

Minutes from PBC Meeting Thursday, Mar 5, 2020

Attendance: Attendance was not recorded.

The ranked proposed initiatives were discussed.

1. It was decided to recommend fully funding those initiatives with an average ranking of 3.4 or higher, comprising the following 16 items.
  - a. Pay Plan for Faculty, Staff, and Admin (ranked 4.9, 4.4, 4.1)
  - b. All 9 faculty positions (ranked >4.4)
  - c. DAS antenna for Police communication in Bayou, one-time (ranked 3.6).
  - d. Hawk Promise & Completion Scholarships (ranked 3.4,3.5)
  - e. Bayou Theater rigging, one-time (ranked 3.4)

Note: one committee member's score was not yet averaged in.

2. Other recommendations:
  - a. Consider funding items on the Academic Affairs "B" list (that we did not see), including 8 other faculty positions, graduate/TA scholarships/funding before other positions since these generate revenue. UHCL is down by 20 Full time faculty since 3 years ago, even though there are more students, more SCHs, and more courses with a wider variety to be taught. Faculty feel like they're in crisis mode.
  - b. For Events Office: Hire just 1 position to get this started and generate outside revenue for UHCL, then hire more in the future as the office pays for itself.
  - c. For lower ranked items, put an emphasis on those that are revenue generating first, and those that don't have large expense. (e.g. alumni database)
  - d. For MarCom, rather than hiring any new position, consider using existing employees/faculty/students to maintain, update regularly, and improve our marketing websites. The same would apply to other areas also (e.g. Student Affairs).

The list of items recommended for funding is in the table on the next page. One member's score was not averaged in at the meeting, but when included, two items become ranked higher. These are the Alumni Database (one-time \$15k), and AA/Center for Faculty Development M&O (\$40k), both of which become ranked above the Scholarships, and Bayou Theater rigging.

Items recommended for full funding from PBC:

2021 Budget Initiatives      University of Houston Clear Lake      Planning and Budget Committee

Division	Dept	Initiative #	Title	Base \$ Request	One-time \$ Request		Strategic Objective	SM T												Avg (all votes)	Avg (meeting)	
Institution	Institution	2021 #1	Pay Plan: Faculty	\$ 673,000	\$ -	0	Objective 4	35.00	5	5	5	5	5	5	4	5	5	5	5	5	4.9	4.9
Academic Affairs	COB	2021 #26	COB Faculty # 1: Econ	\$ 93,000	\$ -	0	Objectives 4, 11, & 13	61.50	5	5	5	5	3	4	5	5	5	5	5	5	4.7	4.7
Academic Affairs	COB	2021 #28	COB Faculty # 3: Decision Science	\$ 107,000	\$ -	0	Objectives 4, 11, & 13	61.50	5	4	5	5	4	4	5	5	5	5	5	5	4.7	4.7
Academic Affairs	CSE	2021 #32	CSE Faculty # 1: ME	\$ 90,000	\$ -	0	Objectives 4, 11, & 13	61.50	5	5	4	5	4	4	5	5	5	5	5	5	4.7	4.7
Academic Affairs	COB	2021 #27	COB Faculty # 2: Mktng	\$ 110,000	\$ -	0	Objectives 4, 11, & 13	61.50	5	5	5	5	2	4	5	5	5	5	5	5	4.6	4.6
Academic Affairs	HSH	2021 #36	HSH Faculty # 1: HUMN	\$ 70,000	\$ -	0	Objectives 4, 11, & 13	61.50	5	5	5	5	4	4	5	4	4	5	5	5	4.6	4.6
Academic Affairs	HSH	2021 #37	HSH Faculty # 2: Psychology	\$ 70,000	\$ -	0	Objectives 4, 11, & 13	61.50	5	5	5	5	4	4	5	4	4	5	5	5	4.6	4.6
Academic Affairs	COE	2021 #29	COE Faculty # 1: Spec Ed	\$ 65,000	\$ -	0	Objectives 4, 11, & 13	61.50	5	5	4	5	4	4	5	5	3	5	5	5	4.5	4.5
Academic Affairs	CSE	2021 #33	CSE Faculty # 2: Chem	\$ 80,000	\$ -	0	Objectives 4, 11, & 13	61.50	3	5	4	5	4	4	5	4	5	5	5	5	4.5	4.4
Academic Affairs	CSE	2021 #34	CSE Faculty # 3: Physics	\$ 90,000	\$ -	0	Objectives 4, 11, & 13	61.50	3	5	4	5	4	4	5	4	5	5	5	5	4.5	4.4
Institution	Institution	2021 #3	Pay Plan: Staff	\$ 185,000	\$ -	0	Objective 4	35.00	5	4	1	5	5	4	5	5	5	5	5	1	4.1	4.4
Institution	Institution	2021 #2	Pay Plan: Admin	\$ 470,000	\$ -	0	Objective 4	35.00	5	3	1	3	5	4	5	5	5	5	5	1	3.8	4.1
A&F	Police / EHS	2021 #18	DAS	\$ -	\$ 250,000	1	Objective 7	19.67	3	2	3	4	5	3	5	5	3	3	3	3	3.5	3.6
Academic Affairs	EM	2021 #42	Enroll Mgmt: Scholarship - Completion Grants	\$ 100,000	\$ -	0	Objectives 7, 10 & 11	35.92	3	3	2	5	3	3	4	5	4	3	1	1	3.3	3.5
UA	Cultural Arts/ A	2021 #52	Bayou Theatre - replacement	\$ 500,000	\$ -	0	Objectives 4, 8, & 15	62.75	3	4	1	2	5	4	5	5	2	4	1	1	3.3	3.4
Academic Affairs	EM	2021 #43	Enroll Mgmt: Scholarship - Hawk Promise	\$ 150,000	\$ -	0	Objectives 7, 10 & 11	35.92	3	3	1	5	3	3	4	5	4	3	1	1	3.2	3.4

