

Provost Reinvestment Fund Requests - Autumn 2013

The College of Arts & Sciences is requesting Provost Reinvestment Funds amounting in total to \$1,100,000 for FY 15 to support continued improvements to the undergraduate student learning experience and to support interdisciplinary efforts in research and teaching. All sums given below include associated benefits costs.

Unit/Campus
COLL ARTS & SCIENCES

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Amount Requested	Fiscal Year	Permanent or Temporary?	# of Years Needed	Description
\$650,000.00	FY2015	Permanent		On the instructional side, we are seeking \$650,000 to support increased instructional costs resulting from markedly higher undergraduate student enrollments in Chemistry and Mathematics (\$500,000). We are also requesting \$150,000 to cover the College's share of the costs of two new tenure-stream faculty appointments (one in Chemistry, one in Physics) required of us by Governor Inslee's Clean Energy Initiative.
\$200,000	FY2015	Permanent		We are also requesting \$200,000 to improve advising for students, especially freshmen and sophomores. Experience has shown that for many students the most effective advising occurs at the divisional level, through such efforts as ArtsLink and SocialSciencesLink. Funding for both programs was eliminated due to state budget reductions. We are seeking funding now to restore these two programs, and to extend this approach to the Humanities and the Natural Sciences divisions also.
\$250,000	FY2015	Permanent		Finally, we are requesting \$250,000 to provide higher levels of support to three interdisciplinary study and research centers. All three centers are widely used and relied upon by students and faculty not only from Arts & Sciences, but also from Education, Business, Social Work, Public Health, Nursing, Public Affairs, various units in the Health Sciences, by researchers from other academic institutions, and by governmental agencies outside UW. In each case, higher levels of support are needed in order to respond to significantly increased demand for the services of these Centers from both students and faculty. Center for Studies in Demography and Ecology to support its research cores, especially its groundbreaking Biodemography Core \$50,000 Center for Social Science Computation and Research (CSSCR), to restore and maintain service levels for the Center's consulting services \$100,000 The recently-established Northwest Census Research Data Center (NWCRC). The College remains committed to maintaining its financial support for this Center, but seeks new permanent funds to replace several existing funding sources that will phase out over the next several years. \$100,000

Compensation-Related Bridge Funding Plans

Unit/Campus	Amount Received	Fiscal Year Rec'd	How does your unit plan to cover compensation-related expenses permanently?

Carryover Balance Explanation

Unit/Campus	Expenditure Category	Percent of Total	Please provide any additional information about carryover balances for Provost Cauce's review.
COLL ARTS & SCIENCES	Start-up Expenses	40%	
	Aid & Waiver Reserves	0%	
	Temporary Salaries	20%	
	Deferred Mntc./Capital Investment	5%	
	Reserves	10%	
	Equipment	0%	
	Strategic Initiatives	25%	
	Total	100%	

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Faculty Status Report and Lecturer Recruitment/Hiring

Please describe your unit's emerging or changing faculty needs, including information about faculty hiring trends and the recruitment and appointment of lecturers.

We believe the College of Arts and Sciences' existing resource base can support a faculty of approximately its current size (750 tenure-stream faculty; 80-100 FT lecturers) for the foreseeable future at appropriate salary levels. Although we expect some continuing growth in undergraduate student numbers, we expect that growth to be modest. But whatever growth there is, we will have to accommodate that growth by increased class sizes, and/or by changing the balance between FT Lecturers and TS faculty. At our current ratios of 90% TT stream faculty and 10% lecturers, we are significantly more heavily weighted toward TS faculty than are most AAU institutions, including many who are substantially better funded than are we. We probably have some room to move here. Nonetheless, we are committed to maintaining our existing model of a predominantly tenure-stream faculty that engages in research, teaching, and service simultaneously. We are also committed to paying our faculty, including our lecturers, competitive salaries. The key determinant of the competitiveness of our faculty salaries is, however, the overall size of our faculty. We cannot, therefore, increase the size of the total size of the faculty beyond its current numbers without significant new revenue streams to support such growth.

Presuming, therefore, that the overall size of our faculty will remain relatively unchanged, the most important development that will affect the faculty of Arts and Sciences in the coming years is the historically unprecedented growth (both in scale and rapidity) in the number of A&S students seeking to enroll and major in the Natural Sciences Division. Over the past four years, enrollments in Natural Sciences have grown 15%. The number of Natural Science majors is also surging. Chemistry added 1000 new students in 2012-13 alone. The number of Math majors has grown from 300 to over 500, and Biology now has more than 1700 majors. This growth is occurring, moreover, in departments such as Chemistry and Biology and Math that already have some of the largest undergraduate programs in the entire country. Unless this growth slows down – and there is no current sign that it will do so – we will have to make new faculty appointments in these areas. We have no choice.

The need to make new faculty appointments in the Natural Sciences poses several challenges. Long term, we can of course reallocate a certain number of faculty positions from divisions in which student enrollments are declining (such as Humanities and Social Sciences) into the Natural Sciences. This, however, is a very slow process that relies on faculty in these latter divisions choosing to retire. At present, both the number and the dollar value of our faculty retirements are at historically low levels. As noted above, we can increase the number of full-time lecturers in the Natural Sciences, and we are doing so. But we cannot hire lecturers in place of tenure-stream faculty to such an extent that we undermine the research capacity of our Natural Science departments. A very high percentage of our Natural Science majors participate in the research projects of our faculty. This must continue. We also face space constraints, which will be somewhat alleviated by the new Life Sciences Building presently on the drawing board – but obviously, building new space is an extremely expensive undertaking. And we also have to provide for the very high start-up costs that are involved in most (though not all) Natural Science appointments.

In short, teaching students in the laboratory sciences is a significantly more expensive proposition than is teaching Humanities or Social Science students. A radical shift in the distribution of our undergraduate student population, out of the Humanities and Social Sciences and into the Natural Sciences, thus has the potential to undermine the fiscal model on which the entire College of Arts and Sciences currently operates. This, it seems to us, is the most striking eventuality that could shape the status of our faculty over the next decade.