

AGENDA  
Educational Policies Committee  
October 5, 2020  
Via Zoom  
3:00 p.m.

1. Approval of Minutes – September 21, 2020
2. Approval of Agenda
3. New Business
  - a. Revisit retirement buyouts and 5.1.1.1
  - b. Questions for Gavin; planning for a VP visit
  - c. Double major counting

MINUTES  
Educational Policies Committee  
October 5, 2020  
Via Zoom  
3:00 p.m.

**Present:** B. Canfield (chair), J. Cantrill, G. Logan, C. Johnson, D. Kapla, J. Leonard,  
J. Thompson, L. Warren, R. Winn

**Absent:** K. Johnson

**1. Approval of Minutes – September 21, 2020**

L. Warren noted the following changes be made to minutes:

4.a.ii.1. 6 full-time faculty or staff positions lost to retirement or buyout (4 not to be replaced; 1 moving to Marketing)

4.a.ii.2. 1 AAUP faculty in Library and Instructional Support voluntarily moved from 12 month to 11 month appointment. 1 AAUP faculty member voluntarily moved from 12 month to 10 month appointment

C. Johnson moved to approve the amended minutes. J. Cantrill seconded. All in favor.

**2. Approval of Agenda**

C. Johnson moved to approve. R. Winn seconded. All in favor.

**3. New Business**

**a. Revisit retirement buyouts and 5.1.1.1**

- i. The Deans gave the current replacement status of the buyout tenure track lines in each of their colleges. Tenure track lines that are not currently being replaced will be reviewed in two years to see if replacements are needed
  1. Only 2 of the 21 approved and accepted buyouts (includes Department Heads) are currently planned for replacements
  2. An additional 2 of the 21 are under active consideration for replacements
  3. 17 of the 21 are currently intended to not be replaced. Canfield asserts that there is no question this will put us out of compliance with 5.1.1.1
- ii. Other staffing/hiring plans unrelated to the buyouts were summarized by college
  1. College of Arts & Sciences
    - a. One new tenure track (enhancement position) in Chemistry
    - b. Five term lines that will be converted to tenure track (May not have to restart the searches because they were down to their finalists)
    - c. The number of adjunct/contingent faculty members is down from Fall 2020
  2. College of Health Sciences & Professional Studies
    - a. One new tenure track line
    - b. Three term lines will be converted to tenure track
    - c. The number of adjunct/contingent faculty members is down from Fall 2020
  3. College of Business
    - a. Two tenure track replacements

- b. One part time to tenure track
  - c. The number of adjunct/contingent faculty members is up from Fall 2020 due to late retirements
- iii. Continued discussion on the 5.1.1.1 ratio
  - 1. Department Heads are included in the 5.1.1.1 calculation and should be added to B. Canfield's buyout spreadsheet
  - 2. Tenure track searches that were halted will also need to be included in the 5.1.1.1 ratio
  - 3. Balance 5.1.1.1 ratio at the department level instead of university wide
  - 4. Enrollment projections would be helpful in making recommendations for which tenure track positions to replace
    - a. Will course delivery method discourage students from coming back in the winter 2021 semester?
    - b. Enrollment is in decline not only from COVID, but from changing demographics
  - 5. Flexibility
    - a. Is the 5.1.1.1 ratio realistic in today's Higher Education?
    - b. Flexibility can be found in many ways, including the adjunct/contingent cut backs that happened in two of the Colleges this fall
    - c. The number of unknown factors (declining enrollment, dropouts due to pandemic, which programs will be successful, etc.) require a level of flexibility
    - d. What are peer institutions doing to be flexible?
  - 6. Reminders that we do not renegotiate the contract in EPC
- iv. Departmental/Program Review
  - 1. Review of productivity by faculty members
  - 2. Invoke APR on a department level instead of by programs
  - 3. Establish a revised APR type analysis; develop a new plan that could be implemented next year; construct the frame work for a program/departmental review
  - 4. In order to properly review departments, EPC would need accurate data (financials, productivity, enrollments, etc.)
  - 5. Allocations received from Finance did not accurately reflect programs for SRA process

**b. Questions for Gavin; planning for a VP visit**

- i. 5-7 year projections (what are they based on, what assumptions are being made (fixed vs. dynamic))
  - 1. Demographics
  - 2. ERIP/Buyouts costs/savings
  - 3. Health care costs
  - 4. Deferred maintenance
- ii. Immediate (COVID) vs. post-COVID planning
- iii. What is the approach to the overhead assessment?
- iv. What are the questions we should be asking?
- v. How can we approach the financial assessment/viability of individual departments?
- vi. Two meetings; preliminary conversation and a follow-up meeting to ask questions

1. Preliminary meeting this semester (after October BOT meeting) and follow-up next semester

Meeting was adjourned at 5 p.m.