

Summary of Faculty Concerns Expressed at Faculty/Senators Meeting
 August 28, 2012
 Presented to Faculty Senate Septmeber 27, 2012

Topic of Concern	Charge or Question
<p style="text-align: center;"><u>Salaries and Benefits</u></p> <p>This was the top concern, expressed widely and passionately. Salary issues include:</p> <ul style="list-style-type: none"> • COLA raises • Equity • Compression • Merit raises <p>Further questions concerning:</p> <p style="padding-left: 40px;">Salary as a portion of the budget. Could we get figures on the rate of growth of faculty vs. the rate of growth of administrative and support staff? What percent of money goes to instruction? What is faculty to student ratio vs. administrative personnel to student ratio? Is this higher than the national average, expanding...? We need to see where our costs lie.</p> <p style="padding-left: 40px;">Adminstration/staff “bloat”</p> <p>Will money save from not replacing faculty (which create larger class sizes and is bad for retention) be use for raises?</p>	<p><i>Sent to Faculty Salary Review Committee, in co-ordination with SPARC, Strategic Planning Committee, and Strategic Budgeting Committee.</i></p> <p><i>V. P. Finance and Administration Diane Newton</i></p> <p><i>Interim Provost Runge</i></p>
<p style="text-align: center;"><u>Health Care Coverage</u></p> <ul style="list-style-type: none"> • More options: deductibles-premium ratio, employee and children when spouse has own plan, etc. • Benefits for retired faculty – where is this issue? • Review definition of “family” for benefits purposes • 12-month payroll option • Can we get spouses who are on health insurance plan eligible for free Hyper membership? 	<p><i>Assoc. V. P. Human Resources Graham Gillis</i></p>

<p><u>Budgeting/Spending</u></p> <ul style="list-style-type: none"> Revenues: What is being done in development and the raising of private money? <p>Building maintenance problems: UCA constructs new buildings but cannot maintain existing ones.</p> <p>Seemingly excessive funding is spent on landscaping when the budget is tight.</p> <p>Money wasted on excess air-conditioning</p> <p>University College needs operating budget. Too many faculty spending own money.</p>	<p><i>V. P. Development Shelly Mehl</i></p> <p><i>President Courtway</i></p> <p><i>Interim Provost Runge</i></p>
<p><u>Teaching Load</u></p> <p>Equity/parity across colleges</p> <p>Service activities can be overwhelming. Examples: SOAR, emergency management, building management.</p> <p>Release time needed for assessment activities</p>	<p><i>Interim Provost Runge</i></p>
<p><u>Travel</u></p> <p>What happened to the travel money we heard about in the past?</p> <p>We have less travel money than at other U's</p> <p>Why is travel reimbursement for mileage lower than the average state amounts (48¢/mile)</p> <p>Travel requests are more difficult and could be simplified</p>	<p><i>Interim Provost Runge</i></p>
<p><u>Hiring and Employment Policies and Practices</u></p> <p>Speed of processing PAF's is "ridiculous"</p> <p>Why have essential lines been turned down?</p> <p>Why is it so difficult to get TT positions approved?</p> <p>Instructor positions for library faculty keep them from ever advancing.</p>	<p><i>Interim Provost Runge</i></p>

<p>Librarians are 12-month but salaries more reflective of 9-month.</p>	
<p><u>Fee Transparency</u> Lab Fees: Why are they not coming back to the departments? More transparency of fees, including technology and business</p>	<p><i>Interim Provost Runge</i></p>
<p><u>Gen Ed Core/Gen Ed Council</u> Schedule for approval looks optimistic – rushed. Need for significant faculty input may not be served. Handpicked task force seems contrary to shared governance. Consider re-org of council to have equal representation among colleges, between “consumers” and “producers” Concern that gen ed courses are increasingly taught by grad students</p>	<p><i>Conrad Shumaker</i></p>
<p><u>“Parental Leave Policy”</u> “Was it killed?”</p>	<p><i>V. P. HR Graham Gillis</i></p>
<p><u>Greek Village</u> What is the cost? Where does the money come from? In lean times, it seems money could be better spent.</p>	<p><i>President Courtway</i></p>
<p><u>Harassment and Diversity Training/Other Training Seminars</u> This is a time problem for faculty. Could this be a large seminar, held at the beginning of each semester, in Ida Waldron? Some activities seem juvenile. For example, at SOAR, faculty members played “trust games” and spent more time in the training (which was unnecessary) than they did counseling students.</p>	<p><i>Charlotte Strickland</i> <i>Charlotte Strickland/Julia Winden-Fey</i></p>

<p><u>Athletics</u> [this was before the revelations about coaches raises] A comment from one faculty member expressed a desire for some solidarity from Athletics. This faculty member pointed out that Athletics pulls a significant amount of money from our students in the form of fees, as well as other money out of the budget overall. This faculty member wishes that Athletics would state that they won't take any more money for raises on their end (even from private funds) until something significant is done about the faculty pay issues. The idea is, essentially, that we keep their student athletes eligible by our efforts, but we don't see the benefits in our bottom lines. This needs to change.</p>	<p><i>Faculty Affairs II (see charge)</i></p>
<p><u>Food Service</u> Can there be more services after hours, weekends, etc.</p>	<p><i>Aaramark</i></p>
<p><u>Student Evaluations</u> Concern about them being open until last day of finals week. Can they not be closed by last day of classes?</p>	<p><i>Student Evaluation of Teachers Committee</i></p>
<p><u>Parking</u> Consider making faculty-staff parking regs 24/7. Some of us work beyond 4:30 PM! Can there be more visitor spots, more widely distributed across campus? Why did parking fees increase? Can money taken out be pre-tax? Is this a parking or security fee? Install "you are here" maps Give an identity to each parking lot</p>	<p><i>Traffic and Parking Committee</i></p>
<p><u>Faculty Senate Representation</u> Do away with "at-large" senators or only have the group they represent be allowed to vote on those senators. There are six at-large senators and only three from each college.</p>	<p><i>Committee on Committees</i></p>

<p>Can FS consider (a) specific Unaffiliated Faculty position(s) on the Senate so that their selection is made by themselves, NOT the campus as a whole?</p> <p>University committees need review, revision to be leaner and more efficient</p> <ul style="list-style-type: none"> Review so that Unaffiliated Faculty have appropriate representation. Honors, Library, and University College have been asked to ID key committees on forward to G. Bratton and at-large senators. <p>We need two meetings of constituents each academic year, one In August and one in January.</p>	<p><i>Committee on Committees</i></p>
<p>Main Hall should be recognized as an academic building. Ida Waldron should be used as a last resort during business hours. Construction and repairs that will disrupt classes & office work should be done after hours.</p>	<p><i>Academic Affairs</i></p>
<p>What is the implementation time plan for upgrade from WindowsXP to 7 or 8?</p>	<p><i>Chief Information Officer Jonathan Glenn</i></p> <p>“It is my understanding that new Windows-based computers are in fact now running Windows 7. My expectation would be that we would not do a "hard" rollout, but would replace Windows XP over time in the normal process of replacing/upgrading computers on campus.”</p>