

UNIVERSITY OF PUGET SOUND FACULTY SENATE

25 JANUARY 2010, 4:00pm, LIBRARY 020

Senators present: Rich Anderson-Connolly, Bill Barry, Kris Bartanen, Dan Burgard, Doug Cannon (chair), Kelli Delaney, Fred Hamel, Suzanne Holland, Zaixin Hong, Rob Hutchinson, Lisa Johnson, James Luu, Steven Neshyba, Marc Phillips, Mike Segawa, Keith Ward, Seth Weinberger

Guests: Liz Collins, John Hanson, Mike Veseth, Sherry Mondou, Brian Smith, Hans Ostrom, Bill Beardsley, Alyce DeMarais

Meeting Minutes:

I. Honorary Degree Candidate

- a. Cannon called a closed session regarding an honorary degree candidate
- b. **M/S/P** to recommend the candidate brought forward by the Committee for Honorary Degrees.

II. Approval of minutes of December 14, 2009

M/S/P to approved the minutes as corrected.

III. Announcements:

- a. Cannon acknowledged the return of Suzanne Holland from semester leave and announced the presence of replacement senators Zaixin Hong & Seth Weinberger (for Senators Kristen Johnson and Tiffany Aldrich MacBain). Cannon noted that Weinberger will continue in this role as Academic Standards Committee chair concurrently with the Senate role.
- b. Cannon commented on second semester Senate meeting dates – noting that the schedule is “a little bit jagged” and that the Senate will meet this semester in the Misner room in Collins Library.
- c. Anderson-Connolly announced that he will be testing out the new electronic system for the spring elections. He will send a mock ballot electronically to interested Senate members to see how the system works.
- d. Neshyba mentioned that a new movie entitled “Extraordinary Measures” portrays Bill Canfield, member of the Board of Trustees.

IV. Special Orders

- a. Hong asserted that he is asking his students to turn in all papers double-sided. He asked whether this might be an expectation across campus.
- b. Holland commented on Open Line, noting that some faculty have questions about how Open Line picks up information for publication. Some concern has been expressed about information

being published or presented without approval or consent. Bartanen said that Sarah Stahl can be contacted.

- c. Neshyba asked about the status of the PSC's work on open/close tenure files. Senator Ward, PSC liaison, will check with the committee.

V. Reports from Standing Committees

- a. No reports. Cannon noted the need to change committee liaisons given that two senators are on sabbatical.

VI: Other Business

- a. Cannon called attention to the upcoming faculty meeting of Feb 22nd asking if Senators had input into the agenda. Holland asked if the Benefits Task Force might touch base with faculty at this meeting. Neshyba said he would be happy to bring information to full faculty.
- b. Hutchinson was asked about faculty response to the new course evaluation instrument. Hutchinson reported that he is still getting responses. Faculty seem to appreciate the new form and find it less repetitive. Some criticize the form for asking students to identify the grade they anticipate earning. There is discussion on the nature of scale to be used. Staff report that they find the new, shorter form more convenient to compile.
- c. Holland asked why faculty cannot administer evaluations – rather than staff. Bartanen said we could trace the history of evaluation practice, but that no formal principle exists to keep faculty from administering evaluations. However, the practice has moved to staff as way to save faculty time.
- d. Bartanen reminded the Senate about draft language regarding changes in the Diversity Committee bylaws. The new language will be floated by the Board at its March meeting, with the aim of seeking official Board approval in May. Cannon reviewed the history of the new language. He asked whether the Senate wants to entertain the newly proposed language at its next meeting. A first reading of the language will occur at the Feb 22 faculty meeting. Anderson-Connolly asked about minutes from the Trustee meeting last year in order to see the Board's specific objections. Cannon noted a report by Gayle McIntosh summarizing the Board meeting. Bartanen specified that the Board found item 6H of the proposed bylaws to be unclear. Cannon asked again whether "this something we want to spend our time on." Senators agreed to look at the new language and will place the item on its upcoming agenda.

VII: Budget Task Force Recommendations

- a. Sherry Mondou, Brian Smith, and Hans Ostrom, representing the Budget Task Force, spoke to BTF recommendations for 2010-2011. Bartanen reviewed BTF membership and process. She noted a difference in the budget context this year – all areas of the university have been asked to look at current budgets for re-allocations and ways to work with existing resources. The BTF recommendations are now before President Thomas; we are now in the "comment period" before the President takes the recommendations to the Board of Trustees on March 4.

