

**Questions for Chancellor Ron Elsenbaumer
Faculty Senate
Purdue University Fort Wayne
October 2024**

SENATE REFERENCE NO. 24-10

Question

As the university undergoes cuts and financial challenges, could the Administration kindly clarify the status of our affairs, particularly:

1. What is the budgetary shortfall during the 2023-2024 academic year?
2. What are the factors that caused this shortfall? Could you ascertain if and how Athletics' expenditures have contributed to this outcome?
3. How has this affected filling faculty lines, decreasing travel (and departmental?) budgets, and suspending or cancelling minors?
4. In light of the above, could the administration offer insights on whether or not some administrators received new titles and if such promotions were matched with salary increases?
5. If indeed the University is under a budgetary shortfall, how does the administration reconcile overspending, administrative raises (if so), and the future of our institution and its quality education under dire circumstances?

A. Nasr (on behalf of anonymous Communication member)

Response from Chancellor Elsenbaumer:

Regarding items 1 and 2 in the question, responses to these issues were provided by Vice Chancellor Glen Nakata to Faculty Senate in the meeting of April 22, 2024. Specifically, the information provided was contained in the minutes of the meeting, which are provided below. See pages 14-16 of the minutes for the April 15 and April 22, 2024 meetings for details. Additional information regarding if and how Athletics' expenditures have contributed to this outcome is provided in the Chancellor's Annual Athletics Report provided by the Faculty Athletics Representative, Michelle Parker, in Faculty Senate meeting held on November 11, 2024. A copy of that report is also provided for reference.

[Copy, Faculty Senate Minutes, April 15 and April 22, 2024.]

[Copy, Chancellor's Annual Report on Athletics, November 11, 2024.]

Regarding item 3 in the question, *“How has this affected filling faculty lines, decreasing travel (and departmental?) budgets, and suspending or cancelling minors?”*, a response to this question was provided to the Faculty Senate at its meetings on September 9 and 16, 2024. Academic budgets and processes of prioritization of faculty lines and subsequent impacts on academic programs was addressed by Provost Drummond during the meeting and can be reviewed via the recording and transcript of that meeting. Budget constraints have required us to make difficult choices, including freezing or delaying faculty hires, reducing travel and delaying other key programmatic expenditures. College and School deans work closely with department heads to prioritize local resources within their units to preserve and sustain our core academic mission to the extent possible while managing our financial limitations. In spite of these limitations, a new academic minor in Forensic Investigations was approved and added to the College of Liberal Arts in the April, 2024, Senate Meetings.

Regarding item 4 in the question, *“In light of the above, could the administration offer insights on whether or not some administrators received new titles and if such promotions were matched with salary increases?”*; the attached Excel Spreadsheets outline all relevant administrative and faculty title changes and their subsequent salary increases associated with the title changes. Title and responsibility changes for senior administrators amounted to salary adjustments of \$120,335, which were covered within budget (budget neutral) through salary savings (\$130,000) owing to elimination of a position in HR. Title changes, promotions and responsibility changes for faculty over this time period amounted to \$963,076, of which \$135,517 was new money added above previous year’s budget to central administration.

Promoting from within is not only beneficial but essential for any organization, especially in institutions of higher education where the mission of teaching, research, and service is deeply rooted in a culture of learning and growth. Internally promoting faculty and staff also supports the creation and retention of talent, which is fundamental to the organization’s continued growth and improvement. Individuals who are given the opportunity to rise within an institution often possess an intimate knowledge of its structure, culture, and operational processes. This familiarity allows them to make informed decisions, act quickly to resolve challenges, and effectively lead others by example. Moreover, it cultivates a sense of loyalty and belonging, as employees see their dedication and hard work recognized and rewarded with meaningful advancement opportunities.

Further, the practice of promoting from within strengthens leadership succession planning. By preparing employees to take on greater responsibilities, institutions create a robust pipeline of qualified leaders who are well-prepared to step into roles vacated by retiring or transitioning individuals. Investing in internal talent builds a resilient and motivated workforce capable of driving an institution forward. It demonstrates a commitment to employee growth, encourages long-term retention, and fosters a culture where individuals aspire to contribute at higher levels. In doing so, higher education institutions secure a future grounded in continuity, stability, and continuous improvement, which ultimately benefits not only the organization but also the students and communities it serves. These are practices to which we continually aspire.

