

AGENDA

1. Welcome
2. Approval of the minutes for the January 16, 2014 meeting.
3. Welcome to our guest, Provost Bitzer (who must leave by 11:30 to attend a luncheon). Items proposed by Senators for discussion are below:
 1. Concern about the lack of new hires and replacing retirements or assisting with new programs
 2. Concerns about current winter term system
 3. There is a clause in the handbook about the Senate when there is a significant personnel issue that we think may be more appropriate for grievance committee:
Page 36 section 2:3. When termination is for "adequate cause" other than those listed in (1) and (2) above (*1977 Document*, Section 2: Part A. Subsection 16 [items d-f]): Following discussions by the faculty member and appropriate administrative officers, and following inquire by the *Faculty Senate* (excluding any senators who also are on the Hearing Committee), the Faculty Hearing Committee, upon request of the faculty member, will hold a formal hearing as outlined in the *1977 Document*, Section 2: Part A, Subsection 16 [items d-f].”
4. Updates:
 - a. Number of Swink and Trustee Award nominations to date
 - b. Faculty Handbook – Doug
5. Adjourn
6. Next meeting: March 6 , 2014

MINUTE APPROVAL – APPROVED

Meeting with President Lewis and Provost Bitzer

Began with presentation by President of discussion related to budget

Main concern President is hearing concerns related to long term faculty vacancies
\$26 million budget currently

There used to be an unrestricted gift line to balance the budget that was around \$6 million/year
\$3.1 the year before President Lewis arrived
\$1.9 his first year
\$1.5 this year
\$1.5 for the coming year

Long term objective is to get that to zero, at around a quarter of a million a year
This is based around a balanced budget including depreciation for SACS accreditation
Last year we received about \$1.3 million in unrestricted gifts beyond the needed budget, which allowed one time activities like updating the website, which are so far having good results
Difficult to make budget based on future increase in enrollment, so next year’s budget is based on current gifts and enrollment, gifts have been used to finance visiting faculty positions
We have met the gift line for 2013-2014, with an additional unrestricted gift
In the process of prioritizing where the annualized and one time funding sources would go for next year, which is why we have been so focused on visiting professorships
There is partly a choice between whether to fill faculty spots or have raises and/or retirement

Question/Comments from Senators

Real push to do more recruitment of students so there is a chicken and egg effect

Need to put money into resources rather than raises and current benefits
There is more and more work being put into beyond class responsibilities

President: Need to be realistic with each annual plan about what is realistic

This is one effect of visiting vs. permanent positions makes future planning difficult and administrative work, and recruitment work

What are you thinking our future growth in revenue will be?

President: Two different sets of tracks, growing resources and doing more marketing both out of state and through media presence, things like new programs will also be important and will involve new investments, silent phase of campaign is in progress and related to this

Even split on funding positions and raises

Concern related to 4-1-4 and the workload of individual faculty members including compulsory teaching

President: Calendar models at other institutions suggest that this would not lead to additional course load, but rather redistribution across the year

If we are struggling to teach current classes how do we meet course load for the January term?

It seems like a false dichotomy of having either new hires or raises as a healthy institution going forward

What is the current number of tenured faculty and how many should we have going forward?

President: We should not increase the student to faculty ratio as we grow. Flexible about moving around resources if there is a system that will work better for people.

Concerns about how we can generate new programs for 4-1-4 with people already fully committed to other projects

Some disciplines have different ways of recruiting that will not work for other departments

Provost: Currently the school has 38 tenured faculty, 12 tenure track, 9 visiting, 3 FT/NTE, and 25 Adjuncts with 9 hours or less

How will the decision be made about which departments get hires?

President: Will rely on department chair recommendations and what curriculum requires

Provost: Started meeting 2 weeks ago with departments about the need for hiring. Also, based on areas of demand and potential growth. Specifically English is staffing half of all introductory courses with adjuncts which should not be a long term pattern. ** Future research by the senate suggests this ratio was 8 of 18 sections as of Fall 2013**

The goal is to keep as many people in current positions as possible, and this can happen with a few exceptions. This is a zero sum game so any addition is a subtraction from some department. This will go to the board as part of the balance budget requirement.

President: Balanced budget could be a good propellant for generating future investment.

First time in 25 years that we have proposed a balanced budget and it is being well received. This creates investor confidence and opportunities for the future.

Provost: Will make himself available at any time in the future to meet with the senate, especially related to grievance committee, winter term, and new calendar.

UPDATES

Swink Awards

2 candidates for the Swink prize

In the process of receiving additional materials, which will be due 3:00 February 28

Voting is March 6

ADJOURNMENT