

ADVISORY COUNCIL OF FACULTY MINUTES OF THE MEETING OF APRIL 7, 2006

The Advisory Council of Faculty met at the Higher Education Policy Commission Offices in Charleston on Friday, April 7, 2006. The meeting was called to order at 1:05 p.m. by Chair Sylvia Shurbutt. Those ACF members present were:

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

Minutes of the February 3, 2006 meeting were considered. After two corrections were made it was moved, seconded and passed that the minutes be approved. S. Shurbutt said she would make the corrections and send out the approved copy. B. O'Byrne said she thought the representative from MUGC was eliminated and there was to be only one representative from Marshall University. There was a question about whether or not the Code names the institutions at which ACF representatives are to be elected. Chair Shurbutt will check and let us know.

Chair Shurbutt distributed a report from the February 24 Higher Education Day at the Legislature as well as a March 27 letter to Interim Chacellor Flack regarding selection of peer groups.

Under Old Business, Chair Shurbutt reported on the HEPC meeting held that morning. She said there was approved another option in the TIAA cafeteria of plans. The HEPC is hiring an independent group to meet with faculty to explain the various plans. She said the peer equity process was discussed and the HEPC is proposing a plan for the process and wish to implement it as soon as possible. Two rules will be followed: how peers are selected and how money will be distributed. They plan to have a consultant here by June, the two rules made by October, and a LOCEA presentation made in December.

Chair Shurbutt said Dr. Flack gave a rather extensive report about some of the challenges and observations he wished to pass on to the HEPC, as well as issues that the HEPC needs to explore: namely P-20 and globalization of the curriculum. The HEPC announced that Dr. Brian Noland from TN will become the new Chancellor. P Shafer had attended the interview on behalf of the ACF earlier this Spring and was impressed with his interest in faculty and the ACF as a formal group.

In the Legislative Overview: 587 is the AEI provision and it is important that it was not only fully funded this year but it was mandated that it be fully funded every year. It is important on the campuses that the AEI is not added to our base salary or it may skew the base salaries used for salary comparisons. We want it to be listed in any salary report as an additional column so as not to be amalgamated into the total salaries.

792 – Merging of FSCTC and FSU – doesn't change the representation on the ACF because the FSCTC will be renamed Pierpont.

4049 Promise bill – \$40 million was infused into the program and it looks to be pretty sound. There will be a 7.5% tuition increase average cap over 4 years.

4654 Health Benefits Trust Fund that will be established with each institution required to contribute to it for insurance post-retirement benefits

4690 WVU-Tech becomes a division of WVU as is Potomac State.

Chair Shurbutt said she was glad WVU ACF representative Mike Lastinger is still with us and WVU didn't develop its own ACF. The WVU faculty passed the ACF legislative issues and had little problem with them. More resistance to a state-wide group comes from classified staff, it was reported, since they constitute such a large percentage of the classified staff in the state. To have only one vote on state-wide issues related to them causes their concern. In the way WVU's composition has changes (with the regional campuses) they really have more than one representative, it was observed. It needs to be pointed out that WVU-Medicine has a representative that has never attended one of the ACF meetings. It was shared that they do not participate in WVU Faculty Senate either.

Regarding the Budget Analysis of funding requests, every institution is better off under the adopted Conferee's budget than they would have been under the Manchin budget. The report shows any additional adjustments to the budget as well as the Conferee's budget. \$40 million for Promise was included as well as \$25 million for the Higher Education Grant program for the more needy students.

Dr. Bruce Flack joined the group. Chair Shurbutt thanked him for all he's done this year and said we looked forward to having him back with us. He did not have a formal presentation for the group but S. Shurbutt asked him to share the issues he sees the HEPC needs to address. He said Secretary Margaret Spellings has established a National Commission on Higher Education, a nineteen-member group due to report by August 1. He noted that on one hand there is talk of decentralization of education but it seems the result is centralization. The first idea from the group was to have all college students take standardized tests but they have backed away from that somewhat now. Another idea is abolishing the regional accrediting bodies and replacing them with a national accrediting body. The argument is that the regional institutions serve the institutions rather than the public. Dr. Flack said he believes that in the last 10 years or so the North Central Association has served the public to a greater extent.

