

NKU Priorities – Faculty Senate Budget Committee – 2008

- 1 Renew efforts to increase faculty salaries and bring NKU to CUPA standards

No salary increase dollars were made available for the 2009-10 fiscal year.

- 2 Increase classroom and office space on campus, to match availability at other Kentucky universities

Response provided by Ken Ramey, Administration and Finance: We continue to monitor space and work with the Provost office on renovating/expanding classroom space. Resources have been dedicated in the current fiscal year to improve classroom conditions. In addition, Griffin Hall construction continues to progress and completion of this facility will greatly increase our classroom options. While not a part of FS request, our biggest challenge at this time is finding adequate office space for faculty and programs. In my opinion, this is of greater concern than classroom related issues.

- 3 Act to reduce salary compression, i.e., the growing distance from CUPA averages of faculty salaries at Associate and Full Professor ranks

No salary increase dollars were made available for the 2009-10 fiscal year.

- 4 Address issues of salary equity among colleges, departments, and disciplines.

No salary increase dollars were made available for the 2009-10 fiscal year.

- 5 Provide adequate funds to maintain, repair and upgrade those technologies which enhance the productivity of faculty, staff and students within classrooms and labs and at off campus sites.

Response from Tim Ferguson, Information Technology: In FY09 and FY10, the Provost secured additional non-recurring funds for desktop replacement. \$50,000 went to new smart classroom installations in FA 117 FA 118 FH 339 FH 521 FH 522 NH 400 and NH 401.

In FY09, \$80,000 was allocated from the OIT budget toward replacing equipment in smart classrooms and purchasing 50 document cameras. The Provost also funded 6 smart boards around campus.

Due to budget constraints in FY10, no funds have been allocated for smart classroom installs or replacement of equipment. We are maintaining classrooms by doing break/fix repairs as needed.

In FY10, we provided partial funding for the new high tech Nursing Simulation Lab, provided partial funding for a technical support position in the Fine Arts area and increased the number of VPN licenses to 750.

Through the essential operating request process, additional funding has been requested for FY11 to replace smart technologies in classrooms.

6 Decrease the reliance on part-time and temporary faculty by hiring more tenure track faculty

7 Increase Faculty Development Programs which enhance the productivity of faculty teaching and scholarship

At the beginning of the 2009-10 fiscal year, a total of \$12,460 was provided to increase the current Faculty Development Programs – an additional Summer fellowship (\$6,460) and an additional project grant (\$6,000) were added to the recurring budget base of the Faculty Development Programs administered by the Faculty Benefits Committee.

8 Increase the transparency of health care negotiations and include more faculty in the negotiations so that a better plan is provided

Response from Ken Ramey, Administration and Finance: We currently have 4 faculty members serving on the Health Utilization Committee. They provide feedback and are involved in recommendations forwarded on all health related issues.

9 Increase salaries for part-time instructors, allowing more competitive hiring of high quality applicants.

Since Dr. Votruba came to NKU in 1998-99, part-time faculty salaries have been adjusted by two years of a 10% increase (1998-99 and 1999-00- 20% total increase) followed by participating in the same salary increase pool that is provided to regular full-time faculty:

1998-99 10% compensation pool

1999-00 10% compensation pool

2000-01 6% compensation pool

2001-02 7% compensation pool

2002-03 6% compensation pool

2003-04 3% compensation pool

2004-05 2.5% compensation pool

2005-06 3.5% compensation pool

2006-07 3% compensation pool

2007-08 6% compensation pool

2008-09 3% compensation – 2% merit; 1% Highland Heights Tax

2009-10 0% compensation pool

- 10 Maintain salary levels for faculty summer pay regardless of the number of students in order to maximize facility use, increase student retention, and increase student graduation rates

- 11 Increase funding for recruitment of highly qualified students

In addition, additional funding in the amount of \$30,000 in operating dollars was allocated to the Office of Enrollment Management to increase student recruitment in the 2008-09 fiscal year. This was a recurring budget allocation.

- 12 Provide more money to support research-related travel.

Academic Affairs currently provides three avenues of operating funds to colleges and academic departments to fund research-related travel. The first is F & A Distribution through the Office of Research Grants and Contracts—the FY 08 distribution was \$265,581.45. A rough estimate for FY 09 is \$313,598.

In addition, the Summer Revenue agreement Distribution produces a total of \$190,000 for the FY 09 and was \$157,236 for FY 08; PACES/Online revenue agreement produces \$455,040 for distribution in FY 09 and FY 08 provided \$357,896 for distribution to the colleges and academic departments.

- 13 Provide sufficient site licenses for discipline specific software that enhances student classroom learning

Response from Tim Ferguson, Information Technology: The Office of Information Technology allocated \$40,000 to assist in the purchase of academic software in FY08, 09 and 10. We also purchase Minitab, SPSS, MS Campus Agreement and the Apple OS for campus.

Through the essential operating request process, additional funding has been requested for FY11 to increase the amount for academic software purchases.

- 14 Implement a plan to reduce faculty teaching load to three or fewer courses per semester.

