

ADVISORY COUNCIL OF FACULTY MINUTES OF THE MEETING OF September 16, 2005

The Advisory Council of Faculty met at the Higher Education Policy Commission Offices in Charleston on Friday, September 16, 2005. The meeting was called to order at 2:07 p.m. by Chair Sylvia Shurbutt. Those ACF members present were:

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| Fairmont State University | Connie Moore |
| Fairmont State CTC | Leslie Lovett, Vice Chair |
| Glenville State College | Joe Evans (by phone) |
| Marshall University | Ben Miller |
| Marshall University CTC | Betty Dennison |
| Shepherd University | Sylvia Shurbutt, Chair |
| WV State University | Patricia Shafer, Secretary |
| WV State CTC | Donna Jarrell |
| WV University | Michael Lastinger |
| WVU-Parkersburg | Gary Waggoner |
| WVU-Potomac State | Jim Hoey |
| WVU-Institute of Technology | John David |
| WVU-Institute of Technology CTC | P. Michael Ditchen |
| Guests present were: | |
| HEPC | Dr. Bruce Flack |
| Those absent were: | |
| Bluefield State College | Roger Owensby |
| Concord University | Darrin Martin |
| Marshall University Graduate College | vacant |
| New River CTC | Gerry Hough |
| Shepherd CTC | Vic Hughes |
| Southern WV CTC | Anne Olofson |
| West Liberty State College | Ann Rose |
| WV Northern CTC | Mike Davis |
| WVU-School of Medicine | John Linton |

Chair Sylvia Shurbutt thanked the group for their quick response to the e-mail requests for information. She called for a motion to approve the minutes of the Retreat on July 17-18, 2005: C. Moore moved to accept them as distributed, M. Lastinger seconded and the motion passed. The Chair indicated she had a meeting at 5:00 with Bob Morganstern & Judy Hale to discuss interaction between AFT and ACF.

Bruce Flack reported on the Committee for Study of Faculty Issues, the personnel study required by SB 603. He said most of the study is geared toward classified employees but there are a few things that relate to Faculty. It calls for the study to be completed in three years and reported to LOCEA by December, 2008. Every six months a report must be made to the Legislature on the progress of the report. He distributed a handout related to two things: the

establishment of a committee and the statutory reference. The study is to be done by the HEPC in consultation with the Council, the governing boards, the ACF, the ACCE. He wants equal representation from the ACF and from the academic officers. He suggested there be a co-chair, one from the faculty group and one from the academic officer group. The topical areas to be studied are:

- Faculty salaries
- Study of state and institutional policies and practices on tenure, promotion, and performance valuation.

The goal of the Legislature seems to be their major concern of classified employees but they included faculty and nearly all state employee positions. He said the HEPC did a tenure study a couple of years ago and he doesn't think there is anything wrong with our tenure system. Chair Shurbutt said she would serve on this committee. L. Lovett, B. Dennison, and B. Miller said they also would serve. C. B. Wilson will be the co-chair from the academic officers.

Dr. Flack said he has been working on a couple of reports, one on which M. Ditchen has helped related to college courses for high school students. This was not a mandated study but one on which we wish to know the status. Enrollments continue to grow though only slightly. It appears that students who take these courses and go on to college do pretty well. 40.2% of these students go to WVU and 17% go to MU, primarily because of Promise, he believes. By and large, this has been a pretty successful endeavor. It will be ready on Oct. 6 for the joint CTC/HEPC meeting.

An e-mail letter from Dennis Taylor, Vice Chancellor for Administration, regarding how salary raises are to be distributed was given to the group. AFT/WVEA wants it across the board; the Chancellor wants it according to merit. The question was posed about whether or not we wish to send a letter to the Governor saying we have our merit plans. C. Moore indicated institutions were to budget raises last year and they must be required to use that money in addition to the \$900 for salaries. B. Miller feels we should take care of equity issues prior to merit since we are so grossly underfunded related to our peers. C. Moore said at FSU, their president doesn't believe equity is across the board so equity will come first and then consideration for merit. S. Shurbutt said she believes institutions should be pressured to supplement whatever is given by Legislature. D. Jarrell asked whether we have talked with our faculty members about whether this is equity or merit – perhaps we should ask them how they wish us to vote. C. Moore suggested we write a letter saying the ACF represents all the faculty (not the AFT or WVEA) and in that letter we can say we are for equity and merit and not indicate that which we don't support. S. Shurbutt will draft a letter to the Governor and share it with us electronically for comment.

Chair Shurbutt said Jim Barton is doing the website and will put certain things on it for us.

An ACF Legislative Action subcommittee is needed, S. Shurbutt said she believes. Over the past year, we have seen a change in the receptivity of the Legislators: they are recognizing us and we have been told we are to advise the Legislature. The Committee can receive the notification of all of the important meetings, they can share the attendance at the meetings and they can share the information from each of them. S. Shurbutt said she is willing to serve on the sub-committee. She made the motion to form the committee, which C. Moore seconded and it passed. S. Shurbutt, C. Moore, B. Dennison, M. Ditchen, B. Miller, J. David, and M. Lastinger indicated they wish to serve.

Chair Shurbutt reported on the HEPC meeting of September 14. Her report is attached to and made a part of these minutes. She distributed a handout from the HEPC meeting on institution-specific funding requests and HEPC's support of them. She said the search committee for the new Chancellor will be the entire HEPC.

