

Faculty Senate Executive Committee
Wednesday, September 13, 2017
2:30pm, Faculty Lounge

Hyperlinks to supporting documents are included

I. Call to Order and Welcome @ 2:30pm – Faculty Senate Chair Althoff called the meeting to order at 3:01 p.m.

a. Attending:

Dan Althoff (Chair), Brad Ludrick (Chair-Elect), Steven Emge (Past Chair), Kay Daigle (Treasurer), William Fridley (Archivist), Chris Moretti (Parliamentarian), Crystal Moore (Recorder)

Not Attending:

II. Update from AAUP Executive Committee Meeting with President Burrage (9-12-2017, Althoff)

The Faculty Senate Executive Committee met with President Burrage on September 12, 2017 regarding his 2018-2019 budget priorities. President Burrage asserted that his two key areas of focus are studying Faculty compensation with a significant inquiry into the likelihood of increases via one or more payment streams. He also stated that his second main priority was to address deferred maintenance costs.

III. Future Faculty Senate Executive Committee (FS EC) Meeting Dates

The FSEC scheduled two more meetings: (1) October 11, 2017 and November 8, 2017. They agreed to schedule and hold other meetings as the need arises. The FS EC also agreed to have debriefing meetings after sessions with the President and after Shared Governance Forums (SGF) to discuss key learnings and next steps.

IV. Areas of emphasis for FSEC

The FSEC agreed that the Academic Partnerships and 100% online master's programs, especially the Faculty/APPM related items were of significant importance for the FS EC to consider immediately, throughout the 2017-2018 academic year, and beyond. Specifically, some of those items of concern/interest included, but are not limited to: (1) Academic freedom: Can departmental "agreements" for course shell templates, syllabi, course elements be mandated and required? Currently, the APPM does not cover those items? If it is mandated, who is in charge of the design and enforcement of that policy? How are disagreements re: same handled based on current policy and procedure? (2) Faculty total SCH/course loads/overloads: For example, some MBA Faculty have over 150 enrolled students in one course section: What course enrollment

number requires the closing of a section and/or the hiring of a new Faculty member and not just another coach? The comment was made that managing a coach requires more work from the full-time Professor, while not necessarily lessening the Professor's overall workload in the class; (3) Intellectual property: One FSEC member stated that online course intellectual property and academic freedom should be treated like that for face-to-face course. It was asserted that was not the case and more was being expected of/from online courses. (4) Faculty compensation for overloads, summer classes, and course design and development: SE Faculty have experienced a significant reduction in overall pay of the past several years based on cost of living comparisons. How do we ensure pay and scheduling (overloads) equity between master and undergrad courses? How are Faculty fairly compensated for course/program design and development, while retaining their intellectual property rights to their material shared with SE? Especially when SE is reaping significant/large rewards from Faculty design work in terms of SE's increased student recruitment and retention revenue, and (5) Online course review: Our current 75% or more online course review practice for all new courses is out of alignment with ALL SE policy and procedure – including the APPM and other documents. How do we bring our online course review processes back in line with the existing and recently revised, vetted policy?

V. Shared Governance Forums

SE has two upcoming Shared Governance Forums: (1) Monday, October 30 @ 2:00 p.m., R300 (Faculty Senate topic) - **Chair Althoff will send out Save the Date for October 30 SGF**, and (2) Tuesday, November 14 @ 2:00 p.m., R300 – the Administration will choose the topic. The FS EC proposed the following topic: ***Faculty-Related Questions/Concerns Related to Online Master's Programs***. This topic could include: The current “high” Adjunct Faculty pay is \$3500-\$4100 per course, while the current “standard” full-time Faculty overload pay is \$2,150 per course. Thus, the FS asks the following questions: (1) How do course overloads get scheduled? (2) What counts as an overload course? (3) How (or by whom) is this scheduling decision determined? (4) How do we do *summer pay* with graduate courses, and is there an official designation for the hour-count of *graduate courses* (4.3 credit hours?) vs. *undergraduate course* (3 credit hours) in determining faculty course load?

VI. Faculty Senate Budget (Sen. Daigle, [Report](#))

According to Senator Daigle, our current FS budget is \$6,294 - less the outstanding items; our Survey Monkey (approximately \$300) bill has been paid for this year. The current allocation practice by VP of BS – Dennis Westman is as follows: 50% of the total department/program budget is allocated at the beginning of the Fall semester, 25% at beginning of Spring semester, and the remaining 25% allocated at mid-Spring semester. Drs. Althoff and Daigle presented the Faculty Senate Funding allocation for 2017-18 via an email sent to them by VPAA Bryon Clark.

VII. Faculty Senate Committees

Dr. Emge will send Fridley the *Form for Committee Preferences* used last year. Dr. Fridley will send the *Form for Committee Preferences* to Senators to update their selections within the next few days.

VIII. Other Items

1. Dr. Moretti will request the current year's budget from V.P. of Business Services Westman and expressed his willingness to serve on the FS Budget Committee.
2. Dr. Althoff will ask V.P. of A.A. Clark to (re) share RUSO Legal Counsel's specific concerns about our recommended Intellectual Property Policy for APPM 7.10.3? (See FS [Minutes March 8, 2017](#)).
3. Dr. Emge will send the most recent rendition of the policy recommendation for APPM 4.6.8 for the senate's consideration at the September 20 meeting. There was some discussion of an issue raised at the [September 6](#) meeting. Namely, should the post-tenure review process calendar be reset for those faculty who successfully complete the promotion process? Dr. Moretti suggested some reasons why a promotion might not warrant a scheduling reset: (a) If the Promotion committee was primarily comprised of out-of-department faculty (due to rank requirements), then post-tenure review would provide departmental faculty an opportunity to review their departmental colleague's work; (b) Policy allows the president to promote a professor. In such cases, post-tenure review would be warranted to allow for departmental faculty to review their colleague's work. It was suggested that this might be a matter for the Personnel Policies Committee to examine. Dr. Moretti also noted that a mention of the promotion process in APPM 4.5.3 needs a reference to where the description of the promotion process is found (APPM 4.6.3).
4. A question was raised about the status of the Online Course Review Policy that originated in the Distance Education Council and was forwarded to the Academic Council (AC). Dr. Althoff will ask AC Chair Randy Prus about this. [Postscript: the policy recommendation is now posted on the website. **April 12, 2017** (motion from the Distance Education Council for a policy recommendation for APPM 6.7.2 Online Teaching Certificate and Continuous Development passed unanimously). Inquiries from Fridley reveal that neither Prus nor Daigle know whether the recommendation was forwarded to or received by VP Clark. This may need to be discussed at the September 20 FS meeting, both in regard to the particular recommendation, and in regard to the FS's efforts to monitor and ascertain administrative responses to policy recommendations.

IX. Adjourn @ 3:44pm – Althoff motion. Emge seconded.