

SECTION: 14
DATE: February 24, 2009

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

RECOMMENDATION

MONTHLY REPORT
FACULTY AFFAIRS COMMITTEE

ACTION REQUESTED

It is requested that the Faculty Affairs Committee Agenda for February 24, 2009 be received and placed on file and the Minutes of the November 18, 2008 meeting be received and placed on file.

STAFF SUMMARY

The topic for the February 24, 2009 Faculty Affairs Committee meeting will be a report on the status of the Mark Jefferson and Pray Harrold projects.

FISCAL IMPLICATIONS

There is no fiscal impact.

ADMINISTRATIVE RECOMMENDATION

The proposed action has been reviewed and is recommended for Board approval.

University Executive Officer
Provost and Executive Vice President

_____ 2-12-09 _____
Date

EASTERN MICHIGAN UNIVERSITY
BOARD OF REGENTS

FACULTY AFFAIRS COMMITTEE MINUTES

November 18, 2008
10:30-11:15am 205 Welch Hall

Attendees (seated at tables): M. Rahman, A. Westman, M. Higbee, R. Neely, Regent Parker, Provost Loppnow, H. Bunsis, S. Moeller, D. Crary

Guests (as signed in): Deb deLaski-Smith, Chris Shell, Rhonda Longworth, Dave Woike, Dave Mielke, Raouf Hanna, Ron Woody

Meeting called to order at 9:30am.

Monthly Report and Minutes (Section 16)

Regent Parker called for the approval of the minutes from the September 16, 2008 meeting and the agenda of the November 18, 2008 meeting.

REPORT: *“Operating Budgets: Impact on Academic Programs” Presentation by AAUP*

Howard Bunsis opened his presentation by thanking Jason Broge for his helpfulness in putting together the data included in the power point and for being efficient and diligent in his work. (see attached power point for information)

Regent Parker inquired how do we increase revenue? She would like to see the tuition and fee revenue across the same time- line. Regarding general fund increases – what are some of the biggest increases? Regent Parker requested that there be further investigation into the significant line items. How much is identifiable as something that was a particular project/strategy/direction versus just an increase?

Bunsis stated that hopes the Regents and the upper level administrators consider where the funds are being allocated and that Academic Affairs is always at the bottom of the list in percentage increases.

Provost Loppnow indicated a point of clarification – that in areas where an increase is noted in other than the colleges a large portion of that funding is for CE.

Mark Higbee commented that regarding SS&M budgets – the program fee is something “we” (the department) don’t get a piece of. History & Philosophy runs on \$1.13 per student. While it is fairly cheap to teach in H/P, as we don’t need labs, we are still told to cut – and now some of the faculty are without phones in order to cut costs.

Bunsis remarked that he believes the Provost Office has a measure of how much it cost across the departments for consumables per student credit hour and that might be something worth looking at as well.

John Lumm said that his area will try to analyze all these varies years to figure out existing expenses that were there, how much are “apples to oranges” and moving from one fund to another and perhaps what are strategic priorities. The newest and biggest increase is related to asset

preservation, back in 2004 very little was being set aside for this and 2009 a much greater portion of funding is going into it.

Regent Parker indicated that she would like to see those numbers and how they have changed. She said that it is important to have a commitment to Academic Affairs because that is what we do here, we teach. She noted that this year is better than last, but it still isn't good. She would like a serious look at how money is being spent, particularly with the way the credit card system here is handled. There is no comparison between departments as to how they are using those cards. Should people be doing what they are doing?

In regard to the \$300K in fees - Regent Parker stated that her understanding was that the funds are supposed to go to the departments from where they were collected, why are they not? That was what was decided and what should be happening. She would like the budget councils to continue meeting and feels that it is important that all have a voice and input. In the next joint meeting they need to have a conversation about this and figure out a bridge to getting these fees to go where they should be going.

Provost Loppnow related that there were key issues when the fees were put into place, it was a way to offset the state not counting fees in tuition increases. These increases are not set by programs or by area.

President Martin stated that there is a subcommittee working on the fee issue and reporting back to her. She wanted to reassure everyone that the issue is being looked at and worked on.

