

WASHBURN UNIVERSITY BOARD OF REGENTS
Budget and Finance Committee Meeting
September 29, 2016

Regents Present: Brent Boles (committee chair), Paul Hoferer (committee member), John McGivern (committee member), Jennifer Sourk (committee member), Mayor Larry Wolgast

The meeting was called to order at 4:00 p.m. by Brent Boles, chair.

- 1) Minutes of the June 14, 2016 meeting were approved as distributed.
- 2) Chairman Boles said the regents were familiar with the Faculty Salary Analysis so it wasn't necessary to review it again. He turned the meeting over to Interim Vice President Jim Martin, who reviewed the proposed salary program.

A 2% salary pool was included in the FY17 budget. 1.8% will be used for merit increase with the remaining .2% used for target market adjustments.

Eligibility for the merit increase will be changed from July 1, 2016 as shown on the agenda item to June 30, 2016.

Salary guidelines will be distributed to department and area heads the 1st week of October. Salary increases will take effect January 1st.

Regent Sourk arrived at 4:07 p.m.

In answer to Chairman Boles' question, VP Martin said a full year increase was included in the budget but it will only be in effect for six months. The extra funds will go into next year's reserves.

When Mayor Wolgast asked about prior salary increases President Farley said a modest salary increase was made last year but prior to that there has only been an increase in one of the previous four years. He noted that our reputation will suffer if we don't keep up with the competitive market. The Mayor said even a small raise sends a message to employees that we are making an effort to work on salaries and it improves moral.

Regent Sourk asked about faculty retention. Board faculty representative, Shaun Schmidt, said any increase is appreciated but retention at Washburn is about a lot more than salary.

Regent McGivern asked President Farley if during his tenure as President we had ever had larger than a 2% salary increase. The President said prior to the recession we had some increases of 8-10%. Regent McGivern said we should strive for higher salaries every year to demonstrate effort and help with employee enthusiasm.

It was moved and seconded to recommend to the full Board of Regents approval of the FY17 Salary Program, with the correction that employees must be in a benefit eligible position as of June 30, 2016. Motion carried.

President Farley announced that this fall's entering Freshman class is the largest in University history.

Chairman Boles thanked Mr. Martin for filling in as Interim Vice President for Administration and Treasurer.

The meeting was adjourned at 4:25 p.m.