

Chairs' Council
June 16, 2009
Rankin Center - Mecosta Room
8:30 am – 10:00 am
Agenda

1. Faculty Contracts Discussion
2. Items from the floor

Chair's Council Meeting
16 June 2009
8:30 – 10:00 am - Mecosta Room

Agenda

Announcements by Members
Discussion – Upcoming Faculty Contract Negotiations
Items from the Floor

I. Announcements

Deb Cox announced that the Education and Career Counseling Center will be holding workshops on July 22nd and 28th for faculty advisors. While intended for faculty new to their advising roles, anyone is welcome to use this opportunity for a refresher as well. She will be sending additional information.

Don Flickinger reported that Ferris is preparing a plan for fall semester in the event the H1N1 flu becomes widespread on the Ferris campus. Items under discussion include how best to notify of the campus of urgent news (possibly using faculty web pages). The VPAA's office will have a workplace chain of command structure in place at least 4 persons deep in case many are out with the flu, so that day to day functions continue without delays.

Deb Cox shared a copy of a proposed Academic Advising purpose statement and is asking Chairs Council members to review the purpose, vision, roles and responsibilities, and strategies statements and send feedback to her.

Deb Cox asked for assistance from the Chairs Council regarding students seeking certificates only. Historically these students have been registered as non-degree students within University College. Recently they became aware of a certificate seeking student who was assigned to another college. She is asking for those involved in this process to share the practice of each college and how decisions are made regarding assignment of advisors. This pertains to on-campus students only.

II. Faculty Contract

Reinhold Hill opened the discussion. As faculty contract negotiations begin, our goal will be to be open, transparent and collegial. What can the Chairs Council do to ensure this happens. What concerns do Chair Council members feel will be important issues?

Concerns / Issues

- Faculty currently do not receive personal days yet miss class due to non-medical issues. Better explanation of formula used to charge sick leave when class is missed due to illness.
- On-line process and summer rotation and course caps. Faculty sometimes request on-line classes rather than on-ground classes for summer since they feel the on-line class has a better chance of full-pay, though they may not be qualified to teach on-line. Don shared that the enrollment as of 5pm on the Wednesday of the last full week of spring classes determines the pay status of a course.
- Would it be feasible to load spring and summer schedules at the same time? Concern would be that students elect a summer course over a spring course and thus jeopardize winter teaching loads.

- Colleges not consistent in applying summer special studies and summer study away courses to summer rotation. Though not in contact some colleges do include as part of summer rotation.
- Faculty requesting full on-line teaching schedules and expectations for faculty to fulfill service to university just as colleagues on campus must.
- No policy making FerrisConnect mandatory. It was mentioned new Higher Ed act includes language that if system can be easily accessed it is not an acceptable system.
- Post Tenure Review – currently only one sentence in contract. More needed?
- VRIP – increase incentives to encourage senior faculty to consider
- Promotion Committee system – administration is not represented yet may have potentially important information to contribute
- Sabbatical Leave requests – no longer require department head support letter as was required previously. DHs could help if they were part of process and would improve relations – encourage transparency.
- Merit – Tenure – Promotion process: consider separate processes for merit and promotion . Keep process stringent to guarantee quality. Perhaps begin annual merit reviews. Merge tenure and promotion or separate – pros & cons. Consider merit annually?
- Accrual of seniority when you accept administrative role. Set term limits for chairs. Create formula for seniority accrual. How do other universities handle this?
- Compensation for additional projects, independent study, etc.
- Overload – consistent calculations across campus. Some still follow the old V.P. policy vs. paying for each OL credit, unless annualized.
- Review workload policies regularly and compare campus wide
- Internships – each college adopts own full pay CAP. Consider % of tuition generated in compensation determination. COE attempted a review – very frustrating.
- Stipends for program coordinators vs. release time

III. Items from the Floor

Don Flickenger shared that the Deans have met with the V.P.'s office and there is hope contract can be settled early. He welcomes the Chairs Council comments regarding contract thoughts.

Members felt it would be interesting to know how many Chairs/Department Head were also faculty and how many years as faculty before assuming department head/chair position.

University written procedures vs. oral traditions. Are there college and/or department bylaws? Most colleges do not have bylaws but most have written policies. COE put oral traditions online so discussion could then follow.

Faculty Mentoring – success of new faculty important. Who assigns mentors? What are responsibilities of mentors. How many colleges have written policies. COE committee now meeting and policy due out in fall. CAS has tenure committee assign one mentor. Critical for department head/chair to meet with new faculty regularly as well.

COB shared they are undertaking review of secretarial positions, duties and responsibilities and plan for cross training all areas. More thorough written job responsibilities.

Next meeting is Tuesday, July 21st. Send items for future Chairs Council meetings to Reinhold.