



Growing Pains: Stories from the Trenches

Shared Governance Forum
November 16, 2021



Key issues: In 5 years

- Since 2014 Undergraduate enrollment remained relatively stable until recently (-472)
- Graduate enrollment has increased (+2017) since 2014
- Total Increase of 1545 students since 2014
- The number of faculty has decreased
 - Full-time Faculty (-13)
 - Part-Time Faculty (-44)
 - Overall - (-57)

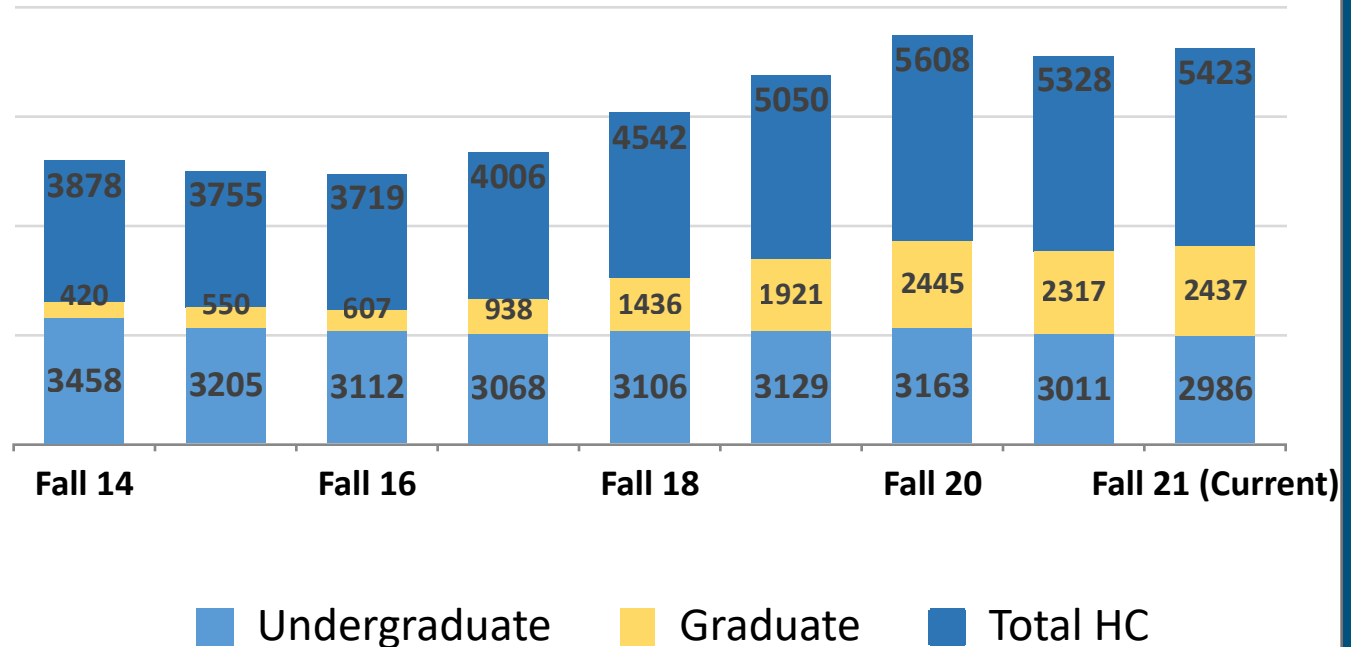
*Data obtained from https://www.se.edu/academic-affairs/wp-content/uploads/sites/15/2019/09/CDS_2015-16.pdf, for each academic year

Faculty Senate Survey (2020)

