

ADVISORY COUNCIL OF FACULTY DRAFT MINUTES OF THE RETREAT OF JULY 17-18, 2005

The Advisory Council of Faculty met for its annual retreat at the Harr Conference Center at Blackwater Falls State Park in Davis, WV, on Sunday & Monday, July 17 & 18, 2005. The second day of the meeting was called to order on Monday, July 18, at 9:01 a.m. by Chair Sylvia Shurbutt. Those ACF members present were:

Fairmont State University	Connie Moore
Fairmont State CTC	Leslie Lovett
Marshall University CTC	Betty Dennison
New River CTC	Gerry Hough
Shepherd University	Sylvia Shurbutt, Chair
West Liberty State College	Ann Rose
WV Northern CTC	Mike Davis
WV State University	Patricia Shafer, Secretary
WV State CTC	Donna Jarrell
WV University	Michael Lastinger
WVU-Institute of Technology	John David
WVU- Institute of Technology CTC	P. Michael Ditchen
WVU-Parkersburg	Gary Waggoner
Guests present were:	
HEPC	Mark Stotler
WV Council for Community Colleges	Chancellor Jim Skidmore
Those absent were:	
Bluefield State College	Roger Owensby
Concord University	Darrin Martin
Glenville State College	J. Joe Evans
Marshall University	Ben Miller
Marshall University Graduate College	vacant
Shepherd CTC	Vic Hughes
Southern WV CTC	vacant
WVU-Potomac State	Jim Hoey
WVU-School of Medicine	John Linton
WV School of Osteopathic Medicine	Marlene Wager

Chair Shurbutt asked if there were any follow-ups from the preceding day. It was decided it would be a good idea to send Chancellor Mullen a letter thanking him for talking with us and reiterating some of the points he made.

It was determined the mailing list will be updated by adding the new members and Jim Hoey will be consulted about whether or not he wishes to do that. Discussion ensued about whether or not to ask Casey to set up the ACF WEB page and then turn it over to us (or Jim H.) to manage. It was suggested that in order to be consistent with the HEPC and CTC Council sites, we should let Casey establish it and then we would manage it. It was determined that we should have links to and from both HEPC and the CTC Council sites. The Chair will follow through with that.

Chair Shurbutt asked C. Moore to extract the significant portions of SB 603 and she has done a good job with that. It was suggested we may wish to disseminate these on our campuses. Another thing the faculty may wish to have is Representative Moore's summary of the new faculty ranks at FSU. She will send these out electronically.

It was decided the ACF group will try to meet with the Governor by the end of August. Perhaps on a Wednesday with a group of 3-4 will be planned.

Discussion then turned to the Legislative Brochure. It will contain the WEB site and the information related to the Faculty Resource Directory. Several themes were suggested such as:

- Reinvest in WV through Higher Education
- The investment in WV's future.

It was decided to note somewhere on the brochure that the ACF is also an advisory council to the WV Legislature and to the Boards of Governors. It was decided we would keep the first point from the 2005 brochure: the need to restore adequate funding to higher education.

It was suggested there be more, larger type with less detailed small type. Also suggested was to put the membership on a WEB-link rather than on the brochure but to leave on it the list of officers. It was pointed out that no where on the brochure do we say who the ACF is – perhaps that could go in the space we gain from omitting the membership. On the inside it was suggested we include how can we reinvest in WV higher education and our proposed actions in how we reinvest in WV's future. We need to emphasize how we can focus on the students – that is our goal and the Legislature's focus.

It was suggested that perhaps we should design a brochure for the Special Legislative Session and then another one for the HEPC presentation and the regular Legislative Session. We need to target October 6 for completion of the brochure because that is when we expect we will make our presentation to the HEPC. It was suggested that perhaps we should leave out salaries – the overall crisis is investment in higher education and salaries are a part of that.

