

AGENDA
Educational Policies Committee
January 28, 2019
604 Cohodas
3:00 p.m.

1. Approval of Minutes – January 14, 2019
2. Approval of Agenda
3. Old Business
 - a. EPC reform: update from EPC Reform committee
4. New Business
 - a. “State of the College” and staffing plans presented by Deans: R. Winn, C. Johnson, D. Kapla
 - b. Discussion of solutions for meeting 5.1.1.1
 - c. Steve VandenAvond: Psychological Science 3-yr. term position
 - d. APR: Revisit APR Review Notes from 2-20-17. (see Share site under 2016-17 documents.)
 - e. Agenda for next meeting

Topics for consideration in 2018-19:

1. Evaluation of course fees and the 16-credit plateau for full-time, flat rate tuition.
 - Effect on revenue
2. Staffing Plans – reports from the Deans.
3. Demographic trends
4. Diversity, Enrollment, Recruitment & Retention

EPC Meeting Minutes
January 28, 2019

Present: L. Putman (chair), L. Warren, R. Winn, B. Canfield, M. Robyns, J. Leonard, C. Kirk, J. Cantrill, C. Johnson, D. Kapla

1. Approval of Minutes – January 14, 2019

C. Kirk moved to approve. C. Johnson seconded. All in favor.

2. Approval of Agenda

J. Cantrill moved to approve. C. Kirk seconded. All in favor.

3. Old Business

a. EPC reform: update from EPC Reform committee

The latest update is available on the share site. Changes include going back to 14 members, and adding “including on-line programs” to the list of new programs that need to come to EPC. A statement was added that mid-year replacements due to unforeseen circumstances do not need to come to EPC, but all new positions filled during the previous academic year are reported to EPC as D. Kapla did this past fall. Sabbatical replacements do not need to come to EPC. L. Warren asked whether mid-year, new tenure track lines need to come to EPC, referring to Chemistry hires. B. Canfield & L. Putman reminded us that the chemistry request came to EPC and EPC recommended term positions to the Provost. The Provost modified the recommendation to tenure track positions. L. Putman clarified that mid-year replacements occur when there are unexpected departures, death, or retirements.

B. Canfield noticed that current 3.4.5 language was missing. M. Robyns will put that back into the document and check for other language that may have been left out.

4. New Business

a. “State of the College” and staffing plans presented by Deans: R. Winn, C. Johnson, D. Kapla

C. Johnson presented on the State of the College of Business along with staffing plans. The presentation can be found on the EPC website and share site. Staffing plans: Two 2-year terms, one in management and one in marketing.

In response to a question about COB being able to teach the courses for the Medicinal Plant Chemistry program without the two 2-year terms, C. Johnson said they would have to sacrifice the small class size, and therefore quality, if they only used current faculty.

b. Steve VandenAvond: Psychological Science 3-yr. term position

The proposal and budget template, which calculates the break-even point, are available on our share site. Extended Learning does revenue sharing with departments that offer online programs. Psychology has put a major completely available online for distance

and Global Campus students. They use adjuncts and overloads at the beginning to see if projections are accurate. The decision about staffing is made by the department: continue with adjuncts and overloads or hire a full-time professor. A. Prus has chosen to convert from adjuncts and overloads to a full-time position, and is therefore requesting a 3-year term to support the online program in Psychology. It is not a requirement for this new person to teach completely online. The Global Campus courses can be split between this new term position and a current faculty member.

A. Prus indicated that there are 19 on-line Psychology students. According to S. VandenAvond's budget model the break even point is 20 students. A. Prus indicated that many of these students are re-entry and transfers leading to a large advising load. Another person is needed to handle this. The extra money required to hire a term instead of using overloads and adjuncts will be covered by S. VandenAvond's revenue sharing model. There is a 50-50 revenue sharing and 80-20 risk sharing, 80% to division (Extended Learning), 20% to department.

A. Prus isn't using a cohort model. Students are looking for specific courses that aren't currently being offered so he will go through degree evaluations and see what class needs to be offered to serve the most people. At the end of the 3-yr term position, if there are not enough students to make it viable, they would use adjuncts and overloads for the "teach out".

