Council of College Faculties
January 16, 2007
IVN 10:00 – 11:50 a.m.

Members present: Lonnie Bertsch (BSC), Shirley Wilson (BSC), Lisa Borden-King (MiSU), Ernst Pijning (MiSU), John Pederson (MaSU), Tom Barnhardt (NDSU), Harlene Hatterman-Valenti (NDSU), Curtis Stofferahn UND), Ann Smith (NDSCS), James Crawford (VCSU), Neil Mueller (NDSU), Don Poochigian (UND), Fernando Quijano (DSU)

Guests: Robert Larson, Michel Hillman

Members absent: LoAnn Nelson (LRSC), Milan Christiansen (NDSCS), Leslie Bieber (WSC), Gene Bender (MiSU-B), James Wright (BSC), Jon Jackson (UND)

The meeting was called to order at 10:05 a.m. by Chair, Tom Barnhart

I. Review Agenda
The agenda was left as established

II. Approval of minutes
Minutes of December 12, 2006 were approved pending the following changes: Remove Chris Keller from list; reword the second sentence under State Board Reports to read “The governor’s budget funded 96% of the 5% parity, which is what the university system requested.” Jim Crawford moved to approve the minutes as amended and Harlene Hatterman-Valenti seconded.

III. AAC Report- Harlene Hatterman-Valenti
AAC met on Jan 7th via conference call. They are continuing discussion on drafting procedures for academically dismissed students, and articulation agreements. They also discussed what employee positions/classifications should require background searches.

Ernst asked for clarification regarding AAC membership. AAC membership includes Vice-Presidents of Academic Affairs from all state institutions, Michel Hillman from the NDUS office, a student representative, and a CCF representative. Ernst also asked for clarification regarding mission/scope of the AAC. Specifically, he wondered about a decision regarding allowing CLEP to substitute for a course. Harlene indicated that if something is a university system policy, it is an appropriate AAC issue. If it is a specific institutional policy, then it is a faculty decision. Ann mentioned that there is a NDUS policy about allowing
nationally recognized tests (Section 403.6). The CCF representative does have
voting rights, but Harlene indicated that there is a lot more discussion than voting.

IV. SBHE Report- John Pederson

The next meeting of the SBHE is this Thursday in Bismarck. The meeting
looks to be relatively short especially given everything going on in the legislative
session. Phil Parnell will present a report on articulation. Another block on the
agenda focuses on proposed legislation and SBHE positions in relation to
legislative proposals. Five minutes on the agenda is devoted to a briefing on
important developments on campuses.

Chancellor’s search committee met last week – six candidates were
selected as semi-finalists. In the six semi-finalists we have a pool that includes
some diversity. On Jan 28th the search committee will have one hour IVN
interviews with the six finalists. The committee intends to ask 12 questions of
each candidate and John is seeking some suggestions for the content of his
question. Lisa suggested focusing the question on faculty productivity
measures.

Last Monday John and Tom spoke before the House Appropriations
committee. Tom made a six-foot chart of salaries state by state. Others have
said that overall they thought the appropriations committee positively received
the presentation. They were not asked many questions. Legislators did
comment on the low cost of living in ND and number of institutions in the state as
reasons for low salaries. Another question was how much money would be
saved if university people got 4% like the other state employees. Tom stated that
John and he tried to highlight the average age of faculty, the need for new
faculty, and the fact that new faculty tend to only stay about five years identifying
low salary as a major factor in their departure.

In relation to issues around flex comp, the SBHE decided to give us the
third month but not until 2008. Tom believes that we should press the SBHE to
include the three months for 2007. John indicated that the memo indicated there
was no support for making it retroactive. The motion to apply changes for 2007
failed. The vote for implementation for 2008 passed, but not unanimously.
Tom stated that the human resource people seem to be concerned about fraud
but suggested that it would be up to them to figure out how to manage that, as it
would seem to be an ongoing issue regardless of implementation of the changes
under consideration.

V. Old Business

1. Salary Issues (Salary Adjustment Proposal update):

Tom discussed the list of salary adjustment rates (for tenure and
promotion) at the various institutions and asked people to check for accuracy of
the amounts reported. He indicated he would like CCF members to consider the
wisdom of a standard (10%) rate across the NDUS system.

2. **Professional liability insurance for students in internships**: Mike Hillman has been investigating this, but was busy at the legislative session and issued no report.

3. **Technology Commercialization Committee** (Don Poochigian): Don Poochigian was not at the meeting to report on this committee. He had previously indicated that the committee has not met.

4. **NDUS Legislative Task Force** (Don Poochigian): Don Poochigian was absent so no report was given.

5. **HERI Report**: (Shirley Wilson)

   Robert Larson stated that the purpose of the HERI Report is to tell the story of ND faculty members. He welcomes all feedback to help this document achieve this end without saying anything with potential negative interpretations. Curtis stated that the 11-20 publications number is total not per year and wondered where the number came from. He also stated that data should include research in other areas than publication, such as creative endeavors. Ernst pointed out that the total hours that are listed add up to significantly fewer than 40 hours. Robert replied that we have to stick with the data given by the HERI report and those numbers are accurate given that data. Neil wondered if there is a way to call more attention to the bottom third of the page, which is where we really want legislators to focus, by making this section more obvious, more central to the visual layout of the page?

   Other suggestions focused on making sure that all aspects of faculty load are reported, or in the absence of direct data, indicated to address the appearance of less than full time work loads. Robert indicated that they will rewrite and put the report back out by the end of this week for people to send feedback electronically.

   Shirley suggested that at the last legislative session there was a higher education day and we could have longer versions available for those interested in reading more.

6. **Graduation Exams** (Fernando Quijano)

   Fernando was asked to clarify the issue regarding graduation exams. He indicated that the issue at the moment is to find out how many universities are using these exams as graduation requirements. Faculty are apparently being judged by student performance on these exams, which is really Fernando’s concern. Harlene will ask at AAC about this issue.

7. **FlexComp Program**: (Tom Barnhart) The extension under consideration will not be allowed this year, but will be implemented in 2008. We would like to press the SBHE to include it in 2007. Mike Hillman indicated that he will pass that along to the SBHE. It is his understanding that topic will be discussed at the Chancellor’s cabinet meeting tomorrow. He will put something out on the list serv in relation to this issue.
VI. New Business
1. Salary Administration and Promotion
   Tom asked members to consider a resolution drafted in relation to salary administration and promotion.
   John pointed out that Item 3 of the proposal was adopted by CCF as part of the employee compensation report presented last spring. Perhaps a statement should be added to read: “as indicated in that previous report.” James Crawford raised the issue of health benefits. He received an email from the Vice-President of Business Affairs at his institution, indicating that one of the items the legislators will be considering is health insurance. The dollar amount in the Governor’s budget (if that amount stays the same) will require reductions in program benefits or increases in co pays. James would like to make this a point four on the statement we are drafting. Health insurance was added as point four. Tom will mail this out for electronic feedback for edits, but indicated that he would still like to vote on the basic content. Fernando moved approval of the four points, pending appropriate edits and Neil seconded the motion. Motion passed unanimously. Tom will present the statement in Bismarck on Thursday to SBHE.
2. Liberal Arts Skills: (Curt Stofferahn)
   A recent report says that we have technically competent students, but suggests that students are weak in soft skills like problem solving, communication, interpersonal skills. What approaches are faculty and institutions using to assess these skills or integrate them into the curriculum?
3. Fees charged at schools when students receive credit for prior learning (Ann Smith):
   Ann would like everyone to check out institutional policies in relation to credit for prior learning and bring them to the next meeting.

Meeting ended at 10:50.