

TO: Governance Steering Council
FROM: University Faculty Senate
RE: FY 15 Budget Priorities
DATE: February 5, 2014

The UFS appreciates the opportunity to provide input on University budget priorities. The priorities below were developed, discussed and approved by the UFS membership.

Research and best practice demonstrate that a properly motivated, full time faculty member will be more deeply engaged with students and the overall extra efforts required for student success with students at institutions with access in their missions. While we believe that more full time faculty are necessary at UB; we also believe that the deliberate and strategic addition of front line staff to support faculty is essential. Front line staff means staff members who support the teaching and success missions and also have direct contact with students in the educational process.

Goal 1: Student Success

- Increase student retention and graduation rates
- Enhance programs strategically designed to increase student success including a reworking of foundational education, an increase in experiential and service learning etc.
- Increased program and course assessment to enhance learning about successes and areas for improvement
- Reward faculty participation in student success initiatives
- Provide increased and adequate support for marketing and outreach of new programs to attract students likely to succeed
- Consider revising tuition policies for reciprocal exchanges of student enrollments from partner institutions that would increase both the diversity and overall quality of our student population.

Goal 2: UB as a Preferred Workplace

- Offer competitive salaries to current and future faculty
- Increase pay for current adjunct and increase the budget to allow for additional adjunct hires
- Strengthen and clarify the tenure and promotion process for all faculty
- Maintain a safe working environment for all employees
- Develop and maintain policies and practices that encourage flexible work environments, responsive to employee commitments beyond UB
- Ensure that diversity and inclusion are campus priorities

Goal 3: Institutional Research

- As an institution, support the use and availability of data to the university community for the purposes of self-learning and making data-informed decisions

Budget Priorities of the Student Government Association

The University of Baltimore Student Government Association would like to forward along the following budget priorities to the University Budget Committee.

1. Classroom Renovations
 - a. More furniture for the class rooms
 - i. Seating that is better suited for studying
 - ii. Desks that allow for students of varying size to sit comfortably (particularly in the Academic Center classrooms)
 - b. Student lab renovations
 - c. Updated equipment in computer labs that are used for the SDE major (in the Academic Center)
2. Safety
 - a. Elevator maintenance
 - i. in all of the main student buildings the Business Center, Student Center, Academic Center, and the Learning Commons
 - b. Increased security
 - i. Stricter Public Access
 - ii. More security cameras
 - iii. University ID policy that require all students to carry their Bee Card and show it for identification when asked
 - iv. Hiring more police officers
3. Hiring more full time faculty

TO: Governance Steering Council
FROM: UB Staff Senate
RE: FY 15 Budget Priorities
DATE: Jan. 15, 2014

The UB Staff Senate appreciates the opportunity to provide input regarding University budget priorities for fiscal year 2015. These priorities were solicited from our members, discussed at our most recent meeting and voted upon by Senators.

We ask that the Governance Steering Council forward these priorities to the University Budget Committee on the Senate's behalf.

1. Staffing: The UBSS encourages that funding be allocated to ensure UB has enough staff for previous/current/future enrollment growth and to support ongoing faculty growth, which was the No. 1 priority indicated by more than one-third of respondents to the UBSS' August 2013 survey regarding UB staff priorities. This includes:

- a cross-divisional analysis of positions and responsibilities to normalize them across UB, which may require additional positions and/or promotions
- increasing operating budgets accordingly when staff are added to department or shifted from one department to another, to ensure the staff have the appropriate resources to do their jobs.

2. Preferred workplace: In line with strategic plan goal 6, the UBSS encourages funding allocations to ensure UB meets its commitment as a preferred workplace. This supports the No. 2 priority indicated in the UBSS' August 2013 survey regarding UB staff priorities: Support flexible work schedules as a means of staff retention. In addition, consider standardizing telecommuting policies/options across all applicable units and adopting a program like Johns Hopkins' Live Near Your Work (these are simply examples in a wide pool of preferred workplace initiatives that can be implemented).

3. Staff development and training: Also in support of strategic plan goal 6 (Obj. 6.2) and in support of the No. 3 priority indicated in the UBSS' August 2013 survey regarding UB staff priorities (Offer UBSS-sponsored professional development opportunities and work to garner support for such opportunities, which require time away from one's desk), the UBSS advocates for funding allocation for a centralized professional development program, perhaps even requiring a certain number of professional development hours per year. We encourage all units to set aside funds for professional development on an annual basis and we recommend inclusion of professional development in PMP goals, indicating a commitment on the part of supervisors to fund such training.