**HSS College Faculty Council Meeting**

**23 August 2016**

**11:00 am, Dean’s Conference Room**

**MINUTES**

**Attending:** Robin Dorff, Chuck Aust, Steve Collins, Beth Giddens, Ken White, Brandon Lundy, Terry Carter, Sarasij Majumder, Neysa Figueroa, LeeAnn Lands, Dorothy Marsil (secretary-of-the-day)

1. There were no minutes to approve.

2. Dean Dorff provided a CHSS update on initiatives, developments, policies, misc.

• The College will focus more on faculty development.

• Dean Dorff provided an update on his meeting with Interim President Houston. The tone and tenor of the meeting was much the same as the letters to the university: keep up the momentum, focus on fixing the problems in operations primarily, restructuring of organization will be in place for new president, minimal changes during interim term.

• Interim appointments were made for several upper-level positions.

• We discussed the language used by the interim president that focused almost solely on reducing student costs; we want to continue to emphasize faculty development and how that ultimately benefits students.

• According to Dean Dorff, the budget is expected to continue to improve (given the 3-year lag). Commons required meal plans being eliminated and may negatively impact the budget in the future. Additionally, the online compensation may be reduced or eliminated; will know more after the first of the year. Global learning fee may continue because about 90 percent of those funds go back to students directly. Lab and course fees should be also directly benefit the students. Fees should be directly linked to student success.

• We did not get the conversions for part-time instructors to limited term appointments that were requested.

• Academic Deans met last week and over the summer and formed a task force to do a SWAT analysis for human, physical, and financial resources.

3. Third-year performance reviews for lecturers were discussed. Although the university has eliminated these reviews, some CHSS departments have elected to continue them. The CFC has procedural questions about this process. How will these reviews be received and managed at the college level for lecturers’ promotion to senior lecturer and for the purposes of salary increases? If a department elects to continue the reviews, then the reviews will go in the department file. For promotion, the reviews will go to the college. Annual reviews will remain in the department. Departments will discuss and decide how the process will proceed in terms of what documents to include in promotions for lecturers.

4. Online lectureships with large enrollment sections. These self-financing positions were announced in the spring, primarily as a measure to address General Education enrollment pressures. A number of CHSS departments have been offered one or two of them. A number of questions exist about the pedagogy, pay, and cultural changes that they will entail. Departments that received the positions must show a net increase in online offerings and/or seats and growing it. The online courses can be spread across faculty members; one person does not have to teach all the courses linked to the position. The contracts did not specify large enrollments. There is currently no specific college goal for online capacity, but we will continue offer as many as we can because students prefer to take our courses over ecore or elsewhere. Research studying ecore outcomes is in progress.

5. The changes coming to academic advising was discussed. An Asst. Vice Provost for Advising was hired over the summer. The academic advising center will hire 8 professional advisors. There will be two for CHSS. Job ads are out now. The starting salary is $37,500. CHSS was not allowed to make up a salary increase to offer a total salary more commiserate with the experience level desired. The advisors will use the advising protocols and priorities established by the college. Faculty time is better used for more mentoring type roles. The plan is to front load career advising earlier in their academic experience, such as internships and field experiences. One advisor will have a full college focus. The other one will have 50 precent college and 50 percent communications. The Advising Center will be physically located in Willingham.

6. CFC bylaws are being reviewed for potential revision. CHSS bylaws are almost ready to be sent out to the college for approval. Departmental T&P committee membership: Full professors will be required to evaluate candidates for full rank in 2017 the procedures must be followed. External letters are mandatory for 2018.

7. Some departments sent out surveys regarding spring break scheduling, but not all did. The CFC will ask the Faculty Senate to revisit the issue of the timing of spring break.

8. Update on summer revenues and financial status of the college. The numbers are up from last year. Online enrollments are up again this fall. Currently, enrollment is 35,000+, but it may end up 34,500 by the final payment deadline. There will be no tuition increase this year or next year.

9. The CFC discussed sending a letter to interim president about the inadequacy of this year’s equity raises. We agreed to create a draft. The Deans made the case to the former president and new interim president that equity raises were inadequate. There are continuing cross-campus equity issues.

Final announcements and adjournment:

The CFC will review the bylaws before the next meeting.

The meeting adjourned at 12:30 p.m. or so with thanks to those attending.