

UNF Board of Trustees

July 17, 2003

Issue: Legislative Budget Requests

Proposed action: Discussion

Background information:

The Division of Colleges and Universities (DCU) has requested that the University of North Florida submit those institutional legislative budget requests (LBR) that it wishes added to the system-wide LBRs that DCU will be sending to the Board of Governors and then to the State Board of Education. DCU will be submitting requests to cover enrollment growth, major gift matching, plant operations and maintenance for new and phased-in space, medical school and law school phase-in, and health and salary annualization.

The University proposes to submit requests to support programs that will (a) increase enrollments in nursing and teacher education, (b) improve retention and time-to-degree rates for UNF undergraduate students, and (c) increase faculty salaries to ameliorate the effects of compression and inversion.

Supporting documentation: Descriptions of proposed legislative budget requests.

Agenda Item 8- Legislative Budget Requests

Proposed Legislative Budget Request

Increasing Enrollments and Numbers of Graduate in Nursing and Teacher Education

The University of North Florida is committed to addressing the acute shortages of teachers and nurses in the region and state. To this end, UNF requests support for programs that will enable the University to increase the number of students enrolled in and graduating from these professional fields.

To encourage students to enter teaching at the secondary level, UNF wishes to establish four professional development high school affiliations with public schools in the region. Each school would focus on a specific content area (math, science, English, social science) and would be selected in collaboration with the appropriate Northeast Florida school district. This program would provide stipends for the students and intensive on-site clinical support for them while they are engaged in fieldwork and internships. It should yield 48 additional secondary level teachers each year.

While incentives are needed to attract individuals into teaching, preparing more nurses requires expanding the number of slots available for prospective nurses. To accomplish this the University has worked with local hospitals that have provided the resources to hire additional nursing faculty. This budget request seeks funds to continue this program and to expand the University's accelerated prelicensure BSN track and its MSN program. The program that the requested funds would allow the University to continue has increased the number of UNF's nursing graduates by one-third (24 students).

This LBR responds to SBE Priorities 3 and 4, and to SBE Strategic Initiatives 1 and 7. This initiative also responds to UNF's Strategic Plan- Goal One, Objective 1 and Goal Five, Objectives 1 and 2.

Funds sought-	\$240,000 for student stipends
	\$120,000 for clinical faculty
	<u>\$393,000</u> for faculty
Total	\$753,000

Improved Retention and Time-to-Degree Rates for UNF Undergraduate Students

Two accountability measures frequently used at the undergraduate level are time-to-degree and student retention rates. In examining its own data on these measures, UNF has determined that it should focus efforts in both areas. To accomplish this, the University proposes a number of initiatives some of which require additional funding. These include greater faculty involvement in the advising, developing improved student tracking and alert systems, seminars for at-risk freshmen, improved early testing programs, and improved academic support services.

This proposal responds to SBE Priority 1 and SBE Strategic Initiative 3. It also responds to UNF Strategic Plan - Goal Four, Objectives 3 and 4.

Funds sought-	\$350,000 for stipends
	<u>\$575,000</u> for salaries
Total	\$925,000

Increase UNF Faculty Salaries to Ameliorate the Effects of Compression and Inversion

Over the years, increased demand for faculty in specific fields has led to universities paying higher salaries for newly hired faculty. At the same time, state budgets have led to small and often across-the-board raises for faculty already employed at publicly funded institutions. Additionally, the fact that most university faculty hire new faculty at the assistant or associate professor levels makes it difficult for senior faculty to move to other universities to gain the advantage of negotiating a new contract.

These phenomena lead to faculty salary compression and, at times, inversion. Salary compression occurs when younger and less experienced faculty are hired in at salaries closer to those of senior level faculty than would be justified based on experience and academic record. Inversion refers to extreme cases where a newly hired faculty member may actually earn more than a colleague hired three or so years earlier not because of the quality of the respective faculty members, but because of current market forces.

The University of North Florida seeks funds to address this problem among faculty, and to a limited extent some staff positions. Addressing the problem will help UNF respond to SBE Priority Four and SBE Strategic Initiative Eight. It will also help the institution to address UNF Strategic Goal Four, Objective 5.

Funds sought	\$650,000 for salaries
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