[Copy of Excel Spreadsheets outlining title changes and salary increases associated with title changes FY 23-24, and FY24-25.]

ADMINISTRATIVE FACULTY

Action Date	Employee Class	Name Sort	Career Stream Display	Position Display	Previous Employee Class	Previous Career Stream	Position Display Old	Promotion or Title Change Salary Adjustment Amount
7/1/23	Executive	ADILOV NODIR	E1 - Executive	40012409 - Interim Dean of DSB / Professor of Economics	Faculty	F6 - Faculty	40012409 - Chair and Professor of Economics	14,064.03
1/1/24	Executive	ADILOV NODIR	E1 - Executive	40074910 - Dean Doermer School of Business	Executive	E1 - Executive	40012409 - Interim Dean of DSB / Professor of Economics	64,987.80
7/1/24	Executive	DRUMMOND CARL N	E1 - Executive	40002384 - Provost and Vice Chancellor for Academic Affairs	Executive	E1 - Executive	40002384 - Vice Chancellor for Academic Affairs	0.00
7/1/24	M/P Management	FINERAN KERRIE R	M6 - Management	40063769 - Chief of Campus and Community Wellbeing	Faculty	F3 - Faculty	40063769 - Interim Associate Vice Chancellor of Student Wellness	29,998.08
7/1/23	M/P Management	O'CONNOR KIMBERLY W	M6 - Management	40018063 - Associate Vice Chancellor for Teaching & Learning	Faculty	F6 - Faculty	40011372 - Chair and Associate Professor of Organizational Leadership	11,285.00
total:								120,334.91

