

ADVISORY COUNCIL OF FACULTY MINUTES OF THE MEETING OF OCTOBER 14, 2005

The Advisory Council of Faculty met at the Higher Education Policy Commission Offices in Charleston on Friday, October 14, 2005. The meeting was called to order at 1:07 p.m. by Chair Sylvia Shurbutt. Those ACF members present were:

Concord University	Darrin Martin
Fairmont State University	Connie Moore
Fairmont State CTC	Leslie Lovett, Vice Chair
Marshall University	Ben Miller
Marshall University CTC	Betty Dennison
Shepherd University	Sylvia Shurbutt, Chair
Southern WV CTC	Anne Olofson
West Liberty State College	Ann Rose
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
HEPC	Dr. Mark Stotler
Those absent were:	
Bluefield State College	Roger Owensby
Glenville State College	Joe Evans
Marshall University Graduate College	vacant
New River CTC	Gerry Hough
Shepherd CTC	Vic Hughes
WV Northern CTC	Mike Davis
WVU-School of Medicine	John Linton
WV School of Osteopathic Medicine	Marlene Wager

After some typographical error corrections to minutes of September 16, they were approved.

Dr. Flack reported his office was in the process of developing the agendas for the HEPC meeting. He shared he thought the new ACF logo was great but felt the tag line, "Engine that drives the machine," needed revision; he suggested we find a better way to say that. He announced that M. Stotler was assuming the position of Director of Academic Affairs for now and will be working with us on such matters. Dr. Flack said he believes one of the matters M. Stotler will discuss is the Faculty Personnel study – the committee has met for one telephone conference. S. Shurbutt congratulated Dr. Flack on being Interim

Chancellor. He said while serving he hopes also to work on several academic matters. One of those is providing our students at the baccalaureate level some sort of international experience in their curricula. He said that is not necessarily a course, but could be foreign language instruction, semester abroad, or activities within a course. Some ideas from the Tom Friedman book, The World Is Flat, assert it is very important that our student have an awareness of the wider world in which we live. He indicated he is anticipating a conference in the Spring to generate some ideas on this.

Dr. Flack said the HEPC will continue to look a high school student preparedness for college; new admission standards are in place beginning in 2008. The major changes are to require 3 lab sciences, 4 years of math (3 at the algebra I level and higher) plus foreign language. He is concerned that we are not geared up for these changes and we won't be able to implement them. There will also be the required increase in the ACT score to 18 and to 19 for WVU & Marshall. With current student abilities, he anticipates many of our high school students wouldn't be able to go to a baccalaureate institution; that they can go only to a CTC and there isn't the capacity for them there. Another issue is the ACT writing sample required by 2006 for students in baccalaureate institutions. Public school people are asking us how we are planning to use that writing assessment, he said. Determination still has to be made on exactly how and in what ways we will use it; students will have a blended score – of the 36 maximum in English, one-third will be based on the writing sample. He said we can look at that number in order to tell us about the students' writing ability. But, he asked, what are we going to do with those students who may be coming in our institutions in 2006 without the writing sample? There will have to be a mechanism in freshman placement to deal with them. In addition to having an 18 in English, he said, we may place a minimum score on the writing portion in order to place them in ENGL 101. This will be under study initially with faculty, administrators, etc.

Chair Shurbutt queried whether or not the high schools are prepared to teach the foreign language. It was postulated that many public schools will say colleges don't turn out enough foreign language people to offer the languages. M. Lastinger said he was at a WV Foreign Language Conference recently and there the high school language teachers were very concerned that some county systems will have students take their language pre-high school and students will not remember their language by the time they get to college. Those language teachers anticipate high school principals will focus on the extra science and math courses required rather than on the language courses. Chair Shurbutt shared that at Shepherd they are building up their Spanish program to produce more teachers.

