

Charge to ad hoc Committee on Personnel Hiring Trends

Charge Given by: Cindy MacGregor, 2017-18 Chair of Faculty Senate

Rationale and Background

The Faculty Senate committee on University Budget and Priorities has produced two five-year reports on personnel hiring trends that show ranked faculty numbers to be losing ground relative to student enrollment and all other personnel categories. These reports have raised concern in university leadership, particularly in times of tight or declining state appropriations. The university president would like data from which to set future hiring goals.

Purpose of ad hoc committee:

The ad hoc Committee on Personnel Hiring Trends, in collaboration with the president's office, will investigate the amount and proportion of university personnel dollars utilized during the past 15 years. The questions for the committee to answer are: Is the university spending appropriate amounts of its personnel dollars on ranked faculty? Are there personnel areas where dollars should be redirected to invest in ranked faculty? If so, which areas?

Materials to use:

- Reports from Committee on Budget and Priorities
- Reports, as requested, from Steve Foucault
- Other resources, as deemed necessary, by the committee

Membership of ad hoc committee:

The Chair of the Faculty Senate Executive Committee will serve as chair of this committee initially, then will defer the responsibility of chair to a member of the committee for future meetings. Additional members of the committee will be one ranked faculty member from each of the colleges (7 members), plus Steve Foucault from the university president's office.

Expected Product:

The expected product from this ad hoc committee is a report to be presented to Faculty Senate at the NLT the December 7, 2018 session.

Deadline for Report: NLT November 16, 2017; To be reviewed by Faculty Senate Executive Committee.

Membership:

Bob Pavlovsky, CNAS

Tammy Stewart, LI

Becky Swearingen, COE

John Bourhis, COAL

John Chuchiak, CHPA

Kevin Hubbard, COB

Elizabeth Walker, CoAg

Steve Foucart, President's Office, CFO

Cindy MacGregor, Chair of Faculty Senate