

## ***Faculty Financial Achievements Position Statement***

Presented by the Faculty Senate President

Passed: March 15<sup>th</sup>, 2012

### **WHEREAS:**

The Faculty Senate and Faculty greatly appreciate the opportunity to serve as vital members of Northland Pioneer College. Although these past years have been challenging, our joint accomplishments have continued to be successful in providing a quality education and image to the communities we serve. We are committed to maintaining high levels of success and expectations for both the institution and our students. As faculty we have worked towards saving both the college and our students money. We would like to present to the Board actions that faculty have done collectively over the past few years in these hard economic times.

### **THEREFORE:**

The Faculty Senate recognizes the following:

#### **Actions That Have Saved the College Money**

Three years ago, faculty voted to endorse a five percent salary decrease. The salary reduction was established at two percent, although the necessity of that was later debatable.

The minimum class size has increased by fifty percent, increasing faculty workload with no additional compensation.

Faculty participates in a variety of professional development and skill enhancement activities with less funding provided through the college funding.

Faculty pays the costs of professional memberships, subscriptions to professional journals, etc., as personal expenses. These expenses keep faculty current in their fields of study which benefit both our students and the college.

Faculty continually acquires new skill sets in response to new technology, specifically that impacting the development and delivery of course content to our students.

Faculty is now driving less often to meetings and/or to classes, thus producing savings on fuel and maintenance costs for the college vehicle fleet. The use of conference call/video meetings also results in reductions in vehicle expenses. When possible, faculty tries to carpool.

Faculty continues to develop new online courses and retool existing ones for online delivery, even though the college eliminated modest course development funding.

## **Examples of Specific Reductions**

### **Welding**

Welding faculty is working closely with advisory committee members to receive industry donations for consumable items such as steel, welding electrodes and in some cases equipment. In the past three years this produced savings to the college of over \$100,000. These savings were passed on to the student in the form of lower lab fees. (Other welding programs within Arizona typically charge 50-200% more in fees than NPC does.) Faculty also allow students to utilize classroom copies of the welding manuals for the theory portion of the course which saves them \$60- \$90 per level. In addition, students are encouraged to use the book savings to purchase their own personal protective equipment.

### **Developmental Services**

Developmental Services has accepted large budget cuts. The position of dean was reduced to director and the position of full-time administrative assistant was eliminated, substantially increasing the work load of the current director. Faculty pay for coordination and curriculum work was also reduced by over fifty percent.

### **Education Department**

The Education Department wrote five grants that have brought some "new" money into the college with four new faculty positions. A full time position for early childhood was approved several years ago, but was put on hold when the person hired left after one year. This is estimated at about four years of savings in faculty compensation and increased the workload for the Education Department.

## **Reduction of Costs to Students**

### **Reducing travel expenses**

Student driving expenses have been reduced since many of the course offerings are now on the A/V system and over the Internet.

### **Reducing Textbook Costs**

Faculty has reduced student textbook costs by shifting to publishers who offer substantially lower costs without compromising quality or uses online textbooks.

Faculty has redesigned courses to emphasize Internet resources in place of traditional, costly textbooks.

## **Raising Money for Students**

### **Teacher Pet Award**

Faculty has raised money each year and has provided students award money for the best art awards in the annual art contest. These awarded funds usually consist of \$50 to \$200 which students can use toward college costs.

### **Student Scholarships**

Faculty has raised money each year and has provided students scholarship money. These scholarships have consisted of at least two \$200 scholarships per year.

Sincerely,

Faculty Senate