

**Faculty Advisory Committee to the Dean Meeting**  
**October 27, 2010, 3:00 – 4:00 PM**  
**Room 504, ASI**

**In Attendance:** Ricky Bates, Mary Ann Bruns, Jill Findeis, Matthew Kaplan, Jason Kaye, Tim McNellis, Michael Saunders, Eileen Wheeler

**Unable to Attend:** Bhushan Jayarao, Eric Zenner, John Becker, John Coupland, Mary Barbercheck, Ramesh Ramachandran, and Troy Ott

**Opening Remarks:**

Chair Jill Findeis called the meeting to order at 3:05 p.m. Findeis then introduced Marcos Fernandez, Associate Dean of Undergraduate Education, who she requested to join the meeting today to share his perspective on this topic.

Discussion with Marcos Fernandez:

- Dean Fernandez discussed workloads in other colleges. Specifically:
  - Most colleges hire with the 2 + 2 or 50% teaching load, with one college having substantially higher workloads.
  - Size of individual class is not relevant as most colleges have TAs assigned to larger classes.
  - 3-credit courses are the normal course.
  - Each section counts as a course in most colleges.
- Definition of 2+2 is two 3-credit courses taught in the fall and two 3-credit courses taught in the spring of an academic year.
- Under-enrolled Course Numbers are defined as
  - 001-399 Level Courses – less than 15 students
  - 400-499 Level Courses – less than 8 students
  - 500 plus Level Courses – less than 5 students  
( some exceptions apply)
- Dean Fernandez noted that the university leadership does not want faculty that are 100% research without a teaching component, and will allow buy-out all the way up to one course per academic year.
- In fall 2009 the College was listed as fourth from highest in the university in having under-enrolled courses (13.6%). The College is also highest of all in special topics courses. Dean Fernandez conveyed that special topics courses are only looked down on because most have low enrollment numbers.
- Dean Fernandez communicated that the Provost has said in public that everyone wants to design their own courses, but the broader basic or foundational courses are not being taught. We need to make sure required courses are covered.
- The College also has the highest costs for teaching due in part to having tenured track faculty in the classroom. Many of the other colleges have adjunct and instructors -- at a lower cost -- leaving the College of Ag penalized (85% taught by professors). Committee members discussed the trend of hiring more instructors. The workload policy has the potential to make this the case.
- Discussion was generated about Teaching Funds.
  - The formula of how much money is provided to the College for teaching each year is unknown. With the 4.7% increase in enrollments last year, the College only received \$13,000 more for the entire college (equivalent to not even one student's full tuition).
  - How the College distributes these funds to the departments is historically based and no one has determined how these numbers were calculated.
- In response to a question raised about how Extension fits into the workload policy, Dean Fernandez advised that Dennis Calvin views this as a critical issue, has a group looking into this issue, and will provide a more formal response. Fernandez continued that some of the best teachers are Extension Educators and if you are in extension and asked to teach, there should be a formal acknowledgement and funds provided. Discussion by members focused on how there are courses in the college taught by multiple instructors (e.g., 2 weeks by each instructor) but if any of the instructors are not listed in ISIS then the funding does not follow to the instructor's unit (and the instructor may not be recognized as having contributed to the course).

- During an ACUE meeting that was attended by Dean Fernandez, the Provost communicated that he believes that 50% / 2+2 is the norm. Fernandez added that the College of Ag. Sciences, along with Eberly College of Science, historically have been two colleges with lower workloads and that the College of Ag is going to have to catch up with the university. He conveyed that this has been the case for the past 10 years. As Dean, Bob Steele also said that central administration wants CAS to look more and more like the university.

The meeting continued with committee members discussing preparation for the next two meetings in November:

- Further explore instructors as an alternative, and how this could lead the university into a two-tier system and possible destruction of tenured faculty.
- Determine percentages for the college (50% teaching vs. 25% teaching appointments).
- Determine numbers of new hires throughout the college, and their % splits.
- In defining paragraph 3 in the Workload Policy draft, determine how to convey the unique aspects of the college (labs, field work, internships, and special topics).
- Investigate how to word a “value and balance statement” to communicate the need to allow units to be flexible in teaching and to protect the quality of teaching by looking at other objectives that the college is required to follow, such as service learning and global / experiential learning
- Determine how web-based courses are counted.

Meeting was adjourned at 4:35 p.m.

Respectfully submitted,

Cindy Teeters

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Next FACD Meetings: Tuesday, **November 2, 2010, 2:00 – 3:00 p.m.**, Room 118 Agricultural Sciences and Industries (ASI)

Wednesday, **November 17, 2010, 9:00 – 11:00 a.m.**, Room 504 Agricultural Sciences and Industries (ASI)