

Eastern Ad Hoc Budget Committee
Minutes
December 1, 2021
Via Web Ex
9 a.m.

Attendance:

Karyl Bulmer, Brendan Cunningham, Julia DeLapp, Michelle Delaney, Kenneth DeLisa, Stephen Ferruci, Amy Groth, James Howarth, David Mariasi, Diane Moore, Steve Muchiri, Christine Nietupski, Elsa Núñez, Lori Runksmeier, William Salka, Joshua Tanguay, Janice Wilson

Absent:

Cynthia Brokaw, Drew Hyatt, Nicole Krassas, Nathan Fontaine, Andrew White

Meeting commenced at 9 a.m.

1. Approval of Previous Meeting Minutes

The minutes of the October 19, 2021, meeting were approved.

2. Welcome and General Update – E. Núñez

E. Núñez welcomed the committee and thanked them for their work. She presented the following updates:

- The vaccination rate is at 95% for resident students and 91% for commuter students. Students not vaccinated are testing weekly.
- NECHE has continued Eastern's accreditation. The University will submit an interim (fifth year) report for 2025, and the next comprehensive evaluation will be in fall 2030.
- The Ad Hoc Budget Committee is needed more than ever because of the future outlook.
- System Office is working on tuition analysis. When completed, the Ad Hoc Budget Committee will convene to talk about "what if" scenarios.

3. NECHE - W. Salka

W. Salka presented an overview of the NECHE report. He stated that Eastern was granted to be continued in accreditation, the University will submit a five-year report in 2025, and the next comprehensive evaluation will be scheduled for fall 2030. The university will focus on integrating evaluation and assessment with planning and resource allocation.

He informed the committee that NECHE noted "Eastern has made 'great' progress in the collecting and use of data and the use of various evaluation tools." We are gratified to learn that the University created a working group to develop projected budgets for each strategic plan initiative and prioritize those initiatives. The working group's recommendations will 'inform future budget discussions.' The Commissions looks forward to learning, through the fall 2025 interim report, of Eastern Connecticut State University's 'success in using the results of its evaluation activities to information planning, changes in programs and services, and resource allocation'."

W. Salka said that BRAC and COFE III will host a committee meeting in preparation for the plan which they will present to the President. This will prioritize funding for the strategic plan and those building next year's budget.

4. Distribution Model – J. Howarth

J. Howarth stated that the current distribution model is comprised of three parts: institutional base funding, specific items, and allocation by FTE. Changes were attempted by the past three system CFOs with no real progress. For FY 23 and FY 24, the state has provided over \$22 million in additional funding to support fringe benefits currently paid for by operating funds. The additional funding provided the opportunity to review and streamline the distribution process as well as provide the four universities with much-needed funds.

Major changes to the model include:

- Base funding increased to \$11 million
- Specific items have been eliminated
- Part-time students are now included in the FTE calculation
- Fringe benefits are now calculated on the total general funds allocated to the university

The Additional Operating Fund Fringe will be allocated on the percent calculated based on total operating fringe expense of the four universities and the Additional Operating Expense Fringe Paid by State.

The changes have resulted in the following for Eastern:

- General Fund dollars now receive applicable Fringe Benefits Paid by State
- Protection from new facilities – the universities will no longer be required to support funding when the state does not support the new facility
- Simplified process
- Additional funding for Western will not require additional support from existing reserves of System or other universities
- For FY 22, the change along with the additional funding for Operating Expense Fringe is \$3,758,021 million for Eastern

J. Howarth reviewed Attachment A, General Fund Distribution Model. Exhibit A is the model for 2022, Exhibit B shows fringe benefits paid by the state, Exhibit C is the revised allocation with proposed changes, and Exhibit D show us the increased allocation from the prior model in the \$3,758,021. This new formula protect us going into the future and is much more equitable.

J. DeLapp asked if J. Howarth thinks state will continue to give same level for fringe benefits? J. Howarth said yes, and that if that funding line goes away, there is an agreement to go back and review distribution model.

