

**Special Faculty Meeting Minutes**  
**February 4, 2009**  
**SEM II A1105**  
**3:00 – 5:00pm**

**Call to Order:**

Terry Setter (chair) called the meeting to order at 3:12pm and gave an overview of the meeting agenda. He then introduced Don Bantz, Academic Vice President and Provost.

**Don Bantz - Provost:**

Asked the group to consider the following 3 points:

1. To grasp the magnitude of the potential cuts and that the State deficit continues to grow.
2. To understand the constraints.
3. What we need from faculty.

1. We're being asked to go back to the budget we worked with 10 years ago. Imagine how it would be to serve 1,100 more students with 44 less faculty.

45 days ago, in mid-December, we were looking at 10% cuts with the Governors proposed budget.

30 days ago, we were told to plan on a 15% reduction.

Then on February 2, we were asked by the Legislature to make plans for a 20% budget shortfall.

The Academics division annual operating budget is \$29,000,000. A 20% cut is just under \$6 million to Academics, and almost \$12 million for the College.

At the 10% level, 40 faculty lines will need to be cut (a line is a full-time 9 month contract). This could mean every adjunct/temporary faculty member we have. There are 42 temporary faculty lines in the curriculum at this time.

At the 15% level, 60 faculty lines will need to be cut

At 20% we would need to cut \$5.8 million which equals 80 faculty lines,

2. The Governor's budget requires that we maintain current enrollment levels. We're between rocks and hard places that put limits on our options. Evergreen's pedagogical model of team-taught interdisciplinary learning communities, student engagement, narrative evaluations, and 25-1 faculty-student ratio is the highest per student cost of the six Washington public baccalaureates. We don't have the option to double up classes like the other institutions because of our pedagogy, because our classrooms and lecture halls can't accommodate them and because of the faculty Collective Bargaining Agreement workload faculty/student ratio limits.

25% of our students are non-residents and pay about half of our total tuition revenue. 46% of our freshmen this year are non-residents who chose to pay the out-of-state tuition rates for the type of undergraduate education that we provide. Student tuition covers 48% of our operating budget, State appropriations covers 52%.

84% of the Academics operating budget is salaries, (62% of that is faculty salaries). Given the size of the projected cuts, the majority of the cuts must therefore come from job losses. College wide 150 jobs could be lost, 70 of those could be in academics.

We would need to cut 17 faculty to keep the Public Service Centers, and/or cut 16 faculty to keep the Tacoma Campus. How will we serve students with less staff and faculty? If there's a 20% cut, there will have to be a complete re-founding of the College.

The FAP are helping you to look at key principles and scenarios.

In order to achieve the cuts we're facing there are three primary ways to do it:

- 1) We could decrease pay, (roll-back the increases). The UFE negotiated a 10.5% salary increase for faculty over the biennium. Even with the increase, Evergreen faculty are still the lowest paid of the six Washington public institutions of higher education and are 17% behind their peers nationally.
- 2) We could increase the student-faculty ratios.
- 3) We can cut the number of faculty lines needed to meet the budgeted numbers.

Timeline – The Vice Presidents' need to make a recommendation in the March Board of Trustees meeting. There will be a lot of consulting and advice seeking in the meantime.

3. We need for faculty and staff to get to a creative problem-solving mindset. In order to do this you must move through the initial emotions and reactions we're all going through – shock/disbelief, denial and anger. We all need to get over it and engage in creative problem solving together.

### **Fishbowl Presentation and Discussion**

Panel Introductions – Allen Olsen, Ken Tabbutt, Paul Przybylowicz, Laurie Meeker, Clarissa Dirks, David McAvity, Sarah Pedersen, Jules Unsel, Josie Jarvis, Walter Niemiec.

Individual perspectives on the implications of the potential budget cuts were given by the panel.

