

# **AGENDA**

## **Educational Policies Committee**

**Monday, March 30, 2015**

**604 Cohodas**

**3:00 p.m.**

- I. Approval of Minutes from Previous Meeting (March 16, 2015)**
- II. Approval of Agenda**
- III. Business**
  - A. Provost Report: L. Larkin**
    - 1. Staffing decisions/plans
    - 2. Response to EPC 's recommendations regarding EEGS and HHP
    - 3. Response to EPC's recommendation regarding 5.1.1.1 (faculty ratio)
  - B. Native American Studies: Proposed New Major**
  - C. EPC Bylaws: B. Graves and K. Schuilling**
  - D. Criteria for Staffing Decisions: H. Kahn and L. Warren**
  - E. Update on Academic Program Review**
    - 1. **Last year's cycle (2013-14)**  
Psychology: B. Graves  
Finance: D. Rayome
    - 2. **This year's cycle (2014-15)**  
Chemistry: L. Putman  
Computer Science: A. Orf  
Nursing: B. Graves  
Accounting: J. Thompson  
Criminal Justice: J. Centko
    - 3. **Communication of results of Academic Program Review**
- IV. Good of the Order**

**EPC Meeting Minutes**  
**March 30, 2015**

Present: L. Putman, L. Chen, C. Kirk, L. Warren, J. Leonard, D. Rayome, B. Cherry, J. Thompson, B. Graves, A. Orf, K. Schuiling, J. Centko, D. Kapla, April Lindala and Martin Reinhardt (guests)

**Approval of Minutes from Previous Meeting (March 16, 2015)**

B. Graves made a motion to accept minutes as revised. A. Orf seconded. All in favor. Motion approved.

**Approval of Agenda**

L. Putman motioned to move the Native American Studies presentation to first on agenda. A. Orf moved to approve with change. K. Schuiling seconded. All in favor. Motion approved.

**Business**

A. Native American Studies: Proposed New Major

Ms. April Lindala, Head of the Center for Native American Studies and Dr. Martin Reinhardt, Assistant Professor in the Center for Native American Studies gave their position enhancement request for a tenure track position. The presentation may be viewed on the EPC website.

L. Warren asked what is the credit hour production? M. Reinhardt said they are producing at a percentage that is higher than other departments that have similar number of faculty. They are, in fact, out producing those departments. B. Graves said President Erickson gave EPC student/faculty equivalent data and CNAS wasn't on the list. All of the department heads submit FTETF data. How many FTEFT does CNAS have? A. Lindala said between 4.3 and 5-something. M. Reinhardt said NAS 204 has 40 students in 5-6 sections. A majority are at 25. Upper division courses are 20 and 15. K. Schuiling understood the minimum was 20 more majors. A. Lindala said they are working with IBM and Enrollment Management staff on marketing the program and believe they can bring in 20 new students for fall 2016. M. Reinhardt said tribes have asked for CNAS faculty to come to their reservation and set something up. He is looking forward to having these conversations with the VP for Extended Learning. K. Schuiling asked how easy is it to find someone with the expertise? A. Lindala said they would expect an applicant pool of 12-15. J. Centko asked how many institutions offer Ph.Ds in NAS. A. Lindala thinks there are four. J. Leonard asked why they are asking for a generalist position. A. Lindala said they don't want to limit their applicant pool. By having a generalist, there is flexibility. D. Rayome said with the Michigan Indian Tuition Waiver, universities are supposed to be reimbursed. M. Reinhardt said Governor Engler 'buried' the paybacks to universities back in the 90's. D. Kapla asked if they considered a joint appointment. The last time CNAS came to EPC with a joint appointment with Sociology, they were ranked second. B. Graves said the EPC discussion was that a joint appointment wouldn't work because departments would end up in a 'turf' war over the position.

B. Graves asked what is the basis of having 20 majors? A. Lindala said they are looking at where students are coming from. M. Reinhardt said there are three tribal colleges in Michigan which have roughly 10-20 students in their program. They want to harness the energy of native and non-native American students. B. Cherry asked if we have partnerships with businesses

who would hire our students. J. Leonard said 80-90% of fish and wildlife majors are taking CNAS classes. There are a lot of good relationships. Students will work for the tribes and then move on to work for state/federal agencies. All these agencies must have a tribal liaison. B. Cherry said EPC has been recommending 3TM positions while looking at enrollment patterns. Would you be comfortable with language to that effect? M. Reinhardt said it's always easier to attract candidates with a more secure future. B. Cherry said credit production is down about 20%. M. Reinhardt said if that is the case (3TM) we will not have a guarantee we can extend the position. B. Graves said if we advertise a 3TM position we might not attract the best candidates. L. Putman asked what is the total gain in net FTEs? A. Lindala sees an overall increase of 1 FTE. B. Cherry assumed this position request would be ranked with other position requests.

In L. Larkin's absence, L. Putman read the Provost's report, "I apologize to our presenters for my absence today and ask the committee to please review the proposal in light of the criteria used in the past to rank enhancement position presentations. As you know, the proposal has been approved by the Academic Senate based on its academic merits. I also support the proposal on its academic merits and believe it has great potential to enhance the distinctiveness of our institution. The question now is what would make an NAS major possible in our current economic climate. I hope the committee will ask lots of questions and consider multiple options in response to the proposal. I also recommend that the committee defer an official recommendation until after receiving additional budget information from the president and Vice President Leach."