E. Núñez commended J. Howarth on this. When J. Howarth saw \$22 million in fringes coming, he brought everybody to the table to review this. D. Carter had \$400,000 added on for the CFDR. We get this every year. We were worried about having that taken away, so we gave those up and asked

for fringes to be given to us. Overall, B. Barnes was pleased the CFOs and presidents agreed on this. For the next ten years for ECSU accreditation study that is positive and funding formula stability. E. Núñez does not know how to thank J. Howarth enough to argue for this year after year and argue for stability in funding formula. Western should have the stability to get out of trouble they are in with this new distribution model. J. Howarth said we should be able to work with all of this and he is confident we will come out the other side.

5. Human Resources Update – K. DeLisa

K. DeLisa reviewed Attachment E, Personnel Changes Since 10-19-21. He stated that there have been two new hires, three resignations, two retirements, two end-of-temporary appointments, and one death. There are currently three AAUP, four SUOAF, and fourteen Classified searches.

K. DeLisa informed the committee that Human Resources is has a new employee starting this Monday. They will be able to give develop on several new training modules to provide front-line supervision and managers with skills necessary when dealing with subordinates on performance reviews and issues. Hope to have these ready to go by spring.

6. New Business: General Discussion

J. Howarth informed the committee that there are no new mid-year projections yet as that cycle is just starting. Everyone is working on their budgets now.

E. Núñez said there is so much to be thankful for including the accreditation report, funding formula, and our wonderful faculty and staff.

J. Howarth wished everyone a good holiday.

The meeting adjourned at 9:50 a.m.

Submitted by,
Rebecca Davis

Attachment D-4

EXHIBIT A

General Fund Distribution Model
FY 2022 Allocation based on Gov's Recommended Budget

| General Fund | CSUS | CCSU | ECSU | SCSU | WCSU | SO/SW | Mandates CSUS 2020 DPS Master Plan |
|---|-------------|------------|------------|------------|------------|-------------|--|
| Fringe Paid by State (6) | 153,353,938 | | | | | | |
| State Appropriation Including Fringe | 153,353,938 | | | | | | |
| Base Funding | 26,000,000 | 6,500,000 | 6,500,000 | 6,500,000 | 6,500,000 | | |
| Specific Items Listed below | 23,184,464 | 7,248,499 | 5,586,122 | 5,718,261 | 4,631,583 | | |
| CSUS 2020 Department of Public Safety System Office | 160,000 | | | | | | |
| System Office swap GF with OF | 9,015,506 | 1,044,101 | 1,044,101 | 1,044,101 | 1,044,101 | 9,015,506 | 160,000 |
| Fringe Benefits System Office swap GF with OF (5) | | | | | | (4,176,404) | |
| Remainder For Distribution | | | | | | | |
| Base Annual FTE Fundable Enrollment % (4) | 94,993,968 | | | | | | |
| University Portion | 100.00% | 33.3% | 17.9% | 32.1% | 16.7% | | |
| Distributed State Appropriation Funding | 94,993,968 | 31,634,238 | 16,992,540 | 30,458,156 | 15,909,034 | | |
| | 153,353,938 | 46,426,838 | 30,122,763 | 43,720,518 | 28,084,718 | 4,839,102 | 160,000 |

Specific Funding:

| | | | | | | | |
|--|------------|-----------|-----------|-----------|-----------|--|--|
| O'Neil Papers (1) | 315,000 | | | | | | |
| Additional Pos. CCSU | 50,000 | | | | | | |
| AAUP/SUOAF Spec Funds. | 1,297,895 | | 210,680 | 434,366 | 213,281 | | |
| New Facilities (3) | 10,713,583 | 3,894,817 | 2,253,452 | 2,757,215 | 1,808,100 | | |
| WCSU Library | 567,850 | | | | 567,850 | | |
| Smith Library | 734,896 | | | | | | |
| Child & Family Development Center | 450,000 | | | | | | |
| Additional Faculty | 1,000,000 | 300,000 | | | | | |
| Additional Nursing | 295,000 | | | 250,000 | 200,000 | | |
| Funding for Academic Counselors including Fringe (per Dr. Gray's letter - July 12th) | 1,000,000 | 324,874 | 169,534 | 230,000 | 65,000 | | |
| Funding for FT Faculty including Fringe (per Dr. Gray's letter from 7/15) | 2,370,240 | 724,240 | 592,560 | 324,120 | 181,472 | | |
| Counselors (per Dr. Gray's letter 8/14 from \$2.8M) | 390,000 | 130,000 | 592,560 | 592,560 | 460,880 | | |
| Additional funding for Faculty | 4,000,000 | 1,070,000 | 860,000 | 1,000,000 | 1,070,000 | | |
| | 23,184,464 | 7,248,499 | 5,586,122 | 5,718,261 | 4,631,583 | | |

