

Faculty Assembly Meeting  
February 23, 2010  
Corrected Minutes  
Approved 3/23/2010

Present: Debbie Bebout, Katie Bragdon, Bruce Campbell, Mike Di Paola, Alan Fuchs, Will Hausman, Carl Hershner, Katherine Kulick, Lisa Landino, John Lee, Rick Gressard, Alan Meese, Leisa Meyer, Terry Meyers, Todd Mooradian, Adam Potkay, Kate Slevin, Barbette Spaeth, Gene Tracy

Absent: Todd Averett, Steve Kuehl, and Tom White

Others in Attendance: Provost Halleran

Gene Tracy called the meeting to order at 15:35

1. A motion to approve minutes of January 26 as corrected was approved unanimously.
2. Provost reported on the state of the budget. This past Sunday both budget versions (House & Senate) were made public. No salary increases are contained in either version. The House version doesn't include any furlough days. The Senate version includes up to three days per year for the biennium. The retirement costs for those currently employed are not affected. The House version has more stimulus money in FY 2011; however, in FY 2012 there would be a significant decrease in revenues. No language in either version would prohibit tuition increases. We expect a final budget by March 13. A question was raised concerning the contributions to retirement paid by new employees. Current employees have been "grandfathered", but new employees may very well bear that new burden.
  - The provost announced an internal search for a "vice-provost" of academic affairs. This is not an additional position, but replaces a position currently occupied in the office. Therefore, it is budget neutral.
  - The provost then distributed information about instructional faculty. Data provided described three-year trends in the number and teaching assignments of faculty by rank and category. Faculty consistently teach roughly 2/3 of the credit hours, visitors teach about 1/4, and non-tenure eligible nearly 10%. The surprise is the percentage of classes taught by tenure ineligible faculty. Concerns were voiced about how the tenure ineligible positions are being filled. There was general agreement that the role of the faculty in that decision-making must be respected. Faculty should also have a role in the evaluation of those individuals. Concern was also expressed about the ratio of tenure ineligible and tenure eligible faculty. One point of view expressed is that in certain courses/programs, it is an advantage to have some "clinical faculty" positions. A counterpoint made is that having two-tier faculty threatens the integrity of tenure eligible faculty. All faculty must be subject to regular evaluations by peers. The Provost suggested that there are solutions to the concerns expressed about academic freedom, integrating tenure ineligible into the faculty, and other issues related to having a two-tiered system.
  - Questions of incoming class size have been raised recently on several occasions by the administration and the faculty. Our climate, infrastructure, and working conditions are impacted by the size of our student body. Money is a real consideration, since we have an enormous impending shortfall in 2011 -2012. If the tradeoff were a few more students or

the same number with fewer faculty, the Provost would always opt for a few more students. Each additional new student should yield approximately \$10,000. Assembly members voiced several concerns. Class sizes of intro classes are already much larger than what students expect. This may result in a reduction of the “personalization” that we market to prospective students. Expanding the incoming class in FY 2010-11 by 50 students would change our student faculty ratio. A question was raised about how much of the additional money would be used to support the additional students by creating new sections and how much net additional revenue would be realized. A query was voiced about additional ways of saving money that haven’t yet been explored. Would a tuition increase compensate for the need to raise additional money? Increasing the student body is not the only way to generate additional revenue. The Provost believes we need to do a combination of things. Hard choices must be made in a crisis. An opinion was expressed that the faculty generally haven’t yet confronted and come to terms with the real resource issues. A suggestion was made to “suspend” freshman seminars until we are in financial health as one way to free some faculty teaching time. Another was to reduce the number of GERs. A final suggestion was to raise the teaching loads of non-research-active faculty. There seem to be some “sacred cows” that need to be examined, like the athletic fee. Until everything is on the table for discussion, it will be difficult for the faculty to really engage this issue.

3. Reports from the standing committees on the sections of the Faculty Survey examined were submitted on-line. A motion was made and passed unanimously for the executive committee to synthesize them.

Meeting was adjourned at 17:10  
Respectfully submitted,

Mike DiPaola  
Secretary, Faculty Assembly