The main focus will still be the first point from the 2005 brochure: adequate funding for higher education. The question was asked whether we should use national averages or 90% of SREB. Perhaps we should include on the brochure some of the things we have had to do to meet the budget cuts, i.e., cutting positions, increasing classroom minimum enrollment, etc. Dr. Stotler observed that if we keep doing what we have been doing, the Legislature will assume we have enough money to keep on – or that we had too much money to start with. Perhaps we need anecdotal information rather than statistics. Are we at the tipping point where we have increased enrollments but not increased the other resources and now we can't keep on increasing enrollments? We might include the results of our assessment as a result of more students and fewer faculty or more adjunct faculty. Other questions asked for consideration of inclusion were: What about our laboratories and equipment? What about the modern status of our labs? Are they behind the times? A question the Legislature has to answer is do we put the cost on the student or does the state fund it as part of the reinvestment? It was suggested that perhaps instead of using statistics in our rationale, use anecdotes, or perhaps a quote from the SREB, "Nothing increases the _____ as its educational system." We appear to be in the situation where we have to increase our tuition in order to survive until we

out-price ourselves and we can't do that to the students in WV. Might it be helpful, it was asked, to include a graph that shows costs from 5 years ago and where the cost shifting has occurred in increases of tuition and fees. It was suggested we might look at NC and KY for comparative information. We may wish to look at our main points in large type and in graphs. It was further suggested we may wish to design the brochure but wait to finalize it until following the special session, since it is such a dynamic document. Perhaps we should propose short-term solutions as well as long-term solutions to the crisis in higher education in WV.

Next we looked at the proposed actions of the 2005 brochure and decided what to keep and what to jettison.

- #1 – keep provide adequate funding for higher education
- #2 – keep AEI (by majority vote it was decided to keep it in)
- #3 – TIAA-CREF contribution increase – scratch for this year
- #4 – 10% salary increase upon promotion in rank – scratch for this year
- #5 – keep increasing faculty lines and decrease adjuncts
- #6-7-8 (30% tenure for CTC faculty, dates for notice of non-retention of faculty, and right to serve in the Legislature) scratch for this year

For those points listed as “scratch for this year,” it was suggested we keep them as points of interest, perhaps summarized on the brochure or on the WEB site.

Regarding Legislative Strategy for this fall: as many of us as possible will attend the HEPC meeting on August 5. We need an appointment with the Governor as soon as we can and once school starts ask our faculty to meet with our local legislators prior to the Special Session. It was suggested that perhaps a Legislative Reception be scheduled for sometime between Aug 15 and 30. C. Moore was asked to make the appointment with the Governor. S. Shurbutt, C. Moore, and M. Davis will plan to attend the session with the Governor. The talking points will relate to salaries since that is the single focus of the Special Session. We must make the point that the AEI is not a substitute for salary increases. We should have a mantra that everyone in the salary pool already has AEI – we need it as a fairness issue -- but this isn't in lieu of the salary increases.

M. Davis noted that we need to talk about one of the crises in higher education is that we need to recruit and retain faculty – we are 15th in the 16 SREB states. We need also to talk about the salary inversion issue. We need to include data about salary comparisons from the SREB states. Perhaps 3 graphs: national, SREB, WV and include salary info about the states surrounding WV: PA, OH, KY

G. Waggoner noted that one of the things we don't have and desperately need is a daily messenger at the Capitol. We may not wish to be part of a union, but their representatives are the ones who are getting things done, he said Bob Morgenstern of AFT has been speaking at the Legislature but we need to be certain the AFT will not be able to continue this if we don't join. The question was asked whether it should be one of our short- or long-range goals to employ a lobbyist?

The question was asked how the Higher Education Advocacy group (the Coalition) worked before. It was initiated by Steve Haid and a lot of presentations were made around the state to faculty and the group grew from that. There were about 700 members initially and annual dues of about \$60 with more classified employees than

faculty who joined. Concern was expressed that we need a lobbyist who understands and embraces faculty issues rather than labor unions who often are more concerned about salaries.

The question was asked how we could resurrect this type of organization? It was thought we should at least contact Brendon Leary, the original lobbyist, for guidance on how we might resurrect the type of organization. The question was asked whether Chair Shurbutt should talk with Amy Pitzer and the classified staff people to see if we wish to jointly do this. We should also determine the cost of such a lobbyist so we have a ballpark figure on the possibility. M. Davis will contact Brendon Leary to chat about these questions.

