FACC MEETING
May 7, 2018

MINUTES

PRESENT: Dr. Dan Edelman, Dr. Bob Hoar, Dr. Matt Redinger, Dr. Michael Barber, Dr. Joy Honea, Dr. Salem Boumediene, Dr. Keith Edgerton, Dr. Kurt Toenjes, Dr. Suzette Nynas, Ms. Trudy Collins

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

Guest: Dr. Susan Balter-Reitz, RE: IP Properties

Order of Business:

Agenda Item 1: April 16, 2018 minutes – Approved

Agenda Item 3A: Welcome to Dr. Edelman.

- Joy gave Dan a history of the FACC meetings.
- He asked if this was an adversarial or collaborative meeting. Answer is collaborative.
- The contract is negotiated every 2 years and this group is involved in these negotiations. Kevin McRae thinks our group contributes to easy negotiations and sense of collaboration.

Continuing Issues:

Agenda Item 2A: HyFlex course design/faculty compensation.

- Sue is the Director of eLearning.
- She said HyFlex course design meets student needs of online and face to face. This will be folded into one course, teaching 3 credits by one instructor.
- Joy & Sue met to talk about compensation and faculty should be eligible for a one time stipend for development.
- Sue stated the Intellectual Property (IP) under BOR policy 406, the only way for a faculty member to lose their intellectual property is if the University gains the rights when the faculty member is no longer employed with the university. If university funds are used to develop an online course then the university and the faculty member share ownership.
- Dan asked if we have a center for faculty development. The answer is no. Faculty development from eLearning is how we operate now. Dan said we need a faculty development center. Fee for students is unanswered at this time. Michael said students are using the equipment so that is justification for charging a fee.

- Departments facing low enrollment in face to face classes, these classrooms could be used for HyFlex.
- A-synchronization would have to be available for students because we cannot require students to be in classrooms with cameras.
- The goal is to engage students in face to face classes. These same students who have not been able to be onsite because of work schedules.
- Dan asked if we are being creative with 8 week classes, weekend classes, spring intersession classes, mini classes in early May.
- Kurt said his faculty would not teach the intersession classes without extra comp, they will take their breaks. Dan asked if the faculty are in favor of this, Kurt and Salem said no.
- Courses offered online fill up, there are waitlists, and the pressure is on to cancel face to face and offer another online. Dan thinks this is a Band-Aid approach until we get enrollment up. Dan said, say the pilot works out well, are we looking to roll this out for all courses or low enrolled courses? Bob said they will put out a call to faculty for volunteers at the back to school meetings.
- Dan said the student's interests before the faculty's interests is primary. The key is to develop a strong online course and then progress into a hybrid.
- Dan asked for some literature and Sue will give him some.
- Dan would like the brewing product highlighted when the Regents are here.
- We're ready to pilot this forward. Contracts ready for faculty development okay to go.
- What they need to do to get paid is what Kurt wants.
- Sue left the meeting at 2:40 p.m.
- Continuing Item.

<u>Agenda Item 2C</u>: Inventory of non-salary benefits of being on faculty.

- Sporting events will be free.
- Continuing Item.

<u>Agenda Item 2D</u>: Faculty performance review materials – Implementation of Digital Measures.

- Michael said there will be new training in August.
- We are going to pilot a module that exports to the web so all faculty will have a standardized webpage. Brett would provide the training in June, allow one hour.
- Training for trainers maybe develop something like eLearning. A trainer in each college.
- The URTC expressed their desire to have more digital measure portfolios.
- Some of the URTC want to meet with the FACC for clarification on some CBA items.
- Continuing Item.

<u>Agenda Item 2E</u>: Revision and standardization of student course evaluation instruments.

- For course evaluations, Michael said he will set up something.
- There are a total of 6 instruments on the campuses. Joy & Vern are still working on one instrument for both campuses to satisfy each contract.

- Michael said there are enough tablets available for all students to use.
- Continuing Item.

New Issues/Business Before the FACC:

Agenda Item 3B: End-of-year FACC updates.

- Bob said contract negotiations are tentatively agreed upon.
- Language on extensions of FMLA modified work duties, there is a mechanism to allow them to stop the tenure clock. It is a non-salary benefit for faculty, with no loss in pay.
- Free sporting events was agreed to.
- Faculty attendance required at commencement.
- Bringing in credit for prior service and scholarship from previous institutions.
- From the compensation side, the Commissioner wants all contracts to be same for annual raises.
- Next Feb. 1st a 2% raise for everyone hired the year before.
- For inversion and compression fund issues, we are given $20K to distribute to existing faculty.
- Summer school enrollment has been losing money. The tuition has been stable, the salary dollars have gone up and the minimum enrollment needed to make it viable has been looked at closely. We will allow a low enrolled class to run at a reduced pay rate. The faculty voted 85% in favor of the plan.
- The pilot will run and adjustments will be made next year. Kurt thinks if there are modifications to be made next year the faculty will be more open to them.
- Continuing Item.

Agenda Item 3C: Salary data.

- Bob pulled together some numbers for low salaries. The contract does not address this issue.
- $37,460 to $144,000 is the range of base salaries, the discussion is focused on the low end.
- He said there are 30 who are below $50K salary, although some did not have a terminal degree.
- Bob came up with some different data on inversion.

The group decided: Bring everyone up to $46K, spend the $20K equitably.

- Continuing Item.

Non-Agenda Item:

Kurt said a student approached him from a low enrolled class and was having problems with the instructor. The student cannot turn in a student evaluation because the professor will know who it is. How does a student evaluate the faculty and protect their anonymity. Kurt said this is a good student, there is not a grade problem, and it is a faculty problem. Kurt

wants to know how to share this information? He is bringing it to the FACC because he wants advice on how to handle this situation.

- The student states the faculty member treats me poorly, writes emails that are condescending and there is a lack of classroom preparation.
- Kurt will have a meeting with the faculty member but he is wanting feedback to make sure he is not outside the contract.
- Kurt has talked to this faculty member before this on the same issues.
- Dan suggested having a department meeting stating there will be training so as not to tip off who this student complaint came from. Dan volunteered to visit any and all departments if asked.
- Completed Item.

Next Meeting: May 21st TBD.
The meeting was canceled on May 18th

Adjourned: 3:45 p.m.