Regent Parker complemented Howard Bunsis on his presentation and stated that it is nice to see this data. She would like to have a report from the subcommittee on fees at the next meeting and discuss what progress is being made as to what they are thinking about fees. Her idea on the issue are to move the fees to tuition. Do you have different tuition based on area and not all these fees? Are the current fees even enough? Is the flat rate tuition really working?

Regent Parker requested that at the next meeting please have:

- Fees Subcommittee report
- Designated funds – where they went/what's driving them?
- B&F should look at some of the larger division items and report back what those were.
- How do we get to something logical for fees?
- Where we are at with cuts out of Lansing?
- Data on retirement and attrition and assumptions in the budget based on the projected amounts of who is leaving and maybe unfreeze some other areas or positions.
- Trends of student credit hour production and revenue – look at the figures that the Provost Office has regarding this.
- Take out the CE and Library portions from the AA overall budget to have a more accurate picture of what is going on with the actual numbers.

Meeting adjourned at 10:15.

Respectfully submitted,
Laura Woody
Administrative Secretary
Academic Affairs

Examining the Commitment to Academic Affairs

EMU-AAUP
Faculty Affairs Committee
November 18, 2008

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Faculty and General Fund Cost Increases

Base Faculty Salaries	2004	2005	2006	2007	2008	2009 Bud
Faculty 1010	42,439,833	41,473,005	44,580,919	47,184,752	48,622,227	49,268,004
<i>Annual % Changes</i>		-2%	7%	6%	3%	1%
<i>04 to 08 % Change</i>					→ 15%	
Faculty Supplemental	2004	2005	2006	2007	2008	2009 Bud
Summer	2,035,712	2,117,892	2,218,722	2,575,757	2,694,338	2,800,000
Spring	3,558,415	4,097,037	4,154,006	4,509,304	4,677,565	5,047,001
Supp F/W	427,092	561,045	878,951	890,712	1,250,436	1,678,676
Supp Spg/Summ	82,947	460,275	661,110	977,128	754,449	1,000,695
TOTAL FAC Pay	48,543,999	48,709,254	52,493,709	56,137,653	58,001,024	59,794,376
<i>Annual % Changes</i>		0.3%	8%	7%	3%	3%
<i>04 to 08 % Change</i>					→ 19%	
Total General Fund	2004	2005	2006	2007	2008	2009 Bud
Full Year	190,925,974	198,031,242	213,950,316	239,066,203	248,495,803	262,672,124
<i>Annual % Changes</i>		4%	8%	12%	4%	6%
<i>04 to 08 % Change</i>					→ 30%	

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General Fund Less Faculty

General Fund Less Faculty	2004	2005	2006	2007	2008	2009 Bud
Full Year	142,381,975	149,321,988	161,456,607	182,928,549	190,494,779	202,877,748
Annual % Changes		5%	8%	13%	4%	7%
04 to 08 % Change					34%	

So what is moving General Fund Costs?

The other divisions besides Academic Affairs

And what was the first item cut in our current budget
"crisis?" Faculty Hiring !

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Savings from Faculty Hiring Reductions in 2008-09

Positions Cut (44 to 31)	13
Costs to Hire (ads, travel, etc)	\$4,000
Savings in 2008-09 Budget	\$52,000

2007-08 New Faculty	25
2007-08 Attrition	34

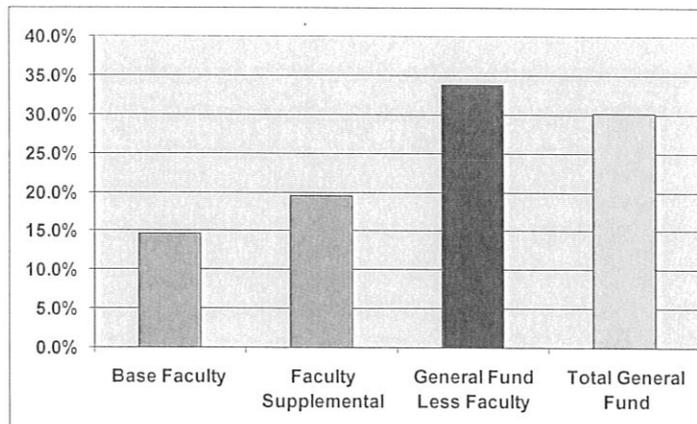
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Savings from Faculty Hiring Reductions in 2009-10

