

ADVISORY COUNCIL OF FACULTY DRAFT MINUTES OF THE MEETING OF MARCH 30, 2007

The Advisory Council of Faculty met at the Higher Education Policy Commission offices on Friday, March 30, 2007. Chair Leslie Lovett called the meeting to order at 1:10 p.m. welcoming the group to the meeting. Those ACF members present were:

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| Fairmont State University | Connie Moore (by phone) |
| Marshall University | Barbara O'Byrne (proxy) |
| Marshall University CTC | Betty Dennison |
| Pierpont CTC | Leslie Lovett, Chair |
| Shepherd University | Sylvia Shurbutt |
| WV Northern CTC | Mike Davis (by phone) |
| WV State University | Patricia Shafer, Secretary |
| WV University | Art Jacknowitz (proxy) |
| WVU-Institute of Technology | John David |
| WVU-Institute of Technology CTC | P. Michael Ditchen |
| WVU-Parkersburg | Gary Waggoner |

Guests present were:

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| HEPC | Dr. Bruce Flack |
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Those absent were:

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| Blue Ridge CTC | Billie Unger |
| Bluefield State College | Bruce Mutter |
| Concord University | Darrin Martin |
| Eastern WV CTC | Sharon Gott |
| Glenville State College | Joe Evans |
| New River CTC | Gerry Hough |
| Southern WV CTC | vacant |
| West Liberty State College | Ann Rose |
| WV State CTC | Charles Shafer |
| WV School of Osteopathic Medicine | Dr. G. Boxwell |
| WVU-Potomac State | Jim Hoey |
| WVU-School of Medicine | John Linton |

Chair Lovett reported on the ACF Legislative visit on February 1 following the ACF meeting when several from the group went to the Capitol and were well received. Senator Plymale introduced the group in the Senate. They talked with Senator Plymale & Delegate Poling. S. Shurbutt & L. Lovett attended Chancellor Noland's presentation to the House Education Committee. Copies of his PowerPoint presentation were distributed to those who wished one. Chair Lovett said she mentioned to the Chancellor the topic of merit and he indicated he was willing to discuss it following the Legislative session.

S. Shurbutt, Roy Nutter, Betty Dennison, John David, Leslie Lovett, and Connie Moore were at Legislative day on February 22-23. They indicated they had good meetings with Jay Cole, Deputy Secretary for Education & the Arts, Senators Plymale, Oliverio, Prezioso, Unger, White, and the aid for Senator Tomblin. They indicated everyone was receptive to the tuition waiver issue and they indicated ACF should pursue it next year possibly with more institution support. Senator Unger has volunteered to host a workshop at the Retreat on our interactions with the Legislature.

Dr. Flack joined the group and discussed Series 9 and the term faculty revision permitting up to 10% of the faculty at baccalaureate and graduate institutions may be term. This will go on the HEPC on April 26 as an agenda action item requesting approval to send it out for the 30-day comment period. C. Moore reported that the Fairmont State Faculty Senate voted against

endorsing this move; Shepherd's Faculty Senate voted to endorse it and the WVSU Faculty neither endorsed nor opposed the measure. G. Waggoner said he doesn't think this will impact the adjunct faculty problem – that there will be tenured faculty vacancies who are replaced with renewable term faculty rather than adjuncts who will become full-time. Dr. Flack also said he didn't think this will detract from hiring adjunct faculty because of the fiscal difference. M. Davis asked if the 10% maximum applies to CTCs. Dr. Flack answered "No, they are under the 20% tenure cap requirement." J. David asked Dr. Flack whether he envisioned some institutions will move to the 10% as faculty slots open up? He said he is hoping institutions will not use this to create a second-tier of faculty.

M. Davis said his institution is at the place where there is war on tenure track positions. He thinks it would be better if it were done at three to four institutions to see how it works out rather than create the whole new sub-species of faculty, which he views as a concern. B. Flack said the CTC situation is different because they have a statutory provision and the goal is to have 20% of tenured faculty. With this provision, he said, there would be 90% tenured faculty. B. Dennison said the universities and colleges should look at what has been done to the CTCs in this state over the last four to five years; said feels we have created a two-tiered system: those on term contracts resent the fact they will never be able to earn tenure and it causes a severe morale problem. M. Davis said he thinks this gets around a broader issue of creating different expectations, which may be a better plan. L. Lovett said Pierpont's Faculty Assembly was positive about this but sent a caveat that institutions not use this as the normal position when tenured vacancies occur in the future. It was pointed out we don't know what West Virginia will do with this idea in the future.

B. O'Byrne asked, "if this goes into Series 9 at 10%, is it possible it can/will be revised upward in the future?" M. Davis said if we approve this and therefore are employing faculty at lower salaries, are we not letting the Legislature off the hook of providing adequate funding. Dr. Flack advised the group not to go to the Legislature with tenure and salary issues; he felt we wouldn't like the result. It was noted that tenure isn't viewed favorably by the general public.

