making recommendations on faculty, admin, and staff salaries?
* What are the main findings or trends identified to date?
* What are the differences between salaries paid for similar positions in different units (e.g., are salaries for similar positions closer to market rate in the Chancellor’s Office than in the College of Liberal Arts and Sciences)?
* What are your recommendations for sharing out this information to our community?
* How might this information be used on an annual basis by supervisors and individuals to adjust salaries and/or appeal salaries?