

## Minutes of the TBR Faculty Sub-Council

April 18, 2008

<u>Present</u>	<u>Representative</u>	<u>Institution</u>
X	Kay Haralson	APSU
X	Nathan Garner (chair-elect)	CISCC
X	Karen Siska	CoSCC
X	Mitch Rhea	CSTCC
X	William Northcutt	DSCC
X	Stephen Patrick (chair)	ETSU
X	Betty Frost (substituting for Tim Britt)	JSCC
X	Janice Harder	MSCC
X	Larry Burris	MTSU
X	Howard Doty	NSCC
X	Eric Fish	NSTCC
X	Dave Vinson	PSTCC
X	Jane Asamani	RODP/TSU
X	Bruce Fisher	RSCC
X	Clark McKinney	STCC
X	Robbie Kendall-Melton, Associate Vice Chancellor for Academic Affairs	TBR
	Paula Myrick Short, Vice Chancellor for Academic Affairs	TBR
X	Bob Adams, Vice Chancellor for Business Affairs	TBR
X	Kay Clark, Associate Vice Chancellor for Academic Affairs	TBR
X	Pamela Knox, Associate Vice Chancellor for Academic Affairs	TBR
X	Treva Berryman, Associate Vice Chancellor for Academic Affairs	TBR
X	Randy Schulte, Assistant Vice Chancellor for Academic Affairs	TBR
X	Sam Comer	TSU
X	Gretta Stanger	TTU
X	Ed Perry	UoM
X	Robert Moon (secretary)	VSCC
X	Janice Donahue	WSCC

Stephen Patrick called the meeting to order at 9:33 AM.

### **Opening Discussion with Dr. Manning**

Dr. Manning began with an update on the state budget situation as it relates to higher education. The budget is "down to the wire," due to a reduction in tax revenues in Tennessee. The funding board will meet May 1. The Chancellor does not expect impoundment for this year, but no one is certain what will happen next year.

The Board is committed to tuition increases of less than 10%. However, further budgetary reductions may prompt tuition increases of 10% or greater. It is hoped that the maintenance budget will remain intact. Development funds for new buildings this year are unlikely.

Funding for the lottery scholarship is similar to last year. It is possible that the House of Representatives and the Senate will be unable to reach an agreement on lottery scholarship funding. The House of Representatives still has a provision to reduce the grade point average required (from 3.00 to 2.75) to retain the scholarship. The Senate “gave students one more year to be able to be at 2.75 without losing their scholarships,” after which they would be required to hold a 3.0 GPA in order to retain the scholarship.

There are some changes in the proposal regarding lottery scholarships and adult students. The proposal stipulates that the number of required credit hours for eligibility would be reduced to twelve. Students would no longer be required to have had no college credit within the last two years.

Nashville State asked if a law had passed regarding veterans. Dr. Bob Adams replied that “Helping Heroes” had not yet passed.

Austin Peay asked if there is currently a high school requirement for adult students applying for lottery scholarship funds. The Chancellor replied in the negative, stating that the proposal would require twelve hours of college work at a “B” average. Dr. Adams noted the current requirement is twenty-four hours at a 2.75 GPA.

### **Approval of Minutes from the January 25 Meeting**

Members of the Sub-Council were asked to verify the accuracy of the attendance record for the previous meeting. Clark McKinney moved to approve the minutes. The motion was seconded by Janice Donahue and passed unanimously.

### **Updates: Business Affairs (Dr. Bob Adams)**

All indications are that faculty will not receive the 2% across-the-board salary increase originally budgeted. It is also unlikely that the individual campuses will be granted any flexibility to augment salaries on their own. In this event, the college presidents will also receive no increase.

There are several campus salary plans currently under review by the Board. These would typically go before the Board for approval in the June meeting. It looks as though these plans will not be implemented this year. There is a possibility for one-time bonuses this year, the probability of which is unknown.

