

From: [Katha Kissman](#)
To: [C. Amos Bussmann](#); [Jim Seitz](#); [Joe Duke](#); [Joe Ferro](#); [Michael Brown Sr.](#); [Michael O'Reilly](#); [Michael Toner](#)
Cc: ["Marjorie Raines"](#); ["William Stewart"](#); [Eileen Hanley](#); [Debbie Dutton](#)
Subject: FW: equity salary adjustments -- following up on Greg Morgan's input
Date: Tuesday, May 21, 2019 1:57:00 PM
Attachments: [image025.jpg](#)
[image026.jpg](#)
[image027.jpg](#)
[image028.jpg](#)
[image029.jpg](#)
[image030.jpg](#)
[image031.jpg](#)
[image032.jpg](#)
[image033.jpg](#)
[image034.jpg](#)
[image035.jpg](#)
[image036.jpg](#)

Additional information

Katha Kissman | **President & CEO**

Harbor Branch Oceanographic Institute Foundation

5600 US 1 North | Fort Pierce | FL 34946

772-466-9876, x 200 – office; 202-669-4423 – cell; 772-466-9878 -- fax

kkissman@hboifoundation.org | www.hboifoundation.org



From: Katha Kissman
Sent: Tuesday, May 21, 2019 1:55 PM
To: James Sullivan <jsullivan@fau.edu>
Cc: Patrick Boles <pboles@fau.edu>; Debbie Dutton <DDutton@hboifoundation.org>
Subject: RE: equity salary adjustments -- following up on Greg Morgan's input

Hi, Jim,

Greg Morgan came over to explain to Debbie that he was concerned about the percentage of funds used on this year's grant as quoted below as being incorrect. Debbie realizes she picked up the wrong percentage of 36%. She has now confirmed 64%. Our apologies for that error.

Greg also said HBOI had only budgeted \$506,535.73 (confirmed on the GITD) for actual funds needed to support a full 20% of each eligible faculty member in FY19.

Be that as it may, my point still stands. As of FY19 3rd quarter, 64% of what the Foundation has committed for FY19 has been used. This again indicates a probable underspending of what the Foundation has committed by fiscal yearend. We committed the number given to us by HBOI as an estimate of need (up to \$520,000, not \$506,535.73 as you have budgeted).

Therefore, next year you may or may not use all the FY20 funds committed

depending upon how any proposed equity salary adjustments play out.

As noted below, FY20 equity salary adjustments are at this point unapproved and currently unknown; we don't have any idea of what the actual financial impact will be per Faculty member. I again suggest that you circle back to us later in the year when you have something concrete demonstrating a firm number which shows that \$520,000 will not cover a full 20% due to actually-made equity salary adjustments as well as show actual use by Faculty member to that date. At that time, I can put the process in motion to see if there is spendable availability or board will to potentially address a need in time for our Mid-Year Budget Revision which is approved at the January Board meeting.

Let me know if you still feel the need to meet.

Katha

Katha Kissman | President & CEO
Harbor Branch Oceanographic Institute Foundation
5600 US 1 North | Fort Pierce | FL 34946
772-466-9876, x 200 – office; 202-669-4423 – cell; 772-466-9878 -- fax
kkissman@hboifoundation.org | www.hboifoundation.org



From: Katha Kissman
Sent: Monday, May 20, 2019 5:57 PM
To: James Sullivan <jsullivan@fau.edu>
Cc: Patrick Boles (pboles@fau.edu) <pboles@fau.edu>; Debbie Dutton <DDutton@hboifoundation.org>
Subject: RE: equity salary adjustments

Dear Jim,

We are pending final approval of the FY20 **Promoting Faculty Recruitment, Retention and Research Excellence** Discretionary Grant in the amount of up to \$520,000. The grant application has been forwarded to the Grants Committee as our final step. While I cannot confirm this today, the Foundation will likely be forwarding you a Funding Letter on Friday.

