

Academic Structure & Faculty Committee  
Strategic Planning Committee  
Wednesday, September 9, 2015  
Minutes

The Academic Structure & Faculty Committee met on Wednesday, September 9, 2015, in RPL 326. Members present: Jon Clements, Patricia Edmunds, John Freeman, Eric Lovely, and Lesley Snider. Lucas Maxwell arrived late. Absent: V. Carole Smith.

Items discussed.

**Dr. Anglin Interim Vice President, Academic Affairs, Russellville**

1. A committee discussed the overwhelming redundancy at Tech. Examples mentioned were travel paperwork and purchasing.
2. Dr. A. J. Anglin, Interim Vice President of Academic Affairs, met with the committee and addressed several of the questions that the consultants had provided as well as questions proposed by the Committee.
  - a. Recruitment
    - i. Dr. Anglin thinks that there is still a large market available of potential applicants that still value teaching.
    - ii. He thinks that a University official (possibly a Dean) should stress to potential applicants that Tech is financially secure.
    - iii. The fact that tenure is reachable goal here should be stressed as well. There are no quotas for tenure. This is a positive fact that should be stressed.
      1. Dr. Anglin does not like to give more than 2 years as credit toward tenure.
    - iv. Diversity is being encouraged and the new employees emphasize this fact. Dr. Bowen is supportive of diversity.
      1. Dr. Anglin suggested that those who attend conferences look around to see who would support diversity on campus and get his/her contact information for a possible position in the future.
    - v. Salary – Salary is always an impediment.
    - vi. Titles for non-tenure track faculty is