FACC MEETING
February 5, 2018

MINUTES

PRESENT: Dr. Bob Hoar, Dr. Michael Barber, Dr. Joy Honea, Dr. Salem Boumediene, Dr. Keith Edgerton, Dr. Kurt Toenjes, Ms. Trudy Collins

Minutes: By Connie Nelson, Administrative Associate in the Provost Office

Order of Business:

Agenda Item 1: December 18, 2017 minutes – Approved

Agenda Item 2F: Summer teaching compensation proposal.
Joy did have a meeting with the faculty On January 16th, there was a very good turnout with a lot of feedback.

- The concern from the COB was the prorated salary difference from their contact salary. Therefore they are not interested in participating in this plan.
- The real question was about the situation that would happen if courses that would need to run but were beneath the threshold of 12 students.
- The COE & CAHP have graduate courses that many times have very slow enrollments, or capped below the 12, to satisfactorily accommodate the students. Joy said the COE has 20 courses with less than 12 enrolled.
- Most of the concern was over the vagueness in the note that said, if the course runs below the cap, the dean would supplement with a stipend to ensure the course would run. The source of the funds for the stipend needs to be identified prior to agreeing to this plan, given that there are enough faculty worried about this.
- The faculty want to see another draft that contains more information about the stipends/funding of same. Firm up the language. Kurt asked for a list of courses for the model.
- Bob said the 22% salary cap would be the only cap enforced. The flexibility is designed to give the faculty more input and control.
- This is a pilot plan and after this summer the language would change if needed, and the funding firmed up.
- Kurt said he tried to drive home the fact that enrollment has declined, we lost money and caps will have to be enforced.
- Keith said another concern is if faculty have 7 students enrolled then the faculty has to face the ire of the student(s) if the faculty member chooses not to teach the course.
- Joy wants more verbiage in the preamble to explain how the enrollment and caps will work.

    - Kurt suggests putting language in the preamble "During this pilot year exceptions will be tracked and reviewed next year" for what works and doesn't work. Budget revenue will be made available.
- Bob said they will never reach a unanimous vote so let's run with it the way it is set up now. Put in the preamble characteristics needed to obtain a stipend based on x,y,z factors and remind them this is a choice for them to teach the course, what is needed to qualify for a stipend, and who is funding the stipend.
- The courses that ran last year with historically low enrolled courses most were funded. Faculty at risk of getting their classes canceled are more likely to want to run with this model. Those getting paid at a lesser contract rate not so.
- There is no way to define what the stipend would be for a low enrolled course. There are a lot of unknowns at this time centered around the top enrollment number.
- Joy wants to cap the course at 12 unless you want to run the course "if it qualifies" at a lesser number, at less than a contract rate.
- The chain of command has to be involved. Bob relies on the dean. Bob said things that play into this is if a course that is offered in the fall and is not full does it needs to run in the summer. The bigger enrollment picture is what Bob is talking about. This varies by class. The expectations are data driven.
- Joy imagines a very narrow band of courses that will qualify for a stipend. Say it may qualify for a stipend and if it does then route the justification to the dean.
- Bob thinks with the flexibility outlined, there will be more student credit hours.
- This needs to be decided on because summer courses are already submitted.
- Joy will craft an email and send it to everyone in the group to review and then get it to the faculty to vote on.
    - <u>The group agreed to this</u>.
    - Keith agreed to give Joy more funds to increase survey monkey numbers.
    - Get it out tomorrow, second reading on February 20th. Voting during the second week of summer registration.
    - Joy will circulate the draft that Bob gave Joy. If everyone agrees with this then Joy will put the survey monkey together.
    - The group has to review the responses before the second reading.
- Continuing item.

<u>Agenda Item 2A</u>: True hybrid courses ("Hyflex" course design).

- Course trip scheduled April 13th to San Francisco, for training.
- Continuing item.

<u>Agenda Item 2B</u>: Distribution of the compression funds.

- Nothing new on compression funding.
- OCHE hinting there may be some funds coming up to use.
- Continuing item.

Agenda Item 2 D: Faculty performance review materials – Implementation of Digital Measures.

- Pilot done with COB & CAHP.
- Michael Barber reported on the first year faculty training. There were 10 or so that could have gone in, 4-5 opted not to use it.
- Keith said there was an expectation there would be a tutorial and CAS did not get one.
- Brett did get the first year faculty invited to a tutorial.
- Michael said a feature on visibility at each step going forward will be added this spring. He said the whole committee gets it not just the chair.
- Digital Measures and the work flow entries are separate.
- Continuing item.

Agenda Item 2 E: Revision and standardization of student course evaluation instruments.

- No update at this time.
- Vern & Joy working together. Joy said the ball is in her court at this time. She will work on the 'freezing'.
- Kurt said his DRTC had a couple of faculty that had evaluations from both campuses and he thinks making changes and modifications will be welcomed. The computer entered comments are extensive versus the hand written comments. Students can vent easier entering their own comments.
- Joy said the fall will be the soonest this will be finished. The faculty will have to vote on it.
- Michael said they will need lead time to update the system. Standardize the method will also be a challenge.
- Continuing item.

Agenda Item 2 G: Array of positions & titles.

- Promote from a non-tenure track to a TT position without doing a nationwide search.
- Bob wants to keep this item alive until we can investigate some different avenues to achieve the goal. Joy said there are some they do hire and tell them if they grow the program they will get the big prize. Faculty are in favor of allowing a non-tenured hire to move into a tenure-able position. This has to be bargained next time around. Kevin McRae thinks this has merit and to keep working on it.
- Continuing item.

The group decided not to meet on March 5th which is spring break.

Adjourned: 3:30 p.m.

Next Meeting: March 19, 2018
2:00 – 3:30 p.m.
CCR