

FACC MEETING  
November 20, 2017

**MINUTES**

PRESENT: Dr. Ron Larsen, Dr. Bob Hoar, Dr. Matt Redinger, Dr. Joy Honea, Dr. Keith Edgerton, Dr. Suzette Nynas, Dr. Kurt Toenjes, Ms. Terrie Iverson

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

Order of Business:

Agenda Item 1: September 18, 2017 Minutes – Approved.

BOR review:

- Bob said the easement agreement on the property at City College designated for a traffic circle was passed.
- The program reviews were posted. The board wanted to know if they could overturn a program. A panel discussed the history of the format the board sees. Bob Mokaw talked about the process and Bob talked about the need to access data to get the process done. Matt said the program reviews he deals with don't have external viewers, is this something we should have? Bob thinks we should consider it.
- We will cut be cut \$200K. Furloughs will not apply to faculty.
- Joy attended the faculty breakfast with the Regents on Thursday morning. She said they could not have a cohesive discussion but she did talk to Fran, and asked if they would think about campus differentiation.

Continuing Issues.

Agenda Item 2A: True hybrid courses ("Hyflex" course design).

- Students move between online and face to face in the same section. Joy is concerned there is 2 classes of work for 3 credits of pay.
- Suggested doing a stipend for development then when teaching it the faculty member won't feel overworked.
- Salem is doing a pilot. Sue Balter-Reitz is excited and has some ideas on how it could run. She wants to do some training next semester with interested faculty. Allow students to be online in a face to face class. No synchronization requirement. Kurt has a faculty member interested. Bob talked to Sue about sending a team to San Francisco for training possibly paying for it with faculty development funds.
- Next fall be up and running.
- Continuing Item.

Agenda Item 2B: Distribution of compression funds.

- No movement on this.
- Continuing item.

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

- Faculty can add if they want to.
- Continuing item.

Agenda Item 2D: Timeline and membership for bargaining.

- December 19<sup>th</sup> scheduled as a bargaining date.
- Faculty bargaining team is Kurt, Keith, Joy & Salem.
- Continuing item.

Agenda Item 2E: Guidelines for faculty for amount of time spent on campus.

- This is related to bargaining.
- Continuing item.

Non-Agenda Item: Joy sent out a request about the student evaluation instrument. There are several different instruments used right now so Vern and Joy will get together and put out a draft single instrument to the officer's by the end of next week.

- Continuing item.

New Issues/Business Before the FACC:

Agenda Item 3A: Summer teaching compensation proposals.

- Bob passed out a draft he put together which essentially outlines what was implemented in LaCrosse. Average salaries and the overall faculty salary is \$63K, grades by rank.
- Looking at prorating if enrollment is below the minimum number used. Caps out at 12. Bob was asked how low would he go on the enrollment and he said essentially where it dips below what minimum wage would pay. Anything above 12, the university makes money.
- Kurt likes the flexibility in running courses that are low enrolled. He wants a model that would allow an upper level course to run in the summer to aid students with graduating and/or scheduling classes that typically are high enrolled during the AY. Joy thinks we should be accelerating summer class availability, this would serve the students and faculty.
- Bob said in LaCrosse if caps were low in the summer then a departmental stipend was used to supplement the salary. This will have to be looked at in each college/department. The faculty finds this scenario interesting.
- Ron asked if grad school needs another number than the BOR policy of .22%? That would be yes.
- The administrative side found there were more independent studies going around and they were paying more than in the past. If model B were enacted the faculty teaching

high demand upper division courses that were partnered with other courses, it would incentivize faculty.

- A max at 22% would be the cap and if it is written into the model the faculty should be fine with it.
- The faculty must be given a first and second reading to pass it.
- Bob will get with Trudy to run the numbers and tables and he will present it to the FACC at the Dec. 4<sup>th</sup> meeting.
  - The group will pick the model, Joy will present it to the faculty for the first reading right after this.
  - Kurt will help write the narrative at the Dec. 4<sup>th</sup> meeting and Joy will send it out. This will save the summer session and also help the faculty feel more control in the decision.
- The cutoff date for each class for low enrolled classes needs to be determined.
- Kurt believes the faculty will come around and want to teach the low enrolled upper division classes.
- Continuing Item.

Agenda Item 3B: Array of positions and titles.

- A short term solution was done for Dr. George in Biological & Physical Sciences.
- Some discussion about whether or not this issue needs to be addressed at bargaining because there are a couple of people who are also in a similar position.
  - It was decided we should not address this particular issue at this bargaining session.
- True clinical lines and research lines are cropping up in different areas where titles are becoming an issue.
- Right now until a model is put together, this will be handled on an individual basis.
- Propose a new title for new incoming faculty falling into these disciplines.
- Continuing item.

Adjourned: 3:37 p.m.

**Next Meeting:**        December 4, 2017  
                              2:00 – 3:30 p.m.  
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