Minutes

1. Chair Caldwell called the meeting to order at 3:33pm.

2. Introduction

3. Roll Call

Attendance

ASFC Present: Liz Roth (ART), John Kinder (HIST), Jeffrey Loeffert (MUSI), Lloyd Caldwell (TH), Allen Finchum (GEOG), Ramesh Kaipa (CDIS), Doug Heisterkamp (CS), Lori McKinnon (SMSC), Jennifer Shaw (ZOOL), David Meinke (BOT), Kim Burnham (MICR), Lynn Lewis (ENGL), Jay Gregg (GEOL), Leticia Barchini (MATH), Ed Burkley (PSYC), Lan Zhu (STAT), Erik Ekman (FLL), Apple Igrek (PHIL), Barry Lavine (CHEM), Stephen Nemeth (POLS)

ASFC Absent:

Administration Present: Associate Dean Tom Wikle

4. Approval of the Minutes

5. Approval of the Agenda
   a. Motion to approve – Unanimously approved.
   b. Chair Caldwell indicates that committee heads will begin presenting reports at the next ASFC meeting.

6. Old Business
   a. Faculty letters of offer with credit towards tenure
      i. Roth poses a question from the Art Department – “Is the credit for prior teaching determined solely by the unit director or is it in consultation with the Dean’s Office?”
      ii. Associate Dean Wikle indicates that this would be a good idea to direct this question to Bruce Crauder
      iii. Roth explains that in general her department is very pleased with the idea of these letters.
      iv. Caldwell will provide an answer to this question at the next meeting.
   b. Discussion of Proposed Changes in Language Requirements
      i. The discussion of this topic began at the previous ASFC meeting.
      ii. Roth: “Are we only advisory to the Dean?”
      iii. Caldwell: “Yes, but our Dean takes the temperature of the faculty seriously.”
      iv. Gregg asks for clarification on the current language requirements?
      v. Caldwell explains that it is currently 10 hours for a BA and BS. The issue right now is that a letter is being drafted by some of the professors in the college to reduce this requirement to 5 hours, particularly in the sciences.
      vi. Meinke explains that if students do not take foreign language courses in high school, then they are required to take two five-hour foreign language courses at OSU and this presents a problem for some A&S departments. Some department heads in the sciences have indicated that they do not feel that two years of high school foreign language courses is equivalent to the current language requirement at OSU. The proposal is not to eliminate the language requirements but rather to modify the requirement of the BS to make it more manageable for students.
      vii. Roth states that in order to have the full discussion on this topic, the ASFC needs access to all of the proposed documentation in order to provide clarity to the discussion. Roth also explains that the reduction of the foreign language requirements creates other problems with objectives that A&S has listed as a priority as a college. This includes internationalism and other objectives that are defined in our mission statement.
      viii. Caldwell indicates that this correspondence will be provided prior to the next ASFC meeting.
ix. Caldwell believes that it will. At this point, the matter is open for discussion to assess the general feelings of the faculty. There will be no actions on this in the short term.

x. Barchini: “Do we have any idea on the number of students that will be affected?”

xi. Associate Dean Wikle explains that this is part of the data that is being assessed by an ad hoc committee working on this matter. The report is expected from the ad hoc committee on April 12.

xii. Ekman: The Dean is also waiting for a report from congress over the summer.

xiii. Fullerton: Is the committee looking at other Big XII schools regarding their language requirements, and does this affect admission into Phi Beta Kappa?

xiv. Associate Dean Wikle: Phi Beta Kappa has sent a letter to the Dean discussing some of these issues. I think that Phi Beta Kappa may require more than ten hours.

xv. Roth: Should we wait to address this until after the ad hoc committee completes their work?

xvi. Caldwell: Since the letters have already been drafted, we should continue the discussion and work to take the temperature of our faculty.

xvii. Fullerton: “Who is analyzing the data?”

xviii. Wikle: I believe the ad hoc committee will be looking at the data.

xix. Barchini: What kind of things are you looking into? Number of students?

xx. Associate Dean Wikle: We are looking at standards in place at peer institutions in neighboring states as well as competitors and other four-year institutions in Oklahoma. We are also looking at articulation agreements, the effects on long-term study abroad as well as bigger trends that are happening in the United States concerning the need for foreign languages.

xxi. Roth asks for a point of clarification from the foreign languages department addressing the five days a week foreign language model.

xxii. Ekman: The foreign languages department is considering options to change this and likely opening hybrid classroom/online courses in the fall.

xxiii. Fullerton: Are any language classes taught purely online?

xxiv. Ekman: Spanish I and II, but I do not recommend purely online courses.

