The Faculty Manual of the University of South Carolina-Columbia includes the following information about the Faculty Budget Committee (FBC):

*The committee shall consist of ten members: three elected members, the current and immediate past chairs of the Faculty Advisory Committee and the Welfare Committee, the chair of the Faculty Senate, and the past chair or the chair-elect of the Faculty Senate; the provost shall serve ex officio.*

*This committee serves as a liaison between the University Administration and the University Faculty (through the Faculty Senate) on matters pertaining to the University budget, advocates the faculty perspective on matters of budget and budgetary policy, and provides a venue for discussing faculty questions and concerns about the University budget and budgeting process. To accomplish its purpose, the Faculty Budget Committee shall have input into University budget policy in two ways. First, the Chair of the Faculty Budget Committee, the other two elected members, and the President of the Faculty Senate will be welcomed to attend the President’s Budget Hearings. Second, the Chair of the Budget Committee, the immediate past Chair of the Budget Committee, and the Chair of the Faculty Senate shall serve on the University Finance Committee.*

The Faculty Budget Committee, during 2011-2012 academic year consisted of the following members: Camelia Knapp (Chair, elected, Earth and Ocean Sciences), Bo Cai (elected, Public Health), Tom Regan (elected, Hospitality, Retail, and Sport Management), Patrick Nolan (Faculty Senate Past Chair, Sociology), Sandra Kelly (Faculty Senate Chair), Chris Robinson (Faculty Advisory Committee Past Chair), Jim Knapp (Faculty Advisory Committee Chair, Earth and Ocean Sciences), Kevin Bennett (Faculty Welfare Committee Past Chair, Medicine), and Varsha Kulkarni (Faculty Welfare Committee Chair, Physics and Astronomy). Provost Michael Amiridis served ex officio and was represented by Mary Alexander, the Director of Academic Administration.

(09/01/2011) Camelia Knapp attended a USC Capital Planning Meeting. Reports and plans for the new academic year were discussed. Some of the topics included in the discussion were: (1) USC Columbia housing district plan, (2) USC Columbia master plan, (3) 5-year capital plan, (4) capital renewal plan, (5) project update, (6) property acquisitions, and (7) approved projects (Rutledge College comprehensive renovation, LeGare/Pinckney comprehensive renovation, Bates West Elevator renovation, Assembly Street safety improvements), Indoor Football Practice Facility construction, Health Sciences Renovation, Welsh Humanities Building ground floor renovations, Thomas Cooper Library renovations, Horizon I First Floor renovations, 2012 Humanities classroom enhancements, 2012 Utility projects, 2012 Energy projects, and 2012 State Capital Reserve deferred maintenance projects).
(10/11/2011) The Faculty Budget Committee met with Mr. Ed Walton, USC’s chief financial officer. The meeting focused on faculty issues such as salary, the current budget model and the status of the University’s new budget model, and facilities. Based on this meeting, the Faculty Budget Committee chair started discussions with the Faculty Welfare Committee chair (member of the FBC) about a mutual goal to work together and with the Administration toward a plan for a successful salary raise in the near future. The Faculty Welfare Committee conducted a pilot study on academic salaries in various departments at USC in order to assess salary discrepancies. Therefore, toward this mutual goal, the Faculty Budget Committee planned a meeting with Provost Michael Amiridis to address salary issues.

(01/18/2012) The Faculty Budget Committee met with Provost Amiridis. After a thorough discussion about the University budget in general, and faculty compensation in particular, the meeting concluded with two action items that the committee was charged with: (1) a draft to the Administration via the Faculty Senate about how a potential salary raise be distributed, and (2) strong advocacy from the Faculty Senate Chair to the higher levels regarding salary compensation.

The Faculty Budget Committee spent the next two months working on a proposal directed to the Administration through the Faculty Senate. This proposal was based on the fact that the USC faculty and staff have not had a general salary increase since July 2008 and in the light of the recent comparison study on faculty salaries at USC with those at peer and peer-aspirant institutions led by the Faculty Welfare Committee. The proposal’s main goal was to urge the Administration to secure an employee salary raise in the upcoming budget year.

(03/14/2012) The Faculty Budget Committee chair brought forward to the Faculty Senate the proposal on salary raise distribution for adoption. The goal of the proposal was to (1) urge the administrators to secure a raise pool for the faculty, and (2) provide a matrix for distribution of such funding for raises. This proposal was only a recommendation to the administrators.

The proposed matrix for distributing the potential raise was:

1. If the raise would be within 0 – 2.0%, to be distributed as Cost of Living (COL) only.

2. If the raise is between 2.0 – 3.0%, 2% to go to COL increase and 0-1% to be distributed as merit.

3. If the raise would be in excess of 3.0%, then 2% to go to COL increase and then 50% of the remainder to be merit and the other 50% of the remainder to be salary compression.

The merit portion would be determined by colleges and schools depending on individual performance reviews. The Committee suggests averaging performance reviews over the last 5 years. The Faculty Senate adopted the proposal.

(04/02/2012) The Faculty Budget Committee had a very informative meeting with Leslie Brunelli (the Associate Vice Provost for Business and Finance and University Budget Director) and Harry Bell (the Associate Budget Director). Ms. Brunelli and Mr. Bell graciously offered to
brief the FBC on the 2011 – 2012 House budget and the legislative process. This was a most informative meeting for FBC.

(06/05/2012) Meeting of the FBC with Leslie Brunelli (the Associate Vice Provost for Business and Finance and University Budget Director) and Michael Amirids (Provost) to discuss the 2012-2013 proposed budget.

In April and May, the academic units and programs made their “Blueprint” presentations to the Provost. In addition, the University entities made their budget hearings to the President. The FBC Chair and/or other elected members were in attendance at these meetings and provided input when seen appropriate. Both the Provost and the President made sure that the Faculty had a voice in the budget issues, and the faculty present were most favorably impressed by the quality of the strategic planning and vision presented by the University offices.

The FBC will have a new Chair for 2012-2013, Dr. Tom Regan (Department of Sport and Entertainment Management, College of Hospitality, Retail and Sport Management). New elected member: Dr. Al Pakalnis (University of South Carolina School of Medicine, Department of Ophthalmology).

Respectfully submitted,

Camelia Knapp, Chair
Faculty Budget Committee