

Executive Committee
Boulder Faculty Assembly
Minutes
November 9, 1998
Approved November 30, 1998

Attending:

Chair John Daily, Vice Chair Bob Schulzinger, Secretary Barbara Bintliff, BFA at-large reps Cathy Comstock and John Cooper, BFA Academic Affairs Committee Chair Martha Jo Sani, BFA Budget & Planning Committee Chair Uriel Nauenberg, BFA Communications Committee Chair Tom Geers, BFA Faculty Affairs Committee Chair Dan Liston, BFA Infrastructure: Libraries Committee Chair, Steven Bruns, BFA Student Affairs: Intercollegiate Athletics Chair Michael Preston, ASC Chair Jeff Mitton and members of the Arts and Sciences Council Executive Committee, Arts and Sciences Dean Peter Spear, AVC Budget and Planning Academic Affairs Bill Kaempfer, Budget Director Ric Porreca, VC Administration Paul Tabolt, VC Academic Affairs Phil DiStefano, Chancellor Byyny

Not attending:

BFA Diversity: Committee on Women Co-Chair Chonin Horno-Delgado

A meeting of the Boulder Faculty Assembly Executive Committee was held on Monday, November 9, 1998, in Porter Biosciences Room B121. Vice Chair Robert Schulzinger and Chair John Daily presided. The meeting convened at 3:30 p.m. and adjourned at 5:05 p.m.

A. Approval of Minutes

MOVED by Steven Bruns and seconded by Barbara Bintliff that the minutes of November 2, 1998 be approved.

The motion carried.

The BFA Executive Committee minutes will be forwarded to the BFA, Jeff Mitton, and UCB administrators each week after approval.

B. Report from Vice Chair Schulzinger

Vice Chair Schulzinger announced that Chair Daily would be attending at 3:45.

C. Notices of New Motion

1. Presented by John Cooper:

BFA-R-3-1198
Resolution: ASP Training
TRAINING FOR ASP
WHEREAS the PeopleSoft System is acknowledged to be complicated.
WHEREAS the proposed date for formal training to commence (April 13, 1999) is very close to the start-up date (July 1, 1999) and is potentially disruptive of an extremely busy part of the Academic year and
WHEREAS staff rely on respected colleagues for mutual support and help
BE IT MOVED THAT
The BFA requests the ASP Management Team to implement by January 1, 1999, formal training, computer laboratories, and on-line training and help facilities and
To ensure that a cohort of campus staff is trained, as soon as possible, so that they can be available to train and assist their colleagues.
Notice of Resolution to BFA: <u>December 3, 1998</u>
From: <u>John Cooper</u>
From BFA Standing Committee: <u>Executive Committee</u>
Amended: _____
Approved by BFA: _____
Forwarded to: _____
Forward date: _____

Bintliff suggested the ASP be asked to consider alternate method of training for ASP that would not take employees away from their office for training for a full week. Schulzinger asked that the BFA be prepared to respond to ASP on the following points, if necessary:

1. If ASP will not have anything to train people on until April.
2. What about the decay of knowledge that is likely to take place between training and actual implementation of the program.

After discussion, the following action was taken:

MOVED by Cooper that the BFA Executive Committee forward motion # BFA-R-3-1198 to the BFA on December 3, 1998.

The motion carried unanimously.

2. Presented by Uriel Nauenberg:

BFA-M-3-1198
Motion: Re-examination of Penalty Charges on Sponsored Projects Accounts
<p>The BFA Budget and Planning Committee brings the following motion before the BFA:</p> <p><i>The BFA moves that no interest should be charged by System Administration for charges to an account until 60 days after the charges have been paid by our accounts payable office.</i></p> <p>In addition, the BFA Budget and Planning Committee feels that 10% is an excessive penalty and that no more than the regular interest received from banks for funds deposited in interest bearing accounts should be charged. It is the belief of the committee that, presently, such interest is in the neighborhood of 6%. Hence the BFA Budget and Planning Committee brings the following motion before the BFA:</p> <p><i>The BFA moves that interest charges on delinquent accounts after 60 days should be at a rate equal to those being offered by the banks where the System Administration treasury has the funds deposited.</i></p> <p>Finally, the BFA Budget and Planning Committee believes that the departments where constant flagrant overspending is taking place should bear the responsibility for this behavior. Hence the BFA Budget and Planning Committee makes the following motion to the BFA:</p> <p><i>The BFA moves that our Campus Administration recover the amount of these penalties by reducing the ICR funds allotted to the flagrant department by the exact amount of the penalty incurred by the particular flagrant account associated with that department.</i></p>
Notice of Motion to BFA: _____ December 3, 1998
From: _____ Uriel Nauenberg
From BFA Standing Committee: _____ Budget and Planning
Amended: _____
Approved by BFA: _____
Forwarded to: _____
Forward date: _____

