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February 2016 Minutes

USM Council of Chairs

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Attendance: Ann Marie Kinnell, Bernd Schroeder, Bonnie Harbaugh, G. Wayne Kelly, Gwen Pate, Karen Reidenbach, Kyle Zelner, Tisha Zelner, Mary Lux, Stacy Reischman-Fletcher, Teresa Welsh, Thomas Lipscomb, Tim Rehner, Bill Powell, Ray Newman

1.0   Call to order at 12:00 by Wayne Kelly, chair
        Guests: Sheri Lyons and Jennifer Lewis re NCSARA program, USM status & implications
              Bill Powell re SACSCOC review briefing

On site SACSCOC review starts March 4, 2016. Bill Powell gave an update on the SACSOC review process to date. He discussed areas in need of improvement that are being addressed, and also asked us to be responsive to requests for data and report updates (For instance, faculty have proper backgrounds and education relative to courses they teach; 25% of program courses of study are taught by faculty with terminal degree; collecting adjunct evaluations). He also discussed the QEP, Eagles Engaged, which is focused on student success by providing student and faculty support, and provided a handout, including budget for QEP.

Karen (iTech) reported that professors cannot use the new SPSS 24.0 off campus, only licensure verification is on campus at this time.

Sheri Lyons and Jennifer Lewis presented the National College S A R A initiative, which is an approach to securing permissions to recruit, teach, etc. from state to state.

2.0   Approval of Agenda
        The agenda was approved.

3.0   Approval of Minutes (?)
Minutes from last meeting delayed

4.0   Executive Committee Reports

        4.1 Executive Committee meeting with Provost – W. Kelly, A. Kinnell
Rather than do a budget cut this late in the year, Provost is trusting Departments to hold back on spending E & G money. Budget cut is being addressed by money taken from vacant positions, and by asking departments not to 'zero' budgets at the end of the year. Provost is asking to hold 10% of non-personnel budget back. Provost said travel to support research was still permitted this year, if the Department has the money. Provost talked about Staff hires, to wait until next budget year to hire, unless absolutely necessary. Faculty positions- hiring for next year may be slowed, and may be related to 'right-sizing' programs and productivity. We will take time in next months to reset academic priorities, and make hiring decisions based on key performance indicators, peer institutions, peer programs, productivity and student numbers. Academic Affairs is working on Strategic Planning Process Proposal, by end of March it should be ready for Chairs to review and discuss first, then will be vetted to larger groups by April. If chairs have searches underway now, these will continue. Several chairs expressed concern about the specifics and transparency of the processes, metrics and numbers used, and roles of faculty and chairs in decision making. Another chair expressed concerns about capturing the qualitative

value of programs adequately.   It was said in Faculty Senate that Key Performance Indicators will be a starting point. No other Academic Affairs Strategic Plan schemes have been discussed in Senate. Gary will ask Provost: How the Strategic Planning creation process involve chairs and faculty, and when in the process?

5.0   Committee Reports, internal

        5.1 Chair Development – W. Kelly
Wayne said he has not done anything direct yet. We have been offered a workshop on annual evaluations, and specific areas we would like to have addressed. For Personnel Option B, what has happened to a Chair check box to concur with the Faculty evaluation? Can we change this in the handbook?   Provost office will put this together for us. Really important to send to Gary re: Annual Reviews Problems.

6.0   Committee Reports, external / Liaisons to university committees

7.0   Old Business

8.0   Adjourn- Our next meeting is Friday of Spring Break, Gary will take other dates as alternatives if you prefer a specific date.