

## 2021-2022 Year-End Committee Report

<b>Committee:</b>	Budget and Planning
<b>Charge:</b>	The Budget and Planning Committee collaborates with administrative offices to ensure that budget and planning for the University are aligned with academic values and faculty interests.
<b>Chair:</b>	Martin Lariviere
<b># of Meetings:</b>	Two formal Zoom meetings plus various rounds of email

### **Completed Business and/or Accomplishments**

One of the meetings the committee had this year was with Anne N Fish (Executive Director, Benefits) and Sue Rutherford (Retirement Plans Manager) to discuss the rules and logistics of changes to faculty retirement plans. This was following up on the committee's resolution from last year on the suspension of retirement benefits.

The committee proposed an amendment jointly with the Research Affairs committee calling on the University to address challenges in retaining and hiring staff. The Senate approved the resolution.

The chair participated in a meeting with the Resource Planning Working and relayed some of the concerns that have been recurring issues in the Senate, particularly, salary and staffing. I also raised the issue with (for lack of a better phrase) the opaqueness of how university wide claims get translated to specific decisions. For example, how does an X% increase in the salary pool get translated to an individual's raise or how a university push to hire (following retirements) gets translated to particular department searches. This led to a meeting with Jake Julia and also was a factor in Provost Hagerty doing a webinar on the hiring approval process.

### **Unfinished/Continuing Business**

It seems that challenges around staffing are not going to go away any time soon. An ongoing project would then be try to get more useable data from the human resources office on number of open positions and the time it takes to hire a new staff member. The data we were able to get this year was not very useable.

**New Business for Next Year**

None known.