The difficulty in addressing this issue is seeking an avenue that will be revenue neutral to the institution.

- 15 Keep free access to Health Center and increase numbers of faculty lockers in order to promote Wellness Program.

Answer from the Student Affairs Area: Please note that in response to item 15, Health Center fee, the Campus Recreation Center has no plans to implement the approved fee for faculty/staff

at this time. In response to the locker situation, unfortunately, there is no space nor are there available funds to install additional faculty/staff lockers.

- 16 Continue increasing the funding for NKU libraries to develop a core collection of books, periodicals, and electronic resources which improve the teaching and research productivity of faculty.

- 17 Reorganize parking to provide guests and visitors with access and free parking passes in order to support civic engagement goals.

Response from Ken Ramey, Administration and Finance: As you are aware the decision was made to move Parking Services to a true auxiliary. We have greatly relaxed enforcement and charging on the weekends. There are not currently plans to modify process during the week.

- 18 Extend to the entire university the "Faculty Scholars Program" offered by the Business College, by which faculty can choose to specialize in teaching or scholarship, and adjust teaching load accordingly.

- 19 Increase funds for student success and retention

Student Affairs Response: In regard to item 19, Lisa Rhine led a subcommittee of the SEM Action Team which produced recommendations on retention efforts at NKU. In response NKU piloted the U-CAP program in the fall which is continuing at this time. I will provide you with a copy of the latest U-CAP newsletter.

Academic Affairs has a Task Force that addressed the issue in the Fall Semester that was chaired by Carole Beere. A report on this issue was prepared and distributed for review within the Division of Academic Affairs

- 20 Provide compensation to all faculty for directing graduate and undergraduate student research projects.

- 21 Continue increasing the number of full-time support staff (non-teaching) in academic departments and in the libraries

- 22 Provide funding to continue the development of graduate programs.

In the 2009-10 fiscal year, the Master of Public History was approved. It is anticipated that the Master of Social Work will be submitted and approved for the 2010-11 fiscal year.

One additional graduate assistant was provided to the Graduate Programs office in the 2009-10 year for the Master of Public History degree (\$16,960).

- 23 Rescind parking fees for part-time faculty.

Response from Ken Ramey, Administration and Finance: Per 17 above, this practice will continue. As it relates to parking, we can support at the institutional level if everyone would prefer, but it would take dollars away from salaries, operating budgets, etc. The debt service on the garages and maintenance of surface lots is not going to go away.

- 24 Individualize computer and software purchase to maximize faculty and student productivity

Response from Tim Ferguson, Information Technology: The Office of Information Technology works with the Office of Procurement Services to identify the best pricing opportunities and maintain standards for computer and software purchases. We understand there are times when a department may have specific requirements necessitating a departure from the standard hardware/software configurations we have in place; however, it typically becomes a costly venture for the university. Should this situation arise, please contact the Office of Information Technology so we can assist in finding a solution that best meets the needs of the department.

- 25 Increase budget allocations for NKU cultural venues (art galleries, museums, etc.) at a scale commensurate with benchmark institutions

- 26 Support university initiatives and academic programs which teach about and promote environmentally sustainable practices for the university and for NKU students, faculty, and staff in their personal and professional lives.

Response from Ken Ramey, Administration and Finance: We continue to promote sustainable efforts on campus. We recently worked with a department to teach a class promoting sustainability which generated some credits for the university from the Water and Sanitation District. Unfortunately, I believe the class was cancelled due to lack of enrollment. I believe our track record related to sustainability is strong.

- 27 Increase the level of tuition waiver for spouses and dependents of faculty/staff for both graduate and undergraduate classes.

Response from Ken Ramey, Administration and Finance: The University currently provides over 1 million dollars in support of this initiative. In these economic times, increasing these benefits would not appear to be prudent.

- 28 Obtain external funding for the renovation of Founder's Hall.

The renovation funds for the Founder's Hall building are currently in the Governor's budget proposal. Although not approved at present, this is a good first step.

Response from Ken Ramey, Administration and Finance: We continue to solicit the state on behalf of the renovation of this building. I am not sure we can do much more than insuring it remains at the top of CPE list of renovation projects.

- 29 Build pedestrian bridges and tunnels over major traffic arteries to increase safety, facilitate traffic flow, and reduce emissions.

Response from Ken Ramey, Administration and Finance: We have explored this option in the past, but it is very expensive and cost prohibitive. In discussing this option with some schools that provide bridges and tunnels they indicate that unfortunately students will still take the path of least resistance, crossing at the most convenient location. This problem will be relieved when the AA connector road is constructed. This is scheduled to begin this summer/early fall.

Write Ins:

New building for Nursing and Health Professions

The Health Innovations building is currently in the Governor's budget. This is a good first step.

College status for Nursing and Health Professions

This was undertaken prior to the start of the 2009-10 fiscal year. The VP for Academic Affairs & Provost sought funding to divide the School of Nursing and Health Professions into a College of Health Professions with three academic departments: Nursing, Advanced Nursing Studies and Allied Health. These three departments report to the College of Health Professions Dean Denise Robinson.