- b. Mondou described the BTF's "environmental scan" in relation to revenue sources. Given a continued challenging economic environment, the BTF recommends a tuition increase of 4.49%, higher than inflation but the lowest increase in a decade. Compared to peer institutions, the increase is expected to be slightly below the median. BTF recommends an increase in the financial aid budget of 12% - to honor commitments made to incoming freshmen. The discount rate is at 40%, and with a small pool to help students who have changed circumstances after receiving an award, the net tuition increase is 2.46%. Mondou asserted that endowment earnings will decline for the next couple of years. We are still "climbing out" – and interest rates are "pitifully low" – so BTF recommendations reflect a longer view with these circumstances in mind.
- c. Burgard asked whether the tuition increase applies across the board for all programs. Bartanen said that the MAT tuition will remain flat, as this program works to increase numbers. Anderson- Connolly asked about projected class size and impact on enrollments. Mondou said the budget base remains 2624 students. For the incoming class, we are still aiming for 675 + 75 transfers, and numbers are good for next year but hard to predict. High incoming numbers last year were offset by a high discount rate, so the revenue impact was a wash. Bartanen spoke to the "art" of predicting incoming numbers for budget purposes. Ward noted that last year's class "came in extremely late," which added challenges. Mondou noted that "the good thing is that applications are not down."
- d. Smith spoke to expenditures. The BTF recommends a 2.22% increase in faculty funding across the board. A 2% increase will go to staff. Bartanen clarified that the .22% discrepancy involves covering steps and promotions for faculty and also helps cover sabbatical expenses. 28 faculty will be on sabbatical next year, compared to 19 this year. Smith discussed benefit costs. These might rise faster in future – but relative to CPI we are doing well in terms of suggested salary increases.
- e. Bartanen clarified that of the 2.22% faculty increase 1% reflects an increase in the base of the scale, 1% goes to steps and promotions, and .22% is for sabbaticals. Holland asked about the average cost of sabbatical replacement for faculty. Bartanen said this depends on how we hire. On average, \$11,000.00 per unit per hire.
- f. Ostrom spoke to extra moneys allotted to athletics and the library. Cannon asked about department operating budgets. Are they staying flat? Bartanen said many will stay flat, with some re-allocations to meet expenses. Ward asked about 100k in budget reductions noted in report. Mondou said these come from a variety of cost-cutting measures – electronic documents vs. paper, etc. – but said there is still "hard work left to do" on this. Cannon asked about framing expense reductions less in terms of departments. What might "faculty as a whole" do to reduce expenses in a way that "doesn't take the departmental divisions for granted?" Barry asked whether there is reason to be worried that upcoming sabbaticals may not be funded as expected - or that the normal way that sabbaticals are allocated will change. Bartanen said she doesn't envision changes. However endowment income will continue to drop for a few years. Fewer Lantz funds were allocated this year. Significant effort has been put into managing these issues so as not to lose programs and activities.

- g. Weinberger asked about increases in the athletic budget compared to no increases in ASUPS fees: What kind of burden falls on non-athletic clubs with no increase in ASUPS fee? Bartanen noted that a large freshman class (721) left ASUPS with sufficient funds. Luu confirmed that without an increase, clubs should be fine. Bartanen also noted that athletics self-funded 300k last year, but that students themselves carried 100k of that. The BTF is trying to bring the student burden down. Also, for recruiting, coaches have been paying out of pocket, so some support has been directed there.
- h. Holland asked if Mellon sabbaticals will run out. Bartanen said she hopes the capital campaign will bring in needed funds for faculty support. Holland asked about debt financing. Mondou said our debt to asset ratio is strong, although there will be some increased cost for debt service as the market fluctuates. [Mondou had to leave the meeting].
- i. Anderson-Connolly asked about bar charts on p.4. Are data available in more disaggregated form? Bartanen answered that Mondou could provide this information. Cannon asked about the 4.2% increase in benefit costs. Beyond the rising cost of health insurance premiums, is there anything else in that 4.2 increase? Smith answered no. Cannon: Does this presume a 0% net change in cost for staff/faculty? Neshyba answered yes. Bartanen agreed: "From all indicators, the adjustment in allowance will cover increases." Cannon asked about the balance of retirements in relation to junior faculty. Does this changing balance affect increased health costs? Bartanen said no.
- j. Holland moved that the Senate express thanks for work of BTF. **M/S/P** to express thanks approved by voice.

Anderson-Connolly moved to adjourn. Adjourned at 5:26.

Respectfully submitted,

Fred Hamel
Scribe of the Meeting

Richard Anderson-Connolly
Faculty Senate Secretary