NON-ADMINISTRATIVE FACULTY

Action Date	Employee Class	Name Sort	Career Stream Display	Position Display	Previous Employee Class	Previous Career Stream	Position Display Old	Promotion or Title Change Salary Adjustment Amount
7/1/24	Faculty	AASAND HARDIN	F4 - Faculty	40080759 - Professor of English	Faculty	F6 - Faculty	40009681 - Chair of the Dept. of English & Prof	0.00
8/14/23	Visiting Faculty	ARMSTRONG RONAN PARK	F2 - Faculty	40071820 - Visiting Clinical Assistant Professor in Music	Limited Term Lecturer	TMP - Temporary	40064117 - Limited Term Lecturer	47,840.04
8/14/23	Clinical/Research	BARRIENTES JUAN	F2 - Faculty	40063953 - Clinical Assistant Professor of Criminal Justice	Limited Term Lecturer	TMP - Temporary	40024838 - Limited Term Lecturer - Credit	63,000.00
8/14/23	Clinical/Research	BAYAT JAHAN B.	F2 - Faculty	40074349 - Assistant Professor of Practice in Mechanical Engineering Technology	Faculty	F2 - Faculty	40035868 - Assistant Professor of Mechanical Engineering Technology	0.00
8/14/23	Visiting Faculty	BENYOUSKY SHARI L	F2 - Faculty	40066788 - Visiting Assistant Professor in Rhetoric and Composition	Limited Term Lecturer	TMP - Temporary	40024803 - Limited Term Lecturer - Credit	35,880.03
7/1/24	Visiting Faculty	BENYOUSKY SHARI L	F1 - Faculty	40066788 - Visiting Instructor in Rhetoric and Composition	Visiting Faculty	F2 - Faculty	40066788 - Visiting Assistant Professor in Rhetoric and Composition	0.00
7/3/23	Faculty	BISCHOFF SHANNON T	F6 - Faculty	40059660 - Chair of Communication Sciences & Disorders / Professor of English & Linguistics / Director of Three Rivers Language Center	Faculty	F4 - Faculty	40011059 - Professor of Linguistics, Director TENL Program, & Assoc Director of Research and Innovation	13,897.92
8/14/23	Faculty	BISCHOFF SHANNON T	F6 - Faculty	40074590 - Chair of Communication Sciences and Disorders	Faculty	F6 - Faculty	40059660 - Chair of Communication Sciences & Disorders / Professor of English & Linguistics / Director of Three Rivers Language Center	(0.03)
5/20/24	Faculty	BISCHOFF SHANNON T	F6 - Faculty	40074590 - Chair of Communication Sciences & Disorders / Professor of English & Linguistics / Director of Three Rivers Language Center	Faculty	F6 - Faculty	40074590 - Chair of Communication Sciences and Disorders	0.00
9/29/23	Faculty	BULDT BERND W	F4 - Faculty	40006939 - Professor of Math Logic & Foundations of Exact Sciences	Faculty	F4 - Faculty	40006939 - Prof Math Logic & Foundations Exact Sci	0.00
9/29/23	Clinical/Research	BUTEYN JOHN M	F2 - Faculty	40041186 - Clinical Assistant Professor of Music & Director of Popular Music Industry Program	Clinical/Research	F2 - Faculty	40041186 - Clinical Assistant Professor of Music & Dir, Popular Music Industry Program	0.00
7/1/23	Faculty	BUTTES STEPHEN M	F3 - Faculty	40011440 - Associate Professor of Spanish	Faculty	F6 - Faculty	40011440 - Associate Professor of Spanish and Chair	0.00
8/30/24	Continuing Lecturer	CAMPBELL JAMES C	P3 - Professional	40004871 - Senior Lecturer in Illustration and Graphic Design	Continuing Lecturer	P3 - Professional	40004871 - Senior Lecturer	0.00
8/30/24	Faculty	CAMPBELL LAUREL H	F3 - Faculty	40011111 - Associate Professor and Director of Art Education	Faculty	F3 - Faculty	40011111 - Associate Professor	0.00
8/19/24	Faculty	CHEN CHAO	F4 - Faculty	40009107 - Professor of Computer Engineering	Faculty	F3 - Faculty	40009107 - Associate Professor Computer Engineering	8,829.99
8/12/24	Faculty	CHO HYUN JIN	F2 - Faculty	40075728 - Assistant Professor of Educational Psychology	Post Doc	PGRD - Post Graduate	40015666 - Post Doc Research Associate	67,000.05
7/1/23	Faculty	CLEGG JENS H	F6 - Faculty	40008774 - Chair of International Languages & Culture Studies /	Faculty	F3 - Faculty	40008774 - Fac Athletic Rep/Associate Professor	8,830.00
8/12/24	Clinical/Research	CORNWELL SHANE ERIC	F2 - Faculty	40074869 - Clinical Assistant Professor of Educational Leadership	Limited Term Lecturer	TMP - Temporary	40044832 - Limited Term Lecturer - Credit	44,980.65
7/1/23	Faculty	DATTOLO BENJAMIN F	F4 - Faculty	40009691 - Professor of Geology	Faculty	F3 - Faculty	40009691 - Associate Professor of Geology	8,830.00
6/1/24	Clinical/Research	DAVIDSON MITCH D	F2 - Faculty	40079193 - Assistant Professor of Practice in Information Technology	M/P Management	M6 - Management	40002642 - Executive Director IT Distributed Campus Service PFW	0.00
