

College of Arts & Sciences
Budget Advisory Committee

MINUTES

Friday, October 1, 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 and student representative Christabel Escarez

Absent: George Battistel - Associate Vice President of Finance

Recorder: Anne Boal - Mathematical Sciences

Chair Lochner sent the message below to Dean Hunter by email on 9/24/10:

You asked the BAC last week to formulate recommendations in three areas. We have reached the conclusions below, which we wanted to send to you via email today given the time-sensitive nature of the first request. We will read our responses into the minutes at the next meeting of the BAC (Friday, October 1) so that they are appropriately recorded.

1. You requested that the BAC provide advice on policies regarding permissible and impermissible department expenditures. The BAC unanimously agrees that, while department expenditures have some budgetary implications, they also involve substantive considerations about the appropriateness of different types of expenditures that are beyond the scope of this committee's charge. We recommend that you refer this issue to the faculty as a whole, or to a meeting of the department chairs.

2. You requested that we advise you on ways that the faculty can generate increased revenue for the College. We would be happy to consider any specific proposals for revenue enhancement that you or others might have.

3. You requested that we advise you on issues of small class sizes and discrepancies in sizes between departments. While we believe it is within our charge to review the budgetary implications of any policies

pertaining to the issue of the sizes of classes and majors, we unanimously agree that there are substantive curricular considerations here and that any policy should be generated by the faculty as a whole.

The minutes for the September 17th meeting were approved as written.

Dean Hunter reported that the finance office is estimating that the 2010-11 net tuition revenue will be approximately \$42,000 under budget. Mr. Nayer explained that room and board revenues are also projected to be lower than budgeted amounts.

Dean Hunter also reported that Interim President Atkinson and President-elect Glassner have discussed the President's Strategic Initiative Fund of \$500 K. They are inviting proposals from the faculty for projects to use these funds. Projects that promote collaboration among schools or between faculty/staff and students to promote retention are encouraged.

Dean Hunter asked the committee if the faculty would like more explanations about the recent bonuses. Professor Bekar asked why the cut-off was \$75,000 and a fixed bonus instead of a percentage. This appears to penalize faculty who have been successful and have a higher salary, and reward some faculty who have not progressed as well. Dean Hunter explained that the bonus was not meant to address faculty merit increases at all. An appealing aspect to the bonus is that employees can use this extra income to replace the TIAA CREF contributions that were decreased this year. The college auditors were happy with the formula used for the bonuses. Originally in the discussions, the cut off was lower, but it was decided to raise the cut off to \$75,000 to include the lower paid assistant and associate professors. Dean Hunter explained that the decision to give the bonuses was decided very quickly. They had to wait and see if the LCCSSA union approved their new contract and then had very few days remaining, in order to place the bonuses in last year's budget. The faculty appreciates the spirit of the bonuses but the details are awkward and would appreciate some input if this is done in future years.

The Board of Trustees has commissioned an outside consultant to examine Lewis & Clark's faculty salaries in comparison to faculty salaries at our cohort schools. This committee approved the list of cohort schools last year. The colleges include national colleges that we compete with, including some colleges with graduate schools similar to LC. Professor Glosser would like

cost of living in the different communities to be taken into consideration. Also, some professors were hired at a time of low salaries and have never caught up to their peers, and this should be considered. Former Dean de Paula has been working on the issue of equitable faculty salaries. Dean Reiness asked about the goal of the study, if it is to prove that LC salaries are too low. However, Dean Hunter was not sure of the overall goal. Professor Bekar thought that the primary goal should be to be fair to the students. If the college is only able to offer a lower salary to a prospective faculty member, then they can often only attract less qualified faculty. Dean Hunter said that the report would be available to the faculty in all three schools this spring.

Soon, Dean Hunter will send a cover email to academic departments concerning developing their operating budgets for next year. In a brief discussion about uses of general funds, it was emphasized that these funds are appropriately used for department-wide projects and projects to benefit the students, rather than individual projects. This committee does not have a position on this issue.

Chair Lochner will present the results of the student survey at the faculty meeting.

This committee will meet again in two weeks.