

President's Report
Jan 19 2007

I. President's report

A. [update](#) re plan for transition to 3-4 teaching load:

1. December 2006 meeting of SEC and BAC meeting (including [version 1](#) and [version 2](#) of Plan "E")

The SEC attended the December Budget Advisory Committee meeting to share the Senate's support of Plan D. At this meeting, the Provost shared with the BAC a detailed spreadsheet that runs multiple variables, including the impacts on class size and adjunct usage, given various scenarios for faculty hiring. The Provost also unveiled Plan E, which is even more advantageous to the faculty than Plan D: in Plan E, all probationary faculty would move to 3-4 in Fall 2007; all tenured faculty would move to 3-4 two years later, in 2009-10. Since this plan affirms the principles that have been paramount in Senate negotiations/discussions of this issue—it has been and remains our goal to move the greatest number of faculty at the earliest possible moment—the SEC fully supports Plan E.

2. [tables](#) from recent reports made by Schwarze/Whiting to BAC

Senate Vice President Gary Whiting and I have been working with the Provost's spreadsheet, exploring various scenarios for the shift. We summarized our work in the attached table, and visited all BAC members this week in advance of their 1/17 meeting to share this information. Important points:

- FTE is projected in all scenarios to increase by 591 students (this is a projection of the 6-Year Plan, and a promise to the state);
- Sabbaticals are projected to increase from the current 4/year to 19 by 2011-2012;
- These projections include a 4% rise per year in faculty salary and fringes, as well as a 4% increase in adjunct wages;
- Current institutionalized release time for chairs, program directors, etc., is included in the projections;
- Faculty cost of 3-4 load (hiring 47 new positions) is independent of the teaching load. Although the cost of faculty salary and fringes increases approximately \$10 million from 06-07 to 11-12 as faculty size grows from 226 to 273, approximately \$6 million of that is a "sunk cost"—that is, a cost that the university will incur regardless of whether it hires new faculty or not, given the

projected rise in faculty salary and fringes. Therefore, the marginal cost of faculty hiring during the period is approximately \$4 million;

- Teaching capacity (in sections) if we hire 47 additional faculty and then shift the teaching load to 3-4 will result in an additional 173 sections taught by full time faculty over current levels;
- The increase in FTE from 4300 in 2006 to 4891 in 2011 should produce an approximate increase in tuition revenue of \$4.58M (given that tuition rates are frozen at 2006 levels). Not all of this increase would go toward the program of instruction. A good estimate would be about \$1.85M available for faculty salary support. If tuition is increased 2% per year, this amount would be about \$3.4M. If tuition is increased 4% per year, this amount would increase to around \$5.1M

- B. [proposal](#) for Alumni Society Teaching Award—has been established according to last year’s Senate [recommendations](#); the first award will be during this year’s graduation festivities. The Provost has proposed an ad hoc committee to evaluate the application packages; he suggests that the screening committee be composed of faculty who have already won the SCHEV awards, perhaps augmented by the two academic deans. If we have suggestions, we should forward them soon, as he needs to announce the award establishment and the deadline for nominations (probably around Feb. 16).
- C. [update](#) from Faculty Senate of Virginia—legislative efforts include proposals for a partial tuition waiver for children of university and college faculty; a faculty representative to SCHEV; faculty representatives to Boards of Visitors; a one-time option for faculty with 10 years of service in optional retirement plans to make a one-time, irrevocable decision to transfer into VRS; and to set the annual contribution to optional retirement plans at not less than the percentage contribution rate in effect for VRS members, including the 5 percent member contribution rate. If you are interested in these proposals, the link in the minutes offers tips in how to most effectively support them. **Editor’s note:** click [here](#) for an update that postdated this meeting of the Faculty Senate.
- D. [update](#) re provost search—revised timeline: telephone interviews now being conducted; Feb. 3 airport hub interviews; Feb. 5-9 campus interviews arranged; schedule published; 2/12-3/2--campus interviews complete (subject to change)
- E. The administration has issued a call for faculty representation on two new personnel searches: HR Director and Bookstore Manager.
- F. SEC/President/Provost meeting schedule Thursdays, 9-10:30 a.m, Brauer Room: Jan. 25, Feb. 15, Mar. 15, Mar. 29, April 5. Full Senate/President/Provost meetings: (Fridays 4 p.m., Brauer Room): Mar. 2, April 6, April 27. Senate presentation to BAC: Wed. Feb. 28, 3:30 p.m. (tentative)
- G. Graduation Weekend Expansion [plans](#)
- H. Personnel issues (closed session)