M. Ditchen reported on the Community & Technical College Council meeting of September 15. Three people are to be hired by October. The Council wants to regulate those institutions that offer associate degrees under the HEPC. Some CTCs are taking contributions for Katrina relief. Dennis Taylor said faculty salary increases should follow salary plans approved on the campuses and staff increases should be according to the salary schedule.

Chair Shurbutt urged those who attend meetings to speak on behalf of ACF and encouraged them to look at the agenda prior to the meetings and to solicit comments prior to attending the meetings so they truly represent the membership.

Our presentation to the HEPC should be October 6 but it won't be ready by then this year. S. Shurbutt said Dr. Flack was amenable to us delaying the presentation. Another presentation will be to the SubCommittee of the Legislative Joint Education Committee.

Regarding the ACF brochure, Jay Cole (aid to the Governor) suggested the theme: Higher Education: The Engine of Economic Development. It was suggested this brochure will be less "busy" and be a six-panel brochure rather than eight as before. It was felt it is important to include data on the brochure and perhaps include some of the Bill Gates comments. On panel 2, it was suggested we include the number of faculty we represent.

It was suggested that perhaps a different design on the brochure would bring more attention – perhaps in the shape of a commencement hat. Also it has been suggested we include some color printing. There was much discussion about redrafting of the ACF brochure. B. Miller made a motion to accepted the brochure. B. Dennison seconded and the motion passed.

B. Miller moved that the ACF write a letter of thanks to Senators Plymale & Campbell for their support in championing the AEI. B. Dennison seconded the motion and it passed.

Future meeting dates: It is important that some ACF members attend the 10/06 & 07 meeting. It is expected the meeting will be in Morgantown. It was suggested the ACF present to both the Council & the HEPC at the December meeting. ACF will meet on Nov. 11 at 2:00 and again on December 8.

At 4:25 p.m. S. Shurbutt adjourned the meeting.

Respectfully submitted,

Patricia M. Shafer, Secretary

Advisory Council of Faculty Report September 14, 2005 HEPC Meeting

The following are highlights of the HEPC meeting held September 14, at Marshall University Graduate College:

Appropriation Requests: A hardcopy of project summaries was passed out; these list specific item requests by individual institutions and the HEPC Office recommended rankings for funding (hardcopy available). Among the other special budget requests was **\$15 million for additional PROMISE scholarship funds**. It was noted that as standards have been raised, less attrition for those receiving the scholarship has resulted. The Chancellor said that **\$34.5 million would go into Faculty salaries over a 5-year period in order to make WV Higher Education salaries competitive**; also within that 5-year period the **Classified Staff salary schedule would be fully funded at a cost of \$20 million**, though Mullen noted that the schedule would have to be updated as it will be out-of-date before the funding period is completed. Chancellor Mullen said that the Classified Staff had rejected the 5-year funding plan of their salary schedule since the schedule ought already to have been fully funded. Dr. Mullen and Bob Morgenstern disagreed about whether the Faculty raises should be dispersed through merit plans or “across the board.” **ACF Chair Shurbutt asked that the HEPC insist that all institutions offer fair and well-articulated Merit plans, consistent with their institutional missions and that the plans be periodically reviewed.**

Revision of Series 20: Dr. Flack discussed the revision to rules that authorize degree granting institutions to set up shop in West Virginia. The policy change, which includes more oversight, will go up for public comment this month (see <http://www.hepc.wvnet.edu/>).

System Reports on Student Performance: Jim Barton discussed three very interesting reports.

- 1) **Performance of High School Students** (see <http://www.hepc.wvnet.edu/resources/index.html?../menu.html&title.html&reports.html>) Barton noted increased rates for high school graduation. West Virginia **ACT scores have risen .5** in 2004, while there has been a **2% decrease in students requiring ACFN Developmental English** and a measurable decrease in those requiring Developmental Math as well. Conversely, **out-of-state remediation has increased**. More WV students are attending in-state institutions in 2004.
- 2) **Higher Education Graduation Report** (see <http://www.hepc.wvnet.edu/resources/index.html?../menu.html&title.html&reports.html>) Barton noted 1000 more graduates in the past year, including 18% more associate degrees and 4% more baccalaureate

degrees conferred. There were 15% fewer graduate degrees, however. A weakness for us to address is completion of degrees on time.

3) Retention Report (see

<http://www.hepc.wvnet.edu/resources/index.html?../menu.html&title.html&reports.html>)

Barton noted that **3 of 4 West Virginia students remain in the state for higher education.** Barton noted that next year's PROMISE data will be included, and we are likely to see the impact of this program in fairly dramatic ways. Barton noted that the **earning gap** between baccalaureate and associate degree was dramatic, as the **associates with technology related degrees tended to earn significantly higher salaries.** He observed that 9 of 10 certificate or associate students remain in the state after graduation. CTC students, however, tend "meander" in and out of the community colleges, thus indicating the need to "rethink the concept of CTCs," in terms of retention. **The disparity among counties in the remediation rate of students was striking,** ranging from 11% to 65%. Steve Paine of the HEPC noted the reasons for the disparity were certainly complex, but he posited the **importance of their being a connection between the high school English and Math Programs and the College English and Math Programs.**

Chancellor Search Process: The Time-Line and Procedure for selecting a new Chancellor was discussed (hardcopy available). A motion was made that **HEPC members constitute the actual search committee.** During the discussion period, **ACF Chair Shurbutt asked that faculty be involved in the process in some degree or respect, as we have been consistently told over the years that "the Chancellor speaks for the Faculty."** HEPC Chair Eros promised to include the faculty