Meeting Minutes:

Purpose of the University Budget and Finance Committee:
Discussion about the role of the committee and what authority if any it possessed. The previous year the University Budget and Finance Committee was tasked with Faculty and Staff pay raises. This committee holds no approval authority and is used exclusively for investigative and consultative purposes. Reminders about the confidential nature of some discussion topics and that the members should be sensitive to that fact and keep information of this nature within the committee and for committee purposes in alignment with the University of Idaho Mission.

Brief discussion about upcoming project in increasing transparency in University of Idaho budgeting. This item will be revisited as the semester continues with ideas on how the committee might assist in this task as specific goals are fleshed out by upper administration.

Review Items from previous year:
The committee was charged with investigating the cost of replacing faculty who leave university. Determining potential differences in those retiring from the University and those who are leaving mid-career and reasons why the separation might be occurring. Noting how different departments, varying in size and type, i.e. science, art, labs, research, etc. handle these situations and what a “start-up package” looks like for them.

A sub-committee has volunteered to continue to pursue this investigation. No hard deadline with an estimated findings report to present to the committee by the end of the semester.

Items for current year:
The committee would like to address the recurring topic of career ladders for faculty and staff with an emphasis on staff at this time. Began a conversation about the following: real and perceived road blocks in an employee’s ability to move up and laterally in their career with the university, how the committee would like to gather information, and which people/departments to recruit in helping with this task. Beginning with information gathering and determining parameters of the problem and use comparable universities to determine what models appear to be working and why while remaining within the scope of the committee.

A second sub-committee will begin working on this topic gathering information and preparing for next steps.