Chancellor Skidmore for the Community & Technical Colleges joined the group and said the CTC Council proposed a Legislative agenda and by September 1 the budget has to be submitted. He said they have a couple committees examining CTC financing – we need to look at 2-3 areas in terms of financing CTC education: a model that rewards enrollment growth; how we fund high-cost programs; and look at the whole peer equity model. (Peer equity is in state code so it will be difficult to change.) The Legislature seems to like the Peer equity model, he said, and we will try to fold into that the other funding issues. Tuition strategy is the other thing they are examining. He said that every year the Council struggles with tuition increases. They want to keep the tuitions as low as possible and this past year no tuition increases were approved but that was a kind of agreement with the Legislature that if you don't cut our budget, we won't increase tuition. Another area being studied is retention & graduation rates – they aren't very good, he said. One of the things we are studying is whether we are comparing apples with apples – he doesn't think we are really as bad as we are viewed compared with the national average. We will look at the interventions in developmental education and possibly to condensing some programs into shorter terms for those who can't make the longer-term commitments. Chancellor Skidmore reported he is meeting with the WV Development Office on July 19 to try to define the role of the CTC system with economic development and to get a handle on the types of programs needed at CTCs to aid that Office's efforts – both certificates and associate degrees. He also hopes to see what are those support occupations that require some continuing education, certificates, associate degrees, higher than that. He will then try to see where are the existing gaps and move on from there.

Chancellor Skidmore said he wishes to discuss with the ACF the upcoming CTC council meeting on July 21-22. The business session is on Thursday (the 21st) and the planning session is on Friday. He wants to look at critical issues in which the CTC Council must be involved. The Presidents have proposed that faculty salaries are a premier issue. Last year the CTC Council supported the AEI and he feels they will again support that. The other area to be examined is the classified staff salary schedule at the zero step. S. Shurbutt complemented the CTC Council for their support of the AEI. M. Davis asked if there was any strategy with the CTC Council regarding the upcoming Special Session. Chancellor Skidmore said they are waiting for direction from the governor on what may be on his mind. He wishes to wait to see what the administration is proposing in his call for the Special Session. For the January session, the CTC will present an improvement package and they will include faculty salaries, AEI, etc.

He said he is concerned about our capacity to deliver the programs we need to deliver. We need to upgrade our laboratories (chemistry, health, biology, etc.). He noted that as

we get more requests for technical programs, they are usually high-cost programs and we need to determine how we will pay for that. He said he is wanting to up-link some programs, not only getting them up and running but keeping them up. Part of the capacity issue is additional faculty for programs as well as professional development for faculty, particularly in the technology programs. Attracting faculty in some parts of the state for some of the programs has been difficult – allied health, for example.

Chancellor Skidmore said he doesn't know yet what they are facing with the budget request for this year – we don't know whether or not there will be a reduction again this year. If we do get instructions to cut the budget again, one of our top priorities will be that we request no budget cuts. It worked last year – don't know how long we will be able to do that.

The Legislature seems interested in funding peer equity, he said, but what he would like to do is to propose a multi-year strategy for funding peer equity and extract from the Legislature a commitment in such an effort. If we know they are trying to do that, it provides a better basis for planning for CTC programs, he said. The other thing will be to upgrade the science and technology labs. He said he has already queried the Presidents what is necessary (not a wish list), realistically needed, and a price tag. Competitive salaries will be on their Legislative agenda. In Workforce Development there is a bill 3009 that funds this effort. That is a fund that we wish to increase because it does help both the credit and the non-credit programs, he said. There have been a number of allied health and technology programs that have been funded as well as other non-credit programs. He wants to get this funding up to \$1.5 million. There has to be an industry match for this before it can be accessed. The other thing the CTC Council must always talk about is the non-credit side that CTCs have in their mandate. This involves customized training.

