2014-2015 Final Report

*Prepared by Joe Bailey Chair of the Faculty Senate Budget and Planning Committee*

This short report summarizes our activities for the year.

**Faculty Salaries**

We had three primary goals for our committee. First, examine faculty salary data. As has been the case in the past, UTK Faculty are underpaid relative to THEC Peer and Very High Research and Top25 Institutions. Disparities exist among departments. A good common goal may be to identify important metrics for external assessment of quality that can inform faculty salary. This could potentially help alleviate issues associated with Mid-Level Faculty Retention.

As a committee we tried to pursue issues of Gender Equity in pay. In the past, this analysis has been done and the method published in a peer review journal (<http://onlinelibrary.wiley.com/doi/10.1111/j.1471-6402.2009.01518.x/abstract>). When unit and rank are controlled for, there was a large difference in salary based on gender in 2007). This is unacceptable and diversity issues represent a clear area where the University of Tennessee could be a leader amongst its peers. All the methods and codes to carry out this analysis were provided to Institutional Research with the expectation that they would carry out future analyses to assist the central administration in efforts to reduce inequity. To the best of
my knowledge, no such reports (or further efforts by the UTK administration to address the inequities identified) have been carried out. We have tried to acquire this data from OIR and have been unsuccessful thus far, however we have been told that we can have the data. If this data is not forthcoming in the next year, further action needs to be taken.

Discussions with the Athletics Department are forthcoming.

**Improving Communication with Administration**

We have reestablished communication with the Chancellor and Chancellor’s cabinet. We have also established productive meetings with the Provost to discuss important and relevant Faculty Budget issues. I want to thank Lou Gross, Chris Cimino, Jimmy Cheek, and Susan Martin for helping to create these opportunities. Hopefully, there will be some synergy in the future.

**Calendar**

**September**

– Chris Cimino annual update-perspective

- Get Revenue and Expense summary

-identify faculty relevant questions to be pursued.

-Annual faculty salary evaluations

-Annual gender salary comparison – **this is critical next year.**

-Begin to organize meetings with the Provost (March/April); Chancellors Cabinet (May in 2015, but check with Chris); Athletics Feb/March)

-Begin to identify who will chair the committee next year.

-Submit Minutes

**October**

– Office of Information Research

-Schedule annual reports

-Submit Minutes

**November**

- Finalize Agenda

-Submit Minutes

**January**

– Cabinet meets with units on goals and plans for upcoming year.

- Get B&P member representative at meeting. Coordinate through VC Chris Cimino.

-Submit Minutes

**February**

- AD / Building or facilities (think about budget priorities)

-Submit Minutes

**March**

- Chancellor meeting

-Submit Minutes

**April**

– Budget priorities by cabinet (VC’s) are submitted to Chancellor.

– Campus completes budget and submits to the system

-Submit Minutes

**June**

- Board of Trustees Approve

-State approval

**August**

– Confirmation of enrollment and budget projections

**September**

– Complete Budget Allocation from Previous Year