



Davis Division Academic Senate

Request for Consultation Responses

Faculty Resources - Budget Model Working Paper Version 2

June 6, 2013

The "Faculty Resources whitepaper" has been revised based on feedback across the campus including the Davis Division of the Academic Senate.

Council of School & College Faculty Chairs (LS: HACCS)

June 3, 2013 8:53 PM

College of Letters and Science

Faculty Executive Committee

Consultation Report on Faculty Resources Budget Model Working Paper, Version 2

We reiterate a concern that we raised with respect to version 1 of this same white paper:

The funding for merits and promotions is centralized and we appreciate the rationale for this: it safeguards against the possibility that merit and promotion decisions would be made with financial interests in mind (which they should not).

However, we note that for faculty hired by units using Self-Supporting Degree Program funds or other outside sources, both their base salaries and merits and promotions must be covered by the unit. The safeguard that protects faculty whose salaries are funded centrally from having financial interests enter into decisions about merits and promotions does not protect faculty hired on other funding sources. Shouldn't this protection apply to all faculty? Does this create a two-tiered system of faculty wherein some are protected and some are not?

On a positive note, we are very pleased to see that the Committee on Planning and Budget will be providing input on metrics to evaluate recruitment requests (11) and strongly encourage mechanisms for ensuring consultation with the faculty concerning all recruitments.

Elections, Rules & Jurisdiction

June 4, 2013 2:41 PM

No response at this time.

Faculty Welfare

June 6, 2013 2:51 PM

Response of the Faculty Welfare Committee to the Faculty Resources - Budget Model Working Paper Version 2

The second version of the incentive-based budget model is an improvement over the first. This proposal provides greater clarity on key issues such as the budget consequences when a faculty member resigns or an academic unit generates supplemental funding for faculty salaries. Most members of the Faculty Welfare Committee endorse the decentralization of resources and responsibilities this new approach to budgeting represents.

Despite its advantages the trend towards decentralization carries with it costs. Academic units will flourish that have access to external income from endowments, self-supporting degree revenue and clinical income. Departments in the humanities are placed at a disadvantage because they do not have the same revenue-generating opportunities as other units on campus. This policy change could also create perverse incentives. Under this budget model resources will follow students. Departments have an incentive to attract as many students as possible raising the prospect they may duplicate courses found in other academic units or offer inflated grades. We urge the Committee on Courses and other relevant committees and administrators to be vigilant in preventing grade inflation and course poaching.

Graduate Council

June 7, 2013 10:10 AM

Response continued on next page.

June 7, 2013

**RFC: Incentive-Based Budget Model, Faculty Resources;
(Working Paper V2)**

The Graduate Council reviewed the working paper (v2) of the Faculty Resources component of the Incentive-Based Budget Model.

No concerns arose regarding this version beyond the comments made about Version 1.

The Graduate Council submits for your consideration the abovementioned recommendation(s) to the Academic Senate's RFC.

/vm

Sincerely,



Rachael E. Goodhue, Chair
Graduate Council

/vm

c: Gina Anderson, Executive Director of the Academic Senate

Planning & Budget

June 4, 2013 2:41 PM

CPB reviewed Version 2 of the Faculty Resources – Budget Model Working Paper. CPB agrees with the revisions presented in the white paper.

Research

June 4, 2013 2:41 PM

No response at this time.