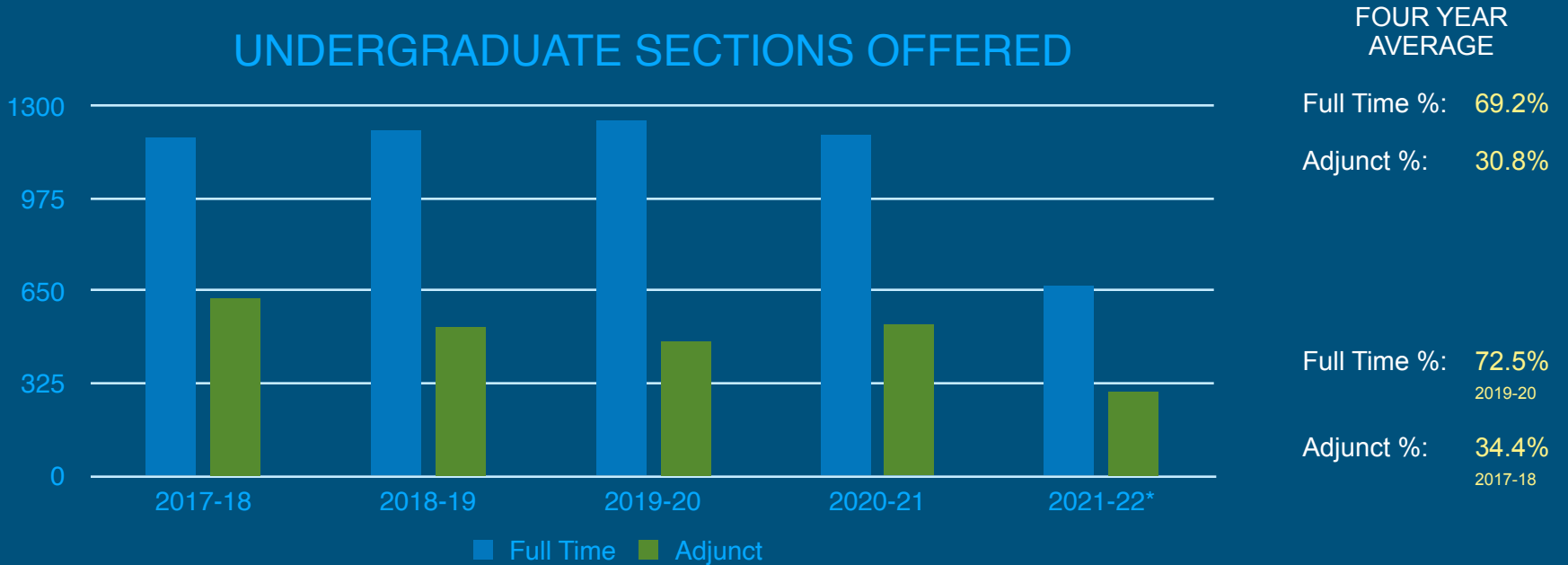
- What Can SE Do Better?
 - “We need to come to grips....faculty and staff are overworked....”
 - “[Set] reasonable enrollment caps, decided by academic departments....Even the best online instructors.....cannot achieve excellence with classes of certain sizes.....”
 - “.....[SE] cannot constantly increase workload without increasing compensation.....folks will step up to fill in gaps for a year or two, but it looks like this will go on forever.....”
- What Factors are Lowering Morale?
 - “The amount of work everyone is expected to do without proper compensation.....:
 - “Large classes, low pay.”
 - “Higher percentage of faculty teaching overloads to meet [the] needs of 7-week courses.”

Enrollment Trends

SE Fall Enrollments



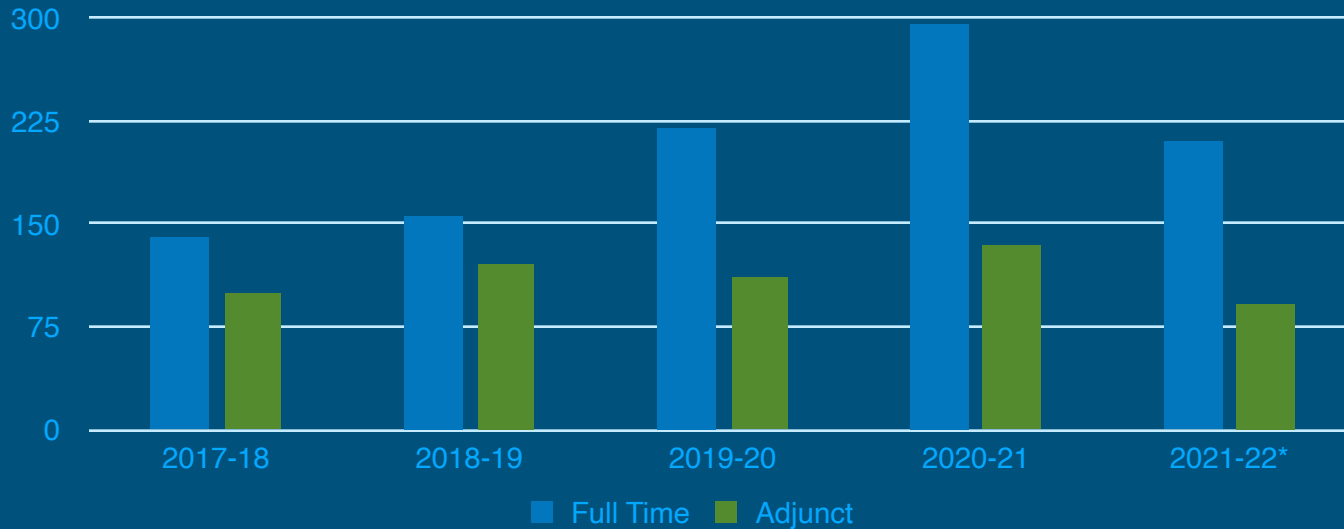
Undergraduate Instruction: Comparison of Full-Time and Part-Time Faculty