For those who have not been able to get this issue onto the Senate or Assembly agenda, Chair Lovett asked them to please do so in April so there is appropriate information for comment when the 30-day comment period is open.

The other item brought to the group by Dr. Flack was the Great Teachers Seminar – there is an attempt to go ahead with it this year but it is with funding other than from HEPC. Mark Goldstein from Northern has been actively pushing for it but B. Flack said he is unaware of its current status. HEPC did not fund it this particular year because we had only 18 participants in Summer, 2006 – and there has been little ownership from the faculty side. It has been run for about ten years and interest just seems to have declined.

S. Shurbutt said Shepherd's faculty asked if there could be competitive applications for faculty projects that align with faculty interests. B. Dennison said she polled the Executive Council and the faculty who have attended think it's great but perhaps the timing made it a difficult time to attend. She suggested perhaps having it during the school year rather than the same week every year. Dr. Flack said he is willing to explore other options. WVSU passingly mentioned a development theme on WebCT, Shepherd thought about global awareness/international education, etc. B. Flack said he is going to continue to explore these types of ideas. If the ACF wishes to suggest other types of faculty development options, he is willing to put them on the table.

Other things on which Dr. Flack said he is currently working include high school to college transition: the general issue of student preparedness, part of which comes from the Spellings Commission report. He said he has a retreat scheduled March 31-April 1 with the chief academic officers looking at math and English preparation. One issue is the 4th year of high school math – what types of things can be offered. Alignment with college courses and dual credit courses is another issue. There is a WEB math project utilized by Marshall, WVU, and Fairmont State. It is

a college instructor teaching an on-line college algebra course with a high school teacher as the facilitator in the high school. The dual credit listing is Algebra III. HEPC is looking for grant funds to expand that program state-wide, he said. He feels this is a wonderful opportunity to make available a very good course which will expand the general education requirement and will assist the high schools as well. They are also looking at having statistics offered in the same manner. Dr. Flack said he is very actively pushing for funds for this idea.

Many institutions are involved in looking at college courses for high school students; he indicated there are some quality questions which have been raised that need to be addressed and monitored. There are some quality control issues in that often the high school teachers are used to teach the dual credit courses but the problem is there is not enough supervision to ensure that the college curriculum is used and the course is not just a high school course. S. Shurbutt asked about the possibility of having dual credit in the foreign language area especially where there are deficiencies in the number of teachers available to provide this instruction in the high schools.

S. Shurbutt moved to accept the minutes of the February 1, meeting; B. Dennison seconded the motion and it carried.

L. Lovett congratulated S. Shurbutt on being selected as professor of the year. S. Shurbutt talked about the Faculty Salary Study and gave the group copies of the appendices. She asked that we present the executive report to our Boards of Governors and to the Faculty Senate together with the appendices. She then highlighted several areas of the report which she felt were central to its findings and recommendations as follows:

- Current merit pay and salary practices – recommendations: 10% salary increase upon promotion in rank at some institutions is rewarded when funding is available – this is inconsistent among the institutions. Merit and promotion may be contingent upon legislative funding or available funds – also inconsistent. Perhaps institutions should develop plans in which adjustments are made in subsequent years as soon as resources are available.

- Policies & procedures for faculty evaluation – recommendations: It appears institutions close the assessment loop in that faculty receive copies of annual evaluations by peers and administrations; this always needs to be done. Many institutions report they have a pre-tenure review and that is an excellent process.

- A faculty mentoring system should be instituted at each institution.

- Adjunct faculty recommendations include appointing adjunct faculty to a committee to develop adjunct policy statements and procedures as well as integrating adjuncts into the academic departments to enable them to understand their importance in its academic mission.

P. Shafer reported that the revised Series 23 went to the HEPC at its February 2 meeting and was then put out for 30 day comment. It is expected to be returned to the HEPC at the April 26 meeting for their final action.

Also reporting on the Task Force for developing the Master Plan for WV Higher Education, P. Shafer said a sub-group met on March 21 to discuss the draft prepared from their earlier meeting in the areas of economic growth, access, learning and accountability, and innovation. Another sub-group is working on Cost and Affordability. Some beliefs were questioned, such as that we don't produce enough college degrees from WV higher education institutions. We feel we may produce enough degrees, but that those who are receiving them may not be remaining in the state and thus the lower proportion of the population with college degrees. There were numerous planks in the draft relating to distance learning, even in Adult Basic Education, and it was pointed out that the state still does not have the infrastructure for broad-band internet transmission, that many areas of the state are still using dial-up modems. It was also pointed out that it takes a

rather sophisticated person to learn on-line; that perhaps this is better suited for advanced education rather than baccalaureate education.

