

BSUFA Meet and Confer Notes
11 May 2009
3:00 pm

Attending: Wolf, Welle, Smith, Leif, McManus, Ueland, Cutler, Peterson, Morgan (recorder); Erickson, Maki, Quistgaard, Erwin.

Quistgaard: Welcomes. To reiterate: The financial challenge is extremely important. We came into the year with a balanced budget, and we've been watching what's going on downstate for higher ed. Had we not taken the budget adjustment of three years ago, we'd be in a much more difficulty position than we are today. That was a prudent step.

Maki: Distributed assumptions behind financial planning. Planning on enrollment staying stable or rising slightly in spite of the demographics of the area. We need to have some flexibility. We expect to be up 70 in 2012; and we will be in 60/40 appropriation [60% tuition, 40% state]. We expect to lose 2M in appropriation, down to 18.1M in 2010. Then fairly steady. We know we're going to get the stimulus money. That gives us 30M for a tuition buydown; and 100M to be distributed to campuses over two years. That means 3.5M over two years for us.

We're going to use the stimulus money to position ourselves for 2012: that means we will use the stimulus money to cover early retirement and benefit costs, and some for HLC. We want to build up our reserve. We need flexibility in case we take a drop in enrollment. We're projecting a net increase of 4% per year for two years. Stimulus might pay for some of that. All contracts have been settled. But we're assuming that in 2013 we will be returning to conventional negotiations with a 3% rise in pay. We assume we will have fewer positions in 2011 than we did starting 2009.

Erickson: We worked with the deans to set up the \$1M cut to arrive at target in the second year. We're cutting the associate dean. We're changing the alignment of some of the academic support programs, we're cutting \$240K in adjunct. turnover, and overload.

Morgan: What's included in the IT cut?

Erickson IT stuff is Smart classrooms. Classroom labs are small labs. We're cutting update to the carpeting, and making a cut in supplies

Brown: Will we be seeing a breakdown of positions cut?

Erickson: Four positions will be terminated; two fixed terms. Most of the reductions are coming from the non-CAS in the second year. This gives us a year to plan.

Brown: Have you spoken with those being cut?

E: There have been some planning meetings. Mass Comm. We'll either have to put a lot

of money into the studios or cut it back.

B: What will be the impact on Mass Comm majors?

E: Majors in broadcasting and a number in marketing will go. We'll cover those in the program and alert those who are entering. There are three people left in Mass Comm. The program has turned towards technology with Virgil's drift.

B: Given Psychology's growth, are you eliminating the positions with the fixed terms? If so, how do you grow the grad program?

E: One of the fixed terms is assessment. We have to make sure we focus the programs.

B: Will the HLC fixed term go away?

E: After next year.

B: The elimination in Professional Ed seems odd seeing that they are undergoing accreditation/

E: We have to focus the programs which have been pretty expansive.

Smith: Which position in Pro Ed?

E: The Reynolds position.

Summary

4 probationary positions that no one's currently in will be eliminated.

6 fixed-term positions, giving us a chance to look at where we're going

5 other probationary positions we have filled, and 5 we're going to look for this summer: Economic, and Visual Arts.

Peterson: Academic Support is reduce by one position?

E: Making a reassignment of the associate dean to the associate VP, interim. There will not be an associate dean.

Smith: Is this move really a reduction?

Q: Sandy's position is going away.

E: We have to make sure we have strong assessment.

Brown: Interim until when?

E: Until we can open the search.

Welle: It would be helpful to have the way support is being reduced in detail. I'm concerned how the details are going to come down. Will this be released to the deans?

E: The deans have the level of specificity.

Welle: When will deans report to faculty?

Ueland: Are you sure the deans have released the details?

E: I will see that they have.

B: Don't you have the specifics?

Quistgaard: Nancy is meeting with the deans today.

Ueland: We'd like to see overload and reassigned time broken out.

E: We worked with the deans and chairs.

Brown: On a cut of this size, the membership are going to ask questions and they need

the information to ask those questions.

Welle: I'm getting different suggestions from deans.

Morgan: Is reassign time in the pool of cuts? It's not mentioned in your list.

E: I don't think it's necessary to have that kind of macro information at this level. We only have to have that kind of information when we're working through the schedule.

E: CEL / summer school will be changed. Half the earnings have gone to the university at large. Now, half will go to the university, a portion to CEL budget, and portion to academic affairs.

B: I think we're going to need more than just that.

Maki: distributed draft proposal for financing a funding stream into CEL. Funding has been fixed for the past few years. But we have growth, over \$750K of instructional costs, and there's no money to cover the gap between \$450K and growth. The proposal is to provide CEL with a stable funding stream. We're taking half of the profits to the university and half to academic affairs. Under the old model half would go to the university, and half would go to the departments. We're more dependent on the allocation model. Enrollment has shifted to CEL online, yet the funding hasn't shifted.

B: If there is nothing going back to departments, how do we negotiate with people to teach summer? On the other side, how are the funds going to be distributed out by academic affairs?

E: We will have a plan.

Maki: Rather than profits, departments might get a new position or equipment, rather than fencing tuition just for one department.

E: The CEL funds go into the university at large to keep the funding afloat.

B: If there isn't a clear line on how academic affairs is distributing the funds, there are going to be questions.

E: The colleges had each their own way of distributing profits, developed with the chairs.

B: Will it be the same?

Q: How did tuition flow to us under the profit sharing plan?

Maki: Since the 60/40 shift, there is more pressure on the institution for funding. The increase in profit comes from tuition increases.

Smith: Some of the profits were used by departments for ongoing costs. If there is no returning dollars then the real cost will not be met. I'd hope that some of these matters are looked at.

E: I will gather from the departments how the money has been used in the past.

Welle: Some departments use the money as discretionary accounts. Is the intent here to remove the discretionary accounts for a variety of things? Is the intent to take that away?

E: I can't answer. We have to look at what's coming in. This proposal will have to go through all the steps, come through meet and confers. I'm happy that it's coming through academic affairs.

Maki: This is a proposal. It doesn't come into the budget. It's just a away of increasing the base funding of CEL.

E: This will allow us to maintain a base for CEL courses. Our on-campus numbers are not keeping up with online. This helps us maintain our stability. I want to emphasize that

meeting the \$1M cut does not come without impacts. We are working with the deans to minimize this. There has been no retrenchment of probationary or permanent faculty.

Summer school profits from 08 will be released.

Smith: Concerning the reduction of IT. Is that in the labs or where? What kind of support will be expect to see changed?

E: I can't release that right now. Academic positions that are paused will be paused until next year's planning.

B: What happens in other areas like academic affairs will impact us. What are the other areas doing for cuts?

Maki: There will be a reduction in service hours in finance and administration. Some layoffs are coming in the next few days.

Erwin: We're reducing M&E budgets, shifting to grant or revenue, reducing some services. I'll have the specifics tomorrow.

Maki: On fixed costs details and use of 3.5M stimulus. Maki distributed numbers on how we might use the stimulus money. We're getting some saving by taking buildings offline, converting the phone system to VOIP. That will save 400K. In instruction, we set aside \$700K 2010-11 for early retirement costs. Equipment: We're looking at funding equipment to offset instructional support. We've talked about using the stimulus money for sabbatical costs in 2010-11. The Foundation has taken a hit, reduced to \$9M from \$13M. That's having an effect on our recruitment. We'll look at completing safety updates with the stimulus package.

Quistgaard: I'd encourage everyone to come tomorrow [to the budget announcement], HS 100, 9:00 am.

Submitted, M C Morgan