On Friday, July 22, he said he will present to the CTC Council these critical issues and ask them to put them in priority order. He invited the ACF to share with him critical issues that we propose and he could present those to the Council or he invited an ACF member to address the Council on our issues. Following this Friday meeting, the slate will go to the Legislative Committee of the CTC Council to distill the list. Chair Shurbutt asked to have a copy of that distilled list so we can include some of the same language in the ACF agenda. Chancellor Skidmore pointed out that it is essential that we all be on the same page when we go to the Legislature because they don't like to hear different stories from the various groups.

B. Dennison asked Chancellor Skidmore about whether he wants ACF members at the CTC Council meetings. He said often the Chair of the ACF comes and he always would like the faculty to attend when possible. Chair Shurbutt observed that there isn't a long-range calendar for the Council meetings on the website. It was noted the calendar has now been set for the year and is now on the website. After the July meeting, there is no scheduled meeting in August.

Chair Shurbutt shared that one concern of the ACF regarding the Special Session is that the Legislature may try to dump the AEI into either/or for a salary increase. She asked Chancellor Skidmore how he thought we should respond. He recommended that we contact Senators Plymale and Doyle to get their views, their thinking. After conversations with them and getting their feelings, then form our strategy. We can either go with the flow or perhaps issue a counterproposal. He asked that if it comes to a decision about

either salary increases or the AEI, he wishes to know how we want him to go on the two issues. He doubts we will get both but he believes we may wish to do the salary increase now and AEI in January.

Regarding changes in developmental education, Chancellor Skidmore said CTCs have a charge to do something with the literacy rate in WV. They haven't determined what they are to do since the ABE funding goes to the State Department of Education. There are some who say the funding should go to the CTC Council but he doesn't foresee that change being made at this time. He said he wishes to work with each CTC to get an ABE site on each campus. He said it is viewed as a "middle college" concept. He's looking at evaluating incoming students to see if they should be in ABE rather than in developmental education. In another area, they are looking at additional diagnostic testing to pinpoint the problems students have, perhaps they can provide specialized instruction to target the area of weakness rather than dumping students into the entire class.

CTCs are to do all the developmental education. What isn't clear, he said, is what if you have a CTC not co-located on the campus? How do we provide the developmental instruction when students have to drive to another site to receive their developmental courses? He doesn't want to put the students at a disadvantage just because of a philosophical issue of CTCs providing all the developmental education. If the CTC comes to the baccalaureate campus and offers the developmental course, how do we charge the tuition for that? FTEs are another issue in this. An additional issue is that in raising the admission standards for baccalaureate Institutions we are pushing more students to the CTC; the question is whether we have the money to hire the faculty and the space to handle these extra students.

Chancellor Skidmore said there is now a charge-back model, that Pat Hunt has developed it.

J. David said that Chancellor Mullen had mentioned the preceding day that by 2009 he wants all baccalaureate graduates to be competent in English and in a foreign language. He asked Mr. Skidmore if he saw CTCs offering foreign languages? He said this might be an issue for AA transfer students but other issues are hiring the faculty to teach the courses or, perhaps more of a problem, is to require this in some associate degree programs that are already full with required courses (nursing & EET, for example) where there is no room for foreign languages. Right now they are ill-prepared to teach them, he said.

Chancellor Skidmore enumerated accomplishments of this past year: enrollments have grown, graduations have increased, the Board of Governors degree has been established. Chair Shurbutt commended the Council's work and what they have done for faculty.

C. Moore pointed out that retention is a top priority but it is an unfunded mandate and they have had difficulty funding the retention programs they have developed.

M. Davis said he'd like to find a way to formalize the association between the ACF and the CTC Council. Chancellor Skidmore said that anytime the ACF has an issue they wish to have on the Council agenda, to let him know and he would put it on the agenda. We also have the one meeting a year where the ACF will make a presentation to the

Council. If an issue arises in a particular Council meeting the ACF representatives can raise their hand and be recognized to comment. M. Davis asked if there is a procedure with the CTC Council for them to contact the ACF for input on issues? Yes, Chancellor Skidmore said, through Bruce Flack and Mark Stotler – they serve both the HEPC and the CTC Council. B. Flack will soon be working on a faculty salary increase policy and Chair Shurbutt said we wish to be included on the making of the policy rather than after the fact.

