FACC MEETING
December 17, 2018

MINUTES

PRESENT: Dr. Melinda Arnold, Dr. Sue Balter-Reitz, Dr. Salem Boumediene, Dr. Keith Edgerton, Dr. Kurt Toenjes, Dr. Natalie Bohlmann, Dr. Michael Barber, Ms. Trudy Collins

Guest: Mr. Nate Millward, Budget Director

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

Order of Business:

Agenda Item 1: November 8, 2018 minutes – Approved

Continuing Issues:

Agenda Item 2A: Finalize Summer 2018 compensation plan; determine plan for summer 2019 compensation.

Keith reported that an MOU was not found from last year. There was not a contractual issue being it was a one-time issue. The faculty said okay.

- Kurt said all the summer sessions overlap by three weeks with Chemistry & languages and could not run because of the overlap. Kurt did purpose the sessions to run and they will do the best they can, it is not optimal for the students but moving forward they will work out the problems after this summer, they will have the data to work from. They also are not sure how much overlap there will be in Spanish.
- Melinda said watch and see how the enrollment goes after reducing from 10 terms to 4.
- Modularization could be a solution that Sue recommended, Kurt said they have talked about this and they talked about the advising center having a mobile app, he will peer mentor them.
- Continuing Item.

Agenda Item 1A: Faculty Completing the Program Alignment over winter break.

Faculty want to meet about program alignment over winter break. From faculty to the SPA committee they were given an additional week and they were happy about that.

- Kurt thinks the angst will quiet down among the faculty.
- Natalie said the email that went out said the dates mentioned were during the break and that would not go over well with faculty. The requests are coming from the Provost Office and she should know the feelings of the faculty.

- Kurt said there are 20+ programs that need to be aligned in his department. They will all be back voluntarily to work on this before their report date of the first day of class.
- Natalie said there is already a sensitivity among faculty when their time is encroached upon and it is generating hard feelings. Faculty will complain with or without merit.
- Kurt said he thinks we're fine.
- Melinda said it is noted.
- Continuing Item.

Agenda Item 2B: Distribution of the compression funds.

Trudy reported there is $20,000 to address compression issues. Last year it was spread to a few people to bring their salaries up to $46,500.

- Melinda asked how many people are in need of an adjustment, and the consensus is everyone needs upgrading.
- Past history of how the funds were distributed was discussed. Last CUPA update was in the spring, the new data it won't be available again until March.
- The gap represents over one million dollars. Years of service and years of rank are the criteria.
- Natalie said she would have a hard time if a faculty member of 2 years made $1,000 less than her of 13 years.
- Keith suggested starting at the top this time around.
- Kurt said give it to the opposite few, the most compressed.
- Another suggestion was to pick out 2 sets of groups that were the neediest.
- Natalie said when Tony Hecimovic was FA President they did an across the board distribution, some got very little and some got a good amount.
- Keith likes the more equitable, where everyone got something, even marginal as it may be.
- Natalie suggested since the ones who just got the bump maybe they shouldn't be part of the distribution of funds. Keith & Kurt likes this, there were about 6 who were bumped up.
- 2% of the gap would the 6 get a larger bump than everyone else. Trudy has the previous ones, separating out the new faculty and the 6 who received the bump.

The group discussed the issue that was decided in a previous meeting where faculty who are AP or AOP, and who are eligible for promotion and have not applied for promotion, would not be eligible for compression funds.

- Kurt said we need the data to base the final decision. Keith is for going back to the version where everyone gets 3.6% of the gap in 2015.
- Melinda wants to look at the data, Natalie wants everyone to see the data.
- Trudy will send the data to everyone on the FACC. The newest faculty will be listed at the bottom.
- The timeline for the 2% raise is going into effect on January 4th.
- Melinda wants this implemented by January 7th meeting.
- Everyone is fine going with the present model.
- Continuing Item.

Agenda Item 2C: Online student evaluation issues.

- 1/3 of students responded and did the online evaluation.
- Michael said in fall 2014, 48.9 % responded and in fall 2018 44.5% responded.
- A notification was put into D2L with the link for students to log into Campus Labs starting 11/25/2018.
- Unlike prior years, the D2L Widget did not show in D2L the students course evaluations. They had to log into Campus Labs to see that.
- An article for Course Evaluations was in the Buzz Bulletin for the week of 11/26/18 and was also on the TV info monitors around campus starting on Monday, November 25, 2018.
- Kurt said many students can't log in because the science building has no Wi-Fi, they can't evaluate the course.
- Natalie said this fall they topped out at 68% & 73%. To get this percentage she had to go to extreme measures to get the students to do the evaluations. She said it felt kind of like coercion. She said her colleagues had the same response.
- Keith said this will hurt the junior faculty because the student evaluations are critical.
- Melinda is more concerned about the scores, she sent an email today to Michael & Joann about who responded.
- Kurt wants to know how we will go forward in the spring.
- Michael said Bozeman is doing a webpage on how they can improve the scores.
- There will be a page that talks about best practices and look at the data. There were some performance issues and Michael is pursuing this with the vendor.
- Kurt said he will recommend to all his faculty the spring evaluation be done to get another set of data points. Fall may be compromised.
- Continuing Item.

