Topic: Development Plans for Faculty

Discussion:

Two issues related to faculty development were discussed. First, per the 2013 AACSB standards, there is an expectation that there is a development plan for all faculty. In particular, this is important for faculty who do not meet any of the qualification categories (they are classified as “other”), for those individuals who may be in danger of moving into the “other” category due to decreased scholarship activity, and for faculty qualified as PA. Chairs are reminded to at least annually be reviewing the qualification status of each faculty member and to invite faculty members to have conversations with them about their scholarship plans. The goal is to recognize previous accomplishments and to provide assistance as necessary to help faculty members achieve their development goals. Related to this was the process for PDAs. The PC supports providing a template for PDA requests that would more clearly articulate previous accomplishments and plans. The PC further supports requiring faculty to meet with their chair to review the PDA request before it is submitted and funded. Consensus is that these changes will more establish a more formal faculty development plan than currently exists. Moreover, it provides a mechanism for more engagement between chairs and faculty. Deshpande will work on these recommendations.

A second issue was teaching loads for those few faculty members who are not active researchers. The PC agreed that faculty members who have not been active for a long time should appropriately be expected to teach a 4-4 load; these individuals would be categorized as “other.” There are some faculty in the college already doing this. This is consistent with the contract that specifies a workload equivalent to a 4-4 teaching load. For those faculty members who have become less actively involved in research but are still academically qualified, they would be advised of the need to increase their research productivity to avoid having their teaching load increased. They would be given a reasonable amount of time to demonstrate progress before any action would be taken to change teaching load. One important factor that might mitigate an increase in teaching load
would be significant service involvement that involves a significant investment of time.

**Professional Clothing Support for Needy Students**

Gribbin received notice from a faculty member regarding a student who did not have an interview suit, and also had no financial support. He then suggested that the college should potentially figure out a way to provide interview attire for needy students. The PC supports addressing this issue. There were many ideas in regards to how to go about doing this, including setting up a fund for donations from people within and outside of the university, trying to collect gently used professional clothing, or going with a student to a second-hand store to help them pick out clothes, shoes, etc.

However, other problems may arise: how do we define needy? How do we coordinate this? Would this affect a student’s financial aid? Where would we store the clothes? Are other areas/departments already providing support similar to this? If it seems like a worthwhile idea, we will need to put someone in charge, such as the career center.

This received a lot of positive feedback. The plan is to talk to the career center and also check with other departments to see if anything similar to this is already in place. Palan would also like to know about any current students in need, and if the departments could handle this (if possible), or if it needs to be brought to her attention.

**Budget**

Palan reported that the college expects budget cuts for FY16 anywhere from .5-2%. The reasons include increased staff costs, mandated raises by AAUP contract, MPSRS, and limitations set by the state on tuition increases.

As of now, fall enrollment is still up, but students seem to be applying for admission earlier this year and at multiple institutions, making it difficult to predict where the final numbers will be. Stamper reported that registration for summer orientations is up 30-40 students right now. It is critical that we maintain close contact with all admitted students throughout the summer and continue with the one-on-one Grab the Reins student visits for prospective students.

However, summer enrollments are down and we are unsure why that is. Consequently, Palan does not expect the college to break even on the summer revenue model this year. There was discussion on managing the summer model in the future. There is some indication that work will be done soon by central administration to fix the summer model. Quraeshi emphasized the importance of summer teaching on the morale of HCOB
faculty. Palan reinforced that the college has become far more efficient with scheduling summer courses over the past several years, which was necessary to avoid heavy financial losses to the college.