



# CAL POLY

Academic Senate

## RETREAT 2016

### Activity 2 – Investment of new resources

#### Supplementary Information

#### **STUDENTS:**

1. Student Health and Wellbeing: Student to staff ratios in both health and counseling are far from national standards. Counseling best practices are a ratio of 1:1000 and we are at 1:1800 (we were at 1:2600 three years ago). Health services saw 32,000 student patients last academic year, but had to close to accepting new patients between 1-2pm daily due to physician and medical assistant shortages. Investments in the staff that help students have greater access to medical care, counseling, health education and health/counseling follow up and case management are needed.
2. Career Services: investing in employer and alumni relations will allow us to intentionally grow the number of internships, full time positions, and experiential learning opportunities available to Cal Poly students. College-level employer relations specialists are needed to cultivate new employers, who will create opportunities for students, and as companies and organizations develop relationships with students, research shows they will develop deeper relationships with the university via research funding for faculty, philanthropic support of academic programs, etc.
3. Student Academic Support: increased staffing is needed in the disability resource center as the number of student cases have increased 584% in the past four years, while staffing has maintained flat, reducing the amount of time given to some of our most fragile students. Also, strategic retention specialists are needed to develop culturally relevant retention initiatives for under-represented students. Staffing is also lacking in programs like Cal Poly Scholars, Summer Institute, and EOP. Investments in this area will help ensure that students at risk for not graduating are provided the support they need out of class to ensure that they graduate.

#### **STAFF:**

The information below was obtained using the Chancellor's Office PIMS's list as of September 1, 2016. This data includes recent raises that came into effect on July 1, 2016.

Number of salaried employees:

1220 persons

Wages not including hourly employees (current):

\$ 4,832,553/month

\$ 57,990,636/year

Change not including hourly employees (5%):  
\$ 241,627 per month additional 5%  
\$ 2,899,532 per year additional 5%

Monthly wages not including hourly employees (Current+5%):  
\$ 5,074,181 per month with additional 5%  
\$ 60,890,168 per year with additional 5%

### **FACULTY:**

1. To move SFR down by 1 unit requires adding 48-50 new faculty. An approximate cost including salary and benefits for this number of faculty is \$5M. This calculation assumes we hire Assistant Professors and Lecturers consistent with our current tenure density ratio.
2. Below is a summary of the cost to achieve 70%, 75%, 80%, and 85% tenure-densities given current student population. This would also bring SFR down. For example 85% would require hiring 53 new faculty which would reduce SFR by more than 1 unit.
  - 70% - requires converting 61 lectures into TT faculty and hiring 17 new TT faculty ~ \$3M
  - 75% - requires converting 105 lectures into TT faculty and hiring 29 new TT faculty ~ \$5.2M
  - 80% - requires converting 150 lectures into TT faculty and hiring 40 new TT faculty ~ \$7.5M
  - 85% - requires converting 196 lectures into TT faculty and hiring 53 new TT faculty ~ \$10M
3. Assumption: Hire Assistant Prof (salary and benefits ~\$110,000) and Lecturer (salary and benefits ~\$90,000)

### **BUILDINGS/FACILITIES:**

Enhance outdoor spaces: several (1 or 2) outdoor spaces to facilitate social interaction and/or informal instruction. Facilities just completed the courtyard renovation of Building 13 for COE. Some courtyard locations could include 2/3, 10/22, 21, 33, 38, 52/180 and 186.

Retrofit ventilation/cooling: provide ventilation and/or cooling in faculty offices/classrooms that are most uncomfortable. Depending on the ventilation vs. cooling - and the building - this project needs to be addressed in increments. As a possible short-term measure - Facilities recently upgraded several offices in Jespersen and Heron with ceiling fans, which will move the air since the buildings do not have ventilation. Adding air conditioning needs to be accessed on a building-by-building basis and in conjunction with our climate commitment to reduce greenhouse gases.

# STUDENTS

## **Part I**

Please rank the following items in order of priority with 1 being the highest priority and 4 or 5 the lowest.

\_\_\_\_\_ Health & Wellbeing

\_\_\_\_\_ Career Services

\_\_\_\_\_ Academic Support

\_\_\_\_\_ Diversity of Students

\_\_\_\_\_ \_\_\_\_\_

## **Part II**

Thinking of the item ranked 1 above; please choose one of the following:

\_\_\_\_\_ An urgent need

\_\_\_\_\_ An important need

\_\_\_\_\_ An optional need

# FACULTY

## **Part I**

Please rank the following items in order of priority with 1 being the highest priority and 3 or 4 the lowest.

\_\_\_\_\_ Number of Faculty

\_\_\_\_\_ Salary

\_\_\_\_\_ Diversity of Faculty

\_\_\_\_\_ \_\_\_\_\_

## **Part II**

Thinking of the item ranked 1 above; please choose one of the following:

\_\_\_\_\_ An urgent need

\_\_\_\_\_ An important need

\_\_\_\_\_ An optional need

# STAFF

## **Part I**

Please rank the following items in order of priority with 1 being the highest priority and 3 or 4 the lowest.

\_\_\_\_\_ Number of Staff

\_\_\_\_\_ Salary

\_\_\_\_\_ Diversity of Staff

\_\_\_\_\_ \_\_\_\_\_

## **Part II**

Thinking of the item ranked 1 above; please choose one of the following:

\_\_\_\_\_ An urgent need

\_\_\_\_\_ An important need

\_\_\_\_\_ An optional need

# BUILDINGS/FACILITIES

## **Part I**

Please rank the following items in order of priority with 1 being the highest priority and 6 or 7 the lowest.

- \_\_\_\_\_ Office Space
- \_\_\_\_\_ Classroom/Lab Space
- \_\_\_\_\_ Parking
- \_\_\_\_\_ Alternative Transportation
- \_\_\_\_\_ Enhance outdoor spaces
- \_\_\_\_\_ Retrofit ventilation/cooling
- \_\_\_\_\_ \_\_\_\_\_

## **Part II**

Thinking of the item ranked 1 above; please choose one of the following:

- \_\_\_\_\_ An urgent need
- \_\_\_\_\_ An important need
- \_\_\_\_\_ An optional need

# ACADEMIC INFRASTRUCTURE

## **Part I**

Please rank the following items in order of priority with 1 being the highest priority and 3 or 4 the lowest.

\_\_\_\_\_ Computing: Software/Hardware

\_\_\_\_\_ CTLT

\_\_\_\_\_ Library

\_\_\_\_\_ \_\_\_\_\_

## **Part II**

Thinking of the item ranked 1 above; please choose one of the following:

\_\_\_\_\_ An urgent need

\_\_\_\_\_ An important need

\_\_\_\_\_ An optional need

# OVERALL

## INDIVIDUAL RESPONSE

- Indicate on the line below where you personally would place the emphasis between more tenure-line faculty on campus versus greater faculty pay overall.

MORE FACULTY					GREATER FACULTY PAY
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- Among the needs indicated on prior pages, what are your top three?

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

- Are you an elected member of the Academic Senate?      YES / NO
- Other Comments:

## GROUP DISCUSSION

Please have your table's scribe open the document titled < **activity\_2\_retreat2016** > on the laptop and save this information. Please leave laptop on when finished.

- What are your group's thoughts about the balance between the number of tenure-line faculty versus the general level of faculty pay? Why?
- What are your group's top three needs among those listed in the prior pages? Why?
- Other comments?