



**ADVISORY COUNCIL OF FACULTY**  
**Draft Minutes of November 20, 2008**  
**Location: HEPC Building 9<sup>th</sup> Floor Conference Room, Charleston, WV**

	STATUS		MEMBER	INSTITUTION
1	Present		Roy Nutter, Chair	WVU
2	Present, phone		Steve Bourne	Bluefield State College
3		Regrets	Deidre Morrison Kerri Narrolik	Blue Ridge C&TC
4		Regrets	Eloise Elliott	Concord University
5		Regrets	Sharon Gott	Eastern C&TC
6		Regrets	Galen Hansen	Fairmont State University
7		Regrets	Joe Evans	Glennville State College
8	Present		Betty Dennison, Vice Chair	Marshall C&TC
9	Present , phone		Ben Miller	Marshall University
10		Regrets	Gerald Hough	New River C&TC
11	Present		Leslie Lovett, Secretary	Pierpont C&TC
12	Present, phone		Jim Hoey	Potomac State College of WVU
13	Present, phone		Sylvia Shurbutt, Legislative Advisory Coord.	Shepherd University
14	Present		Charles Puckett	Southern C&TC
15		Regrets	Susan Herrick	West Liberty State College
16	Present		Mark Goldstein	WV Northern CC
17	Present, phone		Dave Brown	WV School of Osteopathic Medicine
18	Present		Craig Spaniol	WV State C&TC
19	Present		John Richards	WV State University
20	Present		Gary Waggoner	WVU at Parkersburg
21	Present, phone		John David	WVU Institute of Technology
22	Present		Mike Ditchen	C&TC at WVU Tech
23		Regrets	John Linton	WVU School of Medicine

**Guests**

1	Present		Dr. Bruce Flack	West Virginia HEPC
2	Present		Chancellor Brian Noland	West Virginia HEPC
3	Present		Bruce Walker	West Virginia HEPC
4		Regrets	Chancellor James Skidmore	WV Council for CTC Education

**1. Call to Order and Announcements**

Chairman Roy Nutter called the meeting to order at 1:05 pm on November 20, 2008. Introductions were made and roll was taken. A quorum was present for conducting business.

**2. Approval of Minutes**

Mark Goldstein motioned, and Gary Waggoner seconded to approve the draft October 16, 2008 minutes. The motion carried unanimously.

### 3. Officer Reports

#### a. Chair (Roy Nutter)

Chair Nutter deferred his report and will integrate it with Old and New Business.

#### b. Vice Chair (Betty Dennison)

Vice Chair Dennison reported and shared good news. The President at Marshall C&TC supported bringing faculty salaries up to 100% of CUPA average. The BOG approved the request and faculty at Marshall C&TC should see increases in January 2009. Ben Miller mentioned that now that Marshall University and the C&TC are separate institutions, it will be interesting to see what happens at Marshall University.

#### c. Secretary (Leslie Lovett)

No report.

#### d. Web Master (Mike Ditchen)

The group applauded Mike Ditchen on the continual web site improvements and management of the ACF web site. Mike requested that he be informed of what to post, including links and documents. If a requested to post item does not post in three to four days, please e-mail Mike a reminder. Great Teachers Seminar (GTS) information (link) has been added to the site.

#### e. List Serve (Jim Hoey)

Craig Spaniol (WV State C&TC ACF representative) is unable to get ACF list Serve e-mail. Jim Hoey will double check Craig's email information and follow up on the problem.

### 4. Old Business

#### a. Update from Bruce Walker

##### Sick leave for faculty

- Bruce stated that faculty sick leave policy can be established by a rule or statute. Please remember that individuals receiving sick leave must demonstrate working 7.5 hours/day which may mean losing some faculty autonomy. If faculty had 12 month appointments they would be eligible under current rules and statutes. It would be a good project for ACF to determine how other states handle faculty absences.
- Discussion of the group; alternatives may include:
  - Getting local BOGs to agree to pay for disability insurance. It shouldn't be that costly.
  - Creating a rule or statute. The rule or statute would need to address whether or not the individual would be given anything for previous years of service.
  - CTC Council Title 135 Procedural Rule 38 indicates employees who work between 1040 and 1950 hours per year are eligible for sick leave; Bruce indicated the intent of the rule does not include faculty (is superseded by Series 8; which states faculty are not entitled to sick leave).
- Sick leave for faculty is a good subject to discuss. There is a parity and fairness issue involved in the process. Some faculty can find substitutes for classes for months at a time, while others have no substitutes available and may be let go after missing 2 weeks of work.
- Sylvia Shurbutt and volunteers Dave Brown and Steve Bourne will do some research and bring their findings to the next meeting.

##### TIAA CREF

State code now allows institutions to raise the contribution of the institution for TIAA-CREF benefits to 7.5% (most institutions still using 6%/6% individual/institution model). Individuals can still put additional funds into their account.

