

January 18, 2024, 11:00-1:00 p.m.
Raynor Memorial Library, Beaumier Suite C and virtual

Calley Hostad, Kirsten Boeh, Lizzy Machado, Molly Eldridge, Tina Aiello, Jack Bartelt, Dwayne Burton, Robin Cork, Latrice Harris-Collins, Sarah Kazlauskas, Yvonne Printz, John Sweeney, and Karli Webster

Brigid Alba, Yasi Blackmon, Anna Borchardt, Coreen Bukowski, Jodi Cherney, Irene Cvetich, Paul Dion, Sherrie Dorf, Sally Doyle, Cliona Draper, Melissa Econom, Kalyn Gackowski, Amy Kaboskey, Michelle Kasbohm, Lizzie Kerrick, Sheila Kershek, Kate Klamecki, Tia Langes, Sherri Lex, Jordan Mason, Tammy Meyers, Lori Montezon, Karen Nest, Kim Poehlman, Paty Przybylka, Julie Radford, Ariel Roche, Ritu Sachdev, Kiley Sturgeon, Car A ntn& ath " a / " a V

7. Our outlook is that we are \$9.5 million short of the 3% target which was established to maintain a position of health now and in the future, we made changes this year to reach that target.
 1. We asked units to adjust their spending.
 2. That money is spread throughout the university. There is no plan to cut positions or merit.
 3. Every unit will do something different to lower spending.
 4. We feel everyone has a path to achieve this goal.
8. We complete a budget around October for the following fiscal year.
 1. The budget we are in this year was approved last year (2022) In Fall, 2023) we had more clarity around being short of our targets.
9. The healthy discussion before does not mean everything is fine and great, still market pressures, we should be happy and grateful about our position. In the same way, the \$9.5 million deficit doesn't mean we should despair.
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1. The consequence would be we don't achieve our target to create additional resources to invest in the university (e.g.-wellness center).
7. What was the cause of this shortfall?
 1. Inflation was budgeted but our estimates were not enough to cover the impact, as well as the other reasons noted earlier. Cost increases for tuition or room & board didn't occur at the same time.
8. -Can we match compensation to inflation?
 1. It's a fair ask but it's a hard ask.
 2. We can't raise tuition 5% each year, we want Marquette to be accessible, we are constantly challenged with how much to charge students and families.
 3. Previous years we only increased 2 or 0%
 4. Our largest expense is people, our revenue is sufficient to support pay increases.
 5. From a strategic planning perspective, one of our priorities is staff wellness.
 1. We've been going through a staff compensation study, staff compensation is a priority, and we are looking to fund that. When the study fully completes, it will be a multi-year process to implement, and we'll phase in different amounts.
 2. How we deploy this will be strategic. Compensation differs widely across campus, and we will address the most impactful areas first.
 3. Every job at Marquette will have a range, we will aim towards the most egregious shortfalls first. It won't be everyone all at once; there are some roles that are below the range.
9. Will there be a merit increase?
 1. There will be a merit pool for this year.
 2. I don't want to be too redundant, we are committed to a merit pool, there is a shared desire to increase the pool, but we have to look at everything at the university. Everyone is at a very different spot, the solution isn't to provide a blanket increase, we also have

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