

FACC MEETING

May 1, 2017

MINUTES

PRESENT: Dr. Ron Larsen, Dr. Bob Hoar, Dr. Matt Redinger, Dr. Joy Honea, Dr. Michael Barber, Dr. Keith Edgerton, Dr. Salem Boumediene, Dr. Ken Miller (via Conference Call-in), Dr. Paul Pope, Dr. Kurt Toenjes, Ms. Terrie Iverson

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

Order of Business:

Agenda Item 1: April 17, 2017 Minutes – Approved.

Continuing Issues:

Agenda Item 2A: True hybrid courses.

- No new information.
- Continuing item.

Agenda Item 2B: Distribution of the compression funds.

- The sub-committee met and a few parameters were discussed being used in the final distribution of funds. Equity concerns discussed and how the committee will measure compression.
- Discussion about eligibility around faculty not pursuing rank advancement. These faculty would not be eligible for the compression adjustment.
- CUPA data was looked at and if you are about at the CUPA medium then some faculty might not be compressed. They looked at a formulaic way at a salary average, a linear approach, a slope of 1%, a little more or less depending on years in rank. Funds would be spread somewhat equitably consistent with what was done in the past.
- Ken asked if merit pay was pulled out.
 - The answer is No. This aspect was not dwelled upon by the committee.
- Inequity was the main topic of conversation. No firm conclusion was reached. Inversion would be a way to identify the potential, a place to start. The question being with the funds we now have, how much would be allocated toward inversion.
 - Bob is going to look at the inversion piece and Trudy will measure the gaps.
- Keith suggested after the May BOR meeting, and the funds would be known to distribute, there should probably be one more meeting right after this to draft an MOU, get it signed and submitted to the September BOR meeting for their approval. Disbursement would follow this. The process could be refined while waiting for this approval.

- Trudy's office identifies all the people who would receive funds, Joy & Bob will send out the memos.
- All the faculty who are eligible and have not applied for promotion need to be sent a memo telling them they will not be receiving compression funds.
- Continuing item.

Agenda Item 2C: Inventory of non-salary incentive benefits of being on faculty.

- Nothing new to be added at this time.
- Joy is working on this.
- A couple new hires have expressed interest in this.
- Continuing item.

Agenda Item 2D: Tenure status for non-full time faculty and approval process for changing faculty FTE.

- Not final yet.
- The college & Bob worked out an arrangement for this, he took it to HR, system legal made some changes, given back to the couple for them to formally make the request and system legal will advise us from there.
- Continuing item.

Agenda Item 2E: Appropriate title for current adjunct faculty member in Biological & Physical Sciences.

- Change the discussion of ranks, titles and items in Box from the March 30th date to July 31st as the last notification date. Joy uploaded this into box. Nothing about the terminal degree will be done right now.
- Ken said there are a few COE adjuncts who teach 6 credits per semester and in the field the remainder of the time. Moving to Lecturer would not work because of the additional responsibilities.
- Discussion around different possibilities. Could we change Adjunct in the CBA to something more accurate? Is there another modifier we could use to make this easier in modifying the CBA? The COE faculty Ken referred to are considered clinical faculty. A fixed term appointment would work but there is a limit on the number of years in this appointment. A Clinical Lecturer where the duties could be modified is a possibility.
- Bob agrees, moving forward this seems to fit. He wants to eliminate Adjunct out of the contract completely, because this is cleaner. As long as the workload and salary stay the same most faculty would probably be fine with the appointment change.
- Some deans are looking at clinical tenure track faculty in the future.
- Bob wants to consider making the move to add Clinical Lecturer to the contract and remove the Adjunct appointment from the contract.
- Joy suggested changing the Adjunct portion in the CBA to a menu of specific titles to cover the need.

- Lecturer to Senior Lecturer need language on how to navigate the upgrade.
- Bob & Joy will meet again about this issue.
- Continuing item.

Agenda Item 2F: Discussion of draft language for bargaining.

- Prepared language is in box.
 - Faculty being required to attend commencement is proposed and possibly to be bargained into the contract along with administration to pay for their regalia.
 - Matt will put some language together for this.
- Take out the language or change the wording about student evaluation comments in CBA 9.4 being typed word for word. Michael said if this goes electronic this needs to be addressed. The department chairs need to be on the same page so IT can do their part, updating the language enough to address this in CBA section 9.4D.
 - Joy will work on this language.
- Each side bring a draft list of issues and a pre-bargaining meeting will be scheduled to discuss these and agree on the main items.
- Continuing item.

New Issues/Business before the FACC:

Agenda Item 3A: Timeline and membership for bargaining.

- Joy talked to Tammy Harris and Joy will send an email today to Ruth Ann and the administration to request that dates for bargaining be set.
- Joy picks for the faculty side and Bob picks for the administration side. A dean on the administration side.
- Bob will put out a call for this. Kurt, Keith, Joy and a non-tenure track faculty member for the faculty side.
- Continuing item.

Non-Agenda Item:

- Joy has had several reports from across the University regarding issues about faculty members fundamentally not meeting the obligations of their jobs.
 - Not responding to students in a timely fashion.
 - What is the obligation of faculty for online vs. face to face obligations for being on campus?
- There is very little guidance that Joy has. The approach taken is the obligation is the same for both online and face to face classes. Bob said some level of flexibility is extended but should not be used to avoid office hours.
- Should faculty who have all online classes be required to have office hours.
- This has come up in Staff Senate as well.
- A faculty member wants Joy to quantify how many hours she is required to be on campus if she teaches solely online? This issue is not outlined in the contract. There

is a misconception that if you teach completely online you don't have to set foot on campus, you can work from any place.

- Chairs have no recourse on faculty who don't keep the required office hours.
 - CBA 10.120C faculty duties.... Joy will draft some new language.
- Continuing item.

Adjourned: 3:35 p.m.

Next Meeting: May 15, 2017 (Last Meeting Scheduled and was canceled)
2:00 – 3:30 p.m.
CCR