Pellissippi State asked what happens to salary plans when they are approved but not implemented. Is there any future obligation to meet the requirements of the pay plan when funds are available? Dr. Adams responded that salary increases are always contingent upon availability of funds at the campus level. In addition, many salary plans are indexed to account for inflation.

A question was raised regarding course fee waivers for part-time employees. Dr. Adams stated that PC-191, in statute, applies only to regular, full-time employees and cannot be granted to anyone else. The only possibility for an adjunct to receive a fee waiver would be for a campus to decide on its own that it will grant an institutional scholarship to that individual. The Board of Regents imposes a 10% limit of tuition and fees to be allotted for scholarships.

It was noted that the current faculty are approaching retirement and that Tennessee’s salaries are not sufficiently competitive to guarantee that “we’ll have a faculty in the future.” Dr. Adams conceded that there would be a “real crisis” competing for faculty within the next five years.

Roane State raised the issue of a perceived increase in adjunct faculty, at the expense of full-time faculty. Dr. Adams noted that there are accreditation issues associated with having too many adjuncts.

Members of the Sub-Council were asked to vote for or against a recommendation to increase maximum adjunct pay rates and establish minimum rates. The Academic Affairs Sub-Council had previously refused to endorse the recommendation, opining that additional study and review were necessary. Dr. Adams noted that the recommendation could work its way up to the presidents with this Sub-Council's endorsement, but that it would then reach the presidents without the AA Sub-Council's endorsement. Given that many of the concerns expressed by the latter came from community colleges worried about their budgets and ability to offer some classes, Dr. Adams stated that he would be willing to make separate plans for community colleges and universities. However, in the past, the system as a whole has not been willing to do this.

Howard Doty made a motion to endorse the recommendation. The motion was seconded by Gretta Stanger and passed unanimously.

#### **Updates: RODP (Dr. Robbie Kendall-Melton)**

Dr. Melton distributed two Revenue Sharing Calculation and Transfer worksheets, for fiscal years 2006-2007 and 2007-2008. For 2006-2007, every campus received revenues beyond instructional costs. For 2007-2008, the data show that many campuses have already surpassed last year's end-of-year revenues even before the beginning of the Summer 2008 term.

Adjunct faculty members currently teach approximately 14-16% of RODP courses. (In 2003, SACS recommended a maximum of 25% system-wide for the RODP.) Excepting two waivers, no adjunct is teaching more than two RODP courses.

Dr. Melton noted that the Health Information Technology proposal is in progress with five schools: Walters State, Dyersburg, Volunteer State, Chattanooga State and Roane State. The proposal is expected to go through in the Fall.

Due to a grant received by Jackson State, RODP now has the AAS program in Nursing for the coming Fall. Other campuses will begin admitting students to the program in the Spring. The program will encompass all community colleges except Volunteer State, Northeast State and Nashville State. There are future plans to review requests from those institutions within two years of implementing the AAS in Nursing.

There is a proposal from Chattanooga State to consider a system-wide Fire Science program. The committee will meet in May to insure that current programs would not be negatively impacted.

This Fall, there will be two new concentrations in the Master of Professional Studies program: Training and Development, and Human Resources.

RODP course evaluations were conducted from April 7 through April 14. Faculty members can directly access the evaluation results from within their RODP course shells. In the Fall, there will be a new system within the RODP whereby during the evaluation period, students will not be allowed to log in without getting a "nag screen" reminding them to complete their course evaluations. Students may decline to complete the evaluation, but they will then continue to be "nagged" throughout the evaluation period.

Nashville State noted that students who have dropped an RODP course remain on the class rosters, leading to the possibility of unreliable student evaluations. Dr. Melton will research the matter.

As of three days prior to this meeting, the RODP has distributed a total of approximately \$86,000 in Spring course development fees to the campuses. The RODP pays the individual campuses, not the instructors, for course development. It is up to each campus to determine how much compensation the developers receive.

