

Chairs' Council  
March 17, 2009  
Rankin Center - Mecosta Room  
8:30 am – 10:00 am  
Agenda

1. Todd Stanislav – Spring Learning Institute
2. Discussion – Role and Responsibilities of Department Chair vs Department Head
3. Donald Flickinger, Academic Affairs
4. Items from the floor

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Todd Stanislav – Spring Learning Institute  
Discussion – Role and Responsibilities of Department Chair vs Department Head  
Donald Flickinger - MACRAO  
Items from the Floor

**I. Spring Learning Institute**

Todd Stanislav reminded members to encourage faculty, staff and students to attend the upcoming Spring Learning Institute hosted by FCTL. Flyer distributed. This two ½ day seminar will include 30+ faculty/staff/student presenters. Programs are also available online at the FCTL website.

**II. Old Business**

Professional Development – At the February Chairs Council meeting members indicated they would be interested in an opportunity for professional development. Reinhold reports that Academic Affairs is organizing a workshop/conference for sometime in May.

**III. Department Chair vs. Department Head – Role and Responsibility**

At the February meeting members suggested a discussion regarding the roles of department heads vs. department chairs would be useful. Comments/concerns regarding challenges, similarities, etc. follow:

- Dept. heads are typically administration whereas chairs are typically faculty - members of the faculty union can have issues relating to this unique position distinction. Union strife puts chairs in middle of conflicts, but faculty also can view chairs in positive light as they are connected as faculty. Faculty contract uses the term “Head” and not both titles
- Faculty rotate as chairs, so consistency in leadership varies. During times of administration uncertainty Chairs maintain consistency
- Teaching load for Chairs varies depending on size of oversight area with some Chairs receiving full release time
- Head/Chair ratio varies from college to college; CET has no Dept Heads, only Chairs, CAS has all Dept. Heads, OPT has neither Heads nor Chairs
- Chairs in unique position to “lead from the ranks” – take concerns to Administration on behalf of colleagues
- Chairs put in awkward position during contract negotiations
- Whether or not Chairs organize program searches varies from college to college
- Heads have opportunity to travel, fundraise, make industry contacts, whereas teaching obligations of Chairs demand they stay close to campus
- Interest expressed on current Head vs Chair evolution since areas previously with Heads now use Chairs. Interest in how many faculty each Head or Chair oversee

- Chairs who oversee multiple programs may look more favorably on programs close to their own area of interest
- Budgets – whether Head or Chair budget management is included in responsibility
- Restriction from collective bargaining during tenure as Chair
- Chairs at Ferris participate in post tenure review although some universities prohibit this and PTR is handled at Admin level
- Both Heads and Chairs struggle with course scheduling, adhering to Matrix, dealing with faculty wants vs. student needs. Meetings to coordinate offerings are inconsistent

#### IV. MACRAO

Don Flickinger – After listening to Head/Chair discussion added comments:

- With IRC renovation some “large” classroom space lost and therefore use of larger spaces must be appropriate to class size and not faculty location preference. Don has oversight of IRC
- Questioned whether 3pm open matrix method is still valid
- Matrix changes are authorized at Dean’s level, not at the VPAA level
- Banner budget “viewing” being addressed with budget transparency being added by allowing those with access to view all university budget areas. Deans all agreed to this at a recent Dean’s Council meeting

MACRAO Policy under review with implementation of new criteria planned for Fall, 2010. Handout provided. Plan to adopt a document all can use and distribute to community colleges. Currently only about 10% of transfer students currently enter Ferris with a MACRAO stamp, but numbers expected to rise with economic concerns continue.

- Stress difference between students transferring with MACRAO stamp vs. those without with our goal being to be “transfer friendly”
- Challenges – individual interpretation of MACRAO with misleading wording on check sheets and program sheets when “required general education” requirement is mentioned
- Degree Works program being considered but is at least two years out
- Goal is to change the *look* of what we are doing, not what we are doing
- Don welcomes suggestions on specific MACRAO interpretation issues which could be used in an information session
- Request to work on getting the MACRAO stamp to appear more prominently when faculty/advisors look at students in Banner
- Offered a MACRAO session with education counselor for the Chairs Council at a future meeting

#### V. Items from the Floor/Announcements

No new items – Send items for future Chairs Council meetings to Reinhold