K. Schuiling asked if NMU still has the loan incentive program. Are there other ways to fund the position? B. Graves said adding 20 new majors would double the income. J. Leonard said local tribes may be able to build into a position, like a Chair. It would be costly to endow a Chair.

**B. Provost Report: L. Larkin. In L. Larkin's absence, L. Putman read from the Provost's Report.**

**1. Staffing decisions/plans**

A replacement tenure-track position in Accounting has been approved for the College of Business. This position is necessary for the College to provide sufficient accounting courses for its enrollment.

A replacement tenure-track position in Painting and Drawing has been approved for the School of Art and Design. This position is necessary for the School to provide core courses to all its students and to continue serving over 30 majors.

Decisions are pending regarding the remaining "undecided" Erip positions.

Moving forward, the development of clear criteria for making replacement decisions should be a top priority for EPC and the provost in order to make the process clearer and more transparent.

**2. Response to EPC's recommendations regarding EEGS and HHP**

The following update was provided by Dean Michael Broadway on responses to the EEGS recommendations:

1. Recommendation to replace Prof. Ron Sundell's ERIP line will be made as part of 2016-17 staffing requests and will in all likelihood reflect university's overall enrollment situation.
2. No study is currently underway with regard to revisiting the University's van policy. However, Biology used \$8000 from its carry forward budget to purchase a van as part of an effort to lower costs and give it more flexibility in scheduling field courses.
3. Space issues. Jim Thams from facilities convened a meeting of all DHs in NSF and West Science to discuss space issues and whether a new configuration is possible. This issue is further complicated by the status of Psychology's proposed move to NSF. If Psychology stays in Gries there is more flexibility to accommodate the demands for a reconfiguration. No final decision (that I am aware of) has been made regarding Psychology's move.
4. No decision has been made with regard to a part-time lab manager for the GIS lab.

L. Larkin will meet with M. J. Tremethick this week to discuss the recommendations regarding HHP.

### **3. Response to EPC's recommendation regarding 5.1.1.1 (faculty ratio)**

L. Larkin agrees that the University should maintain a robust full-time, tenure-track/tenured faculty complement, and that the ratio of full-time faculty FTE to part-time faculty FTE should significantly favor the former. I have asked Chen to prepare some graphs regarding this ratio, which changes depending upon how faculty reassigned time is factored into the equation. Perhaps the committee can discuss this information at the next EPC meeting? President Erickson and Vice President Leach will also attend that meeting to share information regarding the University budget. After that discussion, I would request that EPC discuss and make recommendations regarding various strategies for maintaining a healthy faculty ratio.

B. Graves asked if we could invite Brandon Canfield to present also. B. Graves has seen many different numbers when it comes to this calculation. It would be interesting to compare the numbers.

D. Rayome said there is trouble with searches and search committees. D. Rayome asked Lesley to invite Stang Decisions to present. This company would take care of all the trouble with searches. B. Graves said this would fall under the range of long-term staffing goals. J. Leonard said there are a lot of faculty who would not embrace this. This search firm would deliver the candidates and then the candidates would be selected. L. Putman said possibly have Stang Decisions present at the April 27<sup>th</sup> meeting.

### **C. EPC Bylaws: B. Graves and K. Schuiling**

Membership - B. Graves said the administration and AAUP have a table agreement to reduce the size of EPC from 14 to 10. The issue has come up in the past few years of the Provost attending meetings. Does this enhance or limit discussion? Add language to leave it up to EPC. J. Thompson said, "isn't it the committee who makes

recommendations to the Provost – how would the Provost know what the committee is thinking?” Sometimes it would suppress the committee members to talk. According to this contract the Provost isn’t part of the committee.

Officers - Chair, Vice Chair and Secretary. Technically we are supposed to have the Vice chair and recording secretary.

Meetings – change to meet monthly any additional meetings may be called.

Committee members should review the proposed changes, and we’ll revisit at the next meeting.

**D. Criteria for Staffing Decisions: H. Kahn and L. Warren**

L. Warren said as we develop we are looking at faculty/staffing guidelines. She questioned whether this should also address 2 and 3 year term positions. Whether EPC should have guidelines to approve a position as a term position vs a tenure track position? Yes. Should this document be used to post internally/externally for department heads? No. Should the department’s scholarship productivity be a factor? Maybe.

**E. Update on Academic Program Review**

**1. Last year’s cycle (2013-14)**

Psychology: B. Graves – no update

Finance: D. Rayome – reviewer is coming in April

**2. This year’s cycle (2014-15)**

Chemistry: L. Putman – waiting for the reviewer’s report

Computer Science: A. Orf – no update

Nursing: B. Graves – will have something in early summer

Accounting: J. Thompson - working on getting a commitment from the external reviewer

Criminal Justice: J. Centko - no update

**3. Communication of results of Academic Program Review**

**Good of the Order**

L. Warren asked everyone to complete the library survey.

Meeting adjourned 4:57