ND Council of College Faculties
September 12, 2006
Minutes

**Members present:** Tom Barnhart (NDSU), LoAnn Nelson (LRSC), Jim Wright (BSC), Shirley Wilson (BSC), Ernst Pijning (MiSU), Lisa Borden-King (MiSU), John Pederson (MaSU), Gene Bender (MSU-B), Milan Christiansen (NDSCS), Ann Smith (NDSCS), Neil Mueller (NDSU), Jim Crawford (VCSU), Fernando Quijano (DSU), Don Poochigian (UND), Harlene Hatterman-Valenti (NDSU), Leslie Bieber (WSC), Curt Stofferahn (UND)

**Guest:** Mike Hillman

**Members absent:** Jon Jackson (UND), Tom Petros (UND)

The meeting was called to order at 10:00 a.m. by Chair, Tom Barnhart

The agenda was left as established

Approval of minutes of May 9th and May 16th—John Pederson moved approval of both sets of minutes, Jim Crawford seconded and the motion was approved.

**Announcements:**
CCF has received a copy of a letter regarding the vote of no confidence in the President at NDSCS. We look to see what happens when this matter comes before the State Board tomorrow afternoon.

**AAC Report: Tom Barnhart**

1. Grade scale discussion: PeopleSoft does ABCDF and no pluses or minuses
2. Junior College agreement: Junior Colleges will send a letter to state universities with names and addresses of graduates. Four-year institutions are asked to send a list of those students that are dismissed from universities.
3. Ongoing discussion regarding language barriers for faculty members and the ease with which students can complain to a university if they don’t understand their professor.
4. Significant discussion regarding the general public perception that faculty don’t work very hard. There is a distinct need for faculty to work to counter that perception, particularly in relation to the legislature and funding for higher education. We need to make what we do much more visible and understandable to those outside of higher education.
5. There was unanimous support to move BSC’s bachelor of applied science ahead.
6. There was also support for moving Valley City’s third graduate option through the process as well.

**SBHE Report**

**Chancellor situation:** John Pederson began by summarizing the events in relation to the SBHE since May. In May the SBHE gave the Chancellor a vote of confidence. In June the Chancellor asked for more explicit control in his contract. In July the Chancellor resigned. Interim hiring committee first indicated that the interim position would run for
17-24 months. At that point in time, Lee Vickers was top candidate. Eddie Dunn withdrew in favor of Lee Vickers. When the interim hiring committee of the SBHE decided to go with a 10 month contract for the interim position, Dr. Vickers withdrew his nomination. Eddie Dunn has since been appointed interim chancellor and his term will end in June. Richie Smith (Board member from Wahpeton) will be chair of the search committee. Currently, Board policy does not require involvement from faculty in the search process.

**Motion:** CCF urges the appointment of a faculty member with voting status to the Chancellor Search Committee. (Ernst Pijning moved, John Pederson seconded) Motion approved unanimously.

**Summer retreat:** At the retreat, Board members were presented with a document entitled “The Bottom Line,” written by the Roles and Responsibilities Task Force. The Task Force asserts that it is clear that the college presidents work for both the Chancellor and for the Board and that this point does not need discussion (presidents work for both); however, what this MEANS is not always clear. The document also discusses the need for “solid data” on the overall benefit/cost of each of our institutions. The report also discusses the perceived social cost of having eleven institutions across the state. The next day was a facilitated exercise/discussion to get institutional presidents, and the SBHE focused on the coming year and working with the legislature. Copies of the report (“The Bottom Line”) will be circulated to CCF members by Michel Hillman.

**June Board meeting:** At this meeting, the issue of the UND logo was under consideration. To discuss the details of that lawsuit the board voted to go into executive session and John Pederson was excluded on basis of membership. He appreciated the efforts of Mike Hillman to get him into that meeting. A letter has been sent to the Attorney General requesting on opinion on the exclusion of faculty advisor from the executive session.

**August 17th conference call to vote on policy 611.10:** John requested that the SBHE not take action on this policy until CCF has time to talk about it as a council. The Board agreed and they pulled it from their agenda for that meeting. When we discuss the policy under new business, we will want to have some comments about that policy to forward back to the Board. The SBHE also approved presidential salary increases at this meeting of 5%.

**P-16 Task Force report to the Joint Boards (SBHE, ESPB, DPI, CTI):** John thought that the P-16 Task Force was being somewhat “light” on higher education, a perception shared by some on the Task Force. Major recommendations that will emerge from the Task Force seem to be focused on: a) length of the school year (ND has the least amount of school contact days in the nation); b) number of counselors available to students (a ration of 1 to 250 would be in line with professional organization recommendations and we are currently closer to 1 to 400; c) Increasing requirements for graduation in mathematics and also requiring 2 years of a foreign language or 2 years of Fine Arts or two years career/technical coursework.

