

Dean's Council Notes
October 12, 2005

Ted Heidloff, new director of Human Resources, came and talked about the Faculty Sick Bank and encouraged the Dean's to talk up this program. It only takes 3 sick days to join the program. First grant is up to twenty (20) days. Subsequent grants may not exceed sixty (60) days in any year or ninety (90) days for any one illness. There is also a separate Staff Sick Bank program. Yearly joining of the program starts in January. Ted also mentioned that the HR website was being updated to show new hire benefits that includes cost of health care.

Sheila Bryant talked about the status for faculty hires. She passed out a list of recruitment plans that had NOT been turned in as of 10/12/2005. The list included: Dept of Communication and Theater—Dance, Scenic Designer, and Sports Broadcasting. School of Nursing—Director, Nursing-Mental Health, Nursing-Critical Care, Nursing-Maternal/Child, and Nursing-Intro to Med/Surg and, the Dean for College of Science and Mathematics. After she passed out the list, there was discussion by the various attendees on having students as members of the hiring committees. It was pointed out that student members are NOT required on the hiring committees but sometimes having student input can be useful. Finally, Sheila mentioned plans to meet with all the chairs of the various hiring committees on either Oct 20 or Oct 27. She will be sending out an email to that effect.

Patricia Mulkeen from the Institutional Research and Effectiveness department, visited the meeting to give status on getting teaching evaluations into electronic format (especially in light of the electronic dossier). Right now, it is not possible for the IRE department to get documents put into Adobe PDF formats (too time consuming with the staff available). She asked if it might be possible to have the various department secretaries have full versions of Adobe software provided to them and have them convert the electronic data into Adobe. Much discussion ensued and the idea was put forward to hold off providing an electronic format until a future time period and still provide a paper copy that would need to be scanned by faculty might be the way to go.

Per a request to Dr Speck from John Foote, the subject of dealing with under-enrolled classes was discussed. Extensive paper was used to document the under-enrollment going on at main campus and at Ft Campbell Center for the past few years. It all came down to each Academic Dean has the prerogative to control when classes can continue with under-enrolled numbers on a case-by-case basis. Some programs will have low enrolled senior level classes simply because not enough students are in the programs.

Kevin Kennedy, the President of the SGA, visited the meeting and asked that the various Senators representing the colleges be allowed to have a monthly meeting with the Academic deans to keep informed on academic subject issues and to bring academic issues to the Deans. There has been a change in the SGA focus from student activities toward academic involvement. All the Deans were strongly in favor of meeting with the SGA Senators.

Harriet McQueen brought forward a proposed change to Policy 5:015 – Instructional Workload policy. She mentioned that standard workload for faculty is 15 teaching load credits of which 3 TLCs are for scholarly, creative and advisement responsibilities. She asked that a specific section be set aside for advisement load. Too many questions were then brought up so she let that proposed change die.

The attempt to create a NR grade for grades Not Reported also was reported to be not possible in light of the change over to Banner.

Harriet McQueen also brought forward a proposal for changing majors to be limited to one week each semester prior to pre-registration period.

Dr Speck provided a copy of a “Recommendation of Salary Floors for New Faculty” he sent to Dr. Hoppe dated October 10, 2005. The text is as follows:

After reviewing salary data for our current faculty, I am recommending salary floors for faculty hired for tenure-track positions beginning in the 2006-2007 academic year. I recommend \$37,500 for faculty with terminal degrees and \$31,000 for Instructors—those with a master’s degree. These floors will not be an occasion for salary inversion because data shows that virtually all our current faculty with terminal degrees earn at least \$38,000 or will reach the \$38,000 mark with the next salary increase. In addition, the floors will help us be competitive in attracting new faculty. With your approval, I will announce these floors to the Deans Council.

Diane McDonald reported that there is a project to update online forms going on. By Oct 21st, a report will be provided on the status of the project. She also discussed the comments provided at the Reorganization proposal meeting hosted by the SGA and the Faculty Senate on October 11th.

Charles Pinder reported that the taskforce on reallocation of graduate assistants was meeting that afternoon.