

# *Tennessee Conference, AAUP*

## **Principles for Maintaining a High Quality Education In the Midst of the State Financial Crisis**

### **1) Use Broad Deliberation to Determine the Best Approach**

A shared effort in deciding how to address the problems will lead to a more cohesive spirit in the implementation stages. Faculty, staff, students, administrators and regents each bring an important perspective for consideration. Each is affected by the outcome. Structures exist whereby representatives from each of these constituencies can meet quickly and provide input into the process.

### **2) Any Cuts Made Should Have the Least Adverse Impact on Students**

Students are the reason for institutions of higher education. The educational needs of the students must be the criteria by which all decisions are made. During a recession, Tennesseans need more access to education rather than less. The Proposal to remove the cap on tuition would result in a 25% tuition increase for students taking 15 hours and a 50% increase for those enrolled in 18 hours. This will diminish educational opportunities due to cost.

The budget for the academic area in the TBR system has remained essentially constant for 6 to 7 years. During that same time period: travel, student services and institutional support have expanded by as much as 45%. Reduce funds for travel, student services and institutional support that impact the fewest students.

### **3) Efficiency Starts at the Top**

Reduce redundant administrative functions across the system. Decrease the number of middle managers. Lower the inordinately high salaries for system administrators and campus administrators bringing their pay to a percentile ranking in comparison with peer institutions that matches the ranking of salaries for faculty and staff.

### **4) Faculty Need to Review Possible Consolidation of Programs**

Consortium agreements with local institutions or possible consolidation of some programs can be considered as long as they do not jeopardize student access to education.

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