

USenate Feedback: 4/25-5/2

Furloughs

Comment: I find it interesting that the only response staff members are getting for the furlough idea is "we have worked hard to bring salaries up to this level". Hundreds of staffmembers have expressed an interest in this but we continue to be told no even though it is a proven cost effective measure. Will the university even check into it to see how much interest there is from staff and what the savings would be? ...or are we going to continued to be stonewalled on this issue?

Response: The commenter paraphrases a response in the 2/28 USenate Feedback (see *Salary differentials and fair compensation*) which was in regard to limiting salary increases and not introducing furloughs. The concept of unpaid leave, however, was broached in the 4/11 USenate Feedback (see *Creative solutions instead of cuts*) and the 2/14 USenate Feedback (see *Voluntary leave*). According to the Provost furloughs, or unpaid leave, are not under consideration for the current budget reduction process because the budget reductions we are experiencing are long-term. Furloughs are designed to weather a short term budget gap. Some positions will be reduced from full-time to part-time as a cost-saving measure, but these are permanent – not temporary - reductions. It appears that this stone wall is not moving for the current budget reduction process.

Liberal Arts and the Strategic Plan

Comment: If the strategic plan is to recommend that every student minor in a liberal art we need to fist define what is and is not a liberal art. Otherwise we might was put some Klingon word in in place of liberal arts.

Response: Having every student earn a minor was apparently debated early in the strategic planning process but this idea never took root. The strategic plan's final version of Learning Goal 5 reads: *Encourage students to seek cross college minors or certificates that supplements a degree with a liberal arts minor or adds cutting edge programs such as Entrepreneurship and Analytics.* (see <http://blogs.und.edu/strategicplanning/wp-content/uploads/sites/75/2017/04/strategic-plan-powerpoint-170427.pdf>). The Association of American Colleges and Universities (<http://aacu.org/leap/what-is-a-liberal-education#survey>) defines Liberal Arts as specific disciplines such as the humanities, sciences, and social sciences. Perhaps more germane is its definition of liberal education, which is...

An approach to college learning that empowers individuals and prepares them to deal with complexity, diversity, and change. This approach emphasizes broad knowledge of the wider world (e.g., science, culture, and society) as well as in-depth achievement in a specific field of interest. It helps students develop a sense of social responsibility; strong intellectual and practical skills that span all major fields of study, such as communication, analytical, and problem-solving skills; and the demonstrated ability to apply knowledge and skills in real-world settings.

This definition is reproduced in UND's College of Arts & Sciences' web page "Discover the Liberal Arts" (<http://arts-sciences.und.edu/about/discover-liberal-arts.cfm>) where no Klingon phrases could be detected.

Music Therapy

Comment: The music therapy discussion - how ironic - the dean of the college was part of the determination to eliminate and now the faculty of the program can request a hearing by the deans of the college and lay their arguments in defense of Music Therapy at the feet of the Dean who is the person who was part of the initial decision to disenfranchise the program.

Response: This comment is in reference to the April 18 USenate Feedback response to a series of questions about the Music Therapy program. As noted in the earlier response, the Music Department has as yet to follow established procedure within its college and present their case for Music Therapy to the College of Arts & Sciences Council of Chairs (not deans). The commenter observes irony with this suggested path, but until it is tried one cannot presume the outcome.

Senior Vice Provosts

Comment: Why in this era of budgets is the Provost being allowed to have Senior Vice Provosts? Supposedly they're aren't being afforded an overload BUT the money from the salary of the departure of Reesor is being given to those two deans for "discretionary" money - this is not a budget saving move; this is playing a shell/shuffle game with money.

Response: The Deans of the Colleges of Engineering & Mines and the College of Arts & Sciences will be shifting 25% of their efforts to the Provost Office in the capacities of Senior Vice Provosts. The respective colleges (Academic Primary Units in MIRA-speak) will therefore recover 25% of their salaries that can be used as the Deans see fit to carry out the missions of their colleges. The Provost Office (Support Unit – another MIRA term) will use funds that were freed up with the departure of the Associate Vice President for Academic Affairs, who is now interim dean of the College of Business and Public Administration (another Academic Primary Unit). There is likely no net budgetary change nor should these changes affect the budgets of the involved primary or support units. Calling this a shell game is not very fair. The increased transparency of the MIRA budget model makes it easier to account for the dollars associated with such a reorganization. This would have been much more difficult to sort out under the former incremental budget model. For more information about primary and support units see the MIRA 102 presentation on the MIRA web page (<http://und.edu/2020/files/docs/budget102.pdf>).

Follow-up on comments from 4/25 USenate Feedback

Initial responses to both of these questions can be found in the 4/25 USenate Feedback. The following responses are from the office of the Vice President for Finance and Operations.

Tuition and credits

Comment: Why doesn't UND charge for each credit of tuition? The per semester rate of "pay for 12 and get the rest free" is baffling to me. If a student registers for 18 credits pays for 12 how does UND decide which 6 were "free"? How will that work in MIRA?

Response (VPFO): The tuition structure for each institution in the North Dakota University System is defined/approved by the State Board of Higher Education. In fall [2016] the SBHE approved a structure that requires tuition to be charged "Per credit hour except at UND and NDSU where a flat rate will be assessed at either a 12-13 semester hour threshold set by the institution."

SBRRRC note: The SBHE action described by the VPFO can be found on p. 3 of their October 27 2016 minutes (<http://www.ndus.edu/uploads/resources/7622/10-27-16-sbhe-minutes.pdf>). Watch the SBHE meeting video (18:24-1:03:06) (<https://www.youtube.com/watch?v=BJuYoCOi8is&feature=youtu.be>) to see how tuition policy is made.

Frequent flier miles

Comment: I do not know if the University has thought about this but with a number of staff traveling and getting frequent flyer miles Can the University combine those miles and get free tickets rather than the staff members who have been traveling and there family members. I see to many faculty and staff who have travel and have frequent flyer miles. The people I know of have not been flying on there own time to get all the frequent flyer miles that they have all the time. This is very unfair for those who never get to travel but would also help out the budgets a little anyway.

Response (VPFO): With regard to frequent flyer miles, Delta Airlines, for example, offers skymiles to individuals only. Corporations and/or entities cannot be enrolled as members. Also, for example, Delta Airlines does not allow the transfer of miles. UND would not stop a UND employee from using their airline reward miles for work travel. We have also been asked to reimburse employees when they use their reward miles. UND does not reimburse employees if no cash outlay exists, and most reward agreements indicate that bartering rewards is not allowed.

There are other universities with policies that indicate if an employee takes two or more trips per year, the employee is responsible for tracking miles earned and is required to use those miles for university travel. UND has not been in favor of such policies that add significant administrative burden and are not enforceable.