Division	Department	Initiative #	Title	Base \$ request	One-time \$ Request	VPAF Comment	Average PBC Mbr score	
Institution	Institution	2021 #1	Pay Plan: Faculty	\$ 673,000	\$ -		4.909091	Supported
Institution	Institution	2021 #2	Pay Plan: Admin	\$ 470,000	\$ -		3.818182	Supported
Institution	Institution	2021 #3	Pay Plan: Staff	\$ 185,000	\$ -		4.090909	Supported
Institution	Institution	2021 #4	Vehicle Reserve	\$ -	\$ 250,000	Create year end reserve - do not fund	2.454545	
Institution	Institution	2021 #5	Maint Reserve	\$ -	\$ 250,000	Create year end reserve - do not fund	3	
Institution	Institution	2021 #6	EHS Remediation Reserve	\$ -	\$ 200,000	Create year end reserve - do not fund	3	
Institution	Institution	2021 #7	Parking \$ Alignment	\$ 100,000	\$ -		2.545455	
Institution	Student Affairs	2021 #8	Student Service \$ Alignment ALL	\$ 382,747	\$ -	Could be considered either E&G or Aux - seeking guidance	2.363636	
Institution	Student Affairs	2021 #9	Student Service \$ Alignment THIRD	\$ 126,307	\$ -	Could be considered either E&G or Aux - seeking guidance	2.636364	
Institution	Student Affairs	2021 #10	Student Service \$ Alignment HALF	\$ 191,374	\$ -	Could be considered either E&G or Aux - seeking guidance	2.272727	
President	President	2021 #11	iHaPS	\$ 500,000	\$ -	Create presidential reserve - do not fund	2.272727	
President	Strategic Partnerships	2021 #13	O&M # 1	\$ 4,500	\$ -		2.8	
President	Strategic Partnerships	2021 #14	O&M # 2	\$ 1,600	\$ -		2.8	
President	Strategic Partnerships	2021 #15	O&M # 3	\$ -	\$ 500		2.8	
President	Strategic Partnerships	2021 #16	O&M # 4	\$ 1,000	\$ -		2.8	
President	Strategic Partnerships	2021 #17	O&M # 5	\$ 2,500	\$ -		2.8	
A&F	Police / EHS	2021 #18	DAS	\$ -	\$ 250,000	Year end authorize - do not fund	3.545455	Supported
A&F	Police	2021 #19	Pearland Security	\$ 84,000	\$ -		2.636364	
A&F	Police	2021 #20	Police O&M	\$ 9,000	\$ -		2.909091	
A&F	Police	2021 #21	Vehicle Replacement	\$ -	\$ 150,000	Covered elsewhere, do not fund	2.727273	
A&F	Police/EHS	2021 #22	Fire Marshal	\$ 97,500	\$ -	Needs further development	2.818182	
A&F	Police/EHS	2021 #23	Continuity Ops Mgr	\$ 97,500	\$ -	Needs further development	2.454545	
A&F	FMC	2021 #24	FMC Leadership Reorg	\$ 35,000	\$ -		1.727273	
A&F	FMC	2021 #25	FMC staffing for growth	\$ 300,000	\$ -		2.818182	
Academic Affairs	COB	2021 #26	COB Faculty # 1: Econ	\$ 93,000	\$ -	Develop supporting data/metrics	4.727273	Supported
Academic Affairs	COB	2021 #27	COB Faculty # 2: Mktng	\$ 110,000	\$ -	Develop supporting data/metrics	4.636364	Supported