**Old Business**

**Arts and Humanities Summit:** Ann reports they are currently working on schedule, which might be up within the week. CCF members should remind faculty on their campuses to check the website. The summit will be packed but lively and interesting. People who are interested in the summit do need to register to attend. 1. The summit
takes place at NDSU on October 27-28. For more information see www.ndsu.edu/abs summit.

**Drop Dates:** This is an issue raised at the end of last year. NDSU’s drop date is today, but Minot State’s is closer to the end of October. Although the beginning and end dates of semesters and the third week of classes reporting periods are the same system wide, drop dates are not. Harlene, Lisa and Fernando joyfully volunteered to form a committee to look into drop dates across the system.

**UND Logo, Chancellor, & CCF Representative Resolutions:** We issued resolutions relative to these items but never found out what happened to them or how they were received. Mike Hillman explained that typically at the next board meeting the CCF report (which is a regular agenda item) is presented at that time. John Pederson indicated that the first two were presented to the Board at a face-to-face meeting and were included in the agenda packets the Board gets. Since there has not been a regularly planned face-to-face meeting since June, the Faculty Advisor issue has not been formally presented to the Board. When asked how long it will take to get the Attorney General’s opinion on the exclusion of the faculty advisor to the Board from the executive session, John Pederson stated that the AG opinion over the summer was issued approximately three months after the request.

**Salary Issues:** Currently, the state of ND has a record budget surplus in dollar terms. At the May meeting John Pederson presented the CCF request to take 4 million from funding allotted to equity and put it to parity so all would receive a five percent raise but the Board decided to leave the funding as it was. So, we are back to where we were before our meeting with the board in April with 4% percent. Jim Crawford commented that he had faculty call him after the 5% presidential salary increase talking about the effect of low salaries on faculty recruitment. The issue of whether or not merit based raises are used with the presidents was raised and John Pederson stated that there is an ongoing report (not completed yet) looking at presidential salary and merit pay raises.

According to Mike Hillman, the system has contracted with Stan McKnight, an international expert on presidential compensation. There are many factors to consider, including longevity, the mission of the institution and performance, and the report will talk about how all these aspects should be dealt with. Presidential performance is a more public and sensitive issue than faculty performance. Mike Hillman also stated that there is a lot of flexibility for campuses when making budget allocation decisions (in relation to the percent raises for faculty at different campuses). He also said that the AAC has the HARI Faculty survey report, which does document workloads compared to national averages, and these statistics could help with the discussion regarding faculty raises. We should consider working with the HARI data to present the compensation report.

John Pederson stated that he did share with the Board last spring that presidents should not receive a higher % than faculty at their institution do.

**New Business**

**Policy 611.10:** The proposed new policy can be found at: <http://www.ndus.edu/Upload/allfile.asp?id=259&tbl=ProposedPolicies> . There was discussion concerning what the phrase “unreasonably failing to report” means in both theoretical and practical terms. After discussing the difficulty of both establishing enforcement levels for the policy and appropriate implementation approaches, as well as
discussing the fact that the first two items are already law, John Pederson indicated that he will bring these issues up at the next Board meeting.

**Joint board meeting Sept 21 in Devils Lake:** We will be meeting with the Board from 11-12. LoAnn has arranged for a continental breakfast and lunch and a snack for those attending. We will meet in Heritage Hall at 10 am. We agreed upon the following topics for our meeting with the Board: salary issues, HARI data, and the Arts and Humanities Summit. In addition, those attending should be prepared to share personal examples regarding a typical week in order to begin to increase understanding regarding the jobs of faculty. Mike Hillman stated that the Board will want to go into the 2007 legislative session locked arm in arm with faculty and students in regards to the legislative budget. It was agreed that we should conclude with this unity statement.

**Professional liability insurance for students in internships:** Tom Barnhart began the discussion by saying that at NDSU this is an issue. Students are asked to purchase some liability insurance that doesn’t really cover what it needs to cover. He thinks the state has a policy that covers students who do internships in medical situations, athletic trainers, but other disciplines that have interns are left to find insurance from professional associations that may or may not be there. This is an opportunity for a system wide negotiation for insurance that covers all these different situations. All in attendance agreed to forward any comments from faculty regarding liability insurance concerns and questions to Tom Barnhart.

Meeting was adjourned at 11:48.