##### Right to Serve in the Legislature

There should be no link between losing AEI and the right of higher education faculty to serve in the legislature. K-12 faculty still get years of service increases and can serve. It would have to be a punishment if a link does exist. Someone needs to test the law with a court case to test the validity of who is allowed to serve in the legislature. There was a case tried ~35 years ago and the faculty member was not allowed to serve. The case went all the way to the Richmond, VA courts.

- Senator Plymale is willing to reintroduce a bill for right to serve, and also believes the current legislation has to be challenged in court.

### **HEPC Legislative Web Site**

The HEPC legislative web site for 2009 will be launched soon. This web site follows and tracks legislation. A much more effective job is done at the beginning of a legislative session. Individuals will need to track items later in the session because of the voluminous number of senate and house bills requiring attention.

#### **b. Legislative Committee Report (Sylvia Shurbutt)**

- **Status of Approved ACF 2009 Legislative Agenda**

Sylvia will try to contact Gerald Hough as New River has not sent any communications regarding an endorsement. All other institutions have endorsed the legislation.

- **Tri-Fold Status**

Copies of the tri-fold brochure have been distributed to ACF members. Please notify Sylvia if you have not received your brochures. The brochures should be distributed to faculty members, BOG members, local legislators and campus administrators. Please share the information with others on your campus.

- **Faculty Study Report and Adjunct Faculty**

The Faculty Study reports for each institution and the Faculty Study Report are up on the ACF web site. It is a perfect time to see what your administration reported concerning your institution and a perfect time to review and modify adjunct faculty policies.

#### **c. Great Teachers Seminar (Mark Goldstein)**

Mark Goldstein distributed copies of the flyer and information sheet (application) for the 2009 Great Teachers Seminar (GTS) to be held from noon on Monday June 22 through noon on Thursday June 25 at North Bend State Park. Contact Mark with any additional questions.

- ACF and ACF members are the facilitators for getting faculty to the event, and need to get the information to their faculty and institutions.
- Every institution can send two faculty members to the event.
- Each campus may have a unique selection process to choose faculty to attend.
- The information is ready for distribution much earlier than last year.
- The ACF Web site will contain a link to the national web site for GTS and the flyer and information sheet.
- Last year there were 24 attendees. Mark has set the 2009 attendance goal of at least one representative attending from each institution and two representatives when possible.

#### **d. Slide Show Development (Roy Nutter)**

Chair Nutter presented the final review of the slide show to the attendees. Possible revisions to certain slides were discussed and implemented when deemed necessary. The group commended Roy on the content, and look of the slide show. The group stated that Roy will represent us well, and thoughts and support will be with him during the HEPC meeting tomorrow.

## **5. New Business**

#### **a. New President at the WV School of Osteopathic Medicine**

Dave Brown announced that the campus had just received word that Dr. Rafes from Oklahoma (served at a North Texas School) had accepted the Presidency at WV School of Osteopathic Medicine. The faculty is pleased with the choice. The approval of the President is on the HEPC agenda for tomorrow.

#### **b. Report from Chancellor Noland**

- The HEPC meeting will begin at 1:00pm in the auditorium of the Cultural Center tomorrow (November 21). The agenda is brief to allow the faculty, classified staff and students to have time to have a proper dialog with the HEPC members.
- Chancellor Noland has been meeting with faculty Senates and other groups such as AFT to discuss any issues and review HEPC budget requests. Please contact him if you would like him to meet with your Senate or Assembly. Dialog is very important for understanding.
- WV had a slight economic downturn but is in solid footing compared to some of our neighboring states.
- HEPC budget will be targeting (1) financial aid, (2) additional operating dollars to cover inflation, (3) faculty and staff salary increases, (4) closing the gaps with peer institutions and (5) working to meet the Classified Staff Study mandates (monies to bring individuals up from ½ step to full step). There is also a big push to ask for (6) capital for deferred maintenance, and (7) move the capital construction funding from the backs of the institutions and students to the state. (8) Research dollars will also be addressed, asking for

lottery funds to be expanded from ½% to 1% which would expand the research pools for all institutions. The hope is to double the funds from 4 million to 8 million dollars. The total HEPC budget will be ~ \$80 million.

