


To: Susan Edwards, President

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Date: Feb. 10, 2021

Re: Addendum to the Report of the Wright State University Joint Committee on Retrenchment

Please find below additional data made relevant by the Interim Provost's report. The Committee on Retrenchment's report of Feb. 8, 2021 concluded by recommending a pause in the retrenchment process to allow short-term mitigation strategies to come to fruition. In light of the Interim Provost's formal recommendations to retrench 113 BUFMs, we would like to add some numeric context to the short-term mitigation suggestions listed in our original report, specifically related to offering faculty retirement incentives and replacing adjuncts with BUFMs. Together, these short-term mitigation strategies could result in full mitigation. Specifically,

1. **BUFMs replacing adjunct teaching** - The CBA directs that adjunct usage is to be minimized before any BUFMs are retrenched. The table below shows the estimated number of BUFMs who could be rescued from retrenchment by minimizing adjunct usage. The committee recognizes that adjunct usage is unlikely to be reduced to zero, but even a fractional reduction in adjunct usage could significantly mitigate the need to retrench BUFMs. We performed analysis as follows:
 - a. We estimated the number of student credit hours that would be made "available" to BUFMs for each of the next three years if the number of student credit hours delivered by adjuncts (SCHA) in AY2019-2020 were reduced by an amount equal to the average annual % reduction in SCH that was realized over the past three years. For example, SCH delivered in CECS averaged 87% of the previous year's SCH. Thus, we estimated that the 2021 CECS "available" SCHA would be 87% of the 5273 CECS SCHA delivered in 2020. We then used this 87% for two more iterations to estimate an available CECS SCHA for AY 2022-2023 (column A).
 - b. The mean FSCH/BUFM ratios for 2014-2017 from our report are listed in column B.
 - c. Estimates of the BUFM equivalent to SCHA "available" are listed in the column C. We arrived at these values by dividing column A by column B. These numbers estimate the potential number of BUFMs who could be rescued from retrenchment if all current adjunct teaching were performed by BUFMs instead.

	23 estimated "available" SCHA (A)	14-17 Ave FACH/BUFM (B)	Estimate BUFM equivalent SCH currently taught by adjuncts, AY22-23 (C = A/B)
CECS	3496	483.5	7
CEHS	8238	347.2	24
CoLA	9781	415.4	24
CONH	343	300.1	1
CoSM	7992	546.9	15
RSCoB	3888	556.8	7
Total	33586	457.1	73

2. **Faculty eligible (or nearly eligible) for retirement** – The table below lists the approximate number of faculty (including BUFMs and non-BUFMs) who are currently eligible for full STRS retirement, or are enrolled in ARP and a) have at least 25 years of service, or b) have at least 20 years of service and are at least 65 years of age. (There may be a few errors in the precise number in each category.)

	# Faculty Full STRS eligible	# Faculty ARP, 25+ yrs. Service, 65+	ARP, 20-25, 65+	Total, Full STRS, ARP 25+, 65+, ARP 20-25, 65+
CECS	8	3	2	13
CEHS	6	0	1	7
CoLA	13	4	3	20
CONH	3	0	1	4
CoSM	19	3	0	22
RSCoB	10	3	4	17
Total	59	13	11	83

3. **Sum of both approaches** - Sum of retirement-eligible faculty and “BUFM equivalents” to replace adjuncts

	Estimate BUFM equivalent SCH currently taught by adjuncts, AY22-23	Total, Full STRS, ARP 25+, 65+, ARP 20-25, 65+	Total Adjunct + retirement potential mitigation	Provost recommended # to be retrenched
CECS	7	13	20	12
CEHS	24	7	31	12
CoLA	24	20	44	49
CONH	1	4	5	0
CoSM	15	22	37	26
RSCoB	7	17	24	14
Total	78	83	161	113

Conclusion: An aggressive VRIP, combined with a marked reduction in use of adjuncts (to be replaced by BUFMs), could provide sufficient short-term mitigation to allow for at least a one-year pause in retrenchment.