CoCD meeting with Provost

2/15/22

1. Discussion/information gathering from the Deans

Supporting and nurturing scholarship with faculty

We have a responsibility to conduct research and engage our students as a diverse university. We need to contribute—a lot of research out there misses the mark, and our voices should be there.

To complement our teaching, our mentoring, for students who want to also do this work.

Leave as rhetorical question for now.

There has been an uptick –ran data from OSRP

Has potential to be more.

Steve Beaty—part of it is the load, and with the support from OSRP—need more support

Many faculty don’t know what’s available to them.

What are the resources??? Where does it make sense for us to put our resources?

Provost – saw the line item for more grant writing from all the colleges

Steve—provost’s mini-grants help teach the faculty how to write grants

Also internally—faculty work together

Sees research as correlate of excellence—and equity—who gets to do research

Not on his radar to compare with others

Funding—college level conversations

Course releases and reassign time—Provost doesn’t want dominion over reassign time,

Also sharing this investment with the board of trustees

Elizabeth—responded about culture shift

An increase in research is not being forced on anyone.

1. Question from Dr. Tatum: How are chairs strategizing DFW rates?

In terms of assigning faculty to certain courses

Putting this on our radar

Associate Dean’s council starting to meet

Steve—Computer science classes some of the worst—we have tried many things. The learning assistant program has been the best, but we would welcome more possibilities. What’s the issue? Not expecting to have to work beyond the time in the classroom. So not prepared for the workload. Could find creative ways to support them through that. Talked about “how to be a student” seminar

Elizabeth—recently heard a complaint from a student about 4 hours of homework for 4 credit class, so sometimes students are not understanding/meeting expectations for homework.

Affiliate—math, rates are higher, so the more full-time faculty the better.

Need to set expectations—don’t take the full load the first couple of semesters.

Jessica—went through a course design training to help address/improve

AVP office looking at modalities—inperson, vs online for 1st year students

Provost Tatum wants to keep this on every agenda—continue to strategize

1. Banner and course scheduling

Are chairs getting data on enrollment for courses, or modality?

Discussions about how we make decisions and how difficult it is to switch modalities. And whether that is appropriate.

Also concerns about whether students are expecting this, because we pivoted so well.

1. Ombudsperson

Did learn about it—was in the president’s office, not provost. Also looked at it across the country. Different models. Could not find out the widespread need. Just know the position was cut when there were cuts. Did raise with president’s office.

Has been useful in the past to have an unbiased person in the mix.

Andrew says found the previous ombuds –the person was not unbiased, and muddled things.

Provost likes to work faster if there is a more universal need, so demonstrate that

1. Timeline for workload proposal

We are actively building our fall schedules.

He shared with Deans—model what a reduced workload would look like. Faculty senate in March. Anticipating it may happen. Doing fiscal analysis now. I want to move on it in the Fall.

A lot to come with this—will need to revise department guidelines

Schedules going in now.

Hiring more affiliates

Deans should be asking what will this mean????

Hiring the full time faculty not all in year one.

What about whether reduced teaching will be implemented first, and then differentiated?

Once we make the shift, we want to avoid the shifts back and forth

He says this can happen concurrently.

1. Summer pay

Provost wants list of those who are teaching this summer to do salary analysis

Modeling has taken place

Preliminary findings: everyone with few exceptions, receiving more compensation. The outlier was the 5 credit classes. Dean has opportunity to request exception.

By Friday will have CLAS data too.

Past was 2.87 per credit hour, so won’t go down for the 5 credit classes.

Elizabeth asked how much more would it cost to pay that little bit more for those on the higher credit hours.

Provost really does want to move away from credit hour model, but he is willing to look at Elizabeth’s data.

Still really difficult for sciences, the 2 credit class and 4 credit class, ethically.

Still looking for instructional cost per credit/course. Need to know if it makes sense to let the course run. Goal is not to penalize someone.

Steve-equitability issue. Feels that some people’s time not valued same as others. Why treated differently in summer?

Provost—summer pay is optional. This is part of larger mosaic about faculty contracts. Really getting equivalent of one month of your annual salary.

Trying to right size how we look at contracts. Paying by credit hour did not resolve those larger issues.

Question about the contract time—a couple of years ago

All faculty going to a 9 month contract—this is going into effect.

1. Professional development for chairs???

Bill’s new chairs training

CLAS dean has been giving reassign time to incoming chairs

Also chair’s 101