7/1/23	Continuing Lecturer	DIRCKSEN ADAM D	P3 - Professional	40011268 - Executive Director of CELT & Senior Lecturer in	Continuing Lecturer	P3 - Professional	40011268 - Senior Lecturer in COM & Dir of CELT	14,444.64
8/12/24	Clinical/Research	DUPUIS JACQUES PIERRE	F2 - Faculty	40080623 - Clinical Assistant Professor in Music Theory and Musicology	Visiting Faculty	F2 - Faculty	40060128 - Visiting Assistant Professor in Musicology/Music Theory	5,164.02
7/1/24	Clinical/Research	ENCABO-BISCHOFF MARY ELIZABETH I	F2 - Faculty	40080889 - Clinical Assistant Professor of Linguistics	Continuing Lecturer	P2 - Professional	40027944 - Lecturer in Linguistics	5,000.04
9/1/23	Clinical/Research	FRANCIS JOE P	F3 - Faculty	40035411 - Clinical Associate Professor of Actuarial Science and Director	Clinical/Research	F3 - Faculty	40035411 - Clinical Associate Professor of Actuarial Science and Director of the Actuarial Science	0.00
8/30/24	Continuing Lecturer	GABBARD JAMES D	P3 - Professional	40004190 - Senior Lecturer in Photography	Continuing Lecturer	P3 - Professional	40004190 - Senior Lecturer	0.00
8/30/24	Faculty	GANZ CHRISTOPHER	F4 - Faculty	40002612 - Professor of Printmaking and Drawing	Faculty	F4 - Faculty	40002612 - Professor of Fine Arts	0.00
8/14/23	Clinical/Research	GOODMAN AMY BETH	F2 - Faculty	40069006 - Clinical Assistant Professor of Communication Sciences and	Visiting Faculty	F2 - Faculty	40047767 - Visiting Clinical Assistant Professor in Communication Sciences & Disorders	1,500.03
8/14/23	Clinical/Research	GRINDROD CHRISTOPHER MARK	F2 - Faculty	40073050 - Clinical Assistant Professor of CSD	Faculty	F2 - Faculty	40038607 - Assistant Professor of CSD	0.00
7/1/23	Faculty	GUREVICH NAOMI	F3 - Faculty	40022586 - Associate Professor of CSD	Faculty	F2 - Faculty	40022586 - Assistant Professor of CSD	6,627.00
7/1/23	Faculty	HERBIG ARTHUR W	F4 - Faculty	40010999 - Professor of Media Production	Faculty	F3 - Faculty	40010999 - Associate Professor of Media Production	8,830.00
8/19/24	Clinical/Research	HOGG TERESA A	F3 - Faculty	40037518 - Clinical Associate Professor of Early Childhood Education	Clinical/Research	F2 - Faculty	40037518 - Clinical Assistant Professor of Early Childhood Education	6,626.97
8/14/23	Clinical/Research	HOUSTON JENNIFER NOEL	F2 - Faculty	40069008 - Clinical Assistant Professor of Communication Sciences and	Visiting Faculty	F2 - Faculty	40038612 - Visiting Clinical Assistant Professor in CSD	1,500.03
7/1/24	Faculty	HUFFMAN DEBRAH L	F3 - Faculty	40080761 - Associate Professor of English	Faculty	F3 - Faculty	40009511 - Director of Writing/Associate Professor	0.00
8/12/24	Faculty	JIANG YELING	F2 - Faculty	40079049 - Assistant Professor of Organizational Leadership	Graduate Student	GRD - Graduate	40030249 - Grad Research Assistant	71,000.01
8/14/23	Visiting Faculty	KAUFELD JOHN PHILIP	F2 - Faculty	40061483 - Visiting Instructor in Organizational Leadership	Limited Term Lecturer	TMP - Temporary	40050812 - Limited Term Lecturer - Credit	45,144.09
7/1/23	Faculty	KIRCHNER MICHAEL J	F3 - Faculty	40022901 - Associate Professor of Organizational Leadership and	Faculty	F2 - Faculty	40022901 - Assistant Professor of Organizational Leadership and Graduate Director	6,627.00
8/14/23	Faculty	KOUDSIA SAMER M	F2 - Faculty	40070069 - Assistant Professor of Organizational Leadership	Visiting Faculty	F2 - Faculty	40059416 - Visiting Assistant Professor in Organizational Leadership	11,999.97
5/21/24	Faculty	KOUDSIA SAMER M	F2 - Faculty	40070069 - Asst Prof Organizational Leadership	Faculty	F2 - Faculty	40070069 - Assistant Professor of Organizational Leadership	0.00
8/1/24	Faculty	KRACHER CONNIE L	F3 - Faculty	40027254 - Associate Vice Chancellor for Research	Faculty	F3 - Faculty	40027254 - Director of University Research and Innovation / Associate Professor of Biology	0.00
7/1/23	Faculty	LEBLANC SARAH S	F3 - Faculty	40022432 - Associate Professor of Interpersonal Commun	Faculty	F2 - Faculty	40022432 - Asst Professor of Interpersonal Commun	6,627.00
8/12/24	Visiting Faculty	LORENZ PAUL ANDREW	F2 - Faculty	40080793 - Visiting Assistant Professor in Saxophone	Limited Term Lecturer	TMP - Temporary	40050561 - Limited Term Lecturer	36,618.03

