

Dear Matt and Len,

I am following up on the questions raised at the Senate meeting about the financial aspects of the proposed move of Geography faculty from H&S to FCFC. The description below has been refined and reviewed by the deans of H&S and FCFC and the department chair. They agree that this is an accurate account.

At the conclusion of the H&S instructional staffing plan process, all current tenured and tenure-track faculty were fully funded in the proposed plan budgets. Thus, if the department moves to FCFC, so will full funding for its tenured and tenure-track faculty members. In addition, the proposed change would involve moving funding to provide partial support for one lecturer from H&S to FCFC, as well as moving existing departmental accounts. FCFC will assume responsibility for any administrative and advising support currently provided under the H&S shared support model.

In more detail: As part of the instructional staffing plan process, H&S leadership made the decision that the college would collectively meet the college's total instructional staffing budget target and, at the same time, ensure that all current tenured and tenure-track faculty were fully funded to avoid any retrenchment. As Provost, I supported this initiative that emerged from H&S. The college balanced out units that required additional funding to retain all current tenured and tenure-track faculty with some funds from units that had planned departures and reductions that exceeded that needed to meet their budget targets. Geography required additional funding of \$19k to retain its current tenured and tenure-track faculty and to cover the chair administrative stipend. Full funding for Geography's tenured and tenure-track faculty members and the administrative stipend for a department chair will accompany any move of the department. In addition, partial support for one GIS lecturer (\$25k) will move from H&S to FCFC (an equivalent amount was moved from FCFC to H&S to support this position several years ago), and existing Geography departmental accounts, equipment, and TA funding will move with the department. Because H&S has moved to a shared services model that provides administrative and professional advising support for clusters of departments, FCFC will assume responsibility for any administrative and advising support needed for Geography, replacing that currently provided under the H&S shared support model.

These are all university resources, and there will be no net change in the Academic Affairs resources available to support faculty, staff, and student success as a result of this proposed realignment of the Department of Geography.

Jon Harbor