Faculty Senate
Budget Committee

Academic Affairs Update
TODAY

- Academic Planning Changes
- Summary of Budget Requests
- Discussion
ACADEMIC PLANNING CHANGES

Revised academic planning process to allocate resources strategically

Drivers for Change

• Changing enrollment patterns; instructional constraints
• Need for strategic investment
• Changing resource base
• Pending retirements; build faculty profile for the future

Academic Planning Goals

• Align resources with strategic priorities
• Address historical growth patterns
• Plan to accommodate future growth
• Use data to make decisions

• Academic Planning
• Budget Request
ACADEMIC PLANNING CHANGES

Two-step planning process

1. Check-In Meetings (February - March)
   - College-level strategy review
   - Data-informed, outcomes focused
   - Review of capacity constraints and opportunities for growth

2. Request to Search Meetings (April - May)
   - Review plans to search for tenure-track and non-tenure track faculty earlier in year
   - New process guided by Deans Council review of current faculty allocation process (January report and recommendations)
GUIDING PRINCIPLES

The following guiding principles for the Request-to-Search meetings were adopted based on the ad hoc report on faculty allocation (January 2018).

- Instructional and research outcomes data to be incorporated into the process
- Current instructional needs to be first accommodated from new faculty line allocation rather than inter-college reallocation
- Reallocation within a college is priority before consideration of inter-college reallocation
- Reallocation of vacant lines limited to unique circumstances and clear need after new lines allocated
ASSUMPTIONS

The following assumptions guide the process:

1. Deans develop a faculty resource plan that aligns existing faculty lines and request for new lines with
   - University strategic priorities
   - College strategic priorities
   - Instructional and research needs

2. Office of the Provost will review all plans in order to address
   - Instructional constraints and faculty workload balance issues
   - Departmental outliers in student / faculty ratios (both high and low)
   - Supporting scholarly excellence

3. New faculty lines will be allocated to advance or address
   - Scholarly prominence and national reputation
   - Research clusters
   - Instructional needs
The Request-to-Search process is outlined as follows:

**April to May 2018**

1. Colleges prepare faculty resource plan (Pre Meeting)
2. Meet with Provost team with each college to review plans
3. Provost team summarizes all resource plans; reviews with Council of Deans

**June to July 2018**

4. Each request assigned a hiring priority by Provost team; reviewed with Deans
5. Sources of funds clarified for hiring (new lines and existing)
6. Approvals sent to colleges to begin searches
BUDGET REQUEST FOR FISCAL YEAR 2019

Academic Affairs budget request supported the following strategic priorities:

• **Undergraduate** - Execute strategic enrollment plan (recruitment, retention)

• **Faculty** - Increase faculty lines

• **Graduate** – Increase graduate stipend minimums

• **Provost Office** – Increase of operational funding
# STRATEGIC INVESTMENT AREAS

<table>
<thead>
<tr>
<th>Investment Area</th>
<th>Need</th>
<th>Metrics/Goals</th>
</tr>
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<tbody>
<tr>
<td>Undergraduate</td>
<td>Recruitment - $2.1 M</td>
<td>• Increase new students (first-time freshmen and transfers)</td>
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<td></td>
<td>• Add staff and operating funds to support recruitment goals</td>
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<td></td>
<td>Retention - $645 K</td>
<td>• Increase retention and graduation rates</td>
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<td></td>
<td>• Add advisors (2\textsuperscript{nd} of 3-year advising plan)</td>
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<td>• Add student success staff</td>
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<td></td>
<td>Honors - $97 K</td>
<td>• Accommodate new honors programs and increase in students</td>
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<td>• Expansion of honors advising and course offering</td>
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## STRATEGIC INVESTMENT AREAS

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<tbody>
<tr>
<td>Faculty</td>
<td>Tenure-Track Faculty Lines – 13, Clinical Faculty Lines – 2; $1.8 M</td>
<td>• Net gain of 100 faculty over five years</td>
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<td>• Implement plan to expand faculty by 100</td>
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<tr>
<td></td>
<td>• Support plans for growth</td>
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<tr>
<td>Graduate</td>
<td>Stipend Minimum - $1 M</td>
<td>• Achieve minimum stipends of $16K; first of multiple investments</td>
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<td></td>
<td>• Increase minimums to $16K</td>
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<tr>
<td>Provost Operating</td>
<td>Operating Increase - $49 K</td>
<td>• Salary adjustments in OIRA due to reorganization and Nursing Lab expansion</td>
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<td>• Operational funding for strategic initiatives and other commitments</td>
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The breakdown of the $5.7 million total budget request is presented below:

- Enrollment Mgt: $2.1 M
- Faculty Lines: $1.8 M
- Grad School: $1.0 M
- Honors: $97K
- Provost Operating: $49K
- Student Success: $.645 M

Academic Affairs received $1.3 million in advanced allocation to proceed with the timely hiring of essential recruitment and academic advising positions.
DISCUSSION