

MANAGEMENT/APSCUF MEET AND DISCUSS

Tuesday, October 21, 2008, 12:30 pm

Bentley S05—Session #379

Management representatives: Roger Johnson, Tara Fulton, Linda Koch, Bill Hanelly, Tom Ormond, Deana Hill, Denise Shoemaker

APSCUF representatives: Fay Cook, Patrizia Hoffman, Howie Congdon, Mark Cloud, Matt Girton, Cathy Traister, Tara Mitchell, John H. Wilson, Shelley Schenck

A. Approval of minutes for September 20, 2008 (Exhibit I)

Approved and signed.

B. Committee Reports

1. Student Evaluation (Troy Dermota)

The committee is revising questions on student evaluations and considering online evaluations to save money. Paper evaluations cost \$18,600 per year, and the impact of online evaluations does not seem to be grim. LHU does evaluations in the 13th week, but the window would have to be wider for online evaluations. The committee is preparing a rationale for each change in questions. R. Johnson added that his primary concern is reliability rather than cost.

2. Student Minority Retention (Laurie Cannady)

In 2007-2008, the committee held a panel and a workshop, received a Presidential Initiative Grant, drafted a survey, and organized three focus groups. In 2008-2009, the committee plans to hold workshops and panels, listen to the focus groups, obtain funding for the 2009 Minority Retention Conference, create a survey for faculty, and become involved in Foundations of Excellence.

3. Writing (Gayatri Devi)

The committee plans more intensive training in rubrics for faculty teaching Writing-Emphasis courses. Waypoint has been very useful, but faculty do not have to use it for assessment. The committee plans to prepare a WE newsletter for new faculty and a WE handbook for next fall. The committee also plans to survey faculty regarding practices in teaching WE.

C. Grievance Update

Grievance Chair H. Congdon reported that Grievance 08-013LH—Promotions (APSCUF) has been withdrawn, and he thanked management for working with APSCUF on this issue.

D. Management Searches

1. Provost—update

The chair of the committee is L. Koch, and the deadline for applications is November 3, 2008.

2. Director, Clearfield Campus—update

The chair of the committee is J. Newhouse, and the deadline is November 7, 2008.

E. Overload issues

F. Cook noted that some faculty did not get the overload assignments they expected. R. Johnson explained that the problem is the difference between what was promised and what was assumed.

Management is trying to get out of overload for budgetary reasons. Overload hurts budgets for travel and student employment, and management is talking to individuals involved. There is a distinction between adding course for the fall and annual overload. Management will honor promises. Proportional reduction of funding is not temporary, and it may mean reducing majors and General Education. Management has introduced more flexibility in spending, but there is no touching the tech fee or academic equipment & maintenance. Management is moving to a money-based budget, not people-based. The question is what departments want to do with the money available.

F. Foundations of Excellence—update

R. Johnson reported that nine committees are working. FOE is a funded follow-up on issues in writing and retention, a coherent way of dealing with students in the first year.

G. Reminder: No mass clearance in summer for registration

Management used to give mass clearance, but students didn't know what they needed to take. Advisors and department chairs will be responsible for clearing students.

H. Promotion Document—terminal degrees

No report

I. Children in the workplace/classroom

An overwhelming number of faculty reported that they are not aware of any problems with having children in the workplace. Is this an over-reaction to a single issue? R. Johnson reported that LHU really needs a policy as advised by counsel. The issue is not just liability but also safety. AFSCME and SCUPA have endorsed the proposed policy. Management welcomes APSCUF's suggestions for modification.

J. Distance Education Enrollment

Are the numbers getting too high? R. Johnson reported that the schedule is recommended by departments and negotiated with deans. Management will not infringe on academic freedom of faculty members. The Academic Technology Advisory Committee will clarify guidelines and control quality.

K. Behavior Policy

Does management really have faculty's back covered? R. Johnson reported that faculty's back is not covered as well as he would like it to be. The policy was an attempt to be comprehensive, but it is too complex to remember in stressful situations. The authority to decide who remains in class should rest solely with faculty, but that is not included in the policy. There are two issues, removal of students from the classroom and from the university. The former should remain local, but the latter has to be judicial. Management recommends that APSCUF form a task force to rewrite the policy.

L. Distance Education Policy and Practice (management)

R. Johnson reported that faculty have been granted permission to teach DE without completing the e-College course. Academic Technology will make this process more predictable.

M. Hiring Practice discussion (management)

R. Johnson reported that new temporaries with terminal degrees typically start as assistant professors; those without terminal degrees start as instructors. Next year, if the few temporaries start as instructors regardless of degrees, management may be able to continue hiring tenure-track faculty at step two. Temporaries who have been hired as assistant professors will not be demoted. What are the implications? APSCUF is asked to respond.

N. New Clearfield Facility

R. Johnson reported that only the first floor is going to be used, with the other two floors mothballed until there is enough need to open them.

O. Next Meeting—November 25, 2008 at 12:30 pm in Bentley S06

Respectfully submitted,
John H. Wilson, APSCUF Secretary

Roger Johnson
Interim Provost & VP

Fay Cook
APSCUF Chapter President