

First Step

The GQ&A plan presented to the regents indicates that new tuition revenue will be expended in three areas (<http://cs.uwlax.edu/JPB/0708-Docs/GQA-RegentTuition.pdf>): new faculty positions, new staff positions, and supplies & equipment. A fourth area not explicitly a part of the GQ&A plan calls for the new GPR dollars appropriate in the 09/10 biennium to be used for financial aid to mitigate the effect of increased tuition. JP&B has already agreed to recommendations to hire four new staff for the fall of 08 in offices that will see immediate increases in workload as a result of GQ&A (Admissions, Financial Aid and Multicultural Student Affairs). JP&B has also agreed to a provisional distribution of funds to the colleges to address instructional demands in the 08/09 academic year.

With the immediate question of how new revenue will be used next year resolved, JP&B now needs to determine how subsequent positions will be allocated and to do so in a way that provides for clear on-going oversight of the GQ&A program. Determining how faculty positions will be allocated is now the more immediate issue because of the timing constraints associated with tenure track hiring (search processes for faculty hires in Fall 09 will need to begin in Fall 08 and in some cases this coming summer). A process for future staff position will also be needed but is now less urgent. Such a process might be similar to what follows but it will likely differ significantly because of the nature of the positions.

It is certainly hoped that the addition of the 75 faculty positions discussed in the GQ&A proposal (http://cs.uwlax.edu/JPB/0708-Docs/GQA_RegentSummary.pdf) will have many and varied effects that will improve the instructional, and broader academic, environment at UW-L. Some of these effects will certainly be more subjective and harder to quantify but the addition of 75 new positions can certainly be expected to produce demonstrable improvements in specific areas. While not exhaustive, the following list contains obvious changes that would be expected from the creation of new faculty positions.

GQ&A Expectation Measures for New Faculty Positions

- Decreased class sizes
- Decreased backlog in high demand courses
- Decreased student / instructional staff ratio
- Decreased student / tenure track faculty ratio
- Greater utilization of tenure track faculty in introductory courses
- More frequent offerings of elective/new courses
- Increased faculty scholarship activities
- Increased student research and grant opportunities

In a sense these are the first line expectations. With improvements in these areas we would expect to see a host of follow on benefits in our ability to attract and retain talented students and to provide a vital learning environment for our students.

Given a list such as the above, JP&B can solicit information from academic departments about where new positions might be expected to have significant effects. Departments would be asked to provide JP&B with brief descriptions of how new positions in their department would create improvements in these or related areas. Each department would respond based upon the unique context of their program and course offerings. For example, departments might identify areas where new positions would improve the situation in general education course offerings, or improve the situation in major programs, or allow the creation of new programs.

Clearly, the descriptions would need to provide sufficient detail to determine the extent of the expected improvement but need not be long. For example, a paragraph would be sufficient for a department to explain that a new position would allow the department to decrease the backlog in a high demand course and once the backlog was met allow classes sizes to be reduced from a current high level to a more manageable size. In this example the department would be expected to provide detail on the nature and extent of the backlog as well as class sizes. These responses, together with input from the college Deans and other data sources such as the Delaware data, would allow JP&B to begin to evaluate where new positions would produce the greatest benefits.

Draft Dept. E-mail

The Joint Planning & Budget committee has been given oversight responsibility for the Growth, Quality & Access initiative. This program was approved by the Board of Regents in Dec 07. Since then the committee has made recommendations on the expenditure of new tuition revenue for the 08/09 academic year. The first year revenue is expected to support four new staff positions and 14 faculty positions. JP&B agreed with the Provost's recommendation that the four staff positions be placed in the offices of Admissions, Financial Aid and Multicultural Student Affairs. Because of the difficulty of hiring tenure track positions by Fall 08 the committee agreed with a recommendation to provisionally allocate dollar amounts to each college to be used to address the most critical instructional needs.

The committee is now considering the question of how to allocate faculty positions in future years. There is some urgency to this since searches for faculty hires in Fall 09 will need to begin by this fall (or in some cases by this summer). The revenue model provided with the GQ&A proposal anticipates a total of 50 new faculty positions in Fall 09. The committee will subsequently return to the question of future staff positions and the allocation of S&E funds identified in the GQ&A proposal. The committee has identified a list of expected improvements that would result from the creation of new faculty positions.

- Decreased class sizes
- Decreased backlog in high demand courses
- Decreased student / instructional staff ratio

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While not exhaustive, these represent the most immediate improvements that would be expected from new faculty positions. Improvements in these areas will of course have a variety of follow on effects that will improve the instructional, and broader academic, environment of the university.

The committee now seeks your input on how new positions might be utilized. Please provide the committee with short descriptions of where new positions in your department and programs would be expected to produce the kind of improvements listed above. Your response needs to have sufficient detail and context to allow the committee to evaluate the degree of expected improvement but need not be long. For example, a paragraph would be sufficient for a department to explain that a new position would allow the department to decrease the backlog in a high demand course and once the backlog was met allow classes sizes to be reduced from a current high level to a more manageable size. In this example the department would be expected to provide detail on the nature and extent of the backlog as well as class sizes. The committee will review these responses and together with input from the college Deans and other data sources as appropriate make recommendations for the distribution of faculty positions.

URL's to documents on the JP&B web site.