



Strategic Planning and Budget Advisory Committee

Wednesday, February 16, 2022
8:15 am - 9:50 am

AGENDA

1. Call to Order
2. Approval of the minutes of January 19, 2021, and February 2, 2022.
3. Presentation and Discussion: Staff - Recruitment, retention, compensation, benefits & diversity
(Presenter: Helena Rodrigues, Vice President and Chief Human Resources Officer)
4. Presentation and Discussion: AIB – Grad Topics
(Presenter: Garth Perry, Vice President/Chief Budget Officer)
5. Senior Leadership Updates
6. Survey: Top 3 Questions on UAGC
(Presenter: Sabrina Helm & Barry Brummund, SPBAC Co-Chairs)
7. Adjournment

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Strategic Planning and Budget Advisory Committee

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Minutes

Wednesday, February 16, 2022
8:15-9:50am **via Zoom**

Present: B. Brummund (**Co-Chair**), S. Helm (**Co-Chair**), M. Abecassis, L. Benson, B. Berrellez, C. Bourget, E. Cantwell, E. Cheu, J. Duran, J. Florian, L. Folks, D. Hahn, L. Hudson, J. Hunter, S. Moore, G. Perry, H. Rodrigues, L. Rulney, S. Sen, R. Stephan, J. Summers, K. Van Renterghem, N. Vega

Absent: S. Colina, G. Heileman, J. Jones, A. Miller, I. Moore, C. Ramirez, L. Rankin, J.P. Rocznik, M. Taylor, S. Troutman

Guests/Observers: K. Bonine, A. Carnie, M. Hingle, H. Jensen, J. Lawrence, M.L. Brown, J. O'Neil, A. Romero, K. Urquidez, S. Wilson

Presenters: Barry Brummund, Co-chair SPBAC
Sabrina Helm, Co-Chair SPBAC
Helena Rodrigues, VP and Chief Human Resources Officer
Garth Perry, Vice President and Chief Budget Officer

Call to Order

Co-Chair Helm called the meeting to order at 8:18 a.m.

Approval of the Minutes of January 19, 2022 and February 2, 2022

The minutes of January 19, 2022 will be approved next time. The minutes of February 2, 2022 were approved with no amendments or objections.

Presentation and Discussion: Staff- Recruitment, retention, compensation, benefits & diversity

(Presenter: Helena Rodrigues, Vice President and Chief Human Resources Officer)

Member Rodrigues explained that this meeting is dedicated to staff and the next SPBAC meeting will be dedicated to faculty. Member Rodrigues gave information about the human resources office; who works in the office and the population they work with. UArizona's human resources office has a dedicated email address and phone line for employees to have direct contact.

Member Rodrigues gave information about the staff population at UArizona. There are about 10,000 staff members, comprised of four different categories: Academic Professionals (225), Classified (927), Service Professionals (132), and University Staff (8,628). UArizona's staff turnover is similar to that of peer institutions (972 for FY2022) yet they have seen a rise in retirements. A committee member asked what time of year does UArizona see the most separations. Another member asked if there is a difference between part-time and full-time

employees. Member Rodrigues expressed that the information being asked has not been separated out, but she will get back to the committee once she has it.

Member Rodrigues talked about the current vacancies for staff positions at UArizona (500-900 on any given day). Current positions average 46-128 days open depending on ABOR classification. One of the only complaints is the time it takes to hire someone. The HR office is working on decreasing the time so that once someone applies, interviews can be conducted. Member Rodrigues explained that the average number of applicants have dropped by half and University Staff positions are the most affected. In order to bring more diversified talent, Member Rodrigues expressed that there needs to be an investment in pay, more professional development and recognition. Currently the HR office is reviewing the recruitment guidelines so that departments can move more quickly on hiring and compensation. The HR office is working on expanding benefits that are offered, such as: Linked-In Learning, 24/7 counseling available through the EAP, financial and legal assistance. Guest O'Neil suggested adding what department the applicant is applying to when on Talent; currently it only shows the system title, location and date. Member Rodrigues explained that UArizona is updating its pay structure in coordination with minimum wage and Prop 206.

Member Rodrigues asked Guest Lawrence to share about UA's Staff Council. Guest Lawrence explained that UArizona's staff has representation on SPBAC and the Faculty Senate. The Staff Council has formed an ad-hoc committee to gather information on staff perspectives of workplace flexibility. A survey will be put out in March to ask what staff wants to see in terms of working conditions, options for professional development and opportunities for career advancement. Guest Lawrence brought up that workplace flexibility is not just the option of working from home; parking costs have gone up (permits are not scaled based on income), having backup for when a staff member is not able to work, and the ASRS kicks in after 6 months.