*DOES NOT INCLUDE SPRING 2022

Graduate Instruction: Comparison of Full-Time and Part-Time Faculty

GRADUATE SECTIONS OFFERED



FOUR YEAR AVERAGE

Full Time %: 63.6%

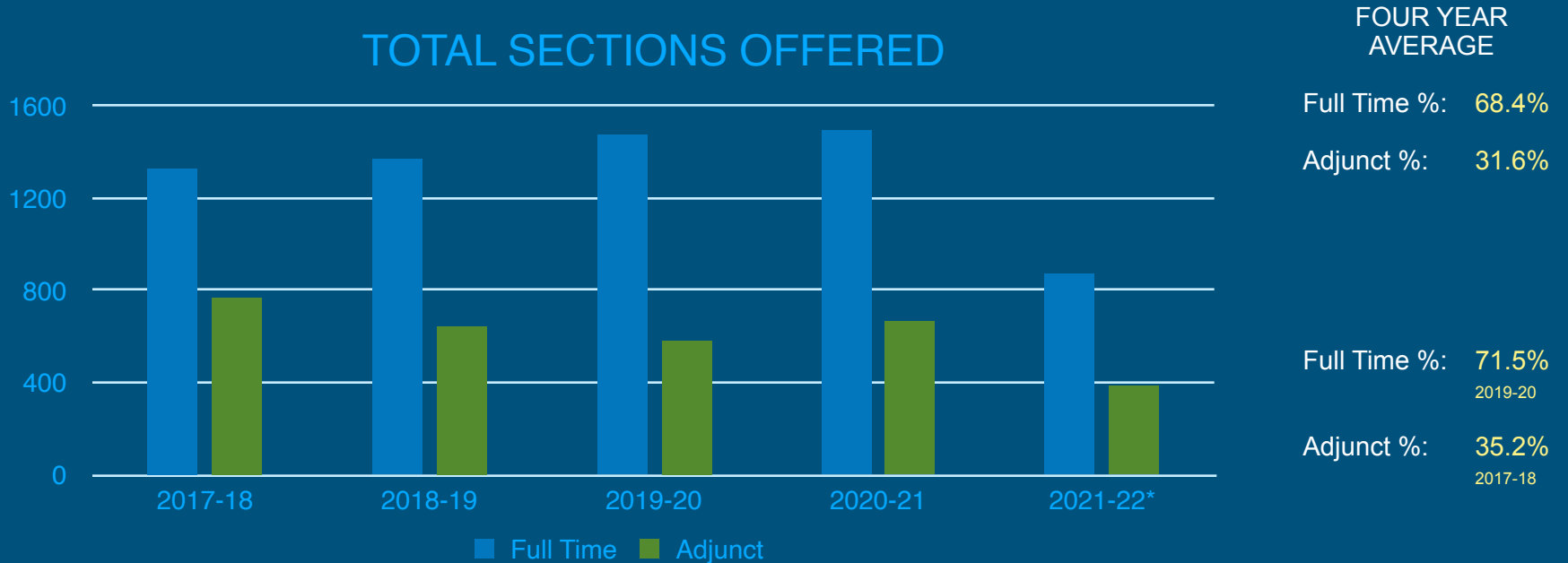
Adjunct %: 36.4%

Full Time %: 69.8%
2021-22

Adjunct %: 43.5%
2018-19

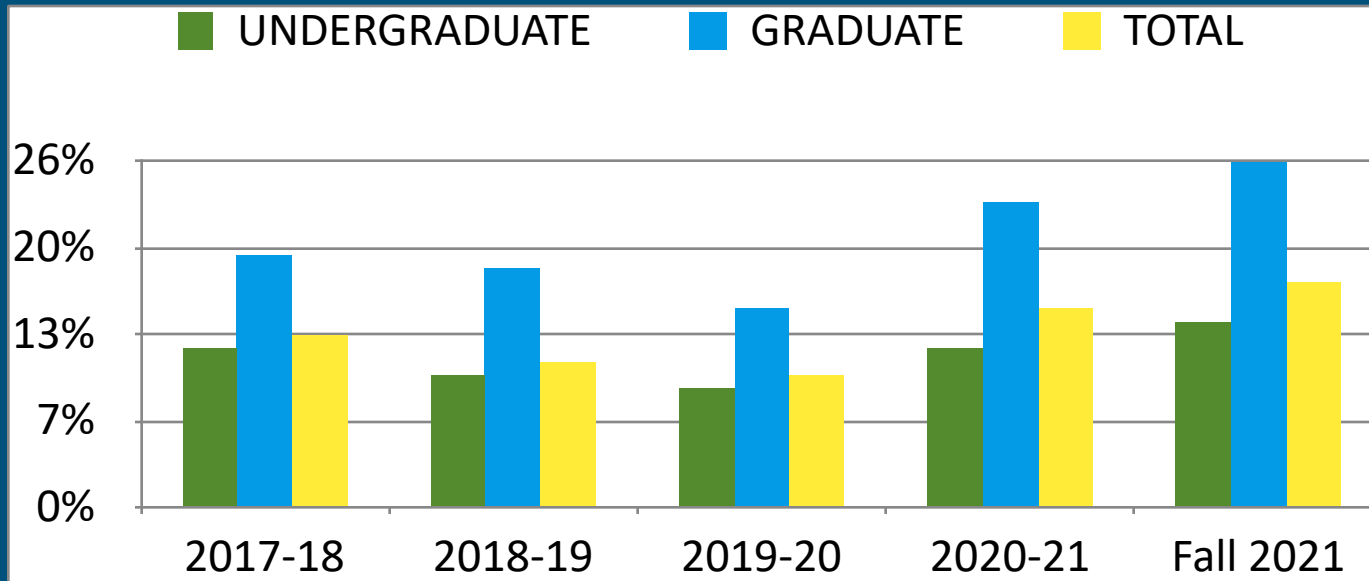
*DOES NOT INCLUDE SPRING 2022

Total Instruction: Full-Time/Part-Time Faculty Comparison



*DOES NOT INCLUDE SPRING 2022

Percentage Of Course Sections Taught in Overloads Fall 2017-Fall 2021



University Mission = Educate Students

Percentage of overall budget spent on instructional salaries:

1993: \$13,130,863 41.1% of university budget

2020: \$10,509,237 21.8% of cash budget

18.1% of raw budget

The budget percentage spent by the university on instructional salaries is **HALF** of what it was *27 years ago!*

*Slide taken from the November 10, 2020 Shared Governance Forum (Faculty Salary Compensation: It's the Right Thing to Do)

Faculty Senate Survey (2020)

- What Can SE Do Better?
 - “We need to come to grips....faculty and staff are overworked....”
 - “[Set] reasonable enrollment caps, decided by academic departments....Even the best online instructors.....cannot achieve excellence with classes of certain sizes.....”
 - “.....[SE] cannot constantly increase workload without increasing compensation.....folks will step up to fill in gaps for a year or two, but it looks like this will go on forever.....”
- What Factors are Lowering Morale?
 - “The amount of work everyone is expected to do without proper compensation.....:
 - “Large classes, low pay.”
 - “Higher percentage of faculty teaching overloads to meet [the] needs of 7-week courses.”

Proposal: Be Deliberate and Proactive

- The question of whether we should grow and, if so, by how much, should be a decision made collaboratively by the university community, but especially by the faculty who will be challenged with implementing such growth.
- To make such a decision, facility and online capacity data should be used to inform such a decision and revise/amend the 3-, 5-, and 10-year plans.