C. Moore said that our Legislative Agenda talks about the P-20 issue and she wondered whether or not we should be supporting this, knowing the Legislature. She shared the concern among some is that State Government may try to set institutional direction and extend their influence into the higher education arena

as well. Philosophically speaking, we may need to coordinate the curricula from Pre-Kindergarten through College. B. Flack responded that there has been a P-20 Council in statute for some time. He said he applauds it because, if properly constituted, it can bring about a better dialogue between the K-12 systems and higher education. In WV the P-20 Council, which was established under Gov. Wise, has never been active. There may be some redirection of it to make it more effective and have a positive influence on the educational system. He felt if we have it on our legislative issues, it can alert the Legislature that we are cognizant of it.

Chair Shurbutt said she wants each member to have a copy of "Preparing a Citizenry for the Global Age," the Report of the WV Commission on International Education, and she felt it tied into what Dr. Flack had discussed.

Dr. Stotler said he met with C. B. Wilson & Chair Shurbutt in a conference call regarding the Committee for the Study of Faculty Issues. Their next meeting is to be 12/02/05. He indicated ACF members have a copy of the issues with which we will be dealing together with the names of the committee members. S. Shurbutt said she anticipates they will be sending out a questionnaire and developing a report from the information. The group certainly will be looking at Series 9 with Promotion & Tenure issues; it will need revision to deal with the CTC system. A Study of Faculty Tenure in WV was done 4 years ago with C. B. Wilson as editor and the Committee will draw on that report as they proceed with their study. M. Stotler said he anticipates they can get the faculty portion of the report done in a year. J. Hoey said another issue of consideration should be the use of non-teaching faculty positions, that is classifying people as faculty who are in non-teaching positions. He said it presents a stealth faculty out there who are not teaching. The questions surrounding this are how are they evaluated as faculty? What about tenure issues? An example is athletic coaches in faculty slots.

D. Martin raised an issue at Concord about equity – new people are hired who are paid more than people who have worked in a similar position for 5-10 years. J. David said another issue is that it appears that when the Legislative Special Session passed the appropriation for the mandated salary increases, they didn't appropriate money for full-time faculty who were not full-time at one or the other institutions: the baccalaureate or the CTC. This appears to be an error in the legislation and B. Flack said they hope to correct that in the regular session. M. Lastinger said that the Special Session did not appropriate moneys for salary increases for those who are not on state funds and it has required the institutions to come up with significant moneys to meet the raises for those people so one person doesn't get a raise and the one beside him/her does not.

ACF Webpage: Casey Neehouse discussed the Webpage with the group. He said there will be a content manager program so novices can input information without html language. There will be information available to members on By-

Laws, etc., and more public pages for minutes, etc. Perhaps we will wish to insert some pictures we have used on prior brochures. It was suggested on the sidebar to use Senate/Assembly wording and to reorder the items in order of predominance for the group. It would be helpful that if we refer in a published document to another document that there be a link to that document. It was felt there needs to be a Webmaster to handle all these items. S. Shurbutt made a motion that there be such a Webmaster to work initially with Casey to set up the site. C. Moore seconded it and the motion passed. S. Shurbutt made a motion that Anne Rose be the Webmaster for this first year; B. Miller seconded that motion and it passed. The webpage address will be www.wvacf.org. The logo was approved. The phrase, "the engine that drives the machine" will be replaced by "the voice of higher education faculty."

In an update on faculty salaries and upon receipt of a letter from Delegate Bonnie Brown, Chair Shurbutt decided not to draft a letter related to the salaries issue, as was indicated in the minutes of the last meeting. In light of the happenings in the Special Session, she decided it was not in order. C. Moore asked if we knew the disposition of the salary matter at WV Northern and A. Rose said she understood after the letter from the governor arrived, it became clear how the moneys were to be used.