- Internationalization and study abroad is an important initiative and a meeting was recently conducted in Morgantown with FACTUS.
- Access and outreach are important and some national funds were secured to help in this arena.
- K-12 (P-16) issues are being addressed with mathematics and language arts at the forefront.
- The strategic plan will be followed focusing on Access, Finance, Outreach, Research and Innovation.
- Promise Scholarships are squeezing low income students out of the loop. Future awards (due to the increases in tuition and fees) may be capped rather than raising the eligibility standards.
- Chancellor Noland will be meeting with the president's tomorrow to begin institutional planning for budget cuts (3-5%). **This is just a preparation not a realization**, in the event that the economic downturn continues. This will allow campuses get appropriate plans in place should budget cuts need to be made at a later date. Some states are decreasing total credit hours necessary for a degree and redesigning teaching loads to help with the costs (most likely not feasible for WV as most institutions have already addressed these areas). Steve Bourne inquired if the Chancellor would be making suggestions for the cuts as only academics was targeted last time a budget cut took place. The Chancellor responded that institutions should have the foresight to look at all areas on campus and not target just one.
- John David asked about the salary increase disparity at WVU Tech versus faculty at WVU. If the institution is part of WVU why does it operate lock-step for some items and is autonomous for other issues such as salary? The Chancellor stated this issue was also raised by staff and is on the HEPC agenda for tomorrow. The joining of the institutions is relatively new and there are still many issues that need to be explored. The institutions have to work within assigned budgets.
- Dr. George Kuh the Director of the Center for Post Secondary Research and Indiana University in Bloomington will be presenting a lecture *on Assessment and Learning Outcomes* at the Cultural Center Great Hall tonight at 7:00 pm. Everyone is welcome.

c. **Report from Bruce Flack**

Dr. Flack also reminded the group about the Cultural Center lecture tonight and the HEPC meeting tomorrow. In addition he had the following to share:

**Academic Standards (see handouts)**

- The state advanced placement council met last night. Although each high school must offer at least 4 advanced placement courses, it is obvious that in addition to access, rigor must be maintained. The WV advanced placement pass rate (at least a 3 out of 5) is 10-15% below the national average.
- The new WV high school standards were revised and went into effect in August 2008. This includes admission standards for post secondary campuses (ACT and GPA).
- Previously there was a 10% conditional admission clause for higher education. This has been suspended and for 2 years there will be no limit on admission. For 2010-11 there will be a 15% limit and 2011 and after the limit will be 10%.
- New high school requirements for graduation have also been suspended for 2 years, with work being done to create classes to fill the gaps at both the high school and college level. The K-12 response has been slow, and many high school students have the attitude of, "you can't make me learn", making the job of meeting the standards difficult.
- Discussion of standards ensued:
  - What is the job of the Community College in this process, it appears one of the jobs of the community college is being given to the 4 year schools.
  - We do a disservice to last minute enrollees and they do not get what they need to be successful.
  - We need to up the ante of K-12, students need to be prepared before they come to college.

- We need honesty in the plans for them to succeed; we can't go for imagery over substance; a budget and resources are necessary for success. Separating some of the 4 and 2 year institutions and their resources may have a negative impact on the ability to get students' ready to meet the academic standards.
- Although programs are being developed to help students meet the required academic standards, future and current college students need to be aware of where help currently may be found to help them meet academic standards. We do have community colleges and their satellite branches available and close to most high schools and 4 year institutions.

**d. PEIA proposal**

Chair Nutter shared a possible dialog to present at the Huntington PEIA forum. The group determined that they would be uncomfortable approving the proposed dialog without consultation of their faculty constituents. Since there would not be time for consultation, the group suggested that modifications to the WVU Senate resolution (already shared with Faculty Assemblies and Senates) that was delivered at the Morgantown PEIA forum be made for tonight's presentation. Chair Nutter will distribute a copy of the dialog presented through the List Serve.

**e. WVU BOG proposal**

Chair Nutter shared a copy of a WVU Senate resolution concerning Revisions to Legislation concerning Board of Governors and asked that it be shared with Faculty Assemblies and Senates. The footnote at the bottom is incorrect and needs to be revised to include all institutions.

**f. CTC Rules out for comment**

Leslie Lovett reminded the group that there are four CTC Council Procedural Rules out for comment through Monday November 24, 2008.

- Series 2- Finance
- Series 5- Employing and Evaluating Presidents
- Series 6- Performance Indicators
- Series 9- Academic Freedom, Professional Responsibility, Promotion, and Tenure
  - 135-9-3 Faculty: Ranks and Definitions
    - 3.2.6- establishes new rank, "Instructional Specialist".
    - 3.4 – Allows clinical track positions for school of nursing faculty
      - May want to comment that this should include any health care profession
  - 135-9-9 Tenure
    - 9.3- this is ACF's opportunity to comment on the tenure cap which was an item we championed to raise last legislative session.
      - Leslie Lovett will draft a comment to be reviewed and submitted by ACF.

**3. Next Meeting**

The next ACF meeting is scheduled for February 19, 2009. The WV Council for CTC Education will be meeting on December 12, 2008 in Charleston. Chair Nutter will be presenting the annual ACF legislative concerns. Presentation for LOCEA will be in January.

**4. Adjournment**

Chairman Nutter adjourned the meeting at 4:00 pm .

Respectfully submitted,

Leslie Lovett, Secretary