I’m running for Faculty Regent because I understand the serious challenges facing MSU today. We have to address declining enrollment, declining retention rates, and the state’s new performance funding model. These challenges, as I will show, can be met by rebuilding Academic Affairs. KY schools that have invested more in instruction have improved outcomes, and the new performance-funding model incentivizes an increase in our instructional spending. I believe I will be able to work effectively with Faculty Senate, the Provost, our incoming President, and the Board of Regents to strengthen the institution by aiding the reinvestment in our core, Academic Affairs.
Rebuilding Academic Affairs

The approach I promise:
1. DATA-driven discussions
2. Transparency and communication
3. Accountability
FTE enrollment at MSU over time, admin-adjusted figure (excludes HS)
Inflation-adjusted Instructional Spending at MSU, $/ FTE student

Note: The instruction/FTE figure presented here is the MSU administration's calculated figure, based in MSU's adjusted FTE (not counting high school students); figures are adjusted for inflation using the Bureau of Labor Statistics' inflation calculator. (2016-17 based on budget.)
Instructional Spending at MSU & Peer Institutions Over Time

- Murray
- EKU
- MSU
- MSU with proposed elimination of tenured faculty

<table>
<thead>
<tr>
<th>Year</th>
<th>Percentage of E&amp;G Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>2006-07</td>
<td>40</td>
</tr>
<tr>
<td>2008-09</td>
<td>35</td>
</tr>
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<td>2010-11</td>
<td>30</td>
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<tr>
<td>2012-13</td>
<td>25</td>
</tr>
<tr>
<td>2014-15</td>
<td>20</td>
</tr>
<tr>
<td>2016-17</td>
<td>15</td>
</tr>
</tbody>
</table>
Percentage Change in Instructional Spending as Proportion of E&G Budget at MSU & Peer Institutions Over Time

- Murray
- EKU
- MSU
- MSU with proposed elimination of tenured faculty
Total long term debt at MSU over time

Millions

<table>
<thead>
<tr>
<th>Year</th>
<th>Debt (Millions)</th>
</tr>
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<tbody>
<tr>
<td>2005-06</td>
<td>30</td>
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<tr>
<td>2006-07</td>
<td>25</td>
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<tr>
<td>2008-09</td>
<td>22</td>
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<tr>
<td>2010-11</td>
<td>50</td>
</tr>
<tr>
<td>2012-13</td>
<td>80</td>
</tr>
<tr>
<td>2014-15</td>
<td>90</td>
</tr>
<tr>
<td>2015-16</td>
<td>95</td>
</tr>
</tbody>
</table>
Institutional Athletics Subsidy/ FTE student

Athletics subsidy figure is derived from USA Today "NCAA Finances" database; the FTE count is provided by MSU in its annual "Financial Summary & Reporting Guidelines," which is based on MSU’s audited financial statements.
Enrollment, administrators and full time faculty at MSU, percentage change since 2004 (IPEDs data)
A shrinking faculty at MSU

<table>
<thead>
<tr>
<th></th>
<th>Tenured Faculty</th>
<th>Tenure Track Faculty</th>
<th>Non TT faculty</th>
<th>Total Faculty</th>
</tr>
</thead>
<tbody>
<tr>
<td>IPEDS 2005-06</td>
<td>183</td>
<td>124</td>
<td>71</td>
<td>378</td>
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<tr>
<td>IPEDS 2007-08</td>
<td>195</td>
<td>112</td>
<td>72</td>
<td>379</td>
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<tr>
<td>IPEDS 2009-10</td>
<td>204</td>
<td>88</td>
<td>78</td>
<td>370</td>
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<tr>
<td>IPEDS 2011-12</td>
<td>222</td>
<td>77</td>
<td>82</td>
<td>381</td>
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<tr>
<td>IPEDS 2012-13</td>
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<td></td>
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<tr>
<td>IPEDS 2013-14</td>
<td>232</td>
<td>55</td>
<td>84</td>
<td>371</td>
</tr>
<tr>
<td>IPEDS 2014-15</td>
<td>221</td>
<td>56</td>
<td>82</td>
<td>359</td>
</tr>
<tr>
<td>2015-16</td>
<td></td>
<td></td>
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<tr>
<td>count 2016-17</td>
<td>200</td>
<td>48</td>
<td>52</td>
<td>300</td>
</tr>
<tr>
<td>16-17 vacancies</td>
<td>5</td>
<td>16</td>
<td>4</td>
<td></td>
</tr>
</tbody>
</table>
Student to Faculty Ratio, IPEDS

- Eastern Kentucky University
- Morehead State University
- Murray State University

Year:
- 2008
- 2009
- 2010
- 2011
- 2012
- 2013
- 2014
- 2015

Ratio Range:
- 12 to 19
Chronicle of Higher Ed, faculty salary survey
Morehead State, Full Prof., adjusted for inflation

Display
- Professors
- Associate professors
- Assistant professors
- Instructors
- Lecturers
- Unranked

Compare with
- 4-year public
- Kentucky
- Master's (large)
Salary outlays by employee class

<table>
<thead>
<tr>
<th>instnm</th>
<th>2015 Instructional Salary outlay</th>
<th>2015 Management salary outlays</th>
<th>2015 FTE Enrollment</th>
<th>2015 RATIO of Fac : Admin Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Morehead State University</td>
<td>21893433</td>
<td>6773553</td>
<td>7592</td>
<td>3.23 : 1</td>
</tr>
<tr>
<td>Murray State University</td>
<td>30227094</td>
<td>6762718</td>
<td>9117</td>
<td>4.47 : 1</td>
</tr>
</tbody>
</table>
Institutional Priority Index, 2016-17 budget
(spending per dollar spent on instruction)

For every $1 spent on instruction:

- **MSU**:
  - Debt Service: $0.21
  - Administration: $0.44
  - Athletics: $0.23

- **EKU**:
  - Debt Service: $0.14
  - Administration: $0.40
  - Athletics: $0.16

- **MURRAY**:
  - Debt Service: $0.11
  - Administration: $0.38
  - Athletics: $0.12
2. Transparency & effectiveness

- Provide detailed written reports to Faculty Senate after each BOR meeting
- Develop a close working relationships with Provost, President, and Faculty Senate
- Develop a close working relationship with Institutional Research to refine our understanding of institutional data and challenges together
- Actively solicit faculty feedback about concerns and priorities
- Transmit faculty concerns to the administration and BOR
- Work diligently and energetically to represent the interests of the institution, focusing on the protection of our core institutional priority, which is instruction.
3. Accountability

**Furloughs clawed back ~ $888,000**
- Was not returned to faculty/staff because of the Lappin chiller
- Why wasn’t that maintenance, long overdue, budgeted for?

**What do we budget for?**
- $245,000 for new signs
- $500,000 for new fairways
- $212,000 for new sound system for basketball courts
- $8.6m for new IT infrastructure (incl. $1m for video game network)
- $1.4m for electronic locking systems
- $700,000 for a new website
- $1.1m for upgrades to Colleague
- $21 million for parking structure with food services ($5m + over budget)
- Raises for coaches up to 12% in for 2016 (whilst faculty and staff salaries are cut)
- $300,000 to search firms in last two years
Let’s assess the cost of the furlough

**Benefit:** $888,000 clawed back from faculty and staff

**Costs:**

• Lost enrollment
  • Missed reduced enrollment target by 100 freshmen
  • Botched furlough took recruiting-essential personnel out of their positions for 2 weeks between late March and June

• Damaged Reputation
  • Who invests in a business that cannot afford to pay employees?

• Devastated Morale

• Flight of talented faculty and administrators

• Decline in gifts?