Hi, I’m \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ from \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ department, and I would like to document one of the issues with the data used to identify departments to be cut during the budget process.

FMLA leave and partial-year employments have not been taken into account in the appointment and headcount metrics, which makes it difficult to accurately attribute both instructional information and faculty productivity. If administration cannot properly count the number of people active in a department over an academic year, can they reasonably assess our instructional or research productivity? This inaccuracy hurts small departments more than large departments, and affects a number of different calculated metrics because the headcount or apportionments are often used as a denominator, magnifying the effect of any inaccuracy. I am concerned about the implicit bias this might create to discriminate against departments that have a higher proportion of young women, and the possibility that if the university makes decisions on inaccurate and biased data, we may lose more money in wrongful termination suits than we save from these cuts.

Hi, I’m \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ from \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ department, and I would like to document one of the issues with the data used to identify departments to be cut during the budget process. Throughout this campus, we have professors of practice with research appointments – sometimes split with extension, sometimes split with teaching, sometimes just research. These professors contributions are not counted in the metrics because they are not tenure track, but they are an important part of our campus and, in departments that have such appointments, they would be eliminated along with their tenure-track peers. In some cases, these professors are in non-tenure-track positions to enable them to focus on within-campus collaborations – but those collaborative activities do not count in the metrics even though that is the stated reason for having a non tenure track position. I do not think that it is fair to evaluate departments differently based on whether they have research professors or not. Those with teaching professor positions are counted in the instructional metrics, but their research peers are not.

Hi, I’m \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ from \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ department, and I would like to document one of the issues with the data used to identify departments to be cut during the budget process. It is incredibly problematic that the metrics used to cut departments are out of date and do not reflect changes departments may have made during the 2024-2025 academic year to become more efficient. In addition, most research metrics are from the 2023-2024 academic year, but headcount is calculated based on fall 2024, which means that there are departments where more than 25% of the department does not count for performance but does count as headcount. This discrepancy hurts small departments with more recent turnover far more than it hurts large departments, because overall, the variability in a department of 40 with one or two new professors will be much lower than the variability in a department of 5 with one or two new professors. Of the 6 departments proposed for elimination, all are smaller than average.