

College of Arts & Sciences
Budget Advisory Committee
MINUTES
Wednesday, February 15, 2012

Present:

Voting members: Professors Cliff Bekar, Naiomi Cameron, Jay Odenbaugh and Christopher Wendt

Ex-officio: Tuajuanda Jordan - Dean of the College, Jane Hunter - Associate Dean of the College, George Battistel - Associate Vice President of Finance

Guests: Robert Nayer - Director of Operating and Capital Budgets, and Sam Cooper – Student Representative

Absent: Voting member - Rachel Cole

Recorder: Anne Boal - Mathematical Sciences

The minutes from the February 1st meeting were approved as written.

Dean Jordan's goal is to send out the salary letters to faculty members as soon as possible after the Dean's office receives the CAS enrollment figures and has budgetary confidence in the salary increase offered. The official date of determining enrollment is October 1, but she is hoping for a date closer to the start of school.

Chair Bekar believes that the standard procedure for academic faculty contracts entails knowing your salary before the contract period begins, which is September 1. Therefore he still sees this change in the timing of the notifications as a change in the relationship of the college to the faculty members.

Dean Jordan commented that this new timing of faculty salary letters is fiscally responsible since our income is largely tuition driven. She understands that this makes our college outliers in this process. However the college submitted language to the Board of Trustees concerning this matter that will need to be followed.

Associate Dean Hunter noted that usually two letters are sent to faculty, and the reappointment letter will still be sent out to faculty members in May. So faculty will know that they have a position for the following academic year, just not the amount of their salary increase.

Professor Odenbaugh believes that it is advantageous to wait until the fall for the salary increases, since the college would feel more confident in their budget and could award larger increases.

Chair Bekar commented that there is a perception among some faculty members that this change has been implemented too quickly for such a big change. Dean Jordan asked Chair Bekar to ask these faculty members to contact her directly to discuss this issue. Chair Bekar explained that part of this perception is the juxtaposition of the announcements at the faculty meeting by the President that the college is doing fine financially and the new strategic plan begins in four months. Followed by the announcement that the letters for faculty salary increases would be held back until after school begins next fall for budgetary reasons. Professor Cameron emphasized that the perception by the faculty is real and possibly could be addressed at the faculty retreat.

Dean Jordan would like to hold a faculty retreat called "Financing an Institution of Higher Education" to further educate the faculty on the financial decisions and operations of running a college. Donations to the college by our faculty and trustees are low, and education of the faculty is needed here, also.

Chair Bekar would like this committee to conclude the previous work done on percentage versus fixed increases in faculty salaries.

Chair Bekar noted that the costs of hiring adjunct faculty to teach the core classes (Exploration & Discovery classes) are high, and need to be addressed. He believes that the faculty vote to offer core classes should be combined with the vote to teach these classes, so that more tenure-track faculty are teaching the

courses. Dean Jordan would like to initiate Strategic Planning for CAS, in which the core and general education costs can be studied. Associate Dean Hunter noted that some of the science professors feel that they offer "Perspective" classes for non-science majors, so are contributing to the "core" already.

Chair Bekar commented that the only voting members of this committee continuing on the committee next year are Naomi Cameron and Jay Odenbaugh. He would like the committee to meet in executive session next week, partly to discuss appointing a chair for next year, who can begin their training now. The compensation study and cohort studies need to be continued this year and next. The faculty cohort groups who received lower salary increases over time, were the faculty hired in early to mid 1990's, the group who were recently tenured, and the group who have not yet reached tenure. Associate Dean Hunter commented that the salary system at LC is very rational compared to some other colleges that she's seen. Professor Odenbaugh would like the figures on the cohort groups ready for the Dean's retreat on finances.

This committee will meet in executive session next week and possibly the following week.