7/1/23	Faculty	LUO HAOWEN	F3 - Faculty	40021536 - Associate Professor of Finance	Faculty	F2 - Faculty	40021536 - Assistant Professor of Finance	6,627.00
8/14/23	Continuing Lecturer	MARSHALL GARRET E	P2 - Professional	40072735 - Lecturer in Mathematics	Visiting Faculty	F2 - Faculty	40046063 - Visiting Assistant Professor in Mathematics	2,999.97
8/14/23	Faculty	MCMAHON KEVIN R	F2 - Faculty	40070071 - Assistant Professor of Music	Visiting Faculty	F2 - Faculty	40039680 - Visiting Assistant Professor in Orchestra and Applied Music	9,000.00
7/1/23	Faculty	MISHRA PARESH	F6 - Faculty	40011372 - Chair and Associate Professor of Organizational Leadership	Faculty	F3 - Faculty	40013332 - Associate Professor	0.00
7/1/24	Faculty	MONTENEGRO ANDRES R	F4 - Faculty	40007316 - Professor of Computer Art	Faculty	F3 - Faculty	40007316 - Associate Professor	8,829.99
8/19/24	Faculty	MONTENEGRO ANDRES R	F4 - Faculty	40007316 - Professor of Computer Animation	Faculty	F4 - Faculty	40007316 - Professor of Computer Art	0.00
8/30/24	Continuing Lecturer	MOTZ JOHN W	P3 - Professional	40003603 - Assistant Chair and Senior Lecturer in Graphic Design	Continuing Lecturer	P3 - Professional	40003603 - Associate Director Visual Design & Innovation Center / Assistant Chair Art & Design /	0.00
7/1/24	Faculty	MUELLER DONALD W	F3 - Faculty	40030370 - Interim Chair, Civil and Mechanical Engineering / Associate	Faculty	F3 - Faculty	40030370 - Associate Professor of Mechanical Engineering	0.00
8/12/24	Faculty	MURPHY PATRICK KURTIS	F2 - Faculty	40075513 - Assistant Professor of Psychology	Graduate Student		40058253 - Bilsand Dissertation Assistantship	76,000.05
7/1/23	Faculty	NAZAROV ZAFAR E	F4 - Faculty	40014688 - Interim Chair of Economics & Finance / Professor of	Faculty	F3 - Faculty	40014688 - Associate Professor of Economics	8,830.00
7/1/24	Faculty	NAZAROV ZAFAR E	F6 - Faculty	40014688 - Chair of Economics & Finance / Professor of Economics	Faculty	F4 - Faculty	40014688 - Interim Chair of Economics & Finance / Professor of Economics	0.00
7/1/23	Faculty	NICHOLS JOEY D	F4 - Faculty	40014630 - Professor of Education	Faculty	F4 - Faculty	40014630 - Interim Chair of CSD and Professor of Education	0.00
7/3/23	Clinical/Research	PARKER MICHELLE R	F3 - Faculty	40072017 - Associate Professor of Practice in Information Technology	Clinical/Research	F3 - Faculty	40019687 - Clinical Associate Professor of Info Tech	0.00
7/1/23	Faculty	ROBERTS LEE M	F4 - Faculty	40001690 - Professor of German Studies	Faculty	F3 - Faculty	40001690 - Associate Professor German Studies	8,830.00
8/19/24	Faculty	RODESILER LUCAS B	F6 - Faculty	40053810 - Chair Teacher Education/ Professor of Secondary Education	Faculty	F6 - Faculty	40053810 - Chair Teacher Education/Associate Professor Education	13,830.03
8/19/24	Faculty	ROSS JODY M	F4 - Faculty	40010306 - Professor of Psychology	Faculty	F3 - Faculty	40010306 - Associate Professor of Psychology	8,829.99
8/14/23	Visiting Faculty	ROTH JAMES GREGORY	F2 - Faculty	40071042 - Visiting Assistant Professor in Graphic Design	Limited Term Lecturer	TMP - Temporary	40063461 - Limited Term Lecturer	41,698.08
8/30/24	Visiting Faculty	ROTH JAMES GREGORY	F2 - Faculty	40071042 - Visiting Assistant Professor of Practice in Graphic Design	Visiting Faculty	F2 - Faculty	40071042 - Visiting Assistant Professor in Graphic Design	0.00
7/1/24	Faculty	RUMSEY SUZANNE K	F6 - Faculty	40080864 - Chair of English & Linguistics	Faculty	F4 - Faculty	40006072 - Professor English	6,999.03
