

Dean's Council Notes  
July 13, 2005

Mitch Robinson and Sonja Stewart attended the meeting to talk about next year's budget. There are some increases in next year's budgets. They are working on various scenarios of how to use the TBR mandated 2% salary increase. It looks like it might be applied to equity. They also reported that Rad' Tech will be getting its own budget and thereby not be funded out of the Biology budget. There will also be an additional \$10,000 added to recruitment budget. They are also modifying chair reassign time so that it is more proportional based on department size. They also reported that travel budget will be increase to \$600 per faculty member. Additionally, staff scholarships will be reinstated which will fund an additional 3 hours over the PC191 three hours. When asked about the 25% cap on teaching overload, Mitch announced that TBR policy does not limit to a percentage of TLC but rather limits to 2 credit courses per semester which translated at APSU is 150% of teaching load or 18 hours. This limitation does not apply to summer semesters; they have their own rules.

Dr. Speck also stated that any faculty member on reassign time is not eligible for extra compensation except in special case by case circumstances. If a faculty member is being reassigned to an area of non-teaching, they cannot then add additional teaching responsibilities and be considered for overload. Dr. Hunt will respond to this; he believed that should not be the case.

There was also discussion of creating various ranges for student salaries based on knowledge and experiences; this way students can get paid more as they gain experiences. Apparently, some departments were hiring students as temporary employees to get around the standard \$5.15 hour wage. TBR strongly discouraged this practice since it appears to be an attempt to get around providing benefits to temporary employees.

There was extensive discussion of the hiring process as it has been done in the past. The Deans were strongly in favor of making the hiring call a Dean-level responsibility and not solely a Human Resource's job. Apparently, the actually offering of a job by HR was viewed to be a very cold and "take it or leave it" process whereas the Dean's believe the active courting of decent faculty required a more sensitive touch.

There will be several trainings for the e-Dossier during the first few weeks faculty are back on campus. There will also be other trainings throughout the year as needed. The Dean's made a motion that all first year and third year faculty will be required to do e-Dossiers the first year pilot. Assuming the pilot is successful, first thorough fourth year will be done year two and all promotion, tenure, and retention will be done year three and forward. The first year (pilot) is limited to first and third year so anyone who wants to do it not in those years will be denied the opportunity. The conference room in Harned is having equipment added to allow committees to review e-Dossiers in that room; additionally, the library and other buildings are wireless computer enabled.

The standard load for temporary faculty as of January 2006 contracts will be 15 hours. Currently some temporary faculty contracts are out there for 12 hours.

Houston Davis announced that a new component of the Deans/Chairs monthly meetings will include an update on Academic program proposals currently out there.

It was brought up that there will be an active plan/need to standardize promotion/tenure/retention (PTR) requirements between departments. Apparently, the formalization of PTR done last year using the template format will be used to create a matrix to compare various department requirements.

Harriett McQueen brought up the Faculty Advisement evaluation form brought up last academic year. The Deans were strongly against the document as being an “evaluation” and rather thought it was written as a satisfaction survey with too much weight given to opinion. The Deans were asked to respond back with something better.

As a side note, Dr McQueen reported that in the first batch of DSP math students this summer, 60% of the online method students successfully passed compared to 41% who passed it in the traditional method. Dr. McQueen was quick to point out the results were not scientific but never-the-less interesting.

Dr Pinder presented a handbook on Faculty Mentoring created from committee formed previous Dean’s council. The handbook was passed out and will be reviewed and discussed next Dean’s council