

**FACULTY SENATE APPROVED
BUDGET COMMITTEE MOTION # 1
(02/10/2015)**

- (1) **WHEREAS**, the University of the District of Columbia is committed to delivering a high-quality education to an increasingly diverse student body; and
- (2) **WHEREAS**, the University of the District of Columbia is a public institution of higher education and is classified as a 501(3)C organization under IRS rules; and
- (3) **WHEREAS**, “Commission on Institutions of Higher Education (CIHE), acknowledge[s] that a larger number of full-time faculty members typically indicates a higher chance of high-quality instruction. In fact, the CIHE states that one of the factors it considers when evaluating a school is that the school ‘avoids undue dependence on part-time faculty, adjuncts, temporary appointments, and graduate assistants to conduct instruction¹’”; and
- (4) **WHEREAS**, well over 25% of the courses are currently being taught by part-time faculty²; and
- (5) **WHEREAS**, the university continues to hire additional staff in managerial and executive positions and paying unjustifiable and unexplainable high salaries to these employees despite the Right-Sizing report by the UDC Board of Trustees where it reports “costs for UDC’s administrative, executive and managerial staff is 315% higher than the national average” (Right-sizing report, 10/1/2012, page 26); and
- (6) **WHEREAS**, the administrative current salaries are excessive [including benefits, the president’s salary is \$390,000; the provost’s salary is \$302,000; the dean’s salary is \$235,000]; and
- (7) **WHEREAS**, the national educational organizations such as First Class Education (FCE) and others are calling for a “65% solution”, specifically, 65% of an educational institution’s budget needs to be spent on in class instruction³; and
- (8) **WHEREAS**, the university is spending approximately 35.6% (approximately \$21.7M on full-time and adjunct faculty and \$61.0 M on other positions) for the educational mission of the university²; and
- (9) **WHEREAS**, an increasing number of institutions of higher learning are linking managerial and executive salaries to formulas to control the rising and inflated executive and managerial salaries⁴; and

(10) WHEREAS, the executive and managerial salaries at the University are out-of-line with similar salaries in public sector institutions⁵; and

→**THEREFORE BE IT RESOLVED**, that all of the salaries of Managerial and Executive non-union employees should be as follows:

1. The president's salary cannot exceed twice the highest academic-year salary of a professor;
2. The Provost's salary cannot exceed 1.5 times the highest academic-year salary of a professor;
3. The salaries of the deans should be annualized based on their academic year salary; it cannot exceed 1.3 times the highest salary of a professor.
4. For all other non-union employees, salaries cannot exceed 1.2 times the highest academic-year salary of a professor; and

^**THEREFORE BE IT RESOLVED**, that the University of the District of Columbia limit the number of vice-presidents to two, including the position of the provost as was the case during the 2004-2008 Academic Years; and

✓**THEREFORE BE IT RESOLVED**, that the University of the District of Columbia should minimize the hiring of adjunct/part-time faculty to maintain credibility and rigor for the academic courses.

¹ Schools Ranked by Full-Time to Part-Time Faculty Ratio: <http://oedb.org/rankings/faculty-ratio/>

² Based on the manning chart from January 2014, it is clear that the university is hiring approximately 375 part-time/adjunct professors. From the same manning chart, it is also clear that the university has approximately 250 teaching/research/visiting faculty members, including chairs (19 instructors, 62 Assistant Professors, 71 Associate Professors, 70 professors, and 27 visiting professors).

³ http://greatlakescenter.org/docs/Policy_Briefs/65percent.pdf;
<http://www.nytimes.com/2006/01/04/education/04solution.html?pagewanted=all&r=0>;

<http://www.aft.org/issues/economy/65percent/>

⁴ <https://www.insidehighered.com/news/2014/02/20/tying-college-presidents-wages-salaries-cooks-and-janitors>

<http://www.yesmagazine.org/new-economy/can-this-small-college-in-maryland-pass-the-fairest-wage-policies-in-US-academia>

⁵ The salary of the secretary of Defense that oversees a budget of over 500 billion dollars receives a salary of approximately \$186,000; the salary of the Governor of California who oversees a budget of over 200 billion dollars and is responsible for the entire state of California receives a salary of approximately \$220,000;

Now look at the UDC salaries: During the 2000-2004 Academic Years, the University of the District of Columbia reduced the number of Vice Presidents from six to two. The salary of the President of the University of the District of Columbia used to be approximately \$150,000 per annum during the 2000-2004 years, and now it is well over \$303,000, plus \$87,000 in benefits; the salary of the president of the University of the District of Columbia has increased by over 100%. The salary of the Provost of the University of the District of Columbia used to be approximately \$136,000 per annum during the 2000-2004 years, and now it is approximately \$235,000, plus \$67,000 in benefits; the salary of the Provost of the University of the District of Columbia has increased by over 57%. The salaries of the deans of the University of the District of Columbia has increased by almost 35% during the same period; and

Responses of the Budget Committee to the Provost letter are in Red.

