

The Faculty Senate of Eastern Oregon University proposes the following in responding the president's recent announcement of an impending budget crisis:

1. Students do not attend a university because of its administrative structure. They come to take classes from professors. Cuts that impact programs and majors should, therefore, be an absolute last resort. The Senate expects that there will be deep and measurable cuts in administration before program cuts are considered. We particularly recommend a reexamination of positions created and reallocated under the BART plan and the number of direct hire contracts since that time.
2. The Senate urges the administration to safeguard against the further erosion of on campus enrollment by discouraging the mandatory hybridization of courses, additional sections of online courses that directly compete with courses on campus, and the addition of new courses that will adversely affect on-campus enrollment. The administration should resist the temptation to find short term savings through conversion of live sections to online.
3. The largest percentage of the campus budget is in personnel, and the best paid among teaching faculty are generally those who have been here the longest, some of whom are near eligible retirement age. The Senate urges the Eastern administration to show maximum flexibility and innovation in coming up with a viable early retirement option for those faculty and administrators who might wish to consider it, but it cautions against failing to *replace* faculty who have taken such an option, since that would constitute the kind of program cut the institution should avoid.
4. The university president has stated repeatedly her intention to hold tuition increases to no more than 2.5% per year. Given, however, that other institutions in the state system and the region are proposing much larger tuition increases, the Senate urges the president to consider a larger increase at Eastern to prevent potentially ruinous cuts in programs and services. The Senate suggests that Eastern increase tuition by no more (and no less) than 50% of the average tuition increases at other institutions in OUS. Such an increase would enable the university to remain competitive while still helping to mitigate the crisis. The Senate also urges that a percentage of this increase continue to be remitted to students in the form of aid as required by OUS policy and state law.
5. The Senate believes that the in-state tuition waiver must remain in place at Eastern. It is one of our most important and vital recruiting tools and the Senate urges the president to resist energetically any efforts in the Legislature or in OUS to end that waiver.
6. Finally, *if* the university administration believes that voluntary FTE reductions might become necessary to save programs, the Senate will require that such reductions be meaningful and not cosmetic, temporary and not permanent, and it urges the administration to make absolutely sure that such reductions will not affect the PERS crediting status of faculty members considering such a reduction. It also urges that the administration work with OUS and PEBB to ensure maximum flexibility in scheduling for faculty who volunteer to reduce their FTE.