# MINUTES Provost's Council March 26, 2013

The Provost's Council met on Tuesday, March 26, 2013 at 8:30 a.m. in the President's Conference Room, Sheridan Hall 306.

Members attending: Mark Bannister, Jeff Briggs, Chris Crawford, Tim Crowley, Paul Faber, Dennis King, Cindy Elliott, Janice Basgall for John Ross, Rob Scott, Jennifer Bonds-Raacke and Larry Gould

Guests: Shannon Lindsey and President Hammond

A. Call to Order

The meeting was called to order by the Provost.

## 1. Strategy Item

PLA Proposal – Dennis King Action: Tabled until next week.

#### 2. Discussion Items

a) Search Process Change – Shannon Lindsey at 9 am

Action: Shannon's vision for the HR office is to provide services to the employee instead of just focusing on personnel and benefits. To transition to this new vision for the office, she is proposing eliminating meeting with *all* prospective candidates. The plan is to send them information in the candidate packets and allow them to review the materials and then send feedback and questions to their office.

The decision was to allow the candidate to decide if they want to meet with Personnel, send out the benefits information in advance in the search packets and have it available on the website.

### b) No Longer Interested Survey Fall 2011

Action: Informational Item for the Council. It was suggested sharing it with someone in the community since there were comments about the City of Hays. No additional comments were made.

c) Incoming Transfer Communication Survey 2011

Action: Informational item for the Council. It is hoped that some follow up will be done to correct as many of these issues as possible.

d) The Existence of Codes and Conduct for Undergraduate Teaching in Teaching-Oriented Four-Year Colleges and Universities

Action: Some institutions have students sign a code of conduct when they arrive on campus. It is not recognized by any accrediting agency but it is part of some accreditation practices such as NCATE.

e) State Leaders Ready to Expand Online Higher Education in 2013 Action: We need to do develop a report for the President.

## f) KPI's for Performance Agreement/Performance Report

Action: Dr. Crawford provided some insight on the results of the report. The arrows going up mean we did good, arrows going down mean we did not do so good. We look great on the first two goals. Goal 3 shows we need to do much more. The Transfer goal indicates we are losing more transfer students than we are keeping. Virtual College is going slightly down and we need to address this issue. Goal 4: We were hammered on the CLA—we have not been able to move on this one. Dr. Crawford is going to recommend we discontinue our use of CLA and create our own in-house assessment instrument.

g) Internationalization of the Campus and Curriculum – Tim Crowley Action: Tabled.

# h) NACEP Accreditation Institute on Dual Credit Program Standards

Action: The Regents are considering this type of accreditation for concurrent enrollment. The Provost doesn't know if it is going anywhere but wanted the Council to be aware that it is being discussed.

## i) Expedited Program Approval Policy

Action: There is a new policy that will be approved by the Regents and will be in place for five years.

## j) Mr. China Comes to America

Action: It is a neat article about manufacturing and what is happening to China.

### k) Gmail/Mandate for Blackboard – Dennis King

Action: Starting this summer, the students official email address in Blackboard will be their gmail account which is their official university account.

## 3. Informational Items

# a) How to Protect Your Creative Fire in a Sea of Mediocrity

Action: The music world changed, so they evolved. It is ok to be weird, ok to be smart and ok to push out of your comfort zones.

### b) April 24 Position Control?

Action: All of the deans agreed to start the position control meetings with the President on April 25. Please send documentation to the Provost one week prior to the scheduled meeting with the President.

### c) MOOC Stuff

Action: Two MOOCs that are moving forward are Social Entrepreneurship (late October) and College Preparedness (end of July) Coursera said they can't do it for 9

months. We are on the list but we are moving forward in the Virtual College while we are waiting on Coursera. Dennis is putting together a business model and will bring it to the Council when completed.

#### d) Statewide Assessment

Action: This is an interesting approach in regards to assessment in Massachusetts. According to Peter Ewell this is a viable assessment approach. It may be interesting to see if it works.

## e) Europe's Workers Go Where the Jobs Are (Attachment P)

Action: As part of the trip to Latvia, we developed an agreement with an institution in the city of Riga which has a population of 800,000. It is a private school with about 3,000 students. They are interested in distance education and it is a great place for student exchange. We are going to begin a course on April 15 in business (Strategic Management) for eight weeks with Resba University. If there is a relationship with Resba, it will be at the master's level.

The Council was instructed to take a look at the article on the New Hampshire campus. They have stolen a lot of information from us and are our biggest competitor.

The Obama Administration has posted the college scoreboard but it is not adequate. We should learn from it and do a better job.

Update on the conflict of interest policy -- Any type of income must be declared on the new form. The question was raised on how do we get the word out to new faculty about this policy? The Regents have changed the policy and we now have to comply with it. All faculty and unclassified staff will be required to fill out a new form with this change. However, this can be kept on file as was the previous practice. Do we need to have all adjunct faculty complete the form as well? Todd was going to check and get back to the Council. It was suggested maybe including it in an orientation session.

Policies and Procedures Relating to Student Grievances and Complaints Discussion - Student Affairs is appointed as the single point of contact at FHSU for students to contact for assistance in determining the appropriate university procedure for initiating a complaint or grievance.

### 4. What Should We Know Today?

2a) Cable Green Presentation on campus on April 11.

The article basically means that institutions in California may be accredited in other ways. However, the law has not passed yet.

President Hammond attended the meeting to discuss the budget. As of last week, there is both a Senate and House budget to begin working on in committee. House Budget 2231 shows the impact on higher education as a four percent reduction in the general funds. In addition, they want a wage and salary cap. Using the current payroll data they

determined which positions were over budget. FHSU is over budget in that analysis. The idea is to cap the University on the number of position and we would be unable to pay faculty anymore salary monies. This will save the state an additional \$18 million. It became clear this would be a devastating effect on institutions. They removed the wage and salary cap but kept in the \$18 million budget cut. On the Senate side, there are minor changes that can be covered. For us, it is about \$2.5 million cut if we go with House plan. The Senate impact is about \$1 million but they also gave us a \$1 million for our KAMS proposal and our Informatics Engineering program. It does not sound like there will be a salary increase in the budget for anyone. The value of what we do has no impact on this decision. What is going to make a difference is the sales tax. The sales tax is still built in the Senate but not in the House. There is no way the House budget can work for two years. The President said any salary increase would have to be funded by a tuition increase. A one percent increase in tuition is the same as a one percent cut in our budget. Larry Getty has been instructed by the President to send out the merit sheets with a one percent increase in case it happens.

## **B.** Adjournment

Action: The meeting adjourned at 12:10 p.m.

c: Dr. Edward Hammond

Dr. Tisa Mason

Mr. Larry Getty

Dr. Joey Linn

Dr. Emily Breit

Mr. Kyle Calvin

Provost's Council Administrative Assistants