Faculty Searches	31
Estimated Success Rate	80%
New Faculty for Fall 2009	25
Expected Attrition ????	35
Average Salary of New Faculty	\$57,000
Benefits (34%)	\$19,380
Total Cost per New Faculty	\$76,380
Adjunct Cost if new faculty not hired	\$24,000
Marginal Cost of One New Faculty Member	\$52,380
Savings with reduction in 13 searches (assume 10 not hired)	\$523,800

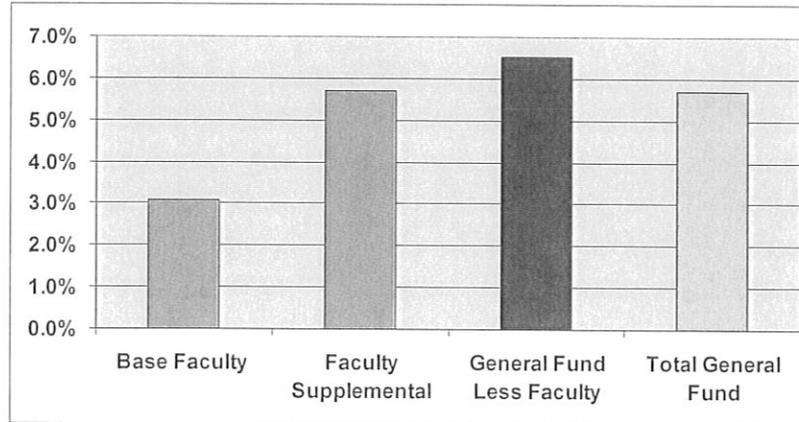
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Percentage Change from 2004 to 2008 in Costs



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Change from 2008 Actual to 2009 Budget



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Costs by Division

	2004	2005	2006	2007	2008	2009 Bud	% of 2009
Academic Affairs	118,857,399	120,893,250	127,200,135	134,387,513	133,866,118	139,770,891	54%
Business and Finance	22,883,969	26,376,732	34,221,364	39,856,754	46,784,096	47,357,900	18%
Enrollment Services	20,135,085	20,903,281	23,126,311	24,351,432	26,431,976	29,431,928	11%
President	11,571,899	12,735,363	12,239,780	17,939,305	18,298,162	19,060,996	7%
Information Technology	6,747,731	6,520,699	6,716,821	11,835,753	11,586,592	12,205,563	5%
Student Affairs	5,289,177	5,071,450	5,066,056	5,705,896	6,318,176	7,205,536	3%
Advancement / Foundation	5,250,751	4,957,099	4,824,792	4,772,301	4,949,153	5,413,145	2%
Board of Regents	84,333	495,178	496,583	216,001	260,508	204,227	0.1%
Total General Fund	190,820,344	197,953,051	213,891,841	239,064,956	248,494,782	260,650,186	100%
Separately Reported	190,925,974	198,031,242	213,950,316	239,066,203	248,495,803	262,672,124	

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Percentage Change in Actual Spending: 2004 to 2008

Division	Percentage Change: 2004 to 08
Board of Regents	209%
Business and Finance	104%
Information Technology	72%
President	58%
Enrollment Services	31%
Total General Fund	30%
Student Affairs	19%
Academic Affairs	13%
Advancement / Foundation	-6%

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Percentage Change in Divisional Spending: 2008 Actual to 2009 Budget

Division	Percentage Change: 2008 to 09
Student Affairs	14%
Enrollment Services	11%
Advancement / Foundation	9%
Information Technology	5%
Total General Fund	5%
Academic Affairs	4%
President	4%
Business and Finance	1%
Board of Regents	-22%

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Change in Consumables Within Academic Affairs

Total Colleges	2004 Actual	2005 Actual	2006 Actual	2007 Actual	2008 Actual	2009 Budget
SS&M	2,942,198	3,129,679	2,885,071	2,862,330	2,763,572	2,716,854
Travel	492,020	359,173	560,435	602,282	636,669	567,653
Equipment	293,679	311,513	395,902	263,281	288,568	96,167
Total Consumables	3,727,897	3,800,366	3,841,408	3,727,893	3,688,808	3,380,674
Annual % Changes		2%	1%	-3%	-1%	-8%

