

# **AGENDA**

## **Educational Policies Committee**

**Monday, April 27, 2015**

**604 Cohodas**

**3:00 p.m.**

- I. Approval of Minutes from Previous Meeting (April 13, 2015)**
- II. Approval of Agenda**
- III. Business**
  - A. Provost Report: L. Larkin**
    - 1. Staffing decisions/plans
    - 2. Response to EPC 's recommendations regarding HHP
  - B. Report of ERIP replacement/nonreplacement rationales: D. Kapla**
  - C. Discussion/recommendation regarding Native American Studies Major**
  - D. Discussion: ratio of full-time faculty FTE to part-time faculty FTE**
  - E. EPC Bylaws (second reading): B. Graves and K. Schuilling**
  - F. Criteria for Staffing Decisions (first draft): H. Kahn and L. Warren**
  - G. 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**
  - H. Summer Meetings?**
- IV. Good of the Order**

**EPC Meeting Minutes**  
**April 27, 2015**

Present: L. Putman, H. Kahn, A. Orf, L. Warren, L. Chen, J. Thompson, C. Kirk, M. Broadway, B. Cherry, J. Centko, D. Rayome, K. Schuiling, L. Larkin, and B. Graves

**Approval of Minutes from Previous Meeting (April 13, 2015)**

C. Kirk made a motion to approve the minutes with corrections. H. Kahn seconded. All in favor. Minutes approved.

**Approval of Agenda**

A. Orf made a motion to accept the agenda. K. Schuiling seconded. All in favor. Agenda accepted.

**Business**

A. Provost Report: L. Larkin

1. Staffing decisions/plans

L. Larkin presented an updated spreadsheet of term renewals. Two Biology terms have been renewed. The incumbent for the third position declined the renewal. L. Putman asked what happened to the classes for the two not renewed terms in English. M. Broadway said the classes are able to be staffed with current English faculty.

2. Response to EPC's recommendations regarding HHP

L. Larkin met with M. Tremethick to discuss EPC's recommendations and the department's needs. The department's priorities are ranked as follows: a new position in the Outdoor Rec program, followed by a manager for the Exercise Science lab (no decisions made yet). They will work with Kathy Richards (Facilities) to develop estimated costs for updates to the PEIF.

B. Report of ERIP replacement/nonreplacement rationales: D. Kapla

No discussion.

C. Discussion/recommendation regarding Native American Studies Major

L. Putman distributed support materials from Marty Reinhardt. B. Graves asked if the enrollment estimates are accurate and reasonable. L. Putman asked Marty if they would accept a term. Yes, but chances are we wouldn't get the best candidate. L. Warren said there is risk involved in hiring a tenure track faculty. B. Graves suggested we hire a five year term. There isn't anything in the contract that would prevent it. M. Broadway said CNAS bypassed the process. Senate approved a program without staffing. C. Kirk said a tenure track position doesn't necessarily guarantee tenure. Could we define in the letter of appointment? H. Kahn said CNAS provides quite a bit of service courses. Unless this is a major we believe is going to last more than 2-3 years, then we need to hire a tenure track. NMU would be the only university in Michigan with a Native American Studies major. L. Putman said we need to make an investment in a program that will bring enrollment. L. Larkin said the major that has the largest number of minors and is also growing is EEGS. L. Putman asked if we move forward with this, where will it go? L. Larkin will make a decision based on financial considerations. It's possible it could be presented to PSCUM this summer for approval and then presented to the Board. A. Orf made a motion to hire a tenure track position and support the major in CNAS. H. Kahn seconded. All in favor. One nay. No absentions. Motion passes.

D. Discussion: ratio of full-time faculty FTE to part-time faculty FTE

L. Larkin distributed graphs which Chen put together FTET and total FTE workload. The data shows every full-time faculty member as 1.0 unless they have an overload. B. Graves said barely over ½ the teaching is done by tenure/tenure track faculty— is this the type of university we want to be? Out of 21 continuing faculty, six have terminal degrees. He and Dale have discussed offering them tenure track positions, departments must also agree. A. Orf asked if searches would need to be conducted. B. Graves said if everyone was in agreement, then no. The contract does talk about converting continuing contract status positions to tenure track. L. Warren would be more comfortable working with HR and EO. Are we are missing an opportunity to increase diversity? L. Larkin said these issues raised are valid, but then this wouldn't help our ratio issue. L. Putman said we agree we need to increase the teaching faculty ratio. L. Larkin asked for strategies. One has been brought to the table - converting continuing contract status to tenure track. L. Larkin will follow-up with HR to see of any implications.

E. EPC Bylaws (second reading): B. Graves and K. Schuilling

The bylaws were reviewed and corrections were made. They will be reviewed at the first fall meeting.

F. Criteria for Staffing Decisions (first draft): H. Kahn and L. Warren

No discussion.

G. 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  
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Accounting: J. Thompson  
Criminal Justice: J. Centko
3. Communication of results of Academic Program Review

H. Summer Meetings?

When are staffing decisions going to be made? Is EPC going to be involved? Are people going to attend an EPC meeting in the summer? Would people be willing to meet during the summer to review staffing guidelines? Yes.

II. Good of the Order

Meeting adjourned 4:54.