Minutes of October 18, 1999 Meeting

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

UPBC members present were: Carolyn Ban, Mary Ann Barber, Clifford Brubaker, Frank Cassell, Jerome Cochran, Richard Colwell, N. John Cooper, Van Beck Hall, James Maher, Thomas Metzger, George Mongell, Carol Neuner, Richard Pratt, Arthur Ramicone, Debora Rougeux, Michael Stuckart, Bruce Williams, Philip Wion, and Thomas Wolf. Also present were: Jeffrey Liebmann, and Robert Pack.

UPBC members not present were: James Cassing, Nathan Hershey, Arthur Levine, Linda Marts, Jaime Ann Rakow, and Valerie Watzlaf.

Approval of the Minutes and Report of the Chair

The minutes of the April 29 and May 18 meetings were approved. Provost Maher discussed the distribution of salary increases designated for market and equity purposes for FY 2000 in the Provost's area. He indicated that certain units -- such as Engineering, Business, some Arts and Sciences departments, the regional campuses, and the University Library System -- received funding for market and equity purposes due to significant competition in faculty salary comparison benchmark groups. In each case, the dean (or in the case of the regional campuses, the campus president) was asked to submit a plan for salary increases and the funds were distributed. Wion reported that a similar process was used in the health science schools, according to a report provided at a recent Senate Budget Policies Committee meeting.

Determining the distribution of staff market salary monies was made more difficult because of the lack of comparison benchmarks. With the help of the Office of Human Resources, job categories were examined, resulting in the identification of certain job classifications with apparent need for market adjustments. According to Pack, the Provost's area job families with average salaries below market means include student services, communication specialist, researchers, and systems analysts. Ramicone reported similar cooperation with Human Resources, identifying job classifications where high turnover had caused market problems, including systems analysts and accountants.

Maher reported on the status of the institutional technology plan being prepared by the Information Technology Steering Committee (ITSC). He provided a brief history of the effort to identify appropriate policies related to technology and the budget support needed to maintain needed levels of technology. He cited recent efforts, such as the 24-hour help desk, the University entering into the Internet II initiative, and the Abilene Project, which is a more ubiquitous network. In discussing the current draft of the technology plan, Maher cited the remarkable number of recommendations. He explained that the document is being reviewed by the Chancellor prior to its release for public examination and comment.

Discussion ensued, predominately related to recommendations on dialup access to the University server. Maher affirmed the recommendation that the existing 800 dialup ports be maintained at no cost to University users. He added that, given the long-term cost of modems, those seeking faster connections will be encouraged to use commercial providers. Maher encouraged members to consider the recommendations in their entirety, appreciating the institutional need for a coordinated plan of this kind.

Discussion of FY 2001 Commonwealth Budget Submission

Ramicone presented a summary of the University's appropriation request to the Commonwealth for FY 2001. The request included a 5% increase in the base appropriation, as well as specific line item requests for a second phase of lab renovations and equipment ($2.5 million), information technology infrastructure for the 21st century ($2.5 million), and preparing graduates for
the 21st century ($1.0 million). Parameters assumed in the budget request included a 4.0% base increase in tuition, and a 4.0% increase in the salary pool.

Matters Arising

Members were asked to volunteer for UPBC subcommittees. Maher stated that he would announce the chair of the Parameters Subcommittee soon. In addition to the annual constraints facing the group, in the coming year the subcommittee will also deal with health insurance cost increases, the University technology plan, fully funding research incentives, and achieving salary goals.

The meeting adjourned at 3:30 p.m.