There is a section of the report under Learning and Accountability related to faculty. The original draft read "We need to make faculty evaluation benchmarks consistent with the goals of this strategic plan." C. Moore (who is also on the Task Force) and P. Shafer recommended the sentence be changed to "Evaluation of faculty in the areas of research and service should be aligned with the goals of the strategic plan, where appropriate." In the recommendations section, two bullet points related to faculty were developed as follows:

- Expand faculty evaluation: Include in the faculty evaluation benchmarks identifiable areas from the master plan on which faculty can be assessed.

- Increase faculty salaries to approach SREB averages: Commitments to investment in the human capital of our faculty to bring their average salaries to the SREB salary averages.

The group meets again on May 1 to further refine the report.

Under New Business some Legislative Session thoughts were presented. It was noted there are still several people who think faculty live in ivory castles and don't deserve salary considerations. It was observed we need to discuss how to reach the general population of the state to let them know what we do. The question was asked, though, how do we reach all the citizens of the state? S. Shurbutt said we need to make people understand the full aspects of our jobs: teaching, research, SERVICE (emphasis on the service). L. Lovett suggested a newsletter from ACF reporting on what is happening which focuses on the general population. It was observed that people still don't understand we focus on more than the traditional high school student.

Chair Lovett said she e-mailed Chancellor Noland that there is still the issue of the budget and salaries for higher education and she hopes to have information soon on this. She indicated the budget is not clear at all regarding salary increases but we know it isn't across the board. M. Davis said he knows on his campus there are plans to fund seven new positions with some of the increased state appropriation. It was noted that the bill doesn't say it has to all be used for raises. L. Lovett said Pierpont has been told faculty might get a 1% raise and they are looking for more moneys. She has asked the Chancellor what is his interpretation of how the 3.5% additional moneys should be applied to raises.

Regarding some of the Bills passed by the Legislature:

HB 3558: extends the terms of the Commission, the Council, and Board of Governors officers for more than four one-year terms. This is so they don't have to continually retrain people.

HB 2940: PEIA coverage for eligible dependent children up to age 25 years.

HB 3097: State employees commencing work after July 1, 2007, shall have a minimum of \$10 each pay period deferred unless they decline in writing.

SB 203: Purchase cards may be used for any type of payment authorized by the Auditor, including cash advances for travel.

SB 442: Eliminates the grievance board and establishes a new Board on July 1, 2007, consisting of two union representatives, two public employer representatives, and one citizen member. A three step grievance process was established.

S. Shurbutt said she would like to see us concentrate on the legislative end of what we do at our Retreat. She said we could begin with training from Senator Unger and then develop a plan that from day one we work on our legislative goals next year.

A. Jackowitz suggested that setting up appointments with legislators early was the only way to get things done. He suggested making appointments with them or with their staff people.

Regarding the agenda item of meeting with Gov. Manchin the question was asked whether or not we wish to meet with him? It was felt we need to talk with him since he makes the decisions about education. M. Davis said he thinks we may need to meet with him twice a year. L. Lovett observed that meeting with him during the Legislative session is very difficult for him. We currently have an appointment with him on May 11. S. Shurbutt suggested we have a good conversation among ourselves and have talking points about what we wish to convey. A. Jackowitz said that one of the things that needs to be pointed out is the economic benefit of higher education to the state of WV.

S. Shurbutt distributed a request for Executive Staff Meeting minutes by Shepherd and posed the question, "can a Senate request these minutes?" No one knew the answer.

J. David asked if anyone in the system had a situation where a faculty member who was on a tenure track (2nd or 3rd year) and had received very laudatory reviews was then yanked out of the tenure track and told if they didn't complete the PhD, they would be terminated. It was observed by some that if a timeframe was stated as part of the original contract, then the timeframe needed to be observed.

J. David also asked if those institutions working with CTCs were having difficulty due to the way courses are numbered. He said they have had to work with a dual numbering system so CTC students have 200 level courses whereas the same college or university course is a 300 or 400 level course. Most other institutions do not have that situation. L. Lovett suggested this question be put on the listserv for others to respond.

Regarding the Annual Retreat: 4 places were proposed:

Hawks Nest – July 8-9 (25 rooms) or July 15-16 (30 rooms) – no meeting room prices until we confirm our attendance. (S. Shurbutt said last year they said they would include those for free). \$72-78 per night

Black Water Falls -- July 15-16 or 29-30 - rooms would be \$77 per night – they will put the meeting room charge and snacks and beverages into room charge – if we have 20 rooms reserved, meeting room is free

Canaan any Sunday-Monday except July 22-23 – rooms would be \$60 per night; meeting room \$100 per day; snacks about \$6-7 per person

Cedar Lakes – unavailable due to band camps

Chair Lovett said she will put this out on the listserv for people to respond by Wednesday, April 4. It was suggested that two representatives from each institution attend: the regular representative and either the alternate or the senate/assembly chair. It was also decided Senator Unger will be invited to do the workshop.

L. Lovett adjourned the meeting at 3:30 p.m.

Respectfully submitted,

Patricia M. Shafer, Secretary