S. VandenAvond said The ABA program was a high-risk program so extended learning took on 100% of the risk (instead of 80%). The department may have been unwilling to move it on line without that assistance. There is no "termination clause" in term contracts that would allow the faculty member to be terminated if the program doesn't make it. However, D. Kapla and HR believe it is possible to terminate a term faculty based on personal performance. B. Canfield asked if the new ABA term faculty is assigned to places mostly off campus. R. Winn answered that this current request is for a position that is strictly teaching, unlike the ABA position. S.VandenAvond said that both positions are on campus a majority of the time. The person in this new position will be responsible for advising and teaching online as well as in the classroom.

In spite of the fact that ABA enrollments aren't doing well, A. Prus said that having 19 students for this new online psychology major without marketing is a positive indicator. L. Putman noted that PY100 is being offered face-to-face now, with a lab so that it counts toward the lab requirement. A. Prus indicated that they are currently revising the course (PY 100) and the major to be better for online students.

L. Putman asked if they had benchmarks for enrollment. What happens when you are two years in and don't meet those benchmarks? A. Prus answered that if we don't meet the benchmark, a decision will be made at the three year point. S.VandenAvond said that in the worst case scenario where the whole thing tanks, A. Prus would have to

come up with 20% of deficit. S. VandenAvond is not going to leave. A. Prus hanging out there, he would help him, but he is not fully funding it on paper.

M. Robyns asked if the program has to generate a lot of revenue by the end of the three years. S. VandenAvond said it has to break even. B. Canfield asked if they will fund the position for 3-years. R. Winn said they will go three years as long as the person in the position is doing the basics of their job. S. VandenAvond will fund the position through the three years, and will give a verbal agreement to cover the 20% of A. Prus's risk/deficit if the program tanks. At the end of three years they will evaluate if the position will be renewed.

S. VandenAvond said they use the 80-20 rule so the department has some risk in the game to make them really consider if this is something they want to pursue. C. Kirk noted that each time we have seen a downturn, Academic Affairs takes away money especially from adjuncts and overload. If this program tanks, where do you foresee your 20% coming from? A. Prus answered that he will have to keep money tucked away in a 3 account in case the nightmare happens.

S. VandenAvond said we need to think about what happens when programs do fail. J. Cantrill noted that this is not special to this situation. Academic Affairs would have to pick up the bill if other programs failed. D. Kapla pointed out that Academic Affairs and Global Campus have different funding models. Tenure Track lines are base budgeted in Academic Affairs. Terms are one time monies, not a budget line.

S. VandenAvond asked if we would offer a second 3 year term to the person and go toward continuing status. A. Prus said that if the position is doing well, he would ask for a conversion to a tenure track. L. Putman asked if this funding model is just a way to get programs off the ground, and once they are doing well, they move over to Academic Affairs. S. VandenAvond answered that after things get up and running, there would be more of a revenue share with Academic Affairs. They would continue the programs as long as possible. L. Putman expressed concern that this is meant to be a long term model.

M. Robyns asked what it means if a non-Academic Affairs office funds Academic Affairs positions. We will have two competing departments on campus, leading to more online and fewer face-to-face classes. B. Canfield noted that S. VandenAvond gets the tuition money from online students (minus the Gavin tax). J. Cantrill pointed out that even though funds may not be coming out of Academic Affairs, these faculty still have the protections of the contract, the source of the money is just competing.

M. Robyns expressed concern that one individual is making arbitrary decisions about programs. R. Winn explained that S. VandenAvond can't just pull the plug on the program. He can stop funding the position, but A. Prus can fill the position with adjuncts and overloads.

B. Canfield asked again about enrollment benchmarks that would indicate success. J. Cantrill said they would need to have 20 or so to breakeven and service students. It's a matter of student credit hours and tuition. The position is term instead of tenure track because it's a new program.

J. Leonard stated that Global campus students and non-Global Campus students will be taking these courses, but only Global Campus students are included in their break-even point. R. Winn noted that PY313 was only offered to Global Campus students. J. Cantrill questioned how they differentiate the tuition money from Global Campus and non-Global Campus students. C. Kirk said that other departments have also moved to online classes that are only open to global campus; focusing on the 20 majors. B. Canfield suggested we invite Sherri Towers to a meeting to create a uniform budget template. D. Kapla suggested having S. VandenAvond come back in to talk about Global Campus.

L. Warren made a motion to support a 3-year term for the on-line Psychology program. J. Cantrill seconds. B. Canfield amendment: We recommend Extended Learning fully fund. L. Warren did not accept, she is comfortable with proposal as is.

Yes: 6

Nay: 3, Brandon Canfield, Marcus Robyns, Lesley Putman

Meeting was adjourned at 5:06.