Academic Affairs	COB	2021 #28	COB Faculty # 3: Decision Science	\$ 107,000	\$ -	Develop supporting data/metrics	4.727273	Supported
Academic Affairs	COE	2021 #29	COE Faculty # 1: Spec Ed	\$ 65,000	\$ -	Develop supporting data/metrics	4.545455	Supported
Academic Affairs	COE	2021 #30	COE Classroom Technology	\$ -	\$ 19,200	Use UCT HEAF \$	2.909091	
Academic Affairs	COE	2021 #31	COE Academic Equipment: Robot C3	\$ -	\$ 6,800	Use College Course Fees/DDT	2.818182	
Academic Affairs	CSE	2021 #32	CSE Faculty # 1: ME	\$ 90,000	\$ -	Develop supporting data/metrics	4.727273	Supported
Academic Affairs	CSE	2021 #33	CSE Faculty # 2: Chem	\$ 80,000	\$ -	Develop supporting data/metrics	4.454545	Supported
Academic Affairs	CSE	2021 #34	CSE Faculty # 3: Physics	\$ 90,000	\$ -	Develop supporting data/metrics	4.454545	Supported
Academic Affairs	CSE	2021 #35	CSE Staff: Suite Sec	\$ 35,000	\$ -	Want to see Admin to faculty ratio	2.909091	
Academic Affairs	HSH	2021 #36	HSH Faculty # 1: HUMN	\$ 70,000	\$ -	Develop supporting data/metrics	4.636364	Supported
Academic Affairs	HSH	2021 #37	HSH Faculty # 2: Psychology	\$ 70,000	\$ -	Develop supporting data/metrics	4.636364	Supported
Academic Affairs	AA/CFD	2021 #38	AA/CFD M&O	\$ 40,000	\$ -		3.363636	
Academic Affairs	EM	2021 #39	Enroll Mgmt: Transfer Coord	\$ 75,000	\$ -	Ratio to other system staffs	3	
Academic Affairs	EM	2021 #40	Enroll Mgmt: physical space convert	\$ -	\$ 45,000	Ratio to other system staffs	2.181818	
Academic Affairs	EM	2021 #41	Enroll Mgmt: DigArc software	\$ 45,500	\$ -	History on Matriculation fee	3	
Academic Affairs	EM	2021 #42	Enroll Mgmt: Scholarship - Completion Grants	\$ 100,000	\$ -	Use existing scholarship	3.272727	Supported
Academic Affairs	EM	2021 #43	Enroll Mgmt: Scholarship - Hawk Promise	\$ 150,000	\$ -	Use existing scholarship	3.181818	Supported
Academic Affairs	EM	2021 #44	Enroll Mgmt: ChatBot	\$ 75,000	\$ -	History on Matriculation fee	2.818182	
Academic Affairs	Lib	2021 #45	Library: Active Learning Labs	\$ -	\$ 167,841		2.636364	
Academic Affairs	OAIP	2021 #46	OAIP: Terra Dotta Software	\$ 5,000	\$ 40,000	Enrollment targets?	3	
Academic Affairs	OAIP	2021 #47	OAIP: Faculty Seed Grants: Educ Abroad	\$ 21,000	\$ -	Use DDT excess	2.818182	
Academic Affairs	SSI	2021 #48	SSI: Acad Advisory Professional Devl	\$ 30,000	\$ -	Use DDT excess	2.272727	
Academic Affairs	Pearland	2021 #49	Pearland: M&O Inc.	\$ 3,600	\$ -		2.454545	
Academic Affairs	Pearland	2021 #50	Pearland: Student Empl	\$ 9,272	\$ -		2.909091	
Academic Affairs	Pearland	2021 #51	Pearland: Student Empl	\$ 2,782	\$ -		3.090909	

