

TBR Faculty Sub-Council Notes October 24, 2008 Meeting

Chancellor Manning:

- Possible double digit tuition increase for next year.
- Not much likelihood of an ATB pay increase next year.
- Groups of TBR board members will be meeting in Spring to put together a Strategic Plan- where Tennessee is headed, related to retention, graduation rates, fundraising, etc.
- Chancellor Manning will continue role as Chancellor through the Spring.
- All excess lottery money has been spent.

Treva Berryman:

- Clarification of statement in the minutes from the previous meeting. Statement was "Robert Moon (VSCC) requested clarification on the scope of implementation after adoption of a particular model. (DSP redesign). Would implementation of the adopted model be mandatory and system-wide? Dr. Berryman replied in the affirmative." Dr. Berryman said she did not mean to imply that the state would mandate every element of DSP programs. She said there would be consistent guidelines across the state, consistent placement standards, and consistent assessment of the remediation of deficiencies, but not necessarily standard delivery methods. The goal is more flexibility and to incorporate technology.

Action Items:

- The sub-council passed New Policies and Guidelines related to New International Education. (I think these have been posted on the FS webpage.)
- In May 2008 the AAUP submitted to TBR a "Fair Compensation for Quality Instruction" proposal that would increase the maximum amount payable per credit hour for part-time (adjunct) faculty. Revisions were submitted and approved to TBR Guideline No. P-050 Subject: Part-Time Faculty Compensation. The rate per semester credit hour will increase by \$300 at each level: Level 1 from \$550 to \$850, Level 2 from \$600 to \$900, Level 3 from \$650 to \$950 and Level 4 from \$700 to \$1000.
- There was much discussion that this revision only allows the maximum to increase, but does not set a minimum. The general consensus was this was a step in the right direction and further revisions regarding setting a minimum pay scale could be pursued in the future.
- An Adjunct Faculty Pay Rate Survey was distributed and is available on the APSU FS website.
- There was also discussion about making similar revisions in TBR Guideline No. P-055 Subject: Faculty Compensation for Teaching Credit Courses as an Overload. This guideline sets minimum pay rates per credit hour for Instructor \$550, Assistant Professor \$600, Associate Professor \$650, and Full Professor \$700. Possible revision of this guideline will be discussed at the January meeting.

Discussion items:

- Dual Credit Courses: Discussion of some courses counting other not.
- Common calendar:
 - ◆ Will be looked at after 3 years of the current calendar structure.
 - ◆ Possibly include Wednesday before Thanksgiving. TBR would like opinions about this from the institutions.
 - ◆ Discussion of the current structure of the common calendar, which states classes begin on the "last Monday" in August. For 2009 and 2010 this will push the end of the term back to a week before Christmas. A motion was made that when the calendar structure is revised the wording be changed to the "fourth Monday" in August to avoid this problem and to consider including the Wednesday before Thanksgiving as a holiday. Motion carried.

- TBR Personnel Policy: 5:01:01:09: Bereavement Leave
 - ◆ Much discussion about the limitation of the people included in "immediate family". The policy does not provide for life partner, fiancé, aunts, uncles, nieces, nephews, close friends, etc.
 - ◆ Also much discussion about the limited number of day allowed: 3 days Bereavement (not counted as part of sick leave or annual leave) and up to 2 days of sick leave at the discretion of the appropriate approving authority. Many felt this was not adequate time allowed for an employee to cope with a death of a spouse, child or parent. An Ad Hoc Committee was appointed to look at the bereavement policy and to make suggestions for revision. Dr. Clark warned the committee that a change in this policy might take legislative action. The Ad Hoc Committee report back at the January meeting with a recommendation.
- Proposed Policy 5:01:01:20 Telecommuting: policy to set the standards for a consistent process and treatment of employees regarding telework/telecommuting across the TBR system. (Working away from your central workplace: off campus, home, etc.) This is also posted on FS website.
- TAF Funds:
 - ◆ General discussion of how TAF fund are allocated at different campuses. Some institutions felt that academics was not getting there fair share of TAF funds, going to IT instead.
 - ◆ Jeffery Berman was elected as the TBR Faculty Sub-council representative to the IT Sub-council, a position that had remained unfilled for a couple of years.

✚ Information Items:

- Changes in 403B Venders. Employees notified if their vendor has been eliminated.
- TBR Budget update: BLEAK
- General Education Assessment: All campuses have submitted these to Kay Clark and all have been or soon will be approved. By mid-spring a template will be ready for reporting progress and results.
- Academic Audit: 42 Academic Audits this past year.
- Work Load Strategy Teams: 3 teams have been formed will begin meeting in Spring. Dr. Melton and Dr. Clark will head up the team that looks at faculty workload, on-line issues and department chair workload.
- ROCC Grade Appeal Procedures: Regards appeals of on-line grades. Handout posted on FS Website.
- eLearning update from Dr. Melton: distribution of Revenue Sharing Summary (how much institutions receive back from RODP courses offered through there campuses.) Also distributed was the TBR Academic Affairs eLearning Strategic Plan. (also on APSU FS website.)
- Background Check: Handout from Chris Modisher distributed (on APSU FS website). This relates only to the Education department.
- DSP Redesign: Taskforce meet Monday. Campuses asking when information can be shared. Treva emphasized that there are many steps to the redesign imitative and that any report is still months away.
- A draft of a policy statement on Data and Personally Identifiable Information Security (Confidentiality of Administrative Data) was submitted. Prohibits storing confidential info on portable devices. (posted on APSU FS website.)

- ✚ Final discussion about future dates for Faculty Sub-council meeting and the possibility of the Faculty Sub-council chair setting the agenda items in conjunction with TBR staff, rather than the TBR staff setting the agenda items.