

## Report Financial Affairs Committee 2018/19

### Peer institutions BENEFITS comparison

Such comparisons were made for basically all benefits provided by UA, example shown.

Difficulty is that the medical premium does not show which coverage is provided, which total copays and deductibles are charged. Thus it is unknown what actually is paid by the insured and what in return they receive. Additionally,

several benefits are actually no benefits [optical, dental] since UA does not share in the costs. Others like contributions to the AL retirement system are mandated by law, thus no choice of UA.

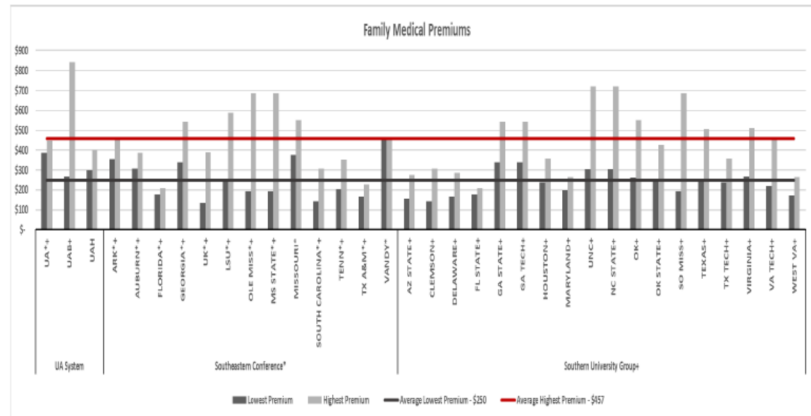
Requests to provide meaningful data were futile because our peer institutions would not share such data. Also an elaborate attempt to obtain such information from a local large employer were ultimately denied by their legal division. Somewhat frustrating, but the conclusion is that the time needed to prepare such comparisons should not be spent.

Regarding the particular benefit of maternity / parental leave, initially requested for staff, later in senate resolutions for 9m and 12month faculty is/was met with little enthusiasm by the administration. In a recent meeting with the vice president for financial affairs the financial affairs committee learned that the administration is looking further into this issue, seeking information from more peer institutions.

The rationale by the administration that UA employees enjoy more leave time than those at some of our peers, which would allow an aspiring family to accrue enough sick and annual leave time to be used for parental leave, might not be tenable.

The family planning and health risks resulting from this strategy might be a strong deterrent in hiring future faculty.

## Family PPO Medical Premiums



## REC Center finances

Originally, the financial affairs committee was tasked to identify the future of certain workout equipment and lobby for faculty/staff changing rooms. We met with the director of the Rec Center and discussed these and also financial aspects of operation.

After multiple iterations, the budget numbers recently converged [hopefully] on those provided in the table. This needs to be looked into in some more detail but it might suggest that the financial support by paying members [faculty/staff/townies] significantly exceeds their fraction of facility use. In light of escalating health costs and some common health conditions to some part caused by a lack of physical exercise, one should think even a step further. Making use of the REC Center not only free of charge, maybe even mandatory, might ultimately be cost-effective.

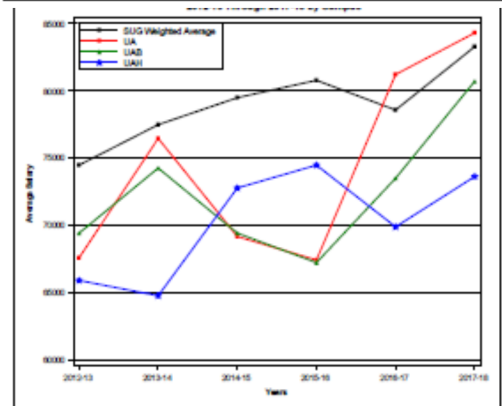
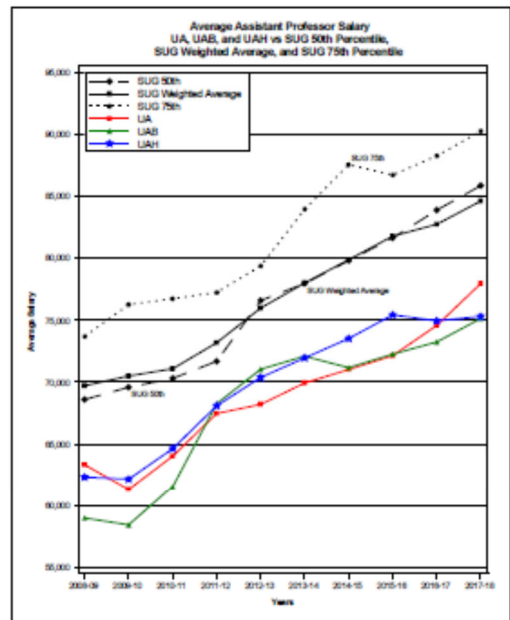
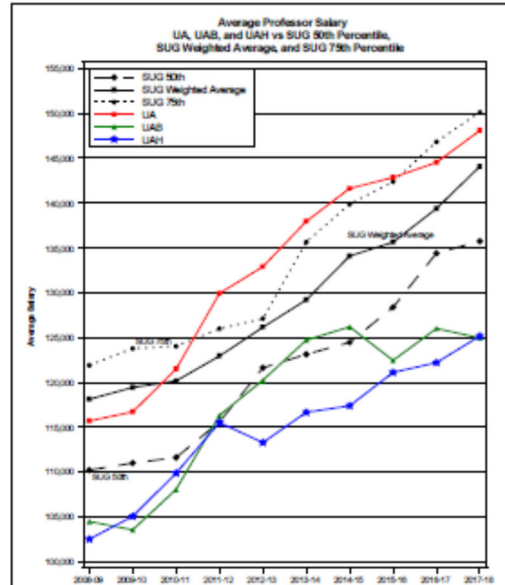
UREC Budget by Category	Sum of FY19 Budget 10/01/2018	FY19 Budget (Revenue/Expenses)		FY19 Budget Source Analysis	FY19 Total Budget Amount	% of total budget	FY18 Actuals	FY18 Actual to FY19 Perm Budget
Expenditure	541,943.62		541,943.62	E&G tuition allocation	2,583,757.96	66.21%		
Revenue	(1,068,817.00)	1,068,817.00		Revenue (80%)	1,068,817.00	27.39%	1,511,456.37	442,639.37
Salaries-Exempt	1,325,448.96		1,325,448.96					
Salaries-Non Exempt	854,001.06		854,001.06					
Salaries-Student	1,027,612.60		1,027,612.60					
Salaries-Trainers/Instructors	153,568.72		153,568.72					
Transfer-IA	(250,000.00)	250,000.00		Auxiliary Trf In	250,000.00	6.41%		
<b>Grand Total: E&amp;G funding</b>	<b>2,583,757.96</b>	<b>1,318,817.00</b>	<b>3,902,574.96</b>		<b>3,902,574.96</b>	<b>100.00%</b>	Revenue % over budget	<b>41.41%</b>

## Faculty salaries

While faculty salaries at the associate and full professor levels seem to have developed fine in recent years in comparison with peer institutions, those of assistant professors are still lagging. However, the statistics for newly hired show a huge jump to competitive levels in the last 2 years. The wild fluctuation might suggest that other factors could play a role, too.

Without knowledge of faculty body composition at the various institutions these numbers might be of limited rigor.

We will seek more detailed information and also comps for postdocs and graduate students.



**Overnight / weekend parking tags**

The committee busied itself with the newly to be introduced Overnight / weekend parking tags but ultimately voted to not come up with a resolution.