Division	Department	Initiative #	Title	Base \$ request	One-time \$ Request	VPAF Comment	Average PBC Mbr score	
UA	Cultural Arts/A	2021 #52	Bayou Theatre - replace rigging	\$ 500,000	\$ -	Auxiliary - cannot fund	3.272727	Supported
UA	Special Events/A	2021 #53	Create Events Mgmt office	\$ 300,000	\$ -	Use 8% excess - look to scale up vs. full in 1st year	3.181818	
UA	MarCom/A	2021 #54	1 FTE Marketing Director	\$ 80,000	\$ -		2.181818	
UA	MarCom/A	2021 #55	1 FTE Project Manager	\$ 58,000	\$ -		2.363636	
UA	MarCom/A	2021 #56	1 FTE Photographer/Videographer III	\$ 50,000	\$ -		2.545455	
UA	MarCom/A	2021 #57	1 FTE Web Writer/Digital Content Strategist	\$ 48,000	\$ -		2.545455	
UA	MarCom/A	2021 #58	1 FTE Marketing Coordinator	\$ 48,000	\$ -		2.545455	
UA	MarCom/A	2021 #59	1 FTE Communications Coordinator	\$ 48,000	\$ -		2.545455	
UA	Alumni/A	2021 #60	Affinity Group Development-Alumni Engagement	\$ 30,000	\$ -		2.545455	
UA	Cultural Arts/A	2021 #61	Cultural Arts-Community Outreach	\$ 25,000	\$ -		2.454545	
UA	Alumni/A	2021 #62	Strategic Alumni Database Update/Mail piece	\$ -	\$ 15,000		3.454545	
UA	Cultural Arts/A	2021 #63	Cultural Arts-Student Programs and Events.	\$ 15,000	\$ -		2.454545	
Student Affairs	Student Affairs	2021 #64	1.0 FTE: AVP Student Affairs	\$ 156,000	\$ -	Getting data from System for E&G / Aux split	2.090909	
Student Affairs	Student Affairs	2021 #65	1.0 FTE: AVP Student Engagement	\$ 156,000	\$ -	Getting data from System for E&G / Aux split	2.181818	
Student Affairs	Student Affairs	2021 #66	2.0 FTE: Hawk Card Office	\$ 170,300	\$ -	Use card fee to fund - take out of SAC budget	2.181818	
Student Affairs	VSO-2	2021 #67	1.0 FTE: VSO Acad Advisor	\$ 68,952	\$ -	Getting data from System for E&G / Aux split	2.818182	
Student Affairs	Student Affairs	2021 #68	M&O for VPSA Office	\$ 8,000	\$ -		2	
Student Affairs	Student Affairs	2021 #69	M&O for SA Prof Devl	\$ 5,000	\$ -		2	
Student Affairs	SIL-1	2021 #70	Hunter Costume replace	\$ 3,000	\$ -	Getting data from System for E&G / Aux split	2.545455	
Student Affairs	VSO-1	2021 #71	M&O to support VSO Office	\$ 9,000	\$ -	Getting data from System for E&G / Aux split	2.545455	
Student Affairs	VSO-3	2021 #72	M&O VSO Prof Devl	\$ 3,000	\$ -	Getting data from System for E&G / Aux split	2.454545	
Student Affairs	Campus Recreation and	2021 #73	1.0 FTE: Campus Rec Facilities Coord	\$ 71,500	\$ -	Getting data from System for E&G / Aux split	1.636364	
Student Affairs	Campus Recreation and	2021 #74	6 Grad Assist: Rec/Wellness	\$ 126,000	\$ -	Getting data from System for E&G / Aux split	1.818182	
Student Affairs	Campus Recreation and	2021 #75	1.0 FTE: Rec/Wellness: Rec sports Coord	\$ 71,500	\$ -	Getting data from System for E&G / Aux split	1.727273	
Student Affairs	Campus Recreation and	2021 #76	Rec/Wellness: 6 funded internship posns	\$ 47,250	\$ -	Getting data from System for E&G / Aux split	2.272727	

UHCL Budgeted Positions

Year	Faculty	Part-Time Faculty	Professional Staff	Classified Staff	Temporary Staff	(Ratio) Professional Staff : FT Faculty
<b>FY2012</b>	205	109	279	277	106	1.361
<b>FY2013</b>	206	112	282	275	116	1.369
<b>FY2014</b>	205	104	308	274	131	1.502
<b>FY2015</b>	218	119	318	274	162	1.459
<b>FY2016</b>	240	139	356	283	176	1.483
<b>FY2017</b>	249	142	373	287	187	1.498
<b>FY2018</b>	235	131	359	279	168	1.528
<b>FY2019</b>	228	110	348	271	218	1.526
<b>FY2020</b>	229	118	359	265	168	1.568
<b>% Increase (2012-2020)</b>	<b>12%</b>	<b>8%</b>	<b>29%</b>	<b>-4%</b>	<b>58%</b>	<b>15%</b>
<b>5-Year % Increase (2016-2020)</b>	<b>-5%</b>	<b>-15%</b>	<b>1%</b>	<b>-6%</b>	<b>-5%</b>	<b>6%</b>