05 to 08 → -3%

Rest of AA (AA - Colleges)	2004 Actual	2005 Actual	2006 Actual	2007 Actual	2008 Actual	2009 Budget
SS&M	4,730,946	4,727,050	4,589,455	5,754,695	5,733,626	6,450,119
Travel	610,976	603,034	718,485	904,472	1,035,981	929,101
Equipment	151,940	43,744	47,186	187,216	24,740	22,240
Total Consumables	5,493,862	5,373,827	5,355,127	6,846,383	6,794,348	7,401,460
Annual % Changes		-2%	0%	28%	-1%	9%

05 to 08 → 26%

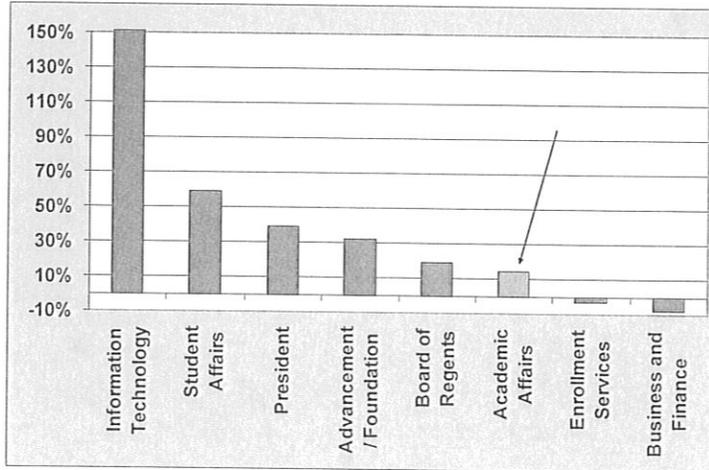
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Consumables for All Divisions

DIVISION	2005	2006	2007	2008	2009 Bud
Academic Affairs	9,174,194	9,196,535	10,574,275	10,483,156	10,782,135
President	3,611,572	3,679,205	4,998,489	5,026,690	6,292,837
Business and Finance	5,609,312	10,172,660	4,346,133	5,167,195	5,776,262
Information Technology	1,727,161	2,003,980	4,061,158	4,346,191	4,286,235
Advancement / Foundation	1,822,240	1,611,433	2,447,313	2,406,202	3,047,649
Student Affairs	1,380,742	1,216,717	2,234,376	2,192,993	2,327,175
Enrollment Services	1,915,641	2,091,409	2,341,511	1,850,886	1,948,453
Board of Regents	244,598	140,544	245,644	291,627	265,894

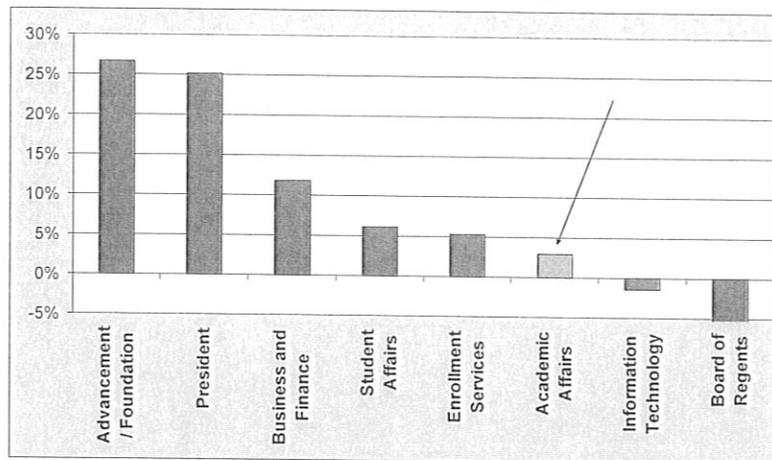
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Percentage Change in Actual Total Consumables by Division: 2005 to 2008



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Percentage Change by Division: 2008 Actual to 2009 Budget



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