Nauenberg stated that a copy of the above proposed motion was sent to system administration as a courtesy and that system administration has met with the treasurer to discuss other ways of reducing the deficit. Nauenberg and the BFA Budget and Planning Committee will meet with the treasurer to see if there are other ways to achieve the same result. Nauenberg recommended the notice of new motion to assure the process is continued.

After discussion, the following action was taken:

MOVED by Uriel Nauenberg that the BFA Executive Committee forward motion BFA-M-3-1198 to the BFA on December 3, 1998.

The motion passed unanimously.

D. Panel Discussion

Schulzinger stated the panel discussion is to determine where CU and UCB should be rated among their peers and what practical steps can be taken to get there. The meeting is a joint meeting of the BFA Executive Committee and the Arts and Sciences Council. Schulzinger

commented that in September the BFA Executive Committee and ASC met with VP Bill Fischer to discuss two issues, the resources allocated to faculty and administration, and the level of support given to faculty and that will prospectively be given to faculty. Schulzinger stated that after that meeting it was determined that the BFA Executive Committee and the ASC would first meet with UCB campus administration and then with system administration.

After introductions, Vice Chair Schulzinger gave the floor to Chair Daily.

Daily stated that UCB faculty has an opportunity to fill out the holes in the IRMS strategies that may develop. Daily announced that the BFA Executive Committee and ASC Executive Committee would meet with VPs Fischer and Groth to present the overview of the issues and to challenge them to help provide support. Daily stated that both in the areas of revenue and expense there are areas of deficiency. Daily stated that nationwide UCB (or CU as a whole) ranks 17th in R & D expenditures, and 8th among the public universities. Daily stated that 8 of the AAU publics are in the top 20 fundraisers and that CU is not, and that CU has the 127th largest ranked endowment, that OU has twice the per student endowment as CU. Daily pointed out that it isn't simply salaries or department operating expenses but that there are other areas to be building on.

Chancellor Byyny stated that most have the aspiration to get to the top 10 but suggested that how the top 10 is defined is not necessarily about salaries, etc. and that determining what makes the top 10 will require some discussion. Byyny commented that due to current changes salaries are getting more to where they should be but that salaries have clearly fallen below the line comparably. Byyny suggested that the top 10 be identified as we consider them in terms of what we really want to use as a basis of comparison, and to come to agreement as to what we will use to get there. Byyny asked what kind of faculty we would want, and what number to have the best educational experience, such as part-time, PRAs, instructors, substitutes, etc. Byyny asked to think it through and that the solution might not be to add tenure, tenure/track faculty. Byyny further commented that everything is a trade off and it is important to have a dialogue regarding what the trade-offs would be.

Byyny discussed endowed chairs of A&S in peer institutions and that in order to step up endowments, the faculty needs to help as salespersons.

After discussion, Daily listed the following discussion items:

1. faculty salaries and benefits
2. operational budget
3. financial aid - undergrad and grad
4. number of faculty
5. type of faculty
6. graduate student support
7. student programs
8. infrastructure (Library)
9. technology (Library)
10. diversity
11. research support

The document prepared by the BFA Budget and Planning Committee, dated November 1, 1998, was distributed (copies available from the BFA Office). The document includes information and tables as follows:

1. The top academic institutions among peers, professor salaries, % increases compounded
2. Catch up comparison on professor salaries, % increases compounded
3. Top academic institutions among peers, associate professor salaries, % increases compounded
4. Catch up comparison on associate professor salaries, % increases compounded
5. Top academic institutions among peers, assistant professor salaries, % increases compounded
6. Catch up comparison on assistant professor salaries, % increases compounded
7. Faculty salaries by rank and peer institution comparison
8. Average faculty salaries compared to peer institutions' average faculty salaries 1998-98
9. UCB faculty salary/internal peer trend comparisons 1991-92 to 1997-98 (full professor, associate professor, assistant professor) UCB six-year salary/compensation trends shown in two-year spreads, average faculty salary comparisons with internal peers (full professors, associate professors, assistant professors)

Nauenberg discussed the tables and what it would take for UCB to catch up to peers based on projected peer increases.

