

College of Arts & Sciences  
**Budget Advisory Committee**

MINUTES

Friday, November 5, 2010

Present:

Voting members: Professors Cliff Bekar, Rachel Cole, Susan Glosser, Todd Lochner and Jens Mache

Ex-officio: Jane Hunter – Interim Dean of the College and Gary Reiness - Associate Dean of the College

Guests: Robert Nayer - Director of Operating and Capital Budgets, student representative - Christabel Escarez and Professor Rebecca Copenhaver

Absent: Ex-officio member - George Battistel - Associate Vice President of Finance.

The minutes for the October 29th meeting were approved with corrections.

Dean Hunter reported that according to new estimates from Mervyn Brockett, a 3% increase in CAS tuition for next year, not the 4% presented last week, would result in a total net tuition revenue change of 0%. The 4% increase previously discussed would increase the net tuition revenue.

Rebecca Copenhaver is one of the authors of a proposal regarding faculty performance and merit pay, which was presented at last week's meeting.

There was a clarification that the word "performance" in describing the recent bonuses referred to college employees' performance, as a whole, in reducing spending, not in performance of one's duties in teaching and research as a professor. The faculty handbook contains language outlining the awarding of pay raises to CAS faculty on a one to five scale based on teaching and research. Chair Lochner reminded the committee that at the previous meeting, Mr. Battistel said that he did not think the auditors would accept the 5-point CAS faculty salary scale to compute bonuses for just this group of employees. However, he did think that the auditors might accept letting the CAS Dean divide the total amount allotted for CAS faculty according to CAS faculty rules.

The committee did not see the importance of distinguishing if bonuses are from the college as a whole or from the CAS Dean's office. Dean Hunter suggested that policy be written such that tenure-track and non-tenure track faculty bonuses be distributed by the CAS Dean per the institutional policy that is in place at that time.

Dean Hunter asked for help in finding ways to make people feel less hurt by the structure of the bonuses. Professor Bekar replied that some faculty are interested in the college saving any extra money, not just distributing it to everyone, since they had been told for three years that the college had been in serious financial straits. Chair Lochner said that it's more important for the college not to waste money. He would prefer a salary cut rather than not have the money for the college's core academic programs--but by the same token he would be strongly against any efforts to contain costs by limiting faculty salaries that did not first control costs by eliminating waste and unnecessary nonacademic

expenditures. Professor Glosser has the impression that the college spends too much on peripheral programs and therefore some of the faculty members lose confidence in the college's ability to spend wisely. Professor Copenhaver said that the emphasis on non-academic missions seems to devalue stellar scholars, teachers and artists. Professor Cole said that some people are not hurt so much as worried about the future of the college. Anxiety increases when the administration seems to be saying different things at different times ("we are in dire financial straits"; "we have enough money to give bonuses"). She agrees many faculty members are willing to sacrifice so long as resources are being directed towards fulfilling the academic mission. Associate Dean Reiness said that the major way that the college acknowledges people's accomplishments is through giving money in the form of raises and regrets that there are not other means available to show its appreciation for the hard work of faculty and staff. Professor Copenhaver asked if the committee could re-draft the proposal. The committee will meet next week to work on this.

Chair Lochner announced that the group of faculty who were recently tenured have concerns about their salary. They received the usual bump of \$3000, but normally they would also receive the highest salary increases for 2 years. Since no faculty received salary increases, they did not receive this part of the usual tenured compensation. Dean Reiness noted that a similar situation happened in the past. Professor Bekar noted that he had studied this previous cohort group situation with Jim Grant (previous BAC chair) and that one year the CAS Dean used a percentage of the entire wage pool to give this group some equitable increases in salary. This committee needs to keep newly tenured faculty on its radar. Professor Glosser noted that some faculty members were upset with the late notice of their tenure. It was past graduation and did not seem celebratory in nature.

This committee will meet again next week.