Notes

- (1) TBA - Designated funding to O'Neil Papers of \$315,000 specifically provided by the Legislature in FY2020 will continue if approved for FY2022
- (2) Designated funding for the Institute for Municipal Studies (IMPR) allocated to SID 12604.
- (3) In FY22, the State did not allocate any funding to new facilities however, 50% of requested expenditures has been allocated from the CSU block grant to Universities with new facilities opening during FY22.
- (4) FTE funding based on rolling most current three years actual FTE (FY18, FY19 and FY20).
- (5) FY22 System Office swap (GF with OF) preliminary estimate \$4,176,404
- (6) FY22 GF fringe benefits rate is estimated at 96%

EXHIBIT B

General Fund Distribution Model
FY 2022 Allocation based on Gov's Recommended Budget

| | |
|--------------------------------------|-------------|
| General Fund | 153,353,938 |
| Fringe Paid by State (6) | 147,219,780 |
| State Appropriation including Fringe | 300,573,718 |

| | CSUS | CCSU | ECSSU | SCSU | WCSU | SO/ISW | Mandates CSUS 2020 DPS Master Plan |
|---|----------------|--------------|--------------|--------------|--------------|-------------|--|
| Base Funding | 26,000,000 | 6,500,000 | 6,500,000 | 6,500,000 | 6,500,000 | | |
| Specific Items Listed below | 30,634,294 | 9,407,648 | 7,205,732 | 7,683,073 | 6,337,841 | | |
| CSUS 2020 Department of Public Safety System Office | 160,000 | | | | | | |
| System Office swap GF with OF | 12,498,614 | 1,044,101 | 1,044,101 | 1,044,101 | 1,044,101 | 12,498,614 | 160,000 |
| Fringe Benefits System Office swap GF with OF (5) | 4,009,348 | 1,002,337 | 1,002,337 | 1,002,337 | 1,002,337 | (4,176,404) | |
| Remainder For Distribution | 227,271,462 | | | | | | |
| Base Annual FTE Fundable Enrollment % (4) | 100.00% | 33.3% | 17.9% | 32.1% | 16.7% | | |
| University Portion | 227,271,462 | 75,684,379 | 40,654,365 | 72,870,624 | 38,062,094 | | |
| Distributed State Appropriation Funding | 300,573,718 | 93,638,465 | 56,406,535 | 89,100,135 | 52,946,373 | 8,322,210 | 160,000 |