DiStefano commented that when looking at salaries and benefits three things must be considered - trade-offs, balance, and consequence. DiStefano asked if UCB is willing to make the trade off to obtain higher faculty salaries. Cooper commented that type of faculty and faculty salaries have been driven by budget considerations rather than by academic decisions and that those two issues need to be put together.

Byyny commented that using the peers as a benchmark that CU may decide to have a different number and type of faculty, that it is a choice. Daily pointed out that there are several ways to spend money on salaries, that it is a matter of how money is distributed.

Dean Spear commented on the data for Arts and Sciences regarding retention and that in all but three cases where A&S has lost faculty it has been in cases of spousal issues, not salaries.

Schulzinger commented that the predominant mode of replacing retirements is not with top-rank faculty, that to do so might raise the overall average salary of full professors but may not result in salary increases for those already here. Bintliff asked if CU was any different in that regard. Schulzinger responded that others hire more full professors from the outside than CU.

Daily stated that most salary dollar allocation decisions are made at the unit level, that there is no systematic campus policy for how many faculty are hired. Daily commented that the Chancellor does, however, control the overall tenure-track salary budget pretty tightly. Daily further commented that it is true that often times decisions regarding faculty hiring and salary are driven by budgetary conditions. Daily stated that because of the vast differences in needs of departments and individual units that it doesn't seem possible to set an overall policy. Daily suggested individual plans from individual units allowing them to make their arguments regarding how many tenure-track faculty they should have compared to the base teaching load that they have.

Nauenberg suggested finding data similar to that of faculty salaries, regarding faculty/student ratios and tenure-track vs. non-tenure-track faculty to determine similarity with CU. Lou McClelland responded that trying to calculate such info could be chaotic but could be tried.

Dean Spear commented that the College of Arts and Sciences has looked at this information for Arts and Sciences colleges and that CU A&S is below peers in faculty/student ratio and about the same in tenure track/non-tenure track faculty teaching. Spear believes the number is still too high in terms of the number of classes and student credit hours taught by non-tenure track faculty. Spear emphasized that non-tenure track faculty serve an important function and do a wonderful job but it is a question of balance. Spear believes that currently the balance is too far toward non-tenure track faculty.

Mitton commented that independent research, independent study, the honors program, the BA-MA are all strong attractions for the very best students.

In summary, Daily stated that the 1.5% above inflation increase for faculty salaries might not be a bad plan for bringing CU into the group of peers used in the data.

Byyny commented that he is not sure that the peer group or data is correct for comparison to CU. Daily suggested that if the 1.5% is correct or not needs to be nailed down as soon as possible. Kaempfer commented that he believes the 1.5% figure came out of the President's office based on the numbers from himself and Porreca. Daily stated that Nauenberg, Porreca, and McClelland will continue to work on the numbers to refine information.

Schulzinger stated that it is important to be careful in arranging the mix of all the above and other categories in order to improve them so that CU can legitimately claim to be in that top category.

Daily announced that system administration is scheduled meet with the BFA Executive Committee on December 14.

Daily asked John Birks to lead a discussion at the November 16 BFA Executive Committee meeting regarding the operational budget. Birks agreed and will attend the November 16 BFA Executive Committee meeting.

Byyny suggested determining what would be needed out of the general fund and the capital campaign and to lay it out. Discuss endowments, etc, additional funds resources and set targets.

Geers asked what faculty could contribute toward fund raising. Byyny suggested looking at the 15 top prospects of the college, former students, etc. and develop a strategy.

Daily suggested Ric Porreca give an update on IRMS at the November 30 executive committee meeting and the December 7 executive meeting would be to discuss specific strategies. Porreca agreed to attend on November 30 to give an update on IRMS.

E. Next Meeting

The next regular meeting of the Boulder Faculty Assembly Executive Committee will be Monday, November 16, in Room B121 in Porter Biosciences from 3:30 to 5:00 p.m.