

## **Faculty Senate Budget Committee 2020-2021**

### **End of Year Report**

#### **Membership for 2021:**

Stan Alluisi (JMSB), chair  
Dan Althoff\* (A & S)  
Randy Clark\* (A & S)  
Kay Daigle\* (EBS)  
Kendra Ingram (JMSB)  
Meg Cotter-Lynch (A & S)  
Carolyn Fridley (A & S)

#### **Charge**

This committee's function shall be to advise the University Vice Presidents and the President on general budgetary matters. Periodically, this committee will communicate with the faculty regarding the status of the budget and will attempt to establish a consensus on funding needs and priorities.

Additionally, this committee shall provide a motion to address updating the University salary card to between 80% - 90% of regionally similar institutions and moving the University to adopt annual salary step increases based on a national Cost of Living Adjustment (COLA) system.

#### **Fall 2020**

The fall 2020 semester began with Dr. Kay Daigle as chair of the committee. She relinquished the chair to Dr. Stan Alluisi early in the fall semester.

The Budget Committee took the lead in coordinating Shared Governance Forum on faculty compensation which took place on 10 November, 2020. The committee developed and suggested the administration adopt the concept of "paying yourself first" (i.e. plan for faculty & staff pay raises in the budget as opposed to giving stipends if there is money left over) as a basic assumption of the budgeting process as they develop each annual budget for the university.

As noted in the FS Minutes from the 11 November, 2020 meeting:

#### **IV. Committee Reports**

##### **A. Budget Committee**

a. The Shared Governance Forum (11.10.2020) was moderated by Senator Alluisi. Senator Cotter-Lynch and Dr. Chris Moretti (former Faculty Senate Chair) provided reports and data for discussion. This was a primary action item for the budget committee. Dr. Moretti's report and Senator Cotter-Lynch's presentation is available on the Faculty Senate website as documents to support the forum posted on 11.10.2020.

b. The Forum was recorded and the link will be provided to the archivist to make available to faculty via the Faculty Senate website.

**Spring 2021**

The committee developed language regarding compensation to be forwarded to the full Faculty Senate for consideration. If approved, this language would be forwarded to the administration as a motion from the Faculty Senate. The text adopted by the committee stated:

=====  
*Southeastern Oklahoma State University has developed a well-earned reputation as Oklahoma’s premiere regional university in the way it supports and pays its faculty and staff.*

This declaration has been promoted by the President as a worthy goal for our University. We agree.

In pursuit of this “worthy goal,” and in the spirit of a collaborative and intentional partnership to build a realistic budget, the Faculty Senate requests that the following expectations be established as axiomatic for all future budgets:

1. That the University “pay itself first.” By this, we mean that it should be an assumption of every annual budget that faculty & staff salaries, including step increases and any future cost of living adjustments, be treated like mandatory costs – something to be paid first, not paid out of any funds left over at the end of the process.
2. That the goal of improving faculty & staff salaries to match a regional metric, to be agreed upon by the administration and the Faculty Senate, be established and published.
3. That during every budget year, if these salary metrics cannot be met, the administration explain why they could not be met.
4. That faculty be actively included in the annual budgetary process.
5. That the administration makes all relevant budgetary documents easily available to the faculty & staff at large.

As a first step, and as a show of good faith in this collaborative and intentional partnership, we also request that the administration build into the next budget, at a minimum, the three years of skipped step increases totaling \$1,638 (as proposed by the Senate in December).

We look forward to working with the administration on future budgets for the benefit of our university and our students.

=====

The Faculty Senate approved this statement and forwarded it to the administration in this form:

February 18, 2021

President Thomas Newsom,

*Southeastern Oklahoma State University has developed a well-earned reputation as Oklahoma's premiere regional university in the way it supports and pays its faculty and staff.*

This declaration has been promoted by the President as a worthy goal for our University. We agree.

In pursuit of this “worthy goal,” and in the spirit of a collaborative and intentional partnership to build a realistic budget, the Faculty Senate requests that the following expectations be established as axiomatic for all future budgets:

1. That the University “pay itself first.” By this, we mean that it should be an assumption of every annual budget that faculty & staff salaries, including step increases and any future cost of living adjustments, be treated like mandatory costs – something to be paid first, not paid out of any funds left over at the end of the process.
2. That the goal of improving faculty & staff salaries to match a regional metric, to be agreed upon by the administration and the Faculty Senate, be established and published.
3. That during every budget year, if these salary metrics cannot be met, the administration explain why they could not be met.
4. That faculty be actively included in the annual budgetary process.
5. That the administration makes all relevant budgetary documents easily available to the faculty & staff at large.

As a first step, and as a show of good faith in this collaborative and intentional partnership, we also request that the administration build into the next budget, at a minimum, the three years of skipped step increases totaling \$1,638 (as proposed by the Senate in December).

We look forward to working with the administration on future budgets for the benefit of our university and our students.

Respectfully submitted,

Fendrich R. Clark  
Chair, Faculty Senate

## **Charges for 2021-2022**

No new charges have been presented to the committee.

We will continue to monitor the administration during the terminal phases of current budget cycle and determine if the committee's second charge,

*... this committee shall provide a motion to address updating the University salary card to between 80% - 90% of regionally similar institutions and moving the University to adopt annual salary step increases based on a national Cost of Living Adjustment (COLA) system.*

...has been met or not.