| | CSUS | CCSU | ECSSU | SCSU | WCSU |
|--|------------|-----------|-----------|-----------|-----------|
| Specific Funding: | | | | | |
| O'Neil Papers (1) | 315,000 | | | | |
| Additional Pos. CCSU | 50,000 | | | | |
| AAUP/SUOAF Spec Funds. | 1,297,895 | | | | |
| New Facilities (3) | 10,713,583 | 3,894,817 | 2,253,452 | 434,366 | 213,281 |
| WCSU Library | 567,850 | | | 2,757,215 | 1,806,100 |
| Smith Library | 734,896 | | | | 567,850 |
| Child & Family Development Center | 450,000 | | | | |
| Additional Faculty | 1,000,000 | 300,000 | | | |
| Additional Nursing | 295,000 | | | | |
| Funding for Academic Counselors including Fringe (per Dr. Gray's letter - July 12th) | 1,960,000 | 636,753 | 332,287 | 250,000 | 200,000 |
| Funding for FT Faculty including Fringe (per Dr. Gray's letter from 7/15) | 4,645,670 | 1,419,510 | 1,161,418 | 230,000 | 65,000 |
| Counselors (per Dr. Gray's letter 8/14 from \$2.8M) | 764,400 | 254,800 | 127,400 | 635,275 | 355,685 |
| Additional funding for Faculty | 7,840,000 | 2,097,200 | 1,685,600 | 1,161,418 | 903,325 |
| | 30,634,294 | 9,407,648 | 7,205,732 | 1,960,000 | 127,400 |
| | | | | 1,960,000 | 2,097,200 |
| | | | | 7,683,073 | 6,337,841 |

- Notes
- (1) TBA - Designated funding to O'Neil Papers of \$315,000 specifically provided by the Legislature in FY2020 will continue if approved for FY2022
 - (2) Designated funding for the Institute for Municipal Studies (IMPR) allocated to SID 12604.
 - (3) In FY22, the State did not allocate any funding to new facilities however, 50% of requested expenditures has been allocated from the CSU block grant to Universities with new facilities opening during FY22.
 - (4) FTE funding based on rolling most current three years actual FTE (FY18, FY19 and FY20).
 - (5) FY22 System Office swap (GF with OF) preliminary estimate \$4,176,404
 - (6) FY22 GF fringe benefits rate is estimated at 96%.

General Fund Distribution Model
Revised FY 2022 Allocation with proposed changes

EXHIBIT C

| | |
|--|--------------------|
| General Fund | 154,487,093 |
| OMP Holdback | (1,500,000) |
| State Appropriation excluding Fringe Benefits | 152,987,093 |

| | CSUS | CCSU | ECSU | SCSU | WCSU | SO/SW |
|---|--------------------|------------------|------------------|------------------|------------------|-----------------|
| Base Funding increased to \$30M | 44,000,000 | 11,000,000 | 11,000,000 | 11,000,000 | 11,000,000 | |
| Eliminate Specific Items Listed below | | | | | | |
| System Office | 9,107,415 | | | | | 9,107,415 |
| System Office swap GF with OF | | 1,044,101 | 1,044,101 | 1,044,101 | 1,044,101 | (4,176,404) |
| Remainder For Distribution | 101,379,678 | | | | | |
| AVG 3 Yrs FT and PT students FTE Fundable Enrollment % | 100.00% | 34.8% | 16.6% | 31.7% | 16.9% | |
| University Portion based fundable enrollment | 101,379,678 | 35,326,390 | 16,842,309 | 32,097,836 | 17,113,143 | |
| OPM Holdback distribution | (1,500,000) | (459,946) | (280,474) | (428,598) | (283,104) | (47,878) |
| Distributed State Appropriation Funding | 152,987,093 | 46,910,545 | 28,605,936 | 43,713,339 | 28,874,140 | 4,883,133 |

Notes:

Per agreement at 9/9/21 meeting with Universities Presidents and CFOs, changes applied to the DM are listed below:

1. AVG FTE Fundable Enrollment % includes FT and PT students and Out o 24,717 8,613 4,106 7,826 4,172
2. Base funding increased to \$11M
3. Eliminate Specific Items
4. Fringe Benefits allocation based on each University GF allotment - Est @ 96%