The next CTC Council meeting is Thursday, July 21, beginning at 1:30 with the business meeting. Friday will be the planning meeting for the next year. Friday morning's session will begin around 9:00; both meetings are at Stonewall Jackson Resort.

M. Davis said to Chancellor Skidmore that one of the issues discussed yesterday with Dr. Mullen was release time for faculty who participate in the ACF and perhaps the Faculty Senate Presidents. It might be helpful if the Council supported that position. Mr. Skidmore responded that was a governing board issue.

Bob Morganstern of the local AFT office, Jack Nightingale of the national AFT office, and Jennifer Clark of higher ed AFT organizing next addressed the group. B. Morganstern asked, "How can the higher education faculty be more effective with the Legislature?" He then said we can't be effective as an individual, we can be effective only as part of an organization that has political clout. He said today it boils down to whether you have money behind you or a number of volunteers who can influence the elections. J. Nightingale said he has been the national AFT for 3 years; formerly he spent 18 years at Eastern Michigan University in the Business School. His office disseminates information at the national level as well as at the state and local levels. He complimented a coordinated higher education system as opposed to states (like Michigan) where each individual university negotiates with the Legislature for their funding. He distributed the national AFT magazine (from October 2004), On Campus, in which they publish a voting record of Congress as well as a July 14 letter related to issues related to HR 609, the College Access and Opportunity Act of 2005. He provided a packet of legislative action information for Chair Shurbutt in order to effectively lobby our representatives regarding our constituency issues. Nationally the AFT works to coordinate the legislative efforts that are occurring in the states.

B. Morganstern said had we received the AEI, likely we would have been happy with receiving \$2.7 million from the millions available to which we should have had access. The AFT is part of the AFL-CIO and after every Legislative session they publish a report card on the legislation passed. Prior to elections, there is a questionnaire to candidates about their position on certain issues and it is published for the constituency.

B. Morganstern said he is talking with the Governor's staff about a pay raise for higher education in the Special Session. He hopes to meet with the Governor later this week. He said he is also working with the Legislative leadership to try to forge a salary package that meets the needs of so many entities in the state: WVU needs to compete on a national level for research staff, border institutions are competing with neighboring states and regional pay issue. AFT is trying to develop a multi-year plan. AFT has about 500 higher education members out of the 12,000 higher education employees in WV. He believes WV higher education faculty are now more interested in collective action.

He said the Meet & Confer rights is a modified collective bargaining action between campus representatives and Boards Of Governors and will be conducted on a campus-by-campus situation. Gov. Wise organized these as he was leaving office and Gov. Joe Manchin formed a committee to oversee the Meet & Confer groups to evaluate using them – for this one year. The 19 member committee is to make their report by 11/01/05. ACF and ACCE are in code with the purpose to advise. These Meet & Confer groups are for action. C. Moore asked whether there should not be a faculty and a classified staff person on the group. J. Nightengale said that if Meet & Confer goes state-wide, there will have to be a lot of groundwork on the various campuses to determine whether or not they wish to have it on their campus.

Chair Shurbutt said it is likely that in some cases if higher ed were organized, public education may not wish to have us messing in their financial pot. She asked B. Morgenstern, “What would you do regarding this?” He responded he believes public education would welcome organized higher ed because of the greater strength it brings to education as a whole. Each segment would have its own legislative agenda, he said, it wouldn’t be a one-size-fits-all.

Chair Shurbutt asked what we should do for the special session? B. Morgenstern said it is likely that the major issues will be decided by the August interim meetings before the Special Session in September. AFT is planning a major higher education event prior to the Special Session, he said.

B. Morgenstern reiterated the people who get the results are the ones that are the Capitol every day. “If you are happy with the way things are going,” he said, “keep doing what you are doing. If you want changes, you may wish to make a change in the way you are doing things.”

Chair Shurbutt adjourned the meeting at 2:45 p.m.

Respectfully submitted,

Patricia M. Shafer, Secretary