**Allen Olsen (EWS Dean)** – Comes from the perspective of worrying about temporary faculty because it's his job to manage temporary faculty and Evening Weekend Studies. He has been listening to the communication coming out about the budget reductions and trying to think about what's the best way to help people grapple with the issue. How do we get to the point where we can constructively suggest ways to approach the cuts? The bottom line is that the College will have less money as a whole. This means less for grounds and maintenance, student services, support services, social and intellectual activities, public service centers, classroom preparation and staff support, and the list goes on. We can choose to do less work with less money - or the same or more work with less resources. 1) If we choose to do less with less money and resources, we need to identify what we're not going to do that we currently do. 2) Do we choose to do less work with a decrease in pay? We need to identify ways to adjust the rate of pay and get paid less to do the same or more work. 3) There's been a suggestion to do more furloughs (leave without pay). If we do that, the work has to be distributed elsewhere - or do away with it. We can only save money if the work isn't done.

**Ken Tabbutt (Budget Dean)** – Showed and explained a diagram of the Academic budget for the visual learners. Right now we have 4600 FTE and a 23-1 faculty/student ratio and the academic budget is \$29 million. The first section (of the diagram) indicates the cost of current daytime

programs including faculty raises. If we cut all temporary faculty, we will still have \$7 million more we need to cut. If we cut 20% from the library, we are looking at dropping the rest of the Centers and a 58% cut to everything else in the division. Therefore, we have to make 100% cuts somewhere in order to bring these percentages down.

**Paul Przybylowicz (Curriculum Dean)** - is working on the curriculum for 09-10. To save money we need to cut temporary faculty, for every temporary faculty we take out we need to bring a non-teaching faculty back in. If the E6 Programs are cut we don't have the means to fill the FTE on the Olympia campus, and we don't have the pool of undergraduate admits to fill gaps left if the satellite campuses are closed or cut.

**Clarissa Dirks (FAP)** - Wanted to bring up a few points in response to suggested solutions: – Please consider that if we increase enrollment to increase revenue, the College doesn't have enough class space to support the increase. We also don't have enough space to support a 4 day workweek. We've received some great revenue generating ideas, and more are needed. Keep in mind that it takes time, money, and resources to start up and implement new programs - and there are no guarantees they will work.

**Gregg Sapp (Library Dean)** - New Library Dean beginning January 1, 2009.

Greg shared that he worked in Library Administration in Albany, NY where they went into budget cutting mode every year. He figured it up and the cuts equaled 15% over a 10 year period. This kind of budget cut forces us to do some soul searching before making decisions. The Library will cut resources, but he is mostly concerned with the service component of the library cuts.

**Laurie Meeker (UFE Negotiator)**

When UFE Negotiations ended in October 2008 we were aware that significant budget issues were coming up. Because of the budget forecasts we worked hard on the reduction-of-force policy. Both sides negotiated FTE caps and salaries for this 3 year contract. The ground work has been laid and provisions made in the CBA for a reduction-in-force of regular faculty. A lot can be done before opening up the contract for negotiations. Temporary faculty will be the most affected by the budget cuts.

**Walter Niemiec (Associate VP for Academic Budget)**

Is part of the negotiation team, works for/with the Provost. In order to maintain the current student/faculty ratio we would have to do everything on the list. Questions to think about are: Are the science faculty willing to teach their labs themselves - or do away with them? Would students still be interested if faculty contact is cut? We have been touching on the CBA faculty/student ratio but we aren't there yet.

**Josie Jarvis (GSU Rep)**

It seems like faculty already have taken a cut with lower salaries than faculty at other institutions which affects our quality of education. We're all going to have to take a hit, we need to find a new model and everybody needs to be involved. We're all in this together and have to realize this is the world we live in now. A tuition increase on out-of-state students would be inconceivable, tuition costs need to be predictable.

**Savvina Chowdhury (Agenda Committee)**

Suggested we think of this as a 10 year old budget. He feels like his ideas have been shot down and says we need to listen to new ideas and have more open conversations, recognizing creativity while respecting the experts and representing the students. We are all people of good faith who want the best for the College.

**Sarah Pedersen-**

Sarah was awake all night Monday thinking about SW Universities that changed our way of teaching and learning. She's been trying to think positively and analyze what we can hang on to. There's good ideas out there. She's also been thinking about what the remaining faculty can offer students so they will want to stay.

