

# Budget Council Minutes

November 16, 2018

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2:00 p.m.

## Attendees

Present: Joe Glover, George Kolb, Mei-Fang Lan, Jay Watkins, Laurie Bialosky, Keith Schneider, and Meera Sitharam.

Absent: Danielle Grosse, **Serdar Kirli** and Renee Goodrich.

## Call to Order

Interim Budget Council Chair, Meera Sitharam, called the meeting to order at 2:00 p.m.

## Introduction of Council Members and Liaisons

Introductions were made.

## Approval of Minutes

The October 19, 2018 Minutes were approved as amended.

## Update of Upcoming Agenda Topics / Presenters

The following units will be contacted for a possible council visit in Spring 2019: Human Resources, UFOOnline, Internal Audit/Compliance, and the UF Travel Office. Another follow up will be made to schedule the Student Affairs Office in the Spring.

## Office of the Provost

A list of questions council asked Provost Glover to address included:

- (1) Update on pre-eminence hires. Has hiring concluded? Have hires been generally successful in securing grants and resources to support their research and employment?
- (2) Update on allocation and filling of the 500 new faculty positions.
- (3) Decision-making related to allocation to units with no E&G revenues, including those funded by student fees etc.
- (4) Conflict of interest in resource allocations (or more generally - accountability of resource allocations).
- (5) Off-book programs / on-line course teaching rules and practices.
- (6) Clarifications and updates on the Platform for Life, Moonshots, etc.

Provost Glover's Q&A replies included:

-Regarding grant funding and faculty separation from the university or transfer to another university: when a faculty member leaves the university at or near the beginning of a grant period, the funding agency often agrees to transfer their money to the new institution. Given transience among many university researchers, this is not an uncommon occurrence and the funding transfer is a fairly seamless process. The Provost maintains a running total of faculty hired, grants brought with them, and new grants. This criteria is a major consideration for senior faculty hires. Additionally, a data run can be generated by the Sponsored Research division in the office of the VP of Research, Dr. David Norton.

-Regarding the new faculty hiring initiatives, about half of the allocations were made last year, with a 50/50 split between lecturers and senior faculty. Deans will decide which remaining hires are needed this year and all 250 positions were allocated for this year.

-Discussion was held regarding student health fees allocated by the Office of Student Affairs (not the Provost's Office.) Student Government fees, health fees, statutory fees, etc. have not been able to be raised for a number of years due to there being no tuition increase. Additional mental health counselors were hired via the E&G budget to meet national standards of counselor to student ratio.

-Auxiliaries are ideally stand-alone funds (i.e. housing fees cover housing costs, for example, so rising expenses are problematic if fees are not simultaneously raised.)

-The President has discretion to award raises if funds are available and with BOT approval. Funding occurs either via increased legislative appropriation or tuition increases which must be approved by both the Board of Trustees (BOT) and the Board of Governors (BOG). The board has a high priority of hiring the 500 faculty to help reduce class sizes and UF's student-teacher ratios, and increase grant portfolios.

- Pre-eminence and performance, world class faculty, and professional and graduate degree excellence (in areas including business, law, medicine, etc.) have been established as university priorities. Human Resources announced earlier that the President established a 4% non-recurring / one-time distribution based on merit for individuals outside of the bargaining unit and a 1% across the board and 3% based on merit within the bargaining unit.

-Regarding conflict of interest in resource allocations and its mitigation, ~~the sole authority lies not just with the Office of the Provost, but with others~~ the chief compliance officer, general counsel etc. are primarily concerned with whether there was financial interest and whether related (family) persons evaluated or supervised each other, etc. not about conflict of interest arising from the discipline or research area of the resource allocator.

Accountability of resource allocation lies with others, including the VP's of: IFAS, the Office of Research, and the Health Science Center, and college deans. At the department level, there is typically a Steering committee/executive committee/advisory committee as specified in the department bylaws which makes recommendations, consults on re-allocations and decisions; this is also done at the college level by a similar committee. Further accountability of administrators' resource allocation is implemented through performance evaluation by the supervisor, which includes evaluation by administrator's subordinates, but considers many other factors, including enrollment, grants, fundraising, US news and other rankings within disciplines; and performance on the BOG's University performance metrics.

-Regarding on-line course teaching and practices, a committee reviews course proposals through the Associate Provost for Teaching and Technology, Andy McCullough, and then it is reviewed and approved by the Provost. State law and regulations dictate that courses are to charge cost recovery, unless there is a market rate status, which allows course charges to result in profits if it is market rate. UF Online course assignments are made by department chairs. Any off-book program must be approved by a faculty member's chair and dean and subject to chair and dean oversight. The college dean is the contact in the event of any issues or conflicts. The Associate Provost for Teaching and Technology office plans to also audit off-book programs next semester.

-Currently, funding for [Moonshot initiatives](#) range from zero (i.e. a College of Arts project) to six million dollars. There were no specific guidelines or criteria for faculty submitting proposals to the deans and some reviewers included VP of Research, David Norton, VP of Development and Alumni Affairs, Tom Mitchell, and Board of Trustee member Anita Zucker.

-The increasing burden and requirements of faculty paperwork was discussed. The cumulative time required for one minute of paperwork done by thousands of faculty was discussed. Required reports seem to be increasing on federal and other levels, which the university is obligated to respond to and abide by to remain in compliance with regulations. This issue has been discussed in the Faculty Senate Steering Committee and with the Office of Human Resources.

### **Central Admin Units Update**

Council discussed the possibility of providing a 'year-end view' or a snapshot of the [financial transparency portal](#) a particular point in time at the department level. George will check with Fran to ascertain if, going forward, this is a feature which needs to be built/added or if a snapshot from the end of the year works best.

### **Adjournment**

The meeting was adjourned at 3:02 p.m.