

Running Minutes from Retrenchment Committee Meeting

January 5, 2021 9:00am - Web-X

Committee Members Present: Gretchen McNamara, Barry Milligan, Scott Williams, Eric Bennett, Marlana Akhbari, Noeleen McIlvenna.

1. Motion to approve minutes from December 21, 2020. Unanimous approval.

2. Adjunct Data.
 - a. What are the full academic year numbers to compare historical data with current numbers?
 - b. Was the number of sections taught by BUFMS reduced, increased, or level in the time period under consideration?
 - c. Adjunct numbers did not decline until Fall 2020. Is that relevant?
 - d. Has the decline in teaching staff, including adjuncts, kept up with the decline in enrolment in BUFM colleges? Is the staffing now adequate to keep up with the decline? Is the drop in adjuncts in Fall 2020 sufficient to avoid retrenchment?
 - e. We need adjunct data back to 2014 to consider its relevance with respect to student credit hours.
 - f. Gretchen will request more adjunct data from Doug Leaman to help determine the faculty: student ratio for years 2014 and forward.
 - i. We are looking for student credit hours generated by adjuncts in BUFM colleges impacted by retrenchment from 2014 to present.

3. Enrollment discussion
 - a. Large decline in Freshman Class
 - b. Emphasis on transfers who will enter as juniors and seniors

4. Report ideas:
 - a. This committee's report could recommend several actions to optimize variables (e.g., recruitment/retention initiatives, retirement incentives), then pose several "if . . . then . . ." scenarios.

- i. If, then ideas (we could posit multiple scenarios with different values, for X, Y, Z and different “then . . .” clauses)
 - 1. If enrolment numbers are X, then . . .
 - 2. If student numbers are Y, then . . .
 - 3. If faculty numbers are Z, then . . .
 - b. What should be the standard for alignment as a workforce?
 - c. How is TET scholarship factored into the right number of faculty for the right number of students?
 - d. What is the correct faculty: student ratio? Increase probability of retirements
 - e. Faculty recruitment and Retention ideas

- 5. Eric did an analysis of retirement eligible faculty by college. (Request Folder 10)
 - a. 77 faculty met the following criteria arbitrarily used to serve as a starting point for discussion: Full STRS or ARP, also with at least 20 years of service OR 70+ years of age.
 - b. 74 is ~15% (arbitrarily chosen) of the BUFM faculty.
 - c. Idea: Could we get close if there were a way to incentivize faculty? Would we need an array of incentives, perhaps by college?
 - d. Is there a second tier that can be incentivized?
 - e. Also looked at Non-BUFM faculty. CoLA may be able to pick up a few (4), CECS (3), others one or two.
 - f. Assuming these numbers represent “natural attrition”, most colleges come close to meeting the 15% arbitrarily chosen number, equivalent to ~75 faculty.

- 6. Next steps:
 - a. Gretchen will request adjunct data per 2. g. above
 - b. We will all begin to add mitigation/ 17.4.2 ideas to the shared document in OneDrive titled “Draft Retrenchment Document” in the “Committee on Retrenchment Folder” - No ideas are bad ideas

Adjourned 12:18pm

Next Meeting: Thursday January 14, 2021. 1pm