

RESOLUTION-POLICY

X	Action Item
	For Information Only

From: Dr. Eric Milou, Rowan University Senate President
To: Dr. Ali Houshmand, Provost
Date: 5/11/10
RE: Senate Resolution **101011-1**

<p style="text-align: center;">Resolution to Form a Standing Faculty/Administration/Professional Staff Committee to Review All New Hiring Activities</p>

WHEREAS, the University is in a fiscally uncertain time;
WHEREAS, the University has not instituted a hiring freeze;
AND WHEREAS, the University has a tradition of shared governance;

THEREFORE BE IT RESOLVED,

That a standing Hiring Review Committee be formed beginning in September 2010 consisting of representatives from the University's faculty, staff, and administration to review all open new and pre-existing full-time University positions prior to the start of the hiring process for those positions;

AND BE IT FURTHER RESOLVED,

That the Hiring Review Committee will report to the Senate President and a designated member of the University administration;

AND BE IT FURTHER RESOLVED,

That the University Senate President and the University administration be charged with establishing the membership and formal charge of the Hiring Review Committee

Acceptance:

_____ I give my approval. I have forwarded this item to _____ for implementation.

_____ No approval is actually needed. I have forwarded this item to the following individual or office for informational purposes only:

ADDITIONAL REVIEW NEEDED:

_____ I am willing to give approval if the following modification(s) are made:

_____ Before I can approve or reject this item, I need clarification on the following:

_____ I have forwarded this item to the following individual or office for further consideration and consultation.

Rejection:

_____ I decline acceptance of this item for the following reason:

Please Return this Copy to the University Senate President ~ Retain a Copy for Your Records

OTHER RECOMMENDATIONS:

The Provost's proposal of 4/20/2010 to reduce adjusted load and advising/administrative reassigned time should not be pursued until there can be a thorough documentation and analysis of the impact of such a reduction on the core academic mission. The adjusted load has contributed to the quality and quantity of scholarly activity as evidenced in recent T&R and promotion folders. Before any reduction in adjusted load is considered, the costs to the scholarly mission should be understood as well as the changes that will be required in expectations for scholarship in T&R, promotion, and A-328 review. Advising and administrative reassigned time contribute to the quality of faculty-student interaction and the quality of curricula, hallmarks of Rowan University. Before any reduction in advising and release time is considered, the costs to the student-centeredness of the institution that should be understood as well as the adjustments should be made in the criteria for T&R, promotion, and A-328 review. The differences in the degree to which the various colleges and departments rely upon reassigned time for advising and program administration mean that arbitrary reduction targets will create inequities in services to students and workloads for faculty and staff. The various college and department models for advising and program administration should be documented and compared before any reduction in reassigned time is considered. The proposal to use cost-center revenues to buy-back reassigned time will only create new inequalities as the opportunities for such revenues varies enormously between department. Those programs that do not have ready opportunities to generate new revenues will require lead-time to do so, at least a year. Finally, the savings from the 4/20/2010 proposal in FY 2011 would be small, so the UBPC concludes it is possible to postpone this important decision about the structure and culture of the academic departments and the core academic mission without significantly hampering the ability to balance the FY 2011 budget. Moreover, the UBPC has identified substantial areas for savings that should allow the University to meet its fiscal obligations for FY11 while this decision is under consideration. Such a delay will also enable the academic departments across the campus an opportunity to review their revenue center participation.

NOTES:

In its work thus far, the UBPC has identified approximately \$2.7 million towards closing the \$5.2 million budget gap primarily from salary savings and postponement of implementation of the revenue-center model for the Graduate School. The UBPC also anticipates an additional contribution to operations from Student Affairs in the range of \$ 0.2 to \$1 million. The combined impact of these adjustments to the budget would lower the FY 2010 deficit to \$1 or \$2 million. These saving could be re-occurring, depending upon final details. There remain many ideas among those compiled by the Senate for the UBPC to evaluate which could close the budget gap. For example, if the university can succeed in monetizing half the West Campus to cover approximately half of the West Campus debt service, the budget would be balanced. Likewise, any contribution from the Tech Park would reduce the deficit. As part of its research, the UBPC has requested and is awaiting additional information on many of the Senate’s ideas.

In recent years, the adjusted load and department reassigned time have been steadily reduced. Over the period FY 2007 to FY 2009, reassigned time has been reduced by almost 22%. (See chart below. FY 2010 statistics are not available in a compatible format.)

	FT/Fac Budget	Adjusted Load	Chairs	Reassign (N/T) Advis/Admin	New Faculty Prof Dev	Total Reassign Time
FY 2007	368.34	51.99	18.50	15.22	7.58	101.51
FY 2008	367.25	48.71	17.84	15.79	4.75	94.88
FY 2009	348.25	37.67	16.00	17.00	5.25	79.34
Change FY 2007- FY2009	-5.45%	-27.55%	-13.51%	11.73%	-30.74%	-21.84%

The UBPC is researching the trends in adjusted load and additional academic service time since the advent of those agreements. Preliminary analysis suggests faculty reassigned time stood at approximately 24% of available faculty time before the agreements. It currently stands at about 26.5%. A 10% reduction in reassigned time will put faculty reassigned time below the level before the adjusted load agreement.