

To: Faculty Senate  
From: Rachel Whaley, Chair of Budget Committee  
Re: Budget Committee Final Report  
Date: April 25, 2024

Members: Marissa Ellermann, Stacey McKinney, Walter Ray, Diana Sarko, Rachel Whaley

In the Fall, Senator Lee asked the Budget Committee to inquire as to the workload/work term of school directors. We contacted three Deans. Two Deans responded and shared that all school directors are on 12-month terms and that they had substantial work to do in the summer justifying that term.

In the Fall, we considered looking into doing a peer equity salary study to follow the internal Salary Compression Study that occurred during the 2022-23 Faculty Senate. But we looked into what it would take to do this and found it rather impossible and futile because of the challenges of determining peers for TT faculty, NTT faculty, Civil Service workers, and graduate students; our understanding was that the various unions and administration would have to agree on peer institutions. A project like this would also be a considerable undertaking requiring a larger staff than the budget committee could offer. Further, the administration decided to start an RFP (request for proposals) to hire a vendor to conduct a full salary compression and peer equity study. The chair of the budget committee, myself, was asked to be on the committee to review the responses to the RFP. I am now on the Steering Committee to monitor and guide the vendor's work.

We also considered doing an internal gender equity study but in thinking about that process, we realized that much data would be needed to do this well; the collection of said data and the workload was beyond our means. We also learned that the vendor will do a gender equity study as well.

There were no other requests from Senators for the budget committee to work on any project and we could not identify anything else either. It was a light year for the budget committee.