This grant, as all our other Discretionary Grants, went through our protocol of ascertaining spendable available with the Finance Committee, an invitation to present a proposal by the Grants Committee, approval by the Board of these Committee recommendations and the adoption of the Foundation's FY20 budget. It now concludes with our final review and approval of the proposal.

Thank you for your email below and the attached. As the information you have

provided is not yet in place and we don't have any idea of what the impact will be per Faculty member, I suggest that you circle back to us later in the year when you have something concrete that shows us you believe the \$520,000 will not cover the increases made. Once we have that, I will speak with the Finance Committee to ascertain additional FY20 spendable availability and if there is, then to the Grants Committee to see if they would entertain an additional grant for FY20 to cover any funds that may go over \$520,000.

As an FYI, in the first three years of the previous 20% grant, the prior 3-year award of \$1,734,750 was underspent by \$77,112.38. Of the \$520,000 awarded for FY19, after the 3rd quarter invoice payout, only 36% of the funds have been spent. There is only one more quarter to go, so it does appear that HBOI may not again use the entire "up to" amount granted. We will have to take this into consideration before committing any more dollars to this grant.

To recap our recent conversation which included Mike Toner and Patrick Boles last week:

- We shared the Grants Committee's thinking that FY20 would be the last year of the 20% salary support grant, possibly going down to 10% in FY21 and then ending.
- You and Patrick presented informal thoughts about having HBOIF fund a full 50% of every Faculty Member's salary (equivalent to the 30% they are currently getting from FAU from E&G funds combined with a 20% salary support from HBOI). You noted that this could allow the FAU E&G commitment to be used in an alternative way to support HBOI campus needs. We talked of the concern that if HBOIF did that, would there be a guarantee that FAU would not take the HBOI E&G funds for use elsewhere in the University system.
- We talked about the idea of perhaps being more selective in supporting Faculty salaries by not providing it across the board or perhaps by endowing Chairs for specific faculty members based on some criteria rather than the across the board 20% salary support.
- We also talked about the idea of establishing a Maintenance Fund for use by HBOI to address specific campus needs for which no FAU or State funding is available.

No decisions were made or implied. I'm sure you appreciate that neither Mike nor I can make commitments on behalf of the Foundation without going through our protocols and doing so under Sunshine.

Given the above, I'm not sure we need to meet? If you feel we do, I am out tomorrow morning for a radio interview with Matt Ajemian, following by an appointment. I'm in the office in the afternoon but have a conference call between 2:00 and 3:00 pm. Wednesday I'm offsite all morning, in the office all afternoon.

Katha

Katha Kissman | President & CEO
Harbor Branch Oceanographic Institute Foundation

5600 US 1 North | Fort Pierce | FL 34946
772-466-9876, x 200 – office; 202-669-4423 – cell; 772-466-9878 -- fax
kkissman@hboifoundation.org | www.hboifoundation.org



From: James Sullivan <jsullivan@fau.edu>
Sent: Monday, May 20, 2019 4:04 PM
To: Katha Kissman <KKissman@hboifoundation.org>
Cc: Patrick Boles <pboles@fau.edu>
Subject: equity salary adjustments

Hi Katha, as you may or may not be aware, we have a number of faculty here at HBOI who are significantly underpaid when compared to national averages for research professors in similar positions. This has been an issue for a number of years. Our new Provost requested that we come up with a policy to address this issue and we have done this (see attached draft that has been agreed to in principal). When this policy is implemented, the salaries of a number of HBOI research faculty will increase (this policy does not apply to pillar faculty). This would obviously effect both the 30% salary we pay faculty out of our E&G funds, and the up to 20% salary program of the HBOIF. Patrick and I are going to need to address this with you ASAP.

Thanks, Jim

Dr. James M. Sullivan – Executive Director
Florida Atlantic University - Harbor Branch Oceanographic Institute
5600 US 1 North, Fort Pierce, FL 34946, email: jsullivan@fau.edu,
office: 772-242-2445, cell: 401-290-7156
website: http://fau.edu/hboi/about/admin_ops.php
