

## Faculty Senate Executive Committee Budget Concerns – February 22, 2017

### 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 are long-lasting and require 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?