**Comments, Suggestions, Ideas and Questions from the Audience:**

Artee Young -What assets does the College have? Have they thought about selling some of the land? Do we have an art collection we can sell?

(Walter) College Reserves are a one-time-only revenue source, the proposed cuts far outstrips the reserves. Also, remember the economy is down and real estate is slow - but we can look at all ideas.

Worried that we'll never be able to get the 23-1 ratio back if we give it up.

What if we just said "no", organized in a fashion that protects our pedagogy?

Rob Knapp - What would we do if? What matters most to us? Politically, it seems like a lot of the proposed cuts goes against our accreditation compliments.

(Sarah P). – A reminder, this all begins July 1, 2009

(Don Bantz) - We'll be in this situation until an Income Tax is passed. Yes, we're saying "no", but we'll get a budget on July 1<sup>st</sup> that we have to live with. We're already using bridge money to cope with the current situation.

It seems like academics is doing this, (budget proposal postings), but I haven't seen what the other divisions are doing.

(Walter) -Other divisions will be posting as well.

(Allen Olson) – There are questions about whether it is right to cut across the board - or should some divisions cut more than others?

(Sarah Pedersen) - It would be nice to know how much others are cutting.

(Josie Jarvis) – I also want to point out that I am the official student lobbyist for the college.

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Lin Nelson - I also would like to look at College assets. We could do partial cuts towards the Public Service Centers, shutting them down affects our relationship with our neighbors, prospective students, part-time and past students and the communities they reach out to. I would like to see the whole picture from all aspects of the College so we can do our creative work individually and as a team.

Peter Dorman - I hope we don't all fall into shock mode.

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Emily Lardner - This is a math problem the Public Service Centers and others have been working on. What if all staff and faculty worked without pay for 5 days – depending on pay? Could someone do the holistic math problem?

(Walter) I want to point out that staff and faculty taking unpaid days off is a pay cut.

Nancy Parkes - Chris Gregoire, our Governor, put up a solicitation website today that we all should be communicating on. There are Federal enhancements coming in that cater to K-12 but doesn't address public colleges. Higher Ed is going to have to be addressed at the Federal level, we can't do it all at the State level in the current context.

Sonya - I see the Public Service Centers as doors and windows to the community and am very concerned. Are alumni aware of the problems we face, can we draw from them?

Lin Crowley - The staff union would need to be involved if pay cuts are suggested. I'm worried about retaining our values, we need to think outside the box. We need data to work with so we can consider furloughs or fundraising. If we each take 1 day a month off unpaid, or 12 days over Christmas break, we could save energy and money.

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Rita Pougiales - Some situations are competing with our moral good. A lot of our employees are over stressed and over worked now. I attended an alumni event in Mexico a few weeks ago, they take pride in our ability to think through these things.

I would like follow up response to "Do alumni know?".

I would like to learn more from the student union. What about a self-imposed tax to help alleviate the budget problem?

(Josie)-Initiative 960 would establish control if people chose to do a self-imposed tax.

Jules Unsel - Perhaps we could earmark money from the foundation to go towards the operating budget.

Therese Saliba - I would like to find a place to share these ideas. Why aren't the public service centers up in the front row, plus sciences, etc.? It seems to me there's a lack of diversity on the panel.

Rachel Salina - I'm a past student here. Students used to run seminars and it was very effective. Some students would rather intern and run a seminar then be in a seminar.

I have a clarifying question. How is it that if a faculty choose to take a furlough and a temporary fills the position - how is that not a cut?

Laurie Meeker - Is there any new info on whether we'll be able to cut enrollment?

(Don) The Legislature has said no. However, we're still asking and don't know what the final answer will be yet.

(Walter) About reducing enrollment - If we reduce students, we reduce tuition income and therefore there would be more budget reductions.

(Terry) Go to [www.evergreen.edu/budget](http://www.evergreen.edu/budget) with your budget questions and ideas – please.

**4:50pm** - The meeting ended and people were asked to form work groups for presentation at the February 11<sup>th</sup> Faculty meeting.