

***Minutes of the Faculty Concerns Committee Meeting on
October 28, 2008***

The Faculty Concerns Committee held its monthly meeting for October on October 28, 2008, in Plaster Student Union, Room 315. Jef Cornelius-White, chair, opened the meeting at 3:30 p.m and minutes were kept by Joan Test, secretary. Refreshments were served.

In Attendance: Ruth Barnes, Patricia Cahoj, Jef Cornelius-White, Daniel Crafts, Elizabeth Dudash, Keith Ernce, David Hays, Caroline Helton, Rajinder Jutla, Kyoungtae Kim, Judith Martin, Duane Moses, Gabriel Ondetti, James Philpot, Emmett Redd, Micheal Roling, Reza Herati, Allen Schaefer, Sharmistha Self, Yili Shi, Rathel Smith, Tracy Stout, John Strong, Joan Test, Michelle Visio, Duat Vu, Randall Wallace, Yang Wang, Johnny Washington, Margaret Weaver, Cameron Wickham.

Absences:

Larry Burt (History), Connie Claybough (Greenwood), Michael Craig (Biomedical Sciences), Thomas Dickson (Media, Journalism and Film), Thomas Kachel (Fashion and Interior Design), Frank Kauffman (Social Work), Melody Lapreze (Management), William Meadows (Sociology, Anthropology and Criminology), Ronald Netsell (CSD), Stevan Olson (Accountancy).

Approval of Minutes

Minutes of the previous FCC meeting (September 23, 2008) were approved. Motion to accept made by Emmett Redd, seconded by Keith Ernce, motion carried.

Reports of Sub-Committees

Faculty Workload Practices (Report by Keith Ernce, chair)

The charge to this sub-committee was to look at how independent study is handled in summer school in university and department workload policies. The sub-committee found that not many departments have any policy on this yet. Independent study most often is not included in department workload policies. Among those that do include independent studies in their policy, there is variance in how they are handled. Some departments will not do independent studies.

The sub-committee has two recommendations:

1. Departments who do not have a workload policy on independent studies should develop one.
2. Departments should compensate independent studies at the same rate as they do other teaching.

Discussion:

There is concern that if there is not a campus wide policy, that there will be great inequity across campus in how independent studies are handled.

Institutional policy is to try to have equity across campus. This has not been implemented well yet. FCC should make recommendations to the Senate to follow up on this. We have an institutional policy, but it is up to departments to make their own policies on independent studies that align with the university's more general policy. Department chairs and deans seem to be just now putting this on their agenda to address.

The institutional document on faculty workload is relatively general. The administration would like departments to develop specific policies in conjunction with deans. The faculty members in a department are more aware of the idiosyncrasies of how much work an independent study in their discipline involves.

The institutional policy says that an overload could be compensated by a reduced load in the future or paid 2.5 percent of base salary per credit hour. If independent study is an overload it would fall under this policy for compensation.

Component service-learning (as an additional credit that often involves more labor than 1 credit) is often not compensated.

Current institutional workload policy says that faculty members have a right to refuse overload assignments. This policy is better than what we have had, but it needs to be implemented.

The “teeth” from institutional policy will come from departments and what departments decide to include in their workload policies regarding independent study.

Should the faculty workload policy include something on independent studies?

Suggestions:

Independent studies and similar activities should have a course equivalent value assigned to them and be included in the faculty member’s workload, and faculty members should receive compensation for independent study work.

Tuition paid for independent study should go to a fund that will be used to compensate faculty who do independent study work.

Next steps: The sub-committee will finalize a report on this issue, which will then be passed on to the faculty senate.

FYI--Link to faculty workload policy on the provost’s website:
<http://www.missouristate.edu/provost/59041.htm>

Best Practices (Report by Judith Martin, chair)

This sub-committee will have recommendations at next month’s meeting; they are consulting with John Harms who is on the faculty compensation committee.

Announcement:

Please note that there is a contradiction between two documents on provost’s website (Compensation 101 & The Best Practices document). The major conflict is that the Best Practices document says there will be no more forced distribution in compensation (i.e. the percentage of people that can be 3, 4, 5). This document is the most recent one, and is the document that will be in force. However, some departments are still using the older document (Compensation 101). If this happens in your

department, make sure to speak up and let faculty members and the department head know that they should use the more recent document, "Best Practices".

The university compensation committee will consolidate the two documents, but we are not sure what the time frame for that will be. We will recommend that the policy that is in force be distributed to faculty members. We want it to be clear to all departments, department heads, and faculty members what the current policies are.

Faculty Concerns Survey (Report by Dick Smith & Sharmistha Self, co-chairs)

The survey is going online, and the committee is working to get the survey and cover letter out as soon as possible. Suggestions for both the cover letter and survey questions were given by committee members. These will be included in the survey and cover letter.

A suggestion was made to analyze whether we get useful data from questions, with the possibility of getting rid of questions that do not yield useful information in future years' surveys. FCC members approved the sub-committee going forward with the survey without further approval once the suggested changes were made.

New business

None raised but invitation for raising new business was carried to email or next month's meeting.

Motion to adjourn by Emmett Redd, seconded by Judith Martin, so moved. Adjournment 5 p.m.

Next meeting will be held on **Tuesday, November 25**, at 3:30 p.m. in PSU 315.