Agenda Item 2D: Expedited Tenure Review at Hire for Faculty & Administrators.

Melinda has talked to Keith and Jim Barron and she wants to consider the option when we publish a position open. When considering tenure upon hire the departments would have the option to review this as a bargaining item.

- Kurt said hiring at an advanced rank does not require the department's approval and it has created problems. If this is implemented there needs to be strict guidelines on how this is handled.
- The department puts forth the name, rank and to hire with/out tenure at point of hire.
- Keith said the administration needs to talk this over with Kevin McRae and OCHE because there is no specific language from the BOR. Melinda said the Chancellor has broached the conversation with OCHE on this topic.
- Keith looked at each unit's contract and he has not found the language of what you can and cannot do. There is language about administrators receiving tenure at hire.
- Sue thinks OCHE has a focus on administrative contracts and not so much on faculty contracts. Tenure is awarded by the BOR.

- Melinda will find the language the other campuses are working with on this issue. This offer of tenure at hire is to counter the low salaries. Put the list together and see if we can get some movement from OCHE, we have a window of opportunity.
- If Kevin McRae agrees to the language we put together, then the faculty will be given the information to review.
- For a valid hire, the DRTC's and the URTC should weigh in on the hire. Kurt agrees.
- Michael said 3 out 5 campuses use Digital Measures and they can pull information for the hire/offer.
- Kurt is asking for more information on this.
- Continuing Item.

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

HyFlex just ended at City College. Heather Thompson-Bahm taught BGEN 105 and a pilot that will run on the main campus. Heather Thompson-Bahm also taught different models of registration and student experience.

- Early indications about the model 001 and Sam Boerboom is running the 600 model, how do we clearly communicate to students why it came to be. Sue thinks Sam & Heather have extensive online instruction. Heather was restructuring for face to face classes. Sue is not sure about Sam. Things are moving along and data is being gathered. There is a $1,000 stipend for online course development.
- The San Francisco model was landlocked so they did HyFlex to cut down on the students coming to campus.
- Our pressure is the students are shift workers and they can't take face to face and cannot commit to 14 weeks. Sue thinks HyFlex will shift students back to the classroom.
- Childcare is the other pressure. If the kids are sick the student can't come to class Sue wants to get HyFlex up and running to accommodate these students.
- Salem said the one he did went well. He opened up WebEx and they attended through WebEx.
- Kurt said if we offer an 80 person face to face and 50 online do they become one course. The department decides what one course enrollment is.

When will we revisit this?

- Sue wants Sam to get half way through his course, get some peer mentoring from faculty who have done the HyFlex, then in fall 2019 roll it out. Sue is in contact with other universities about this.
- For us the benefit is not cutting out the face to face presence.
- Keep online education stipends budget in place. Keep the faculty development portion too.
- Melinda is talking to everyone to engage in new ways of course delivery.
- A lot of faculty don't have an affinity with online design and may not be able to fill the HyFlex.
- Continuing Item.

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

Faculty want to know when Digital Measures will be implemented.

- Michael said they are working on 3 one-hour training sessions after January 21st. After that the classroom training for the different faculty levels.
- Keith wants this information sent out.
- Kurt wants some late in the day training sessions too.
- The faculty who are going to be evaluated in January are doing the old way.
- Next year we will all be on Digital Measures.
    - The Deans have not communicated this with the chairs so Melinda will talk to the Dean's again.
- Will there be specific training like for the DRTC?
    - Michael said Brett will work with the different groups.
- The admins will not be given access to Digital Measures because of the sensitive nature of the material and accuracy issues.
    - They will keep track of who takes the training.
- On Digital Measures, they will export to web presence the vita, classes and publications will show. Michael will send out an email regarding this. The students looking at the web page view the CV's etc.
- Continuing Item.

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

Leave it on. There is an internal tool to campus labs and it is nationally benchmarked and they can compare themselves. s

- This is a CBA issue for bargaining.
- Continuing Item.

Adjourned: 2:50 p.m.

Next Meeting: January 7, 2019
2:00-3:30 p.m.
CCR