

### **Minutes of April 29, 2010 Meeting**

The meeting convened at 2:00 p.m. in room 817, Cathedral of Learning.

UPBC members present were: John Baker, Diana Browning, Richard Colwell, N. John Cooper, David DeJong, Jacqueline Dunbar-Jacob, Judith Erlen, William Harbert, Alan Lesgold, Arthur Levine, James Maher, Paul Munro, Arthur Ramicone, Jerry Samples, Sharon Smith, Gwendolyn Watkins, and Stephen Wisniewski.

Also present were: Rich Henderson, Stephanie Hoogendoorn, Charles McLaughin, Robert Pack, and Kathy Tosh.

Not present were: Chan Braithwaite, Jerome Cochran, Angie Coldren, Beverly Ann Gaddy, Phil LaRue, Michael Lotze, and Michael Pinsky.

### **Minutes of April 8, 2010 Meeting**

There was a motion to approve the minutes of the April 8, 2010 Meeting. The motion was seconded. There was no discussion. The minutes were approved unanimously.

### **Report of the Chair**

Provost Maher reported that he received a letter from the Staff Association Council (SAC) regarding salary increases dated April 14, 2010. Copies of the SAC letter and the Provost's letter in response to SAC were circulated to UPBC.

### **Report of the Parameters Subcommittee**

Cooper reported on the *Fiscal Year 2011 Proposed Operating Budget* for the University. The proposal assumes that the Commonwealth of Pennsylvania will provide the appropriation recommended by the Governor, as adjusted by the level of federal stimulus funding. Under this assumption, the appropriation would equal the appropriation budgeted for FY 2009.

Significant elements of the proposal include:

- 4.0% PA/2.5% OS increase in tuition rates – Oakland
- 2.0% PA/2.0% OS increase in tuition rates – Regionals
- 2.5% increase in compensation
- \$4.5 million increase in financial aid
- \$2 million increase in academic initiatives
- \$150,000 increase in student life initiatives
- \$250,000 increase in library acquisitions

The proposed operating Budget is very close to balanced. A question was asked about how the FY 2011 projection for tuition revenue is calculated. The responses indicated that while there is uncertainty in this projection, it is clear that we must maintain the equivalent FY 2010 freshman enrollment levels to maintain budget balance. Questions arose regarding particular line items; these were answered to general satisfaction.

The Parameters Subcommittee then recommended that UPBC approve the *Fiscal Year 2011*

*Proposed Operating Budget* as presented. Cooper suggested that the UPBC first vote on the proposed structure of the budget, and then vote on the recommended distribution of the salary pool.

There was a motion to accept the *Fiscal Year 2011 Proposed Operating Budget*. The motion was seconded. A discussion concerning the proposed increase in compensation followed. The UPBC then unanimously voted to accept an amendment to the motion on the floor as follows: if the Chancellor finds that he has any additional funding available to allocate, this should be added to the compensation pool. The committee then voted unanimously to accept the *Fiscal Year 2011 Proposed Operating Budget* as amended.

The committee next turned to a discussion of the compensation pool distribution. Cooper reported that the Parameters Subcommittee supported the allocation of the proposed 2.5% compensation increase to university faculty and staff as follows: 1.5% for satisfactory performance, and 1.0% for meritorious performance. Vice Provost Pack recommended that if the Chancellor can find additional funds to add to the compensation pool, these should be added to the maintenance portion of the distribution. After some discussion, a motion was made and seconded to allocate the proposed salary increase pool of 2.5% so that 1.5% goes to maintenance of salary, and 1% to merit/market/equity, with any extra available funds to be added to the maintenance percentage. There were 13 votes in favor, 3 votes against, and 0 abstentions. The motion passed.

Provost Maher stated that these are challenging issues and thanked the members for their careful consideration.

### **Matters Arising**

There were no matters to discuss.

It is not anticipated that UPBC will need to meet again this semester.

The meeting adjourned at 3:10 p.m.