NMHU Financial Planning Committee Meeting Minutes

Date: February 13, 2026
Time: 1:00 PM – 2.02 PM
Location: Zoom Meeting
Chair: Steven Karpowicz
Secretary: Siri GuruNam Khalsa (Meeting recorded and transcribed)
Members Present: a quorum was met.

- Steven Karpowicz (Chair)
- Siri GuruNam Khalsa (Secretary)
- Rey Martinez
- Elisabeth Valenzuela

Members Absent:

- Gerardo Moreira
- Stephanie Gonzales (Ex Officio)

I. Approval of Previous Meeting Minutes

The Chair asked members whether they had reviewed the minutes from the previous meeting and whether any changes were needed.

- **Discussion:**
    - Elisabeth Valenzuela confirmed she had reviewed the minutes and noted no corrections were needed.
    - Minor clerical corrections had already been addressed by the Chair prior to circulation.
- **Action Taken:**
    - **Vote:** Approved (Unanimous; no objections raised)

II. Chair's Update

A. Update on Attempts to Meet with Administration: The Chair reported multiple unsuccessful attempts to meet with Stephanie and Roberta from the VPFA's office. Meetings were repeatedly scheduled, canceled, or curtailed due to administrative availability.

- Key information the Chair had sought included:
    - Updated budget data and context
    - Access to **Paycom organizational reporting structures**
    - Clarification needed for Faculty Senate reporting responsibilities

Despite administrative delays, the Chair noted that some budget data was independently downloaded, though critical context remained unavailable.

B. University Budget Committee Concerns

- The Chair reported frustration with repeated **University Budget Committee meeting cancellations**, including the cancellation of the March 12 meeting.
- These cancellations have delayed the following:
    - Review of departmental and unit budget requests
    - Shared governance input into new spending decisions for the FY2027 budget

C. Concerns raised:

- Academic departments may suffer irreversible damage if critical requests are not reviewed or funded.
- Administrative workload is repeatedly cited as justification for bypassing shared governance responsibilities.
- Budget prioritization has increasingly favored administrative rebuilding at the expense of academic units.

III. Discussion: Reporting on the State of University Finances

A. Committee Charge and Historical Gap

The Chair noted that the Faculty Handbook assigns this committee responsibility for **informing the faculty about the state of university finances**, a task that has not been fulfilled for several years.

B. Discussion: What Faculty Want to Know

Committee members discussed what financial information would be most meaningful to faculty, including:

- Percentage of budget allocated to:
    - Administration
    - Faculty
    - Staff
- Changes in these allocations over time
- Growth in administrative positions and salaries
- Transparency in hiring, compensation, and decision-making

There was consensus that raw spreadsheets are insufficient and that **simple, well-designed visuals** would be more effective.

IV. Salary Equity, Hiring Practices, and Administrative Growth

A. Faculty and Administrative Salary Concerns: Members raised multiple concerns regarding:

- Inconsistent, non-data-driven salary determinations
- Disparities between long-serving faculty and recently hired personnel
- Lack of formal market or CUPA analysis
- Differential treatment of disciplines (e.g., nursing, education, business)

- Perceived administrative “top heaviness”

Examples discussed included:

- High administrative and coordinator salaries relative to faculty
- New high-salary administrative roles (e.g., capital outlay position)
- Inability for departments to gain “critical needs” salary designations despite documented justification

B. Union and Structural Constraints

- Discussion acknowledged limits imposed by the CBA but questioned whether these constraints are being applied selectively.
- Members expressed concern that salary policy is capricious, inconsistent, and lacking transparency.

V. Centers and Decentralized Campus Concerns

A. Ongoing and Proposed Changes: Significant concern was expressed about.

- Plans to restructure academic centers into “hubs”
- Layoffs at centers in December without shared governance input
- Potential loss of physical locations
- Increased reliance on remote faculty work without cost or workload considerations
- Impact on:
  - Enrollment
  - Student support
  - Local communities
  - Faculty safety and workload

B. Lack of Data and Communication

Members emphasized that:

- No financial or enrollment analyses have been presented to justify center-related decisions
- Decisions appear to be made without consulting affected faculty or staff
- Centers may in fact be **net revenue generators**, contrary to administrative assumptions

VI. Action Plans and Follow-Up Items

A. Budget and Salary Analysis

- **Action:** Chair will prepare:
  - An updated **salary growth analysis** (administration vs. faculty)
  - A **budget allocation summary** suitable for Faculty Senate presentation
- **Timeline:** To be reviewed at the next committee meeting

B. Centers Financial Analysis

- **Action:** Chair will circulate existing data to committee members
- Members were invited to **volunteer** to assist or co-lead the analysis
- Goal: Create a **data-informed assessment** to support shared governance input

C. Faculty Senate Coordination

- Chair will communicate concerns and findings to:
    - Faculty Senate leadership
    - Jennifer Lindline
- Committee members are encouraged to serve on newly formed committees addressing center restructuring

VII. Future Meeting Scheduling

- The next regularly scheduled meeting (April 3, 2026) falls during Easter Spring Break.
- **Decision:**
    - A **Doodle/Survey-style poll** will be distributed to identify an alternate date during the week of March 30–April 3 or another mutually available time.
- April 10 was ruled out due to conference attendance.

VIII. Closing Remarks

The Chair thanked committee members for:

- Their extensive engagement
- Thoughtful discussion
- Commitment to shared governance and financial transparency

Members expressed appreciation for the committee's work and its positive reception by Faculty Senate.

IX. Adjournment: Minutes respectfully submitted by *Secretary, NMHU Financial Planning Committee*