

**Resolution Opposing the Retrenchment of Faculty
and the Elimination of Academic Programs**

Faculty Senate
September 19, 2013

WHEREAS Faculty Senate serves as an advisory body to the President on matters concerning the University including elimination of programs, deployment of university resources and budgeting methodologies; and

WHEREAS The Faculty Senate is deeply concerned about the Workforce Plan which proposes to retrench faculty and eliminate programs based on interpretations of scorecards developed through a budgeting model known as Responsibility Centered Management (RCM); and

WHEREAS the RCM model was implemented without transparency of the formulas or algorithms used or an explanation of how the 50.5% budget assessment on each Responsibility Center was determined; and

WHEREAS the RCM model was continued without sufficient oversight or review from the BRIC or other relevant committees; and

WHEREAS the Workforce plan does not explain how the elimination of programs and faculty will lead to fiscal solvency given that they will, by their very nature, decrease student enrollment and student retention and, thus, decrease revenue. The Workforce plan does not explain or provide data on how the loss in revenue will be made up with increased enrollment elsewhere; and

WHEREAS the Workforce plan does not present information on the plan to reduce infrastructure costs (especially administrative costs), when, if no such cuts are made, the tax on academic departments will just have to go up even more—leading to a continuous fiscal mandate to eliminate even more academic programs; and

WHEREAS these decisions made in the Workforce plan lack sufficient consideration of the deep and long-lasting consequences for other academic programs and violate our mission, vision, and core values, and thus change our Clarion University to something other than a comprehensive university; and

WHEREAS the workforce plan as proposed will significantly reduce the number of minority faculty and therefore impact not only Presidential Priority #2: Equity and Diversity, creating equitable and diverse environments but also PASSHE performance funding; and

WHEREAS the retrenchment of faculty and the elimination of programs negatively and permanently impact our remaining colleagues' ability to deliver their programs of study and for the recruitment of new students; and

THEREFORE, BE IT RESOLVED, that Faculty Senate urges President Whitney and the Council of Trustees to delay faculty retrenchment and elimination of programs until there is better understanding of the RCM budgeting process among all managers and department chairs; and

BE IT FURTHER RESOLVED that the scorecard data are corrected for each department, and that departments with programs targeted for elimination be given sufficient time and resources to implement the action plans developed in the past year; and

BE IT FURTHER RESOLVED that an open decision-making process is implemented to include faculty and staff representatives with full access to the information available to administration, with the goal of overhauling the Workforce Plan.

BE IT FURTHER RESOLVED that Faculty Senate expresses its hopes that President Whitney, the Council of Trustees, and the administration seriously consider these alternatives before implementing the Workforce Plan.