

Dean's Council Minutes
November 7, 2018

1. Approval of minutes from last week.

2. Dean's Updates

3. Follow up to President Baenninger's budget address.

Anxiety about staff reductions. Uncertainty about where the cuts will come. Concerns about retirees' supplemental health insurance. Some Medicare supplemental plans on market cost less than they pay now. Health Care advisor will try to help retirees find plans. Those less than 65 require bridge insurance. But that is a much more limited group. Drew cannot subsidize a bridge but is looking to work with faculty in that situation.

Concerns about childcare, and college. Plans made on basis of cost of daycare, now have to seek other plans. August 2020 Drew will cease offering Daycare at the Acorn Academy. But conversations with Church, and other providers. It is currently unclear what the finances looks like. Can we put the daycare back into Carriage House?

Are there possibilities for re-organizing the subsidy in the short term to help those faculty and staff who have made financial decisions based upon previous structure of benefits, especially for those who have unavoidable costs (i.e. those who have children in childcare at the moment or imminently).

Subsidized childcare on campus is a recruitment draw and helps faculty live near campus rather than living far from Drew where costs are cheaper.

Can we have a breakdown of the savings?

APBC have seen the budget, but this cutting did not involve APBC. Conversation took place in cabinet, and board, because it was not an across the board cut. Smallest cuts on academic side of operation. This is at a level of detail that APBC are not able to contribute to the conversation. There were concerns about shared governance in this process. No representation in the cuts process. Though they didn't participate in the discussion, going forward APBC will see all the financial documents in their meetings.

Healthcare costs. 4% increase in employee contributions. This kept down by 5% increase in Drew's budget for healthcare (previously had only budgeted a 3% increase).

Helpful to show how these cuts are being felt across the board (and not just most vulnerable: staff, junior faculty).

Single strategic cuts made with foreplanning. Have made more realistic assumptions about retention, discount rate etc. than in the spring meeting with MaryAnn. But they are still ambitious, and we need action in order to achieve enrollment, retention goals.

Positives: first sustainable financial model for the institution in decades; right principles—not student-facing, preserve benefits that affect everyone (retirement, healthcare), pay people fairly, including a focus on non-tenure-track faculty and a policy for improving their salaries over time; reduce size of administration.

What is the benchmark size of administration? How does this fit with the staff cuts? Cabinet level positions being eliminated.

Follow-up discussion with Deb on Nov 8. If there is not large faculty turnout we may schedule additional meetings with the faculty to discuss Friday's presentation.

Budget cuts to departments: Some cuts required. Not across the board. Dependent upon particular circumstances of departments (labs etc.). Need a process, involving the department chairs. Range of departmental budgets approximately \$2,000-\$100,000. Apply some rules to budgets: Suggested rules. 1. No faculty travel in budget, unless pre-approved. 2. No capital expenses in departmental budgets. 3. No offsetting short-term expenses. 3. No books. 4. No disciplinary memberships.

4. Committee Slate

Timing: Slate would ideally be in progress in order to take any nominations from Division meetings and nominations for at-large positions at the December faculty meeting. Elections should be held right after the December faculty meeting.

Nominations for open slots were discussed and a slate is being developed. Will continue next week.

5. Documents in this week's folder for the following curricular items -

--Dual Degree: 3+2, 3+3 Drew-Washington University Engineering

--Revisions to Physics major - B.A. and B.S. - Potential question: Resource implications would be resolved by 3-3 teaching load

Will discuss next week when Ryan is present. Documents will then go to Divisions before December faculty meeting.