EXHIBIT D

Connecticut State Universities
FY21 Actual GF Allocation and FY22 Revised GF Allocation

| Revised FY22 DM (BASE Funding - \$11M) | CCSU | ECSU | SCSU | WCSU | SO Office | Total |
|--|-------------------|-------------------|-------------------|-------------------|------------------|--------------------|
| AVG 3 Yrs FTE FT and PT students (FY18, FY19 and FY20) | 8,613 | 4,106 | 7,826 | 4,172 | | 24,717 |
| GF Allotment | | | | | | |
| Wk 7B State Appropriation | 46,910,545 | 28,605,936 | 43,713,339 | 28,874,140 | 4,883,133 | 152,987,093 |
| Wk 7B GF Fringe Benefits | 45,375,069 | 27,802,645 | 42,305,751 | 28,060,121 | 3,324,026 | 146,867,610 |
| Total GF | 92,285,613 | 56,408,581 | 86,019,089 | 56,934,261 | 8,207,159 | 299,854,703 |
| Fringe Benefits Cost | | | | | | |
| Total Fringe Benefits Cost - FY22 Rev Spending Plan | 72,854,303 | 43,282,910 | 78,199,948 | 43,151,667 | 3,324,026 | 240,812,854 |
| Less GF Fringe Benefits | 45,375,069 | 27,802,645 | 42,305,751 | 28,060,121 | 3,324,026 | 146,867,610 |
| OF Fringe Benefits | 27,479,234 | 15,480,265 | 35,894,197 | 15,091,546 | - | 93,945,244 |
| Additional OF Fringe paid by State | 6,601,396 | 3,718,857 | 8,622,940 | 3,625,475 | - | 22,568,668 |
| NET OF Fringe Benefits paid by T& Fees | 34,080,630 | 19,199,123 | 44,517,138 | 18,717,021 | - | 116,513,912 |
| Addtl. OF Fringe % of Total Fringe cost paid by T&Fees | 24% | 24% | 24% | 24% | - | 24% |
| Total State Funds | 98,887,009 | 60,127,438 | 94,642,030 | 60,559,735 | 8,207,159 | 322,423,371 |
| INCREASE FROM PRIOR MODEL | 5,439,697 | 3,758,021 | 5,570,503 | 7,642,001 | 158,446 | 22,568,668 |
| Percent Increase | 5.8% | 6.7% | 6.3% | 14.4% | 2.0% | 7.5% |

Eastern Connecticut State University
Personnel Changes since 10-19-21
As of 12-1-21

New Hires

| Name | Title | Department | Eff Date | Union |
|----------------------|--------------------------|--------------------------------|------------|-------------|
| Baker, Thomas John | Landscape Technician | Facilities Management 1 | 10/8/2021 | Maintenance |
| Alkahtani, Lamyia F. | PostDocPostGradCounselor | Counseling& Psychological Svcs | 11/10/2021 | NonUnion |

Terminations

| Name | Title | Department | Eff Date | Union |
|--------------------|-------------------------|---------------|------------|-------------|
| Resignation | | | | |
| Egan, Timothy P. | Skilled Maintainer | Housekeeping | 11/19/2021 | Maintenance |
| Ouellette, Susan | University Driver | Public Safety | 11/19/2021 | Maintenance |
| Cefaratti, Amanda | Residence Hall Director | Housing | 11/30/2021 | SUOAF |

Retirement

| | | | | |
|----------------|------------------------------|---------------------------|-----------|-------------|
| Gomez, Albert* | Custodian | Housekeeping | 11/1/2021 | Maintenance |
| Dunn, June E. | Asst Dean Univ Opportun Prog | Institutional Advancement | 11/1/2021 | SUOAF |

* Pending disability retirement

End of Temporary Appointment

| | | | | |
|----------------------------|----------------------|---------------|------------|-------------|
| Pageau, Rene | University Driver | Public Safety | 11/19/2021 | Maintenance |
| Acevedo-Corona, Britney J* | Admissions Assistant | Admissions | 11/13/2021 | SUOAF |

*Work permit expired

Search Status

Ongoing AAUP searches:

Asst Prof of Public Health
 Asst Prof of Allied Health
 Head Women's Soccer Coach

Ongoing SUOAF searches:

Technical Director/Production Manager of Theatre
 Social Media/Digital Marketing Coordinator
 Director of Student Conduct
 Media Technician

Ongoing Classified Searches:

Administrative Assistant in Health Services
 Cash Accounting Clerk
 2 Building & Grounds Patrol Officers
 2 Police Officers
 7 Custodians
 Qualified Crafts Worker - Electrical