

## President's report— 13 Oct 2006

- A) Budget updates:** The BAC has met to allocate remaining dollars for the year. Departments have received additional money (\$500/full time faculty member) from the Provost's office. Departments may use this money to support faculty travel or to support other priorities that were under- or unfunded this year. In addition, the administration has learned that the state's estimate that CNU is being funded at 95% base adequacy funding is based on a complement of 165 faculty members. We currently have 226 faculty. Finally, the Provost will notify the Senate by 1 November of the faculty development grant budget for Spring 07.
- B) Admissions policy changes (regarding SAT requirements)** recommended last month by the Senate will take effect in 08-09, not 07-08, so that the changes can be announced mid-summer as part of comprehensive communications plan to inform prospective students and guidance counselors.
- C) Clarification of the language requirement as a graduation requirement or as a distribution requirement for AA transfer students:** According to the Registrar, the present language requirement is formulated as a graduation requirement; therefore, all students graduating from CNU must complete it, even if they transfer in with a completed Associate's degree. Since there does seem to be some general confusion on this point, I have proposed that the UCC take the lead in coordination with the LLC, and send a recommendation to the Senate to reaffirm, clarify, or adjust the current policy. I have suggested a conversation with the Asst Dean for LL and the Provost as a starting point. At the least, we would have a public dialogue on the issue and clear up any remaining misunderstanding. Presently, we have articulation agreements with a few community colleagues.
- D) Retention update:** From an email from the Vice Provost on 9/29: "I believe we have a reasonable chance for reaching a 59% graduate rate for the 2003 cohort in 2009 and 64% for the 2005-2011 cohort. Our goal was 60% by 2012. The average graduation rate for the top 5 ranked public liberal arts institutions is 64%. The average rate for Tier 3 schools with comparable peer ratings to CNU is 60%."
- E) University teaching and mentoring award status:** (recommended [April 2006](#) by the Senate): the Office of Advancement has approached the [Alumni Society](#) about funding the award (perhaps to the amount of \$2000).
- F) Chair Compensation/Evaluation Proposals status:** (recommended [April 2006](#) by the Senate): At the full Senate/President/Provost meeting 9/29/06, the Provost offered the following calculations regarding the cost of the recommendations as they now stand:

### Release Time:

--Currently budgeted LHEs for chair release: 168

--Proposed budgeted LHEs for chair releases (giving all chairs 6 hrs release): 246  
--Proposed net increase in LHE cost: \$58,500

Stipend Increase:

--Current summer stipend expenditure: \$68,500  
--Proposed stipend expenditure (1/9 base salary): \$162,000  
--Proposed net increase in stipend cost: \$93,500

Total Proposal Cost: \$152,000

In relation to the other priorities established by the Senate last year (namely moving the entire faculty to a 3-4 load), the cost of this proposal alone would take us halfway to the goal of the 3-4 load. Given that resources are limited, it is clear that we will need to choose our priorities.

Other points: First, the evaluation recommendations have no associated costs, and departments should feel free to implement them or some version of them in the next revision of their EVAL-4s. The English Department did just this last year, adjusting the traditional categories of Teaching/ Scholarship/ Service depending on the LHE release and the purpose of that release. For the English Department chair, who receives 6 hours release/semester, the AR evaluation percentages are Teaching 40% (the department recommended 30% but the position of the CLAS dean and the provost is that teaching should not be accorded less than a 40% weight); Scholarship 10%; Service 50%. The Provost made clear that he sees these percentages applying to just the Annual Review, and not to the standard dossier evaluation for tenure and promotion.

Second, I have provided the Council of University Chairs with this update to see if they would like to advance another proposal for chair compensation to the Senate—perhaps a more modest increase in the stipend across the board or a prioritization of the various parts of the proposal.

Finally, the Provost made clear again that he agrees with the need to more adequately compensate chairs for their hard work. He also agrees with the notion that there is a baseline of work that is constant for all chairs, though he did disagree with the notion that chairing a department of say, 15 or more faculty members is the equivalent of chairing a department of say, 4 faculty members.

**G) 3-4 load shift:** At the 9/29 meeting with the Provost and full Senate, President Tribble indicated that the shift to a 3-4 load is possible in 08-09. In order to ensure timely movement toward the goal of the 3-4 load, the Senate and the administration will establish early next semester a working group of key faculty members and administrators that will lay out milestones and will track our progress toward them. This committee will be charged with communicating to the faculty this road map and progress along it. The president has also asked the provost to work out a plan for increasing the number of sabbaticals offered each

year. The working group will need to prioritize several things: progress toward the 3-4 teaching load, chair compensation, sabbaticals, faculty development grant budgets, and student travel.