As of today, the RODP is upgrading to Desire2Learn version 8.3 and will offer one-day in-service training sessions. Courses will not require any conversion due to the upgrade.

The media consortium has put in a request for \$90,000 in streaming video equipment. Dr. Melton was pleased to inform the Sub-Council that the RODP will pay half the cost from the collaborate.

Regarding program marketing, the University of Tennessee will soon launch a major marketing campaign for its online programs. The RODP will counter with forty billboards around the state to market its programs.

### **Action Items (Dr. Kay Clark)**

- **TBR Policy 1:07:00:00.** The policy on alcoholic beverages was not intended to detrimentally affect culinary events where wine or other alcoholic beverages are ingredients required for meal preparation. The policy requires clarification on this point.

Howard Doty moved to approve revision of the policy for clarification purposes. Clark McKinney seconded the motion, which passed unanimously.

- **Expansion of the AST degree.** Dr. Clark distributed two proposed curricula for additional areas of emphasis in the AST degree program. The proposed curricula are (1) Pre-K & Early Childhood and (2) Secondary Mathematics.

The Faculty Sub-Council gave unanimous consensus to move forward with the proposed new curricula.

### **Information Items**

- **Course Strategy Teams (Dr. Kay Clark).** Nominations have come in for areas that have been pursued. The deadline is Monday, April 21, and the process is ongoing. Sub-Council members should expect to hear more about this in the future. Those still wanting to be on a team should go ahead and respond to Dr. Short's message.
- **Updates on the DSP Redesign (Dr. Treva Berryman).** Dr. Berryman distributed a document detailing the current status of each of the six funded DSP redesign pilot programs. It was noted that last year, at the first annual NCAT conference, the TBR was the first system looking at DSP redesign. There are now DSP redesign plans in Arizona, Texas, Mississippi, New Jersey and Vermont.

Given that the current pilots have yet to complete their first semester, there is no data yet available. The funded pilot programs will continue through Fall 2008 and Spring 2009, at which time a task force (currently consisting of twenty-one individuals, including a chief academic officer and a president) will analyze the data and make

recommendations. These recommendations should reach the Sub-Councils in January 2010. Full implementation is expected to take place with the beginning of the Fall 2010 term.

Dr. Berryman noted that there had been some concern that the TBR had mandated changes. However, no changes were mandated unless a school received the NCAT grant. For those schools implementing pilot programs without grant funding, the Board underscored the need for controls. Data is needed for something outside A-100 guidelines, and such changes are supposed to receive the approval of the Vice Chancellor for Academic Affairs.

PSTCC expressed concern about the possibility of reductions of personnel at the community colleges upon implementation of the DSP redesign. Dr. Berryman replied that the NCAT materials establish only two broad goals: (1) increasing student learning and (2) reducing cost per student.

Austin Peay noted issues and difficulties in APSU's pilot implementation, citing a perceived disparity between the information given in Dr. Berryman's handout and that discovered in actual practice.

- **Regents Academic Leadership Institute (Dr. Treva Berryman).** RALI has just admitted thirty-five people to start a new class for May 13-16 at Montgomery Bell State Park. Upon completion of this class, the RALI program will have graduated one hundred people.
- **Tennessee Faculty Senate Summit 2008 (Stephen Patrick).** Stephen Patrick distributed a document detailing the results of the 2008 Tennessee Faculty Senate Summit, which took place April 4-6, 2008 at Fall Creek Falls State Park. Representation included members from ETSU, TSU, MTSU, Austin Peay, Memphis State and UT-Knoxville. Additional information can be found at <http://groups.yahoo.com/group/fstn/>. The group can be reached via e-mail at [fstn@yahogroups.com](mailto:fstn@yahogroups.com).

With no remaining business, Howard Doty made a motion to adjourn. Nathan Garner seconded the motion, which carried unanimously.

The meeting was adjourned at 12:14 PM.

Submitted: Robert Moon, TBR Faculty Sub-Council Secretary