xxv. Heisterkamp: Some students are going to certain majors to avoid the foreign language requirement.

xxvi. Lewis: Is the committee also considering graduating seniors who are applying for a Fulbright?

xxvii. Associate Dean Wikle/Gregg: It would be a good idea to look into requirements for a Fulbright.

xxviii. Lavine asks whether or not the committee is also considering any foreign language classes.

xxix. Caldwell: Since the letters have already been drafted, we should continue the discussion and work to take the temperature of our faculty.

xxx. Shaw requests that current documents be provided prior to the next scheduled discussion.

c. Supplemental Pay Relating to On-Line and Summer Courses

i. Caldwell and Igrek explain the work from the supplemental pay committee from last year. A task force was charged with evaluating supplemental pay, and this was addressed over three ASFC meetings. The charge of the committee included the creation of a pay model that was consistent for all of the supplemental courses. It is important to keep in mind that the budget at the time could not be stretched to pay all of the instructors their monthly salary across the board. This was both a cost cutting and fairness issue. We had no flexibility on a 1.6 million dollar budget, and now we are losing $400,000 of this budget.

ii. Fullerton points out that the new model being proposed has a much lower floor than the model currently being used.

iii. Roth: The one-size-fits-all structure is intrinsically problematic because different courses have different demands on the instructor and students. Some classes are necessarily small because it is pedagogically appropriate. This does not mean that one faculty member worth less than another faculty member who is teaching a larger class.

iv. Igrek further explains the work of the supplemental pay committee and provides a response to whether or not we should recreate the pay model or modify the plan that is currently in place (refer to the document provided by Igrek). Igrek believes that we should work to modify the existing model.

v. Associate Dean Wikle: In the past, the college received 100% of the generated outreach funds. Now, the funding split with the central administration has increased and the funding that the college receives is becoming increasingly smaller.

vi. Gregg: For international courses, the number of students must be kept small for safety reasons, and there will typically be at least two faculty members. Our administration is pushing for an international
experience for our students, but this all makes these international courses very difficult to run. Additionally, this pay scale may serve as a deterrent for faculty to propose online courses.

vii. Roth: This change is supplemental pay is being driven by a new lack of money rather than a general dissatisfaction. At this time, our objective may need to be shifted away from modifying the pay scale and focus on making difficult choices among the courses that are being offered, which would be under the purview of the Dean’s office.

viii. Associate Dean Wikle: In the past, we always made this work because we had large enrollment courses that would help us to financially offer the smaller courses, but this no longer works on its own.

ix. Barchini: We need to think of our students and our programs. We cannot effectively teach many of our courses with a large enrollment. Such a model may force us to teach fewer essential courses and lower the academic level of our courses.

x. Fullerton reiterates that the large change between the model used last summer and the current proposal is in the wage floor, which is very low. Fullerton appeals to the council that we consider what an acceptable wage floor should be for a professor and also points out that this will eliminate many of our small classes.

xi. McKinnon believes that the ceiling can be changed and that this may help to make the model work.

xii. Roth: We cannot come up with a model that accounts for every fluctuation. We should think strongly about whether we want to form a committee to revisit an issue that seems more or less unfixable.

xiii. Gregg: Following up on Roth’s point, Gregg indicates that the issue seems largely out of our hands.

xiv. Lavine proposes that we offer more courses with a large enrollment in order to run the smaller courses. As the pool of money becomes increasingly smaller, it will be impossible to find an equitable solution.

xv. McKinnon explains that faculty members who have already signed summer contracts should be on the old pay scale. These contracts may be legally binding.

xvi. Associate Dean Wikle states that providing some feedback to Bobbikay Lewis could be very helpful for her to modify this proposal.

xvii. Gregg reiterates that if teaching supplemental courses become a bad deal for the faculty, fewer faculty members will offer the online courses and the university will run into a money losing situation and continue to apply an inequitable distribution of the funds generated from these courses, and smaller universities will profit from our inability to offer these courses.

xviii. Caldwell: “Let’s table the discussion at the next meeting and I will ask Bobbikay Lewis to attend.”

7. New Business
   a. Recommendations for ad hoc committee to review budget reduction proposals
      i. Departments are giving feedback to the Dean. Councilors should consider whether or not they would like to volunteer to be on this committee.

8. Dean’s Report (Tom Wikle)
   a. The Dean is appointing two faculty members from each of three divisions within the college for the ad hoc committee to review budget reduction.

9. Announcements
   No announcements.

10. Adjournment
    a. Gregg moves, Igrek seconds. Meeting adjourned at 5:04 p.m.