RECOMMENDATIONS OF THE BUDGET COMMITTEE: WHEREAS, *the District of Columbia City Council made it clear that no increase in funding will be forthcoming to the University of the District of Columbia until and unless there is evidence of better management and internal allocation of its resources; and* **WHEREAS**, *the Faculty Senate on its regularly scheduled meeting of 3/11/2014 passed a resolution: “that the University of the District of Columbia administration present its operating budget to the city council in two parts: (1) a Designated Academic Budget, that when funded will be utilized specifically for academic activities, and (2) an Administrative Budget, that will document and justify to the District of Columbia City Council the funding required to administer the university properly.”* **WHEREAS**, *the university administration has spent hundreds of thousands of dollars that the university did not have in hiring consultants for each of the search processes for the position of deans, provost, and the president; and (In a recent book entitled Den of Thieves by James B. Stewart, he writes “Moreover, on top of paying obscene salaries to HBCU presidents and their cabinets, far too often an inordinate amount of money is spent on consultants at these institutions ... Here too we see the fingerprints of regents. Many of the consultants have relationships with the regents and the presidents of the colleges.”)* **THEREFORE BE IT RESOLVED**, *that the University of the District of Columbia administration appoint a joint committee of faculty, staff, and administrators to delineate the costs of every position on the university’s manning chart into two categories of academic and administrative costs; and* **THEREFORE BE IT RESOLVED**, *that the University of the District of Columbia administration utilize exclusively the internal personnel resources of faculty, staff, and administration of the university in search processes for deans, the provost, and the president.*

Response: The President has created a University-wide Budget Committee on which the Senate Chair will serve as a member. I am recommending that any proposals and motions regarding University finance issues be addressed through her participation on that committee. The Office of the Provost will cooperate by providing any information or data requested by the committee, and while most issues at the University directly or indirectly impact academics, I am requesting that the Senate work through the Chair and this committee to address financial recommendations.

The Office of Academic Affairs will continue to work with Human Resources to employ best practices in searches for critical leadership positions at the University, and that specifically refers to communication of process, solicitation of appropriate representation for search committees (faculty, staff, and students) and broad community involvement in the vetting of candidates. However, to stipulate that the committees would be “exclusively” from internal personnel is deemed an inappropriate process and precedent as: (1) Our strategic plan directs us to become more involved with external stakeholders and industry, and (2) We strive to be more transparent to our external stakeholders and parties of interest and input in University processes. The Senate has been invited to nominate search committee members for all recent national searches. I look forward to working with the Senate as we proceed through future search processes.

Budget Committee Response: The Budget Committee is of the opinion that the administration should implement the resolutions of this committee to be transparent, accountable to external shareholders, and to keep it affordable to the District residents.

**APPROVED FACULTY SENATE MOTION # 1 Submitted By the Budget Committee
03/11/2014**

WHEREAS, the national organizations such as *FIRST CLASS EDUCATION (FCE)* and others are calling for a “65% solution”, specifically, 65% of an educational institutions’ budget needs to be spent on in class instruction. http://greatlakescenter.org/docs/Policy_Briefs/65percent.pdf;

http://www.nytimes.com/2006/01/04/education/04solution.html?pagewanted=all&_r=0;

<http://www.aft.org/issues/economy/65percent/> **WHEREAS**, the District of Columbia City Council seems to imply that no increase in funding will be forthcoming to the University of the District of Columbia unless and until there is evidence of better management and internal allocation of its resources;

THEREFORE BE IT RESOLVED, that the University of the District of Columbia administration present its operating budget to the city council in two parts: (1) a Designated Academic Budget, that when funded will be utilized specifically for academic activities, and (2) an Administrative Budget, that will document and justify to the District of Columbia City Council the funding required to administer the university properly.

Response: The University, in its responses to the City Council, prepares and reports its budget as prescribed by the Council. University administrators are presented with a format and timeline for submitting responses to questions presented by the Council. The University, as part of its self-assessment and preparation for the Middle States Report, has been working to present analyses that highlight administrative costs versus costs for academic resources. However, the committees are starting to find out that it is not easy to delineate because, directly or indirectly, all spending has some academic impact.

I am open to working with the Senate regarding this motion and I am again requesting that Senate members work with currently existing committees where many of these issues are being investigated.

Budget Committee Response: The Budget Committee is of the opinion that the administration should implement the resolutions of the budget committee to bring the academic and administrative budget in line with national trends. The committee members are willing to assist the administration to sort out the administrative and academic costs if the administration so desires.