

TO: Jim Craiglow, University Chancellor

FROM: Faculty in the Cultural and Interdisciplinary Studies Department

December 9, 2003

Dear Jim:

We are reaching out to you in your leadership role to help find a solution to serious concerns on the College campus. Without access to a transparent budget, we find the current process of decision-making extremely problematic. We are asking for an opportunity to see and understand the College budget with you and the Vice Chancellor of Finance. Just as Rosalie was leaving her position and Glen was out of the country on vacation for a month, we began to be informed of drastic decisions which will have a direct impact on the retention of both students and faculty.

Specifically we are concerned about the following:

1. We are being given a salary decrease, which is being achieved by increased costs for healthcare combined with no salary increase. This decision was never brought to a faculty meeting or explained to the faculty as would have been done in the past. The College faculty has suffered numerous fiscal setbacks over the many years we have kept the College running. Difficult decisions such as these are routinely brought to the faculty and explained in clear and coherent terms. Options are explored. The fact that this was not done is injurious to faculty morale and sends a clear message to junior faculty to look elsewhere for work. Since research shows that student retention at the College is directly tied to faculty retention, the loss of important young faculty will have a direct and immediate affect on our students.

2. We would like to know where the growth in the College endowment shows in the budget. We are here referring to the GROWTH not the INTEREST in the College endowment. The growth should show up as income in our budget. Is this being done?

3. We have been told that the shortfall in our current budget is linked to excess expenditures in last year's budget. How is it that the College '03-'04 budget is being held hostage for expenditures in Fiscal year '02-'03? That is highly irregular accounting, and we need this clearly explained.

4. How do we go about recovering depreciation on the capital on which we're operating? We would like this explained to us in our current budget.

Jim, we have brought this to your attention in the hopes that the answers to these four questions can be addressed. The problem we are experiencing is a profound lack of communication due to the loss of a College CFO. The University CFO does not regularly address or confer with College faculty on matters of the budget, yet we are directly impacted by decisions made in that office. The tendency for the University CFO to focus solely on expenses and to exclusively seek solutions based on cutting expenses may indeed undermine the future viability of the College. We do not believe that is the intention, but that may be the result.

All private liberal arts institutions base their annual budgets on a balance of INCOME and expenses. Since the buildings on campus, including the buildings that house the administrative offices and classrooms used by the McGregor School, are depreciated against the College budget, and since income from the use of these buildings is generated by the McGregor School, we find it puzzling that none of this **income** and only the **expenses** of overhead, maintenance, and depreciation are charged to the College. The lack of attention to increasing revenue and the apparent disregard for concrete strategies to increase revenue worries us.

Members of our department have discussed numerous proposals about developing graduate programs to complement our most successful undergraduate programs. Yet we have been told there is no fiscal support to build on our successes, increase our student body, and thrive. Instead we are situated as passive observers as decisions which may satisfy short-term expenses are brought forward. We are committed faculty who are worried that this lack of accountability may ultimately mean the end of Antioch College.

Thank you for your attention to these matters.

Sincerely,
CIS Faculty
Ann Filemyr
Anne Bohlen
Jim Keen
Pat Mische
Dennie Eagleson
Chris Hill
Bob Devine
Jahwara Giddings
Colette Palamar
Hazel Latson

Cc: Dan Kaplan, Chair, University Board of Trustees