

**To: David Backus & Martin Dorph**  
**Co-Chairpersons, University Senate Financial Affairs Committee**  
**A/Y 2014 – 2015**

**From: Ann Marie Mauro**  
**Chairperson, N/C Faculty Senators Council**  
**A/Y 2014 – 2015**

**CC: N/C-FSC Steering Committee Members: Randolph Mowry (Vice-Chair), Fred Carl, David Elcott, Mary Killilea, Susan Stehlik, Patrick Ying;**

**N/C-FSC University Financial Affairs Committee Members: Jamie Skye Bianco, Joseph Carter, Tommy Lee, Susan Stehlik, Ethan Youngerman;**

**Karyn Ridder**

**Date: March 2, 2015**

**RE: Recommendations for the 2015-16 University Budget**

As requested by the Committee, our Council submits the following comments on the 2015-16 budget.

Given the previous Finance Committee discussions and concerns relating to University revenue, expenses, endowment, Annual Merit Increase (AMI) and resources, we would like to preface our comments around the following guiding principle:

As full-time non-tenure track/contract faculty (FTNTT/CF) under various contract terms and status, we feel that any AMI and productivity issues and measurements should be directly correlated to sound and competitive guidelines that sustain and expand the excellence of the education, practice, and scholarly and/or artistic work of this global network University in all of its colleges and schools.

**Recommendations:**

**1. Annual Merit Increase**

We recommend a formula for AMI directly related to Inflation and Cost of Living in addition to the quality of work performance. Additionally, our concern for compression issues is apparent in a number of schools, and we recommend the University budget accommodate and adjust base compensation levels to ensure equity within the colleges and schools in respect to FTNTT/CF assignments.

**2. Professional Development and Support**

As FTNTT/CF, staying current in our disciplines related to teaching, practice, and scholarly and/or artistic work is a priority, particularly with a changing global student body. Along with base compensation, we recommend an appropriate budget within each college or school for supporting professional development. This should include a specific dollar budget for professional development, including, but not limited to, conferences, necessary resources such as space allocation and equipment, and release time for teaching, practice, and scholarly and/or artistic work.

### 3. Additional Sources of Revenue and Efficiencies

Our council endorses the further pursuit of a wider solicitation of ideas from faculty university-wide related to additional sources of revenue and efficiencies. We plan to request similar input from our N/C-FSC colleagues, which we will forward to your committee once it is received.

#### Rationale

As a newly formed council, one of our tasks has been to gather historical data as well as current data to assess and determine any positions on strategic issues presented before the Senate. With that in mind we polled our N/C-FSC Senators and Alternate Senators on the issues within their colleges and schools related to the budget. *These survey results are presented below:*

**Senators (n = 20); Alternate Senators (n = 14)**

**Which of the following factors should be considered in a salary and merit budget?**

**Please weight each item by distributing 10 points to indicate priority and importance on the following issues that affect your school [NOTE: Total number of points for all items should equal ten (10)]:**

Factor	Weighted average
Cost of living	<b>3.03</b>
Resolving compression issues (new hires coming in at higher rates than experienced faculty doing the same work)	<b>2.72</b>
Inflation	<b>2.28</b>
Professional Development Funds, Conferences, Research, Travel or any cash supplements for professional development	<b>2.19</b>
Other (see below)	<b>2.38</b>
Publications or other scholarly works, exhibits; merit increases for publications	
Professional Achievement during the year	
University "taxation" of non-FAS schools that restricts what the school can do with its budget.	

**Non Direct Compensation Issues related to performing your job professionally and effectively:**

**Please weight each item by distributing 10 points to indicate priority and importance on the following issues that affect your school [NOTE: Total number of points for all items should equal ten (10)]:**

Factor	Weighted average
Teaching Release Time	<b>3.70</b>
Office Space	<b>2.64</b>
Standards for measuring teaching productivity	<b>2.54</b>
Equipment	<b>1.96</b>
Safety and Diversity Training	<b>1.00</b>
Other (please specify below in Q3)	<b>2.40</b>
Increased professional development opportunities	
Recognition and support of contract faculty governance	