8/14/23	Faculty	RUSERT JONATHAN DAVID	F2 - Faculty	40066971 - Assistant Professor of Computer Science	Visiting Faculty	F2 - Faculty	40057685 - Visiting Assistant Professor in Computer Science	24,000.03
8/12/24	Clinical/Research	RUSSELL WILLIAM STEPHEN	F2 - Faculty	40075633 - Assistant Professor of Practice in Information Technology	Limited Term Lecturer	TMP - Temporary	40040721 - Limited Term Lecturer - Credit	76,000.05
8/19/24	Faculty	SAHA PROMOTHES	F3 - Faculty	40027768 - Associate Professor of Civil Engineering	Faculty	F2 - Faculty	40027768 - Assistant Professor of Civil Engineering	6,626.97
8/12/24	Faculty	SCHEURICH STEPHANIE NICOLE	F2 - Faculty	40076417 - Assistant Professor of Women's Studies	Visiting Faculty	F2 - Faculty	40059656 - Visiting Assistant Professor in Women's Studies	6,719.85
7/1/24	Faculty	SCHWAB ABRAHAM P	F6 - Faculty	40007683 - Chair of Psychology / Director of Graduate Studies /	Faculty	F4 - Faculty	40011000 - Dir of Grad Studies/Prof of Philosophy/PFW IRB	18,000.00
7/5/23	Clinical/Research	SIRK JAMES W	F2 - Faculty	40006598 - Clinical Assistant Professor Education and Associate Dean of	Clinical/Research	F2 - Faculty	40006598 - Clinical Assistant Professor Education and Associate Director of the School of	0.00
7/1/24	Faculty	SMITH JULIA E	F2 - Faculty	40079062 - Assistant Professor of Early Childhood Education	Clinical/Research	F2 - Faculty	40061550 - Clinical Assistant Professor of Early Childhood Education	0.00
8/12/24	Continuing Lecturer	SMITH KEVIN E	P2 - Professional	40079780 - Lecturer in Accounting	Visiting Faculty	F2 - Faculty	40039538 - Visiting Assistant Professor in Accounting	6,767.91
7/1/23	Faculty	STEFFEN GARY D	F3 - Faculty	40007462 - Dir School Polytechnic/Assoc Prof CEIT	Executive	E2 - Executive	40062504 - Interim Dean	5,829.96
7/1/23	Faculty	TESCAROLLO HAMILTON S	F4 - Faculty	40009700 - Professor of Music / Director of Keyboard Studies	Faculty	F4 - Faculty	40009700 - Interim Director of Music / Professor of Music / Director of Keyboard Studies	0.00
8/30/24	Continuing Lecturer	VACHON JESSICA A	P2 - Professional	40022902 - Lecturer in Web Design	Continuing Lecturer	P2 - Professional	40022902 - Lecture in Web Design	0.00
8/14/23	Faculty	WANG XIANGYU	F2 - Faculty	40070067 - Assistant Professor of Mechanical Engineering Technology	Visiting Faculty	F2 - Faculty	40059331 - Visiting Assistant Professor in Mechanical Engineering Technology	14,000.04
8/12/24	Continuing Lecturer	WARSTLER ROBERT LEE	P2 - Professional	40076575 - Lecturer in Accounting	Limited Term Lecturer	TMP - Temporary	40027277 - Limited Term Lecturer	85,860.00
8/30/24	Continuing Lecturer	WILLIAMS JAMES E	P3 - Professional	40011370 - Senior Lecturer in Foundations	Continuing Lecturer	P3 - Professional	40011370 - Senior Lecturer	0.00

Total: 963,076.43

Regarding item 5 in the question, *“If indeed the University is under a budgetary shortfall, how does the administration reconcile overspending, administrative raises (if so), and the future of our institution and its quality education under dire circumstances?”* This is a very open-ended question that can perhaps best be addressed by looking at how other academic institutions have addressed these issues. Nearly 40% of institutions of higher education across the nation have faced budget shortfalls in FY23-24, some minor and many very significant. I have attached several recent articles that outline just how these budget shortfalls may have occurred, and how many institutions are handling them.

[Copies of Relevant Recent Articles on Budget Shortfalls]

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