Minutes
CAPI Meeting
December 6, 2010

Members attending: Acord, Anguilú de Murphy, Byers, Class, Courtright, Fitzgibbons, Niyonsaba, Rueden, Walker-Dalhouse

Members Excused: Meissner

Guest: Ms. Suzanne Abler, assistant provost for Division Operations

Meeting Called to Order: 405 p.m.

Review of Minutes: Accepted

Academic Affairs Legacy Commitment and Budgetary Shortfalls Discussion.

- Ms. Abler stayed throughout an extensive discussion that touched on budget, budgetary procedures, financial planning, dealing with current economic trends, pay policies for participating and part-time faculty, and related issues.

- She began by saying the University is considering upcoming years in terms of tuition, pay raises, and projected expenses. The first two were to be addressed at a meeting of the University Trustees the following day, with expenses to be addressed by the Trustees in March. She said among areas considered were projected enrollment numbers and expense trends. She indicated that the nation’s financial problems left the University less flexibility than in years past. “We are feeling the hurt of the economy,” she said, with financial aid having increased “the past couple of years” and no indication that those increases could be reduced in the near term. She expressed hope that the University will be able to resume plans for long-term and strategic planning, indicating that incoming president, Father Scott Pilarz, had expressed strong support.

- A discussion ensued about the University’s budget procedures. Fitzgibbons said there were three effective budgets: an operational budget (described by Hall as consumables), capital budget (described as items that encompass three or more years) and a third budget of restricted funding used to offset unrestricted funding shortfalls that may include some part-time and adjunct salaries. Abler explained how operating and capital budgets were prepared in cooperation with the University Finance department. Courtright, speaking to funding for participating, adjunct, and part-time faculty, said “we’re hearing similar language to what we’ve heard for 15 years.” He expressed hope for strategic planning addressing concerns on funding such positions, then suggested that the faculty could show its support “so this issue doesn’t get pushed to the back burner.” He especially wanted such planning to deal with part-time faculty, seeking “a fair and just wage for these dedicated people.”

- This led into a lengthy discussion of wage matters, including those of “regular faculty” (Abler said its salary base was low at about a 50 percent of the national range with a desire to move up to the 60th percentile), participating faculty (the multiplicity of titles and duties adding to its complexity), as well as part-time and ad hoc posts. Abler said that “right now we’re scrambling to meet commitments at the top. We can’t underfund things we’ve approved to create new commitments.” Anguilú de Murphy repeated a question that has come up several times in
recent meetings, asking “why is it so difficult for the University to disclose numbers” both of totals in categories and pay ranges. Class responded that these questions aren’t easy to answer. “Each discipline has its own market,” he said, and “every salary released is someone’s personal information.” After further discussion, including comments that “more information is needed to know what information is needed,” and introducing the subject of varying teaching loads as well as pay ranges.

- The committee thanked Abler for her contributions, and she left.

Discussion of a followup of its report to the Senate on the dissolution of the Financial Aid Committee.

- A proposed report was approved with minor, but significant, changes – adding language urging the provost to bring appropriate issues and proposals to UAS “before decisions are finalized.”

- This subject prompted a continuation of the committee’s November meeting discussion of financial aid and scholarships to students, with the committee concurring unofficially with Courtright that the change in University policy toward the two areas left it lacking in timely acknowledgement of student scholarship. Honoring student scholarship only at the beginning and end of their Marquette careers hurts Marquette tradition, Courtright said. “Something is lost in the spirit and vision” of University acknowledging progress. He offered a statement on scholarship, which he plans to address at the forthcoming Senate meeting following the CAPI report on the dissolution of the Financial Aid Committee. The committee took no official action, although members encouraged Courtright in his plans.

Discussion of CAPI membership.

- A brief discussion of members’ availability for reappointment to CAPI (all attending said they were willing; Rueden had left the meeting by this time) and difficulties in finding an appropriate meeting time for next semester ended with Acord agreeing to coordinate members’ availabilities and to suggest a time or times for meetings. The time and date for the committee’s next meeting will be forthcoming.

Meeting adjourned: 6:03 p.m.

Respectfully submitted by Stephen R. Byers, Ph.D.