

**Ferris State University
Deans' Council
Tuesday, July 10, 2007
8:30-10:00 a.m.**

Present: Kevin Alexander, Paul Blake, Van Edgerton, Don Flickinger, Don Green, Ellen Haneline, Reinhold Hill, Eric Jarvi, Michelle Johnston, Matt Klein, Ian Mathison, Leah Monger, Tom Oldfield, Bill Potter

Absent: Richard Cochran, Dave Nicol, Roberta Teahen

Guests: Dave Eisler, Warren Hills, Miles Postma, Steve Stratton

Tom Oldfield distributed copies of an EBI Survey (Campus Climate Survey) from the Diversity Office. He asked the deans to review this survey, and send to him their remarks by Friday, July 13, 2007.

Tom also talked about a project to remodel laboratories on campus. A subcommittee of the following people was formed to review this remodeling project: Ellen Haneline, Michelle Johnston, Matt Klein, and Tom Oldfield.

Steve Stratton was introduced to the deans present at the meeting. He distributed copies of the faculty contract with the changes noted on the copy. Also included in the handouts was a summary sheet outlining major areas of the contract, i.e., Promotion/Merit adjustments; health insurance, early retirement eligibility, etc.

The deans then reviewed the changes from the previous contract. Steve led the discussion and Bill Potter provided his insight on the various changes. Bill was a member of the University's bargaining team.

On page 12, 3.2 C – guidelines for granting tenure to faculty who leave the university and return to the university. Tenure Review process starting with page 16 – 18 there were minor changes to the language.

In Section 4: Representation and Professional Conduct Steve Stratton reviewed some of the language changes in this section.

Steve Stratton highlighted the slight wording changes in Sections 6.2 C, 6.4 F, 7.1 D, 7.3C.

In section 7.6 Hiring. Additional interviewees can be added after consulting with search committee members.

In 7.7 Summer in paragraph 3 – the language “rounded down to the nearest whole student” was added for calculating the cap.

Section 9 – Grievance Procedure. Steve highlighted some of the changes to language in this section.

Section 10.4, page 56 Sabbatical Leave there were some minor language changes in this section. Language has been added to accommodate Fulbright Leaves in Section 10.4 J.

On page 64 in Section 10.10 – Consulting Leave. Don Flickinger will insure we have the Academic Affairs Policy Letter that addresses this.

On page 65, Section 12.1 Designated Holidays – the Wednesday before Thanksgiving after 12:00 pm.

Warren Hills talked about the Health Insurance changes for faculty with this contract.

In the section on Salary, Warren talked about the significant changes to market adjustments. This will now include assistant professors.

Section 14.4 - New Faculty Orientation – language was added requiring new faculty to attend.

Section 15 - Promotion. There was a brief review of language changes in this section. They also reviewed the change in dollar amounts give for promotion.

Section 16 – Reduced Workload. This section outlines a clear process for a faculty to request a reduced workload prior to retiring.

Section 19 – Part Time Instruction. They reviewed the percentage of part time faculty we are allowed to hire within an academic year.

Eric Jarvi suggested that a formalized training be held for the Deans and Department Heads on the contract. He believes they need to be brought up to speed, plus with some new department's heads, this training would be beneficial for them.

A work group consisting of Don Flickinger, Steve Stratton and Bill Potter was appointed to plan and offer contract training for the Deans and Department Heads.

Dave Eisler announced there would not be a general convocation, however on August 30th, we will celebrate Founder's Day and this event will be devoted to strategic planning. The President will have a presentation at 11:00 followed by a lunch. An invitation has been extended to the Emeriti to participate in the activities on this day.

Dave Eisler reviewed the progress of the budget discussions in Lansing. He also talked about the tuition rate for new students.

Tom Oldfield requested that the deans send him their campus climate survey comments by Friday, July 13, 2007.

Adjourn

The meeting adjourned at 10:00 AM

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