

Executive Committee Report for February 2017

The Executive Committee of the Faculty Senate met twice during the month of February: February 15th and February 22nd. The Executive Committee met with President Postel, Provost Billingsly, and David Adams on Feb. 28th.

Executive Committee Meeting Minutes were approved from January 18.

The Executive Committee (XC) heard reports from Standing Committees, as well as from a representative of the Student Government and Staff Senate.

Discussion on February 15th included upcoming budget concerns, and the continuing concern that University Committees with faculty senate and faculty representation are not meeting regularly, nor being utilized in regards to faculty input and Shared Governance.

Keith Sherman attended the February 22nd meeting. The XC also discussed the budget situation, outlining the following questions and concerns:

General Concerns

1. More bad news worsens morale and fear of lay-offs (any are a problem) at a time when morale is already at rock-bottom.
2. Uncertainty affects morale - no sense of when the situation will turn around, after years of bad news.
3. How are the values of the University shaping budget decisions? What kind of university do we want to be?
4. Core mission of knowledge transmission and creation is driven by faculty who are the key to meeting performance-based funding metrics.
5. More budget cuts after a decade of cuts will affect the core mission of the university.
6. Need for shared governance and faculty involvement in creating the budget plan.
7. Blue Ribbon Commission to seriously identify things we cannot fund anymore rather than across-the-board cuts or random hiring freeze. The impact of these cuts is long-lasting and requires strategic decisions.
8. Concern about transparency in acknowledging the problem, creating the plan, and discussing the impact of the budget cuts.
9. Context matters – Recently reported large payouts to past administrators

2016-17 - Balanced Budget Efforts

1. Units and departments in the midst of searches are disproportionately harmed in a random manner by the strict hiring freeze.
2. Hiring freeze is not strategic nor equitable
3. Language has not been consistent creating a lack of trust in an already tense atmosphere – hiring “frost” v. strict hiring “freeze”

2017-18 - \$48 Million Shortfall

1. Using the “all funds” approach, how much can we expect UL Hospital and Athletics to contribute?
2. Faculty must receive tenure and promotion salary increases
 - a. Faculty already are leaving and on the market to leave UofL
 - b. Will harm faculty recruitment
 - c. Recently tenured and promoted likely to leave as well
3. Concern about how disruptive it will be to fix the \$48 million shortfall *in one year*, because of funding shortfalls to programs, scholarship, endowed chairs further squeezing already tight unit budgets.
 - a. Tenth year of budget cuts
 - b. Units already seriously understaffed and have no room to cut other than personnel
 - c. Any dramatic cuts will affect the core mission of the university
4. Faculty & staff salary equity funding?

At the Feb. 28th meeting with the President, Provost, and COO, Dr. Postel discussed the present budget situation, citing several reasons for the current status, including series of cuts in the state budget, overspending at the Foundation and the University, and lack of adequate new revenue.

In order to address these budget issues, the University must consider:

- Strategies for planning and growth
- Creating new revenue
- Potential reduced work force
- Delay deferred maintenance
- Packaged energy solutions
- Evaluate IT, Security, Physical Plant
- Managing accounts payable

The XC continues to support and respectfully request faculty participation and recommendations in strategic planning at all levels. Dr. Postel stressed particularly the importance of faculty involvement at the Unit Level.

Resources for Faculty Promotion and Tenure remain in the University budget.

Other Vice-Chair Activities for February include:

Pre-Senate meeting with Enid Trucios-Haynes, Tracy Eells and Provost Dale Billingsly
CAP Meeting

Respectfully Submitted,
Krista Wallace-Boaz
Executive Committee of the Faculty Senate, Chair
Faculty Senate, Vice-Chair