

**FACC MEETING**  
December 18, 2017  
**MINUTES**

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

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

**Agenda Item 1:** December 4, 2017 Minutes  
Salem wants added to 3A, he is concerned the COB faculty will not be receptive to this.

**Order of Business:**

**Continuing Issues:**

**Agenda Item 2A:** True hybrid courses (“Hyflex” course design).

- Joy said she is moving forward on Hyflex design. A few faculty will attend a conference in the spring with a well-known person involved with this.
- Continuing item.

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

- Joy & Vern came up with 12 questions that touched on instrument usage on both campuses. There were some open-ended questions compiled.
- Joy is still working on this.
- This is not a CBA/bargaining issue.
- City College is going electronic so the upgraded instrument needs to be completed before the end of January.
- Goal is one instrument for both face to face and online and for both campuses. Retaining the overall one score, keeping this for consistency sake. Three areas this would speak to address specific problems, strengths.
- Continuing item.

**Agenda Items 2A, 2B, 2C and 2F:** No progress on the other issues.

- Continuing items.

**Agenda Item 2D:** Summer teaching compensation proposals:

- Bob did a refresher for Suzette.
  - Recapped points from the discussion on how can we get courses to run by shifting the responsibility to faculty and off administration. They looked at

ways to fund low enrolled courses. One model was chosen, some issues were brought up, Bob tasked with solving them.

- Revenue generated spread out over the summer for all faculty salaries. Preserve what is in the CBA and come up with salaries for low enrolled courses. Bob did some analysis, played with the threshold and he is wanting '12' as the cap this summer as an experiment.
- 12 or more you get the CBA contract salary. Less than 12 offer the faculty a dollar amount, using the table on the handout.
- The Monday following the first day of classes for the session would set the salary for the class. This is for grad & undergrad.
- The firm date of May 1<sup>st</sup> the faculty must decide if they will teach the course.
- Kurt will come up with a rationale for the lab courses in his department that have 4.5 hours per credit and send it to Bob.
- The short sections the student refund goes down on day one, the other sections it is every 3 days.
- Joy is proposing a draft to send out to the faculty with the 7<sup>th</sup> calendar day after the start of the session to be in the draft.
- Michael said the Sunday night before the Monday of the 7<sup>th</sup> calendar day would be used.
- Bob will change all the 14's to 12's in the draft. Bob asked the group which model they wanted to use, he is comfortable with either model, Kurt said there are advantages to both, the first model motivates faculty to try and increase the enrollment in the courses.
- Challenges to grow summer enrollment but there is only one way to know and that is to try it and find out.
- Salem thinks the COB faculty will accept it. Joy asked if the faculty membership in this meeting was comfortable with her sending out this model to the faculty whole for a vote, they agreed. If the faculty like it an MOU can be drafted.
  - Trudy said under current policies strike "during the". If labs need to run, a stipend could be used to supplement the lowered enrolled.
- The memo should come from Joy, President of the Faculty Association.
- Bob agreed along with the other administration members present.
- The goal is to get this out before the end of the day.

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

- Michael asked about the Digital Measures language for 2F.
- He found 4 references in the CBA to binders.
- Joy wants all references to 'binder' in the CBA deleted.
- In CBA 7.340, modify first sentence following E.;
- Remove sentence between 9.520E & F; 9.632D and 9.633F.
- Group Approved.
- Completed Item.

## New Issues/Business Before the FACC:

### Agenda Item 3A: CBA language on credit for prior service:

- The question to Joy from the chair of the URTC is there was some kind of rumor about there being an exception to the CBA a few years ago in which former Dean Wheeling brought before the FACC members at Feb. 22, 2016 meeting.
  - The URTC states some faculty think it is unfair if some get to bring in past scholarly work everyone should be able to do the same.
- The issue was 2 COB faculty were hired with credit for prior service and would their scholarship started and/or completed prior to being hired at MSUB be considered for tenure/promotion?
  - At that time, the group agreed the scholarship done 2 years prior to MSUB could be used. In the CBA, a faculty member is to be scholarly active. They have to meet the productivity expectations of the COB and in the CBA 7.111 the last sentence.
- Salem stated any college with an accreditation will have the issue of prior service scholarly work to be considered here at MSUB, to benefit the appropriate department. Faculty member must adhere to CBA 7.111, the last sentence for tenure and promotion at MSUB.
- In order for their pre-MSUB scholarship to be considered, the faculty member must exercise this option in writing before the first evaluation (CBA 9.334B).
- Bob wants language specific to scholarly activity when counting prior service. Kurt thinks faculty hired would be agreeable to this, a compromise to bringing everything with them.
- Wording change for bargaining: strike the language, last sentence in 7.111 or add 'based primarily on' in that last sentence.
- Ron is concerned if the faculty member does not exercise their option in writing before their first probationary evaluation, there will be a problem.
- Kurt said the scholarship needs to be declared upfront and the progression will be documented during the remaining probationary years.
- The group approved the change in CBA 7.111 to read "based primarily on". Joy will take this to bargaining.
- Bob wants to know if this is retroactive or does it start now. Joy said it has been happening all along so a date does not need to be established for this change.
- Completed item.

Adjourned: 3:40 p.m.

**Next Meeting:**      January 29, 2018  
                             2:00 – 3:30 p.m.  
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