

EXECUTIVE BUDGET COMMITTEE
MINUTES
April 26, 2023

Members in Attendance:

Smart, Gouzie, Foucart, Baker, Dicke, Hader, Hart, Hoelscher, Hough, Hudson, Hutter, Hough, Jasinski, Kaatz, Kirkland-Ives, Lancaster, Lewis, Morris, Mulligan, Shaw, Siscoe, Lewis, Tinkler, Weber, Schull, Severson

1. Welcome—Dr. Doug Gouzie
 - a. Dr. Gouzie called the meeting to order at 7:58 AM

2. FY2024 Update on Budget—Clif Smart and Steve Foucart
 - a. President Smart provided an update on the Senate Appropriations Committee. The Committee passed a budget bill that removed DEI language, approved the core increase of 7%, and added \$75,000 in partial funding for the Returning Hero's program.
 - b. President Smart indicated that the Senate and House Conference Committee will meet in the next week to reconcile differences in the two budget bills.
 - c. He also stated that the MSU Board of Governors had approved the proposed student tuition and fee increase.
 - d. President Smart then asked Zora Mulligan to provide a brief update on enrollment for the coming fall semester. She indicated that enrollment is trending in a positive direction and that indicators are that we will reach or be close to the enrollment targets set for the budget.
 - e. President Smart then asked Steve Foucart to discuss any changes in the budget document since the last Executive Budget Committee meeting in March. Steve indicated that there were a few changes. Those included: a spring tuition shortfall of \$150,329; College Differential Fees increased by \$98,732; Returning Hero's funding of \$75,000 was added to the budget; operation reductions of \$250,000 were added back to the budget, and, an Independent Audit Contract expense of \$22,790 was added to the budget.
 - f. The net positive balance for the proposed budget was \$486,676.
 - g. President Smart then spent some time discussing his commitment to improving the compensation data used to make future decisions regarding faculty and staff salaries. Dr. Jasinski will appoint a committee that will develop criteria used to establish a list of peer institutions and ensure that we utilize the best comparative data available to establish metrics to measure department performance.

3. Compensation Pools

- a. Discussion then centered on how to best utilize the \$486, 676 remaining in the budget. Dr. Jasinski presented a proposal for faculty of \$169,00 (plus fringe of 43.1%) to address salary compression issues.
- b. Zora Mulligan and Matt Morris then discussed a proposal on how to best utilize the remaining \$169,000 (plus fringe of 43.1%) to address difficulties in hiring new staff as well as some salary compression issues.
- c. After discussion, the Committee recommended that both the faculty and staff salary pools be approved.

4. Retention

- a. The Committee then discussed a proposal to provide a one-time payment to faculty and staff. Three possible levels of pay were a one-time payment of \$500, a one-time payment of \$1,000, or a one-time payment of \$1,500.
- b. The Committee unanimously passed a resolution (Moved by Will Hader and seconded by Jim Kaatz) asking President Smart to present two options to the Board of Governors: either \$1,000 or \$1,500. The Committee recommended that the \$1,500 one-time payment be approved for all full-time employees that were employed on July 1. The payment would be made in December to those employees remaining as full-time employees.

5. Closing Discussion

- a. President Smart thanked the Committee for its hard work during the past few months. This was the final meeting of the Executive Budget Committee for the FY2024 budget cycle.

6. Meeting adjourned at 8:45 am.