AAC Meeting

December 7, 2018

HMSU 316

Present: SAMy Anderson, Jon Bakos, Brian Kilp, Lisa Phillips, Doug Urban, Matt Cohen (Faculty Senate Liaison), Lisa Spence (Administration Liaison)

Absent: Ahmed Mohamed

Guest: Provost Licari

Agenda

1. Minutes of November 9, 2018 approved, 5-0-0

2. Re: IR and HR document questions for the Provost:

**a. What is the current administration's position on faculty ratio? If not 70/15/15 or 65%t/t (as stated in the handbook), what, if any, numbers are being used as rough guidelines to determine faculty hires?**

The 65% ratio appears to be on target.

Brian Kilp asked the Provost’s view on last year’s staff report, and following the Provost’s response that there wasn’t one, stated that since there wasn’t one, is there any reason for our doing these?

Lisa Phillips suggested that AAC should take its preliminary findings to the Executive Committee and Senate prior to sending the report to be certain that they become “public”.

Provost Licari thought it might be the timing/mode of delivery, as the report usually comes at the end of the school year and might get buried. Perhaps Fall data could be gathered and then conversations could be in the Spring.

He stated that the ratio needs to be gone-that it was an arbitrary array of proportions. Right now we are at a threshold of 65% (64.8%), however we have to count FTEs, not people. The national average is below 50%, so although ours is very expensive, we are able to provide higher quality to students.

Doug Urban asked whether the HEC had guidelines/ratios? Would/do they have a problem with our percentages? Provost responded, “no.”

Matt Cohen asked about budget/revenue examination. The Provost stated that this year we have maintained our current budget array-so deans have what they had last year. Since 2015 35 positions have been eliminated, 20 of which were TT positions.

He is looking at a budget model that rewards the local unit for enrollment growth. More money for faculty means more students are needed, so incentives are needed for departments to grow their enrollment (**new** growth, not areas pirating other areas) then, from net revenue generated, a proportion can be given to the department.

Brian Kilp asked, based on the incentive model provision, what is the incentive for the foundation studies part of our courses? The Provost responded that this needs to be weighed, citing some departments and most of CAS.

**b. Our initial review of the data, along with anecdotal evidence, suggests that there has been an increase in the number of f/t staff members teaching courses. Does your office have any policies in place to govern such hires?**

Brian Kilp observed that staff are assigned classes without review by faculty.

The Provost stated that we don’t search for adjuncts as we do for longer-term instructors. The practice grew out of the FTE model so we could add teaching capacity. That has changed. We do have rules and guidelines for how staff may/should teach. Staff shouldn’t teach more than one class. He is reluctant to prohibit the practice of staff teaching, as it is an opportunity to provide value for students and for staff who wish to teach.

The balance is whether it takes away from the person’s job. Their supervisor is responsible to evaluate the staff person, then have a follow-up conversation.

In response to the observation that the practice could cut into tenure track lines, the Provost stated that most staff teach UC 101 or backfill courses for faculty on sabbaticals, etc. Staff teaching is not usually in one area, but is scattered, although in one college, for instance, there is a pocket that needs to be addressed. He does not believe it is necessary to track, however staff supervisors need to ensure that the practice does not “run away” (i.e., does not distract from the quality of staff performance). Also, we must make sure the staff person is qualified.

Some observations: that students should be incentivized; that it is often a “desperation move” to address a last minute need.

The Provost confirmed

 • that they function as lecturers

 • we needed fewer to teach this year because of drop in students

Brian Kilp observed that is an issue, as no one planned for the future. The Provost responded that we are working on new four-year plans; in the past, enrollment drove everything. Now we need to also look at whether we even need “faculty X” in a certain place.

Lisa Phillips expressed concern that a staff member may be easier to hire in a pinch but not qualified to teach and there’s no hiring process to determine their qualifications.

Matt Cohen asked whether the classes covered are on-campus only. The response was that the major work is in preparing/grading/student contact-mode of delivery is less so because timing is different online.

Lisa Spence observed that staff who she has teaching really care about what they are doing, so there is less concern about whether they were doing their job. And students are benefitted by specialists in their field teaching their courses. A concern is whether they have the qualifications to teach particular courses.

Matt stated that he likes the interface of staff with students.

**c. Can you fill us in on changes in AA's organizational chart since the VP for Student Success position was eliminated?**

The Provost clarified that there is no replacement for the AVP of Student Success-that student success responsibility is allocated to other units. And he is watching for reorganization opportunities in his (Academic Affairs) division.

**d. President Curtis indicated, in her fall address, that one of ISU's immediate priorities is hiring and retaining diverse faculty, can you provide an update on how this priority is being handled /(on the ground," is the diversity office included now on departmental search committees, will AA recruit a broad pool again this year, from which the appropriate departments hire, again this year, etc.?**

 **T**here was not enough time to discuss this item. It will be back on the agenda.

The meeting was adjourned after agreement that the Committee will meet next on December 14 for an informal discussion of where to head next.