

## FACULTY SALARY AND BUDGET COMMITTEE

MARCH 27, 2015

**PRESENT:** Marty Abramson, Neal Buckwalter, Larry Burns, Gregg Dimkoff, Steve Glass, Kathy Gulembo (ex-officio), Robert Hollister (Chair), Lori Houghton-Rahrig, Nancy Mack, Paul Murphy, Zack Kurmas, Julia Mason, Jon Rose, Paul Stephenson, Joel Stillerman, Betsy Williams (alternate), Mike Yuhas.

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1. The meeting was called to order at 12:00pm.
2. The Minutes of March 13, 2015 were reviewed and approved.
3. The New Program Proposal – Health Information Management was re-reviewed. The committee voted unanimously to support the program.
4. Provost Davis led a discussion around the following questions:
  1. *Given the newly proposed accountability measures for “assign time” that results in a reduced teaching load; what accountability measures are being proposed for significant focus? (There is a concern that as we make assign time transparent, there may be a movement of existing activities that are currently counting toward significant focus with no teaching reduction to assign time resulting in a reduced teaching load)*

The provost acknowledged the challenge and need to better standardize how faculty report significant focus and assign time consistently across units and colleges. The Provost’s Office is working with Deans to find a common reporting procedure (possibly through digital measures). This includes possibly linking Workload Plans with Faculty Activity Reports. This process links closely with workload and there has been an effort to make workloads more consistent across units (recognizing that there are major differences across disciplines) by identifying outlier departments and asking them to make changes. Many of these activities overlap with efforts being undertaken under the smart growth initiative.
  - 2a. *Do you agree with the following two statements regarding sabbaticals:*
  - 2b. *We expect the number of sabbaticals that meet the Sabbatical Review Committee’s minimum requirements will average between 65 and 70 over the next few years.*
  - 2c. *We expect that GVSU will be continue to be able to fund all high-quality sabbaticals provided the number of high-quality sabbaticals does not grow in numbers or grows slowly and predictably over time.*

The provost agrees with the above statements. There is a commitment to fund all worthy sabbatical proposals as long as the number is not too large. Given our recent history and the current budget structure it would be possible to support 60-72 proposals.
  - 3a. *What steps are being made to increase student retention?*
  - 3b. *Are there systems we are considering to better track students and identify students at high risk?*

The provost’s office is concerned with retention. The most important factor is “making a connection” between the student and someone at the university. In many cases this is a faculty member. The Provost’s Office is working hard to make it easier for at risk students to identify the many resources available on campus. These include Map Works, My Path, Student Success Collaborative.
  - 4a. *What is the leadership’s view of the relative allocation of resources and new programs among the different types of programs at the university, specifically, is there a desire to increase investment in STEM programs versus non-STEM programs (or is the current balance satisfactory), or, for other examples, graduate vs. undergraduate, professional vs. non-professional?*
  - 4b. *Is it sustainable for continued growth in new and existing programs to be in specialized areas with higher costs such as the health related fields?*

The university is encouraging growth in programs where there is the most demand and the largest job market. Many of these tend to be more specialized and expensive fields; to offset the cost we have differential tuition at

the graduate level and surcharges at the undergraduate level. There has been a concerted effort to make sure we develop programs that not only match demand but also the strengths of the University. The University is uniquely positioned to continue being successful given our large programs that exist without the burdens of PhD programs that most similarly sized Universities face.

*5. What is your current view on the importance of online and hybrid learning to the future of our university and in higher education nationwide?*

Hybrid programs are being strongly encouraged. However there is currently no desire for fully on-line programs. In addition to hybrid programs there is an effort to provide competency credit (assessed through some form of testing); these will allow students to receive credit for outside experiences that equally prepare students with the necessary information for the degree sought. In general the administration is working to be "student centered" and is working to be more accommodating for adult learners.

*6a. What is the greatest challenge we face going forward institutionally in matters relating to our academic mission and the budget?*

*6b. Is the university confident of our ability to face the looming demographic challenge in Michigan associated with a relative decline of traditional college-age students in the near future?*

In the limited time remaining the Provost indicated that she thought the most pressing challenge is to maintain enrollments. There is a general belief that we are positioned well to continue to be successful but it is critical that we make timely adjustments as demands change.

5. The meeting adjourned at 1:30pm.