The Legislative SubCommittee reported salaries were to be distributed according to institutions' approved salary plans. There is a plan to write letters in December to Legislators regarding faculty issues and to work on Senator Helmick, Senate Finance Chair, & Delegate Michael, House Finance Chair, for the AEI issue, according to Jay Cole. Chair Shurbutt said she has discussed with Jay Cole the AFT issue and who was speaking for higher education faculty. S. Shurbutt said she wanted to be sure it is known that the ACF is composed of the elected representatives of faculty. C. Moore said she thinks it is very important that higher education speaks with one voice. In addition, she expressed concern about the Meet and Confer meetings which appear to exclude the ACF and the HEPC from their conversations regarding collective bargaining. Current members are groups such as AFT, WVEA. Because we are the voice for higher education, she said this committee is vital for us. B. Dennison said she thinks we need nametags, especially for the Legislative SubCommittee members, so people know whom we represent. It was felt that with our new logo, we can make very nice nametags for the group to be worn anyplace we represent the ACF.

Chair Shurbutt noted the ACF presentation will be December 9 to the HEPC/CTC Council and 12/12 to the Joint Education Subcommittee.

The issue of a lobbyist likely will be put on the back burner at this time. It is hoped the Legislative Subcommittee will function as advocates for the ACF and higher education faculty. S. Shurbutt said she will send out some wording for a

By-Laws change to add the Legislative SubCommittee and the Webmaster post. She will consult the By-Laws regarding how these changes must be made.

The agenda for the HEPC meeting of Tuesday, 10/25, was still under development. B. Miller and M. Lastinger will try to represent the ACF. The meeting is scheduled to be at the MU Graduate College and they usually begin first thing in the morning. It is likely one of the topics will be the Search for the new Chancellor. The CTC Council meets on Thursday, 10/27. L. Lovett and B. Dennison will discuss among themselves who can attend that meeting.

The ACF Brochure will be done in a 2-color printing and will not be crowded. Front will be white with blue and maroon ink but must be easy to read; it will include the new logo. The web address will be the one for our ACF website.

Panel 2: item 5) will be changed to read: to provide the voice for 6,408 full-time and part-time faculty

Panel 4 changes: 1) Among the fifty states, WV had the largest decrease (3.9%) in appropriated funding for higher education in 2004-2005, as reported by the Chronicle of Higher Education 2005 Almanac.

4) WV's institutions are woefully understaffed and thus rely too heavily on...

For every \$1 the State invests in Higher Education, the return can be as much as \$10 (a 1000% return on the investment).

Panel #5 changes:

Parity with Peer Institutions:

- 1) Provide legislative funding for WV Higher Education at or above the National Average.
- 3) Reinstate into State Code 18B-8-3, Item c, the Minimum 10 percent Salary increase upon Faculty promotion in Rank.

Parity with Public School Teachers:

- 1) Extend state funding priority for education from K-12 to P-20 in recognition of the critical place higher education holds in today's global economy.
- 2) Close the 1.5% gap between the state's retirement contribution for K-12 and higher education.

Parity with All Other State Employees:

- 1) Put into code and provide state funding for the Annual Incremental Pay (AEI) for Higher Education Faculty.

The names of the ACF Officers will be printed on the brochure and the Faculty Resource Directory url will be added.

B. Miller asked if we would again solicit names for the Faculty Resource Directory. Chair Shurbutt said likely this will be done in the Spring semester after the current Directory is on the WEBSITE.

It was reported that approximately one-fourth of the Faculty Senates have endorsed the legislative agenda thus far.

D. Jarrell asked if there are any rules for membership on the ACF related to faculty members who are temporarily appointed to other institution positions. The answer was it depended upon whether the faculty wish the person to continue to be their representative. She indicated she is going to resign from the position due to her appointment as interim Dean of Academic Affairs at WV State Community & Technical College and the feeling among some at her institution that she could not represent faculty in that position. It was expressed she would be missed by the group.

The next meeting was announced to be December 8 at 2:00 p.m., prior to the presentation to the HEPC on December 9. It was announced there would be no November meeting as had previously been planned.

Respectfully submitted,

Patricia M. Shafer, Secretary