Dr. Flack continued that he believes the foremost thing the HEPC should do is to define its mission. Across the country, the mission of a Commission is to see that coordination and equity are maintained across the state. They should review programs, etc. In WV some of those activities have been removed by Legislative action, program review for example. There was much benefit from having the state-wide group of peers to review them. Currently the HEPC cannot oversee WVU's & MU's programs. Some institutions want to move toward similar autonomy and that destroys the coordination of higher education, he believes. WV has policies for transfer of credit, and other similar things that are well vetted and work toward coordination. He sees the premier responsibility of the Commission as serving the public of WV.

He reported International Education also is very important and the upcoming conference on April 24 & 25 will be very important to showcasing this. S. Shurbutt said she would like to see the ACF take some leadership in pushing for a global view on our campuses. She further said she would like to see some of these issues as driving forces of the ACF: internationalization of curriculum, retention, better prepared students entering college, etc.

Dr. Flack reported he has observed a change in the quality of the people serving on the HEPC. It is now a smaller board (9 people) but they are people who are committed.

Some future ACF Legislative issues were discussed: retention, globalization, P-20 issue, voting seat on the HEPC, right to serve in the Legislature. The Unger bill sought the right for Faculty to serve in the Legislature did not pass this year. It was discussed to keep the parity issues and move them up and to keep the funding priority issue at the top. Additional faculty lines are still a very important priority for Faculty. The Council members were asked to survey Faculty Senates of other legislative issues for inclusion.

Chair Shurbutt reported on the Faculty Salary Study in process. There is considerable concern about use of adjuncts, the lack of quality, adjuncts who are teaching at several institutions and thus teaching more courses than would be permitted at one institution, adjuncts teaching web courses with little or no quality control or evaluation. S. Shurbutt would like these issues discussed on the campuses prior to the Retreat. An update from the Faculty Study Committee was given: ACF members S. Shurbutt, B. Miller, B. Dennison, and L. Lovett serve on this Committee. They have determined what information to gather and have divided up the responsibility for parts of the report. The different kinds of data that they have gotten are: mission statements, current merit pay and salary documents, current merit pay policy, current salary policy, current practices of implementation of salary changes, recommendations and comments, policies & procedures for faculty promotion & tenure. Some comments and recommendations thus far focus on instruments for faculty evaluation: forms and processes used for faculty, for part-time faculty, for administrators, forms used by students to evaluate faculty. The institution policies on using adjunct faculty and statistics related to the use of adjuncts and their salaries have also been sought. One consideration is whether or not there is a minimum of one full-time person for each program. Faculty workload policies have been sought as well as explanation of the CTC term appointments.

Possible dates of the ACF retreat were discussed: July 14-15, July 30-31, end of June. S. Shurbutt will give possible dates and possible locations for e-mail votes. Two locations were also discussed: Hawk's Nest and Twin Falls.

On the issue of Meet & Consult, the group was asked how do we wish to proceed on this. C. Moore said she believes each institution will be asked to identify a group to represent them and there will be a vote. Several groups wish to do this: AFT, WVEA, AAUP, as well as ACF. It was suggested we have AAUP come to the Retreat and discuss their support. It was suggested that we should keep apprised of whatever is being proposed for Meet and Consult because we don't want something implemented without our input. It was also suggested this be a Retreat agenda item.

There was discussion regarding the use of the listserv and discussion of ACF issues on the listserv. Chair Shurbutt said we need the ability to discuss and vet an issue thoroughly. She said it was very disturbing when C. Moore brought up

an issue and someone copied Bob Morganstern and he widely circulated the email and C. Moore received repercussions from her comments. This was an inappropriate thing to do. We may need to suggest some rules by which we wish to operate that identifies issues as confidential and establish rules of ethics by which we communicate among ourselves. It was suggested that perhaps we establish a closed discussion board. When replying to anything on the ACF listserv, it might be better to reply to the specific person to which the message is to be addressed.

It was noted that the Council should send thank you letters to Legislators Plymale, Edgel and Campbell. S. Shurbutt said she will compose a letter, circulate it among the group and receive suggestions prior to sending the letter to these Legislators as well as to all members of the Education Committees.

It was noted the CTC Council will meet on April 27 at WV Northern CTC. The ACF will not meet again until the Retreat.

Chair Shurbutt said she has received many favorable comments regarding the WEB site and that it really tells everyone what we are doing. When information is sent to ACF members by her, she said we can forward it to our faculties with the website refreshed on the site. It was noted this is a fabulous site and a heartfelt thank you was sent to Anne Rose.

Secretary P. Shafer was asked to send the ACF spreadsheet of attendance to Chair Shurbutt and to everyone else via e-mail.

The meeting was adjourned at 4:30.

Respectfully submitted,

Patricia M. Shafer, Secretary