Council of Chairs Executive with Provost

3/15/22

* summer salary updates, including chair stipend discrepancy (30% versus 33%)

Provost says we shouldn’t have the language about not being able to earn additional over the summer, and would like to get rid of it.

Regarding the letter from EC, discrepancy about 3-4 credit hours. The data still showed that there was very little negative impact, and will still entertain exceptions. Most have been resolved.

Buffy response—we received the stipend over the summer to work in the summer, and that’s why we can’t teach. The 30% for chairs does not equal what the faculty can do in terms of a faculty could earn up to 33% based on 3/9 (for some).

Tatum says his predecessor said chair could not earn additional through teaching. He says if there is expertise, they should be able to do so. But--if I saw a chair who was teaching over the summer, I may ask why---could be a conflict of interest if this is not the person’s expertise.

Buffy—so can work on top of usual duties

Tatum—if you are teaching, should be compensated for it.

Greg-so in those departments where a chair is obligated to teach once a year, are you talking about an additional course in the summer? Yes.

Buffy—to confirm, we will be revisiting summer compensation next year?

Tatum—open to it

Buffy—if inequitable?

Tatum—need to have that conversation with your Deans. I have built in the exception model. I’m not seeing the inequities. Put the numbers in front of me. Don’t throw terms at me.

Steve—believe we have sent those numbers to you—3 and 4 are different, so I will be following up with my Dean.

Tatum-This summer investing ¼ million more into faculty compensation. Higher ed-we are not hourly employees, but the credit hour model is more like that.

Buffy—problem is that our contracts are credit hours. Steve brought up that the workload proposal is also based on credit hours.

Tatum—contract is credit hours, paycheck is monthly

Jessica—the letter from CoCD proposed a model that was kind of a blending.

Steve—sounds like we just need to ask our Deans for this differentiation. So, this is what we plan to do.

* reduced workload updates related to chairs' concerns collected by Bill (e.g. HS&C department cannot reduce workload)?

Human services—had said just can’t reduce workload because won’t be able to hire enough full-time faculty. The task force also provided a kind of opt-out. But how would this opt-out really work—their workload would not be reduced.

Tatum—I haven’t seen all of the feedback, and I’m scheduled to meet with senate in early April.

Steve—it does say as soon as fiscally possible. This may never occur. Yet there is a date provided of Spring, 2023. Concerned about how to guide faculty about how to get to tenure. Want to make sure my faculty will continue to achieve. Up to this point, its been 50% teaching, 25% scholarship, 25% service. The new version would have different percentages. How do I adjust the expectations of my faculty to the new alignment?

Tatum—we’re still trying to plan for Spring, 2023. These norms related to RTP will be determined by departments and colleges. I just follow your particular norms. That will be up to those particular departments.

I do believe in an uptick in scholarship, that’s going to look differently too. It will also be recognizing what faculty do, provide resources. I offer a model, but it may not be what fits your department.

Layton-are we going to start hiring faculty now to meet spring 2023? It’s also very hard to hire affiliates in Psych.

Tatum—I’m already aware of some of that. Some deans have already moved forward with hire requests. There is some movement.

Buffy-did we ask for additional money for faculty affairs?

Tatum-I asked Deans for 3 year model. I provided an overall sum. The tougher conversations were the prioritization meetings with the Deans.

Greg—has any thought been given to implementing Fall 2023 to give us more time?

Tatum—Spring 2023 was the earliest date, don’t want to continue to delay. If the tea leaves point in that direction, we will. Yes, that’s the challenge, we need 75% full time for some accreditation. I also look at the affiliates and ask how is this so low, how did this fester.

* Minor requirement and possible elimination-

Can Provost Tatum present minor requirement information to CoCD in April?

Provost Tatum—I have 2 more data collection points. I had a good meeting with students this week. Need a survey of our students and of our alums. Our student council suggested we carve out time in our courses to do this survey. By mid-April, I’ll be done, then ready to have conversation in front of senate (May???). Its been very revelatory. Reminder—the question is should we keep minor as is, with revisions, or get rid of it. Also wanted to know benefits and consequences. Mid April I’ll be done.

Steve—brought up that students don’t always know what they need.

Provost Tatum—students said minor was very beneficial. Helped with job applications, and complement to learning. Only disadvantage was delay to graduation.

Mission—may be more important to have a minor. And said to be careful about impact on departments.

* from Provost Tatum: discussion of DFW rates

Tatum—wants to keep this on the radar. During this budget cycle there may be an investment in retention. It’s going to be incumbent on us to figure out. What we need to concretize. If its pedagogical, we may need to work across colleges. With the pre-honors program, I funded a study to figure out the pain point. Think about practical aspects.

The other part is I appreciate these meetings to help with practicality of moving forward.

Jessica—would it be fair to say you would like us to put together info on how departments have used DFW data? What should we do for the next meeting?

Tatum—more of a college conversation-take me out of it.

Jessica—so we should just be aware that more that this is coming, be prepared. Coming from our Deans?

Tatum—what I would like to do, is discuss shared approaches you are using or considering.

Steve—we would look to other departments for help.

Tatum—I would like 30 minutes to devote to this at next meeting.

Will also make this the topic for next Tuesdays with Tatum.