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Budget and Faculty Welfare Committee Minutes, November 27, 2007

Utah State University

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Minutes for November 27, 2007
Budget and Faculty Welfare Committee

Attendance:
Jeanette Norton, Chair (08) Agriculture
Steven Harris (09) Vice Chair, Libraries
Jim Bame (08) Humanities, Arts and Social Sciences
JoLene Bunnell (10) Extension
Charles Salzberg (09) Education and Human Services
Gary Stewardson (10) Engineering
Fred Baker (08) Alternate for Gene Schupp
Vance Grange (10) Business
Daren Cornforth (09) Senate
James Sanders (10) Senate

Visitors:
Ray Coward, Provost
Ronda Menlove, Vice President, Regional Campuses and Distance Education
Robert Wagner, Regional Campuses and Distance Education
Doug Ramsey, Natural Resources, Senate
Tom Lee Chair of Dept. Heads Council

1. Introductions

2. Discussion topics:
   1) Impacts of the integration of distance education, on-line and continuing education and regional campus programs into existing departmental programs including: impacts on departmental budgets at the main campus, funding sources for support of research of new tenure eligible faculty at regional sites, and other impacts on faculty welfare. As of July 1, 2006 there were 45 faculty with academic appointments at regional campuses and 39 new faculty to be hired (funding from legislature HB185)

   Funding model shifting from primarily tuition based to shared with state funding with additional faculty lines.

   Provost Coward pointed out that all new hires will follow the faculty code, including the formation of promotion and tenure advisory committees. Roles assignments will be formulated through co-operation between (Logan) department heads and regional campus executive directors. Teaching loads will be primarily determined at the regional campus in the annual work plan by the executive director. Typical assignments are currently 70% teaching, 25% research and 5% service. Faculty on regional campuses will have letters at the time of review from department head, dean, and regional campus executive director. Provost Coward distributed a procedural document, “Implementing HB 185,” which spells out many of these issues.

   BFW concerns about the acculturation of new faculty on regional campuses were aired. Provost Coward and VP Menlove acknowledged these concerns and said that the plan
was still a work in progress that it would be modified and perfected over time. Some examples of opportunities include teaching academy, allowances for remote participation in committees etc. Funds are available for faculty from regional campuses to travel and for computer networking to main campus. FACT has funds for on-line course development.

2) faculty salary inversion

Provost Coward said that efforts had been made to retain faculty, but acknowledged that it was difficult without greater State support. A capital campaign could be used to fund a few select endowed chairs, but will not solve the problem campus-wide. In order to get quality candidates, it is still necessary to hire new faculty at market rates. Funding for higher education from the State now comes from the education rather than general fund. This actually puts more restrictions on how salaries increases are distributed. Equity and merit pay will continue to be used to retain high performers.

3. Minutes of October approved.

4. Faculty forum attendance was very low, should a new venue, time be suggested? No major suggestions were maybe. The forum needs to present interesting and vital topics to faculty. It was suggested that, perhaps, discussion of unionizing the faculty would stimulate interest.

5. Programs for review this month

Master of Anthropology/Archaeology:
Overall the BFW thought that the justification for the program and the faculty resources were sufficient. BFW expressed some concerns about the source of funding for mentioned graduate assistantships. Have these been promised from the Graduate School, on what basis? Will there be options for teaching assistantships? What is the role of tuition waivers if tuition is a major funding source? What is the basis for the revenue projections from contracts, is this based on contract history? It was also noted that there was no review of library resources in the proposal. The version of R401 that we received seemed may be incomplete.

Master of Interior Design:
BFW had looked at some of this proposal before. The faculty available (committed) for the program still seemed very limited.

Master of Music (Piano performance and pedagogy):
BFW is concerned that suggested faculty level may be inadequate. A lot of the teaching load will be put on graduate assistants, but the stipend for these was rather low. It is unclear to the committee how much of this would be made up with private tutoring. Teaching undergraduate courses AND doing tutoring would be a pretty serious time commitment for students. The stipend/tutoring fee income may still be inadequate. It is also unclear if: 1) the department is formally managing tutoring and distributing assignments (and therefore pay) in an equitable manner, or 2) the department simply enabling tutoring as a supplement, which students could pursue as they saw fit.
These comments were forwarded to appropriate channels.

6. Meeting adjourned at 5:45.