

Humanities and Natural Sciences College Assembly
November 21, 2013
12:30 p.m. – 1:45 p.m.
Bobet 332

MINUTES

I. Call to Order

The assembly was called to order at 12:35 p.m. by Dean Maria Calzada in Bobet Hall 332.

Attended: Adams, Allison, Altschul, Anderson, Beard, Bell, Berendzen, Biguenet, Biswas, Blundell, Brazier, Brungardt, Cahill, Chambers, Corprew, Dewell, Doll, Eklund, Eskine, Gerlich, Goodine, Hauber (also rep for Dorn), Henne, Howard, Hymel, Kelly, Kahn, Khan, Koplitz, Kornovich, Kuelman, Leland, Lewis, McCay, McHugh (also rep for Kargol), Melancon, Moazami, Moore, Mui, Nichols, Nystrom, Peterson, Quesada, Rosenbecker, Rowe, Rupakheti, Schaberg, Sebastian, Shanata, Underwood, Vacek, Waguespack, Willems, Zucker, and Dean Calzada.

II. Invocation

The invocation was given by Father Bob Gerlich.

III. Approval of Minutes

The minutes of October 17, 2013 were approved as written, with one abstention.

IV. Announcements

1. A 12/5/13 Assembly Meeting has been scheduled contingent on new budgetary information.
2. HNS Christmas Party Thursday 12/5/13 from 3:30-5.
3. Jr. Faculty Meeting with the Dean Friday 12/6/13 at 3:30.
4. 3/31 to 4/4/14 Peace Conference. Student papers addressing all geographical areas will be accepted for review. Prof. Moazami requests faculty include the call in their syllabi.

V. Reports

The Dean projected the University Budget Committee report from Bill Walkenhorst for the Assembly to review (see attached). She highlighted some of the items in the report. Discussion from the Assembly followed on how HNS can influence decisions, replacement of faculty, outlook for the future, drawing from the endowment, related Faculty Senate discussions, raises in tuition, recruitment and retention.

Prof. Beard asked that the Assembly support motion that Randy Laumann's Print Services not be moved to the Danna Center basement, which is too damp to operate his equipment. The parliamentarian explained that the Assembly needed to suspend the

rules in order to vote on this. A motion was made and seconded to suspend the rules. The motion did not pass.

The Assembly requested that Maria invite Marc Manganaro and Jay Calamia to the December Assembly meeting for Q&A and that she request a copy of the Board Report for faculty to read before the meeting, for an informed session.

VI. Old Business

1. Motion #1: “The SORC review process will happen whenever the salary raise pool is at least 2% or every three years, whichever comes first. SORC reviews will be cumulative, including all years without a review. The Assembly will consider this again in a year.”

Motion passed with 1 abstention.

2. Motion #2: “The Assembly directs SORC to review its processes and present a motion with proposed revisions to the Assembly no later than March 2014.”

Motion passed with 1 no and 1 abstention.

3. Motion #3: “On years with salary raise pools less than 2%, ordinary faculty raises will be a mixed model, 50% fixed and 50% percentage based.”

Motion passed 25 yes and 20 no.

VII. New Business

1. Prof. Beard made a motion that Randy Laumann’s Print Services not be moved to the Danna Center basement but instead be allowed to stay in Monroe Hall or in the Communications/Music Complex. The motion was seconded.
2. Prof. Fernandez made a motion that Committees of the College of Humanities and Natural Sciences may not hold meetings at times that conflict with the times set for College Assembly. The motion was seconded.

VIII. Move to Adjourn

The meeting was adjourned at 1:45 p.m.

Attachment (1)

Attachment 1

Report from University Budget Committee

Bill Walkenhorst
Department of Chemistry
University Senate Representative to UBC

The UBC met on eight occasions during Fall 2013. The UBC gives budgetary recommendations to President Wildes which, if accepted, are then presented to the board for approval. Items discussed and modeled this term included the nature and extent of the recently approved retirement plan, number of freshman students used to build projected revenue, and changes to tuition and fees for the 2014-15 academic year. We also reviewed the history of budgetary elements such as tuition, discount rate, and draw from the endowment and their impact on our current budget situation.

The details of the voluntary retirement plan were recently released. In addition, Dr. Manganaro and Roberta Kaskel (admissions) met with the Senate on Nov. 14, 2013 and had an open and wide ranging discussion. You can ask your departmental Senate representatives for any details not available below.

The current 2013-14 academic year is projected to end with a 7.5 million dollar deficit due to the very small freshman class this year and to overspending financial aid. Because operating budgets have already been cut, the deficit will have to be addressed using the voluntary severance plan recently approved, followed by a reduction in force (RIF) early in Spring 2014. Details of savings due to voluntary severance will only be known in December once the list of retirees is finalized and approved and once any emergency replacements are considered. A savings of 1.5 million is anticipated through the voluntary severance offer. Note that the savings could be more or less (1-3 million?) depending on exactly who retires and who needs to be replaced. The severance package will cost ~\$7-8M total from the endowment this year in addition to the normal draw and so will negatively impact endowment drawdown in the future, although savings from retirements will accrue over the next few years. A total of 10.6% of the total university salary budget will need to be cut (from voluntary severance and RIFs combined) to balance the 7.5 million dollar deficit. IF 1.5 million in savings results from the voluntary severance plan as anticipated, this leaves an additional 6 million dollars to be cut through a RIF. This would likely be a reduction of 5 million in salaries which will include an additional savings of 1 million in benefits to add up to 6 million. Some Vice-Presidents have already notified employees of this likelihood. Since the full savings will not be realized when employees retire at end of academic year or even halfway through, the university cash reserve will be used to offset this amount and then replenished once the full savings are realized.

In the budget for 2014-15 projected revenues are targeted for 650 freshman students with a retention rate of 75%. 130 transfers and 685 total law students are also included in projected revenue. All of these are deliberately conservative projections to try to limit budget surprises next year. The UBC just recommended the following to the President as well for 2014-15: 1. No increases in operating budgets, 2. No raise pool, 3. No increase in Law or Graduate tuition, 4. 2.99% increase in UG tuition, 5. 2.9% increase in room, and 6. 3% increase in board. The increase in board is tied to the contract with Sodexo to offset losses due to the small number of freshman this year. A 650 student freshman class for 2014-15 along with the other recommendations above will result in an additional ~\$4M dollar deficit next year. The most likely way to offset this deficit will be to eliminate the university 8% match to retirement (TIAA-CREF) for one year yielding 4 million in savings. This is being considered so as to avoid another RIF in 2014-15.

I want to end on a hopeful note. If we get 850 freshman instead of 650, we will not have a deficit next year and may not need to do the TIAA reduction. We as faculty may be able to help in the following ways:

each increase of 3% in retention or each additional 25 students recruited will increase revenue by about \$500K per year.