Agenda
Budget Advisory Committee
Tuesday September 8, 2020, 3:30 PM

via webex

Charge:

The Budget Advisory Committee shall consist of nine members: the Vice Chancellor of Finance & Administration, who serves in an ex officio capacity, and members of the General Faculty, one from each Division and two at-large, nominated by the Committee on Committees and Elections and confirmed by the Senate. Membership is for three-year staggered terms, and the chair and secretary of the Committee shall be appointed by the Faculty Senate Chair from its General Faculty membership. It is the Committee's responsibility to develop a comprehensive understanding of the fiscal resources available to the University, their allocations, and their management, within the institutional contexts in which budgetary decisions are made. In this role, the Committee shall serve in a consultative role to the Vice Chancellor of Finance & Administration regarding the University's strategy and management of fiscal resources and ensure that the University meets its fundamental mission, vision, and core values and future aspirations.

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Members:

Joanna Hersey (ARTS, 2021)
Olivia Oxendine (EDUC, 2021)
Leah Fiorentino (CHS, 2022)
Jamie Mize (LETT, 2022)
Vacant (NSM, 2023)
Kirill Bumin (SBS, 2023)
Chris Solano (At Large, 2022)
Beverly Justice (At Large, 2023)
Virginia Teachey (CFO, ex officio)

I. Call to Order
II. Adoption of Agenda
III. Appointment of Chair and Secretary
IV. New business
   a) Principles from Ad-Hoc Budget Committee (Appendix A)
   b) Overview by CFO Teachey: current situation, anticipated scenarios
   c) Define Goals and Focii
   d) Need an NSM member—encourage colleagues!!

V. Announcements
VI. Adjournment

Suggested Principles for Addressing Budget Shortfalls

In line with the shared governance principle of faculty participation in university matters focused on curriculum and pedagogy, the committee has sought to identify the values for faculty in those matters in addressing potential budget shortfalls. In recognition of the potential fast-paced decisions that may need to be made, we offer these principles to the Chancellor and the Cabinet as a record of the will of the faculty in these issues.

This document is underlined by two overriding principles.

Firstly, in light of the uncertainty of the situation we face, we stress that these recommendations are for immediate consideration only and all should be revisited, with the input of faculty, within a 6-12 month period.

Secondly, more transparency about funding sources and percentages of various programs and expenditures will lead to greater faculty understanding of budget decisions and increase the value of shared governance. In this same vein, faculty who serve in shared governance roles must be involved in defining mission critical functions and services across campus. We appreciate CFO Teachey's emphasis on this element.

Protection of Positions and Compensation

As a guiding principle, furloughs are preferred to salary reductions and salary reductions are preferred to the elimination of positions.

- Maintain all Tenure and Tenure-Track lines, with the current teaching load policies and practices, for the sake of academic and pedagogical productivity and continuity
- Protect mission critical faculty and academic staff lines; if maintaining a line is not possible, offer best faith efforts of continued job security in complementary roles
  - Define mission critical not just by enrollment in courses, but longevity of service of the individual, and, in regards to the position, the role in student progress to degree, the significance of service to the local or campus community and the ability to maintain continued access to high quality teaching faculty, especially considering the dearth in the local human capital pool.
  - Consider the same matrix of criteria in identifying departments as mission critical and protecting their human capital, regardless of productivity.
- Should salary cuts be a a needed measure, progressively scale them with application to both academic and administrative positions.

Maintaining Student and Pedagogical Support

- Hold harmless, to the greatest extent possible, services that have a direct impact on student success in the realms of academics (including the Mary Livermore Library and subscriptions to scholarly works, Accessibility Resource Center, Writing Center, Center for Student Success, Teaching and Learning Center, Office of Online Learning and other essential support staff), soft skill development

(e.g., Career Center, Diversity and Inclusion, etc.), and health (e.g., CARE Team, Student Health Services).

- Consider thinning positions from administratively-heavy service units that do not directly support the above elements of student success.
- Protect those services/activities (both academic and non-academic) deemed essential to both face-to-face and virtual platforms.
- Reduce departmental operating budgets to promote some cost savings, with a focus on promoting more environmentally-friendly and health-conscious operations (e.g., minimize printing of course materials, such as syllabi or class handouts).

Professional Development

- Reserve conference and professional development funding for tenure-track and associate professors only who present or perform (regardless of mode of delivery) at a conference/performance.
- Preserve funding for conferences or continuing education tied to accreditation and/or required licensure/certification, regardless of rank.
- Create a transparent, efficient, and inclusive process for approving professional development funding to TT and associate professors
- Scrutinize reassigned time for certain administrative positions that support faculty (e.g., coordinators, directors, assistant deans of research), where savings could be had from removing stipends and course releases. Count such work as service and give the affected faculty additional recognition for P&T and/or PTR.