



SUL ROSS STATE UNIVERSITY

A Member of the Texas State University System
ALPINE, TEXAS 79832

JOINT BUDGET OVERSIGHT COUNCIL Sul Ross State University Faculty Assembly

November 30, 2023

4:00 p.m.

MS Teams

Members Presents: Joseph Velasco (Chair), Mary Jane Saucedo, Kris Jorgenson, Bernie Canteñs, Eric Busby

- I. Comments. After establishing a quorum, Joseph Velasco convened the meeting at 4:02 p.m. Velasco discussed the provided agenda and previewed the items for the convenience of those present.

- II. Election of Chair.
 - A. Velasco called for nominations for Council Chair. Velasco was elected council chair for the 2023-2024 academic year [motion by Saucedo; second by Jorgenson; motion passed unanimously].
 - B. Velasco discussed the need for a secretary. No nominations were made. Jorgenson said he would help record minutes. The group agreed to decide on a secretary later.
 - C. As a point of order, Velasco discussed how RGC faculty serving on joint councils should be able to continue to serve their terms despite the lack of a functioning RGC Faculty Senate unless otherwise determined ineligible.

- III. New Business.
 - A. Discuss the responsibilities of the Joint Budget Oversight Council. Velasco led the council in a discussion of the responsibilities of the Joint Budget Oversight Council. The responsibilities are:
 - i. Academic salary structure and system;
 - ii. Prioritization of capital equipment requests;
 - iii. Fiscal priorities and major budget categories for the expenditure of the University budget;
 - iv. Establishment and control of accounts;
 - v. Proposed personnel additions or deletions relating to academic programs.

Action Items: Based upon the discussion of the responsibilities of the JBOC, the members of the Council asked the Chair of the Council to:

- i. Request copies of the current budget including budget detail
- B. Review past activity of the Council. Velasco reviewed the JBOC business of the past year, including proposals of faculty raises.
- C. Identify areas of interest and concern that the council could address during the 2023-2024 academic year.
 - ii. Operating Budget
 - a. Action Item: The council discussed and concluded that the operating budget should be made available to the JBOC to be effectively equipped to discharge our duties. Velasco will follow up with Bonnie Albright about getting copies for all JBOC members.
 - b. Saucedo clarified that the request should be made for the operating budgets of both RGC and Alpine be made available to JBOC members.
 - c. Velasco informed the council that Bonnie Albright informed him in a recent email that she is willing to provide a briefing on the budget at our next meeting.
 - iii. Department Budgets
 - a. Canteñs described the need for JBOC review of departmental budgets to ensure that faculty governance has a voice in setting academic budgetary priorities and to identify possible inconsistencies in how some departments with larger proportions of semester credit hours may be disproportionately underfunded. The council agreed that this is a priority item.
 - iv. Dean Salaries
 - a. Canteñs observed that the deans do not make the same salary and suggested that they probably should be paid the same.
 - b. This item did not appear to be a major area of interest, but it may resurface.
 - v. Faculty Salaries
 - a. Canteñs shared new faculty salary data, comparing all Texas public universities.
 - i. Velasco addressed the need to identify our university peers to be able to make meaningful comparisons across the data. Possibilities include:
 1. Stephen F. Austin
 2. UH-Victoria
 - ii. Velasco expressed the value of Sul Ross paying for CUPA-HR salary data to assist the JBOC in our comparative analyses across similar institutions and across academic disciplines.
 - b. Canteñs discussed but did not yet distribute a revised plan to raise faculty salaries across Assistant, Associate, and Professor ranks.
 - i. The plan would simultaneously raise the minimum salary for each rank.
 1. Two versions exist for the ranks:
 - a. Version 1: 60K/70K/80K
 - b. Version 2: 65K/75K/85K
 2. Version 1 would be completed over three years.
 3. Version 2 would be completed over four years.

4. Both plans would cost the university approximately \$200,000.
- ii. The merits of conducting raises in this way were discussed and included the benefit of dealing with issues of salary compression and inversion as subsequent salary correction goals to be dealt with in the future.
- iii. JBOC members observed that Sul Ross has a history of small-to-zero faculty raises in the past two decades.
- iv. The JBOC requests to see a plan for adjusting faculty salaries.

IV. Old Business. There was no old business.

V. Scheduling of Next Meeting. The Chair will send out a Doodle poll to schedule the next meeting in January.

VI. Adjournment. Velasco adjourned the meeting at 5:14 p.m.

As recorded by: Kris Jorgenson and Joseph Velasco

Approved on February 14th, 2024 by a majority vote.



Chair, Joint Budget Oversight Council