Presentation and Discussion: AIB- Grad Topics
(Presenter: Garth Perry, Vice President and Chief Budget Officer)

Member Perry explained that on SPBAC's advice, the AIB workgroup formed a stakeholder advisory group which then broke down to subcommittees. The subcommittee that focused on graduate studies is currently working on a white paper to submit to the committee. Member Perry went over the Graduate Interdisciplinary Programs (GIDP) information in regard to enrollment and funding. Currently UArizona has 19 GIDP's which focus on creating interdisciplinary opportunities for faculty and students between different colleges across campus. Member Perry explained that for FY2021, there were under 600 students enrolled per semester. The GIDP Net Tuition Revenue for FY 2021 is about \$4.6 million which only excludes non-degree seeking students. The GIDP Scheduled Credit Hours is 8,545.

Member Perry gave information about the RCM distribution vs AIB distribution. He explained that using the RCM distribution logic revenue flows due to "Instructor Funding". The NTR (\$4.6 million) gets split in two directions: ~84% (\$3.9 million) flows to the colleges and ~16% (\$747,000) is retained for Support Center Expense Recovery/Provost Investment Fund. There is a special rule that Member Perry noted for GIDP and non-degree seeking students: 100% of the SCH is based on credit hour and will flow accordingly. For all other graduate students, 75% of the SCH is based on enrollment and 25% is based on credit hour. Guest Brown explained the reasoning behind the difference in GIDP funding: GIDP advising is done in the units that are instructing, not in the graduate college, so 100% of the funding is going to where the activity takes place. Member Perry gave information on the allocated budget of the GIDP for FY2022: \$3.3 million.

Member Perry gave information on possible GIDP distribution logic in AIB without adjustment. He explained that the NTR would get split into two directions: \$2.8 million would flow to the graduate college with no adjustment for enrollment, unlike RCM, and \$973,585 would flow to the instructional college either by course owner or course instructor. If it is calculated due to course owner: the graduate college is the course owner for ~34% of SCH so an additional \$331,000 would go to the graduate college. The remaining funding, ~\$643,000 goes to the instructional college. If it is calculated due to course instructor: the graduate college is the course instructor for ~1% of SCH so an additional \$11,600 would go to the graduate college. The remaining funding, ~\$962,000, goes to the instructional college. A committee member asked why the change is so drastic, from RCM to AIB. Member Perry explained that this is the reason that this was brought to SPBAC, to give information and get feedback.

Provost Folks expressed that GIDP's are getting subsidized at almost 100% and there are not a lot of incentives to grow GIDP students. Guest Carney expressed that GIDP's are an institutional tool that give faculty and students new opportunities, and that every college has at least one faculty member in a GIDP. A committee member asked how GIDP students are recruited into the 19 different programs. Guest Carney explained that each program funds their own recruitment out of their operations budget which comes from the central graduate department. Each GIDP gets a small operations budget through the graduate college. A committee member suggested that the system should be simplified that provides direct incentives to instructors and departments. A committee member asked if there is a clear direction under AIB that will be used for the GIDP, the course or instructor model? Member Perry explained that it has not been decided yet; Guest Brown has a white paper that will be distributed for discussion in a future meeting.

Senior Leadership Updates

Liesl Folks, Provost

Provost Folks brought up the new mentoring institute that is coming together under Faculty Affairs. Currently 108 people have signed up for the first year of training.

Andrea Romero, Vice Provost for Faculty Affairs

VP Romero expressed that Faculty Communities have started; there are currently more mentors than communities available. For the first year the focus is on the relationship between faculty and graduate students.

Lisa Rulney, Chief Financial Officer

CFO Rulney brought up the Academic Leadership Institute which is offered to 20 fellows per year and has 9 sessions per year. The applications are due March 20, 2022; they can be found at: <https://olod.arizona.edu/ali>.

CFO Rulney brought up the Assistant Vice President & Chief of Police announcement. It can be found here:

<https://view.comms.arizona.edu/?qs=e99a0a1ec871ca09c445039f4b7a1457b4e5979bb30725190561b81b85a9d6038646ca0b9b0c54f47a2c8ce5f77a0e8261829b5851ae4d1e753ecad2b330c3f2a9026d83c6f7602d2b1b8fc2e38c8de>.

Survey: Top 3 Questions on UAGC

(Presenters: Sabrina Helm and Barry Brummund, SPBAC Co-Chairs)

Co-Chair Helm asked committee members to give feedback on priority topics for the UA/UAGC integration. There is a Qualtrics survey to be filled out that is looking for questions about UAGC

and how it currently operates. The survey needs to be filled out prior to March 16; this is when the current UAGC president will be coming to SPBAC. Co-Chair Helm put the UAGC guest schedule for the remaining SPBAC meetings in the chat. It is as follows:

- Mar 16 – Paul Pastorek, UAGC President – UAGC Strategy/Finance (105 Min)
- Apr 6 – Gail Burd – UA/UAGC Integration Plan/Schedule (30 min)
- May 4 (or 18) – Gail Burd –Status Update on Integration (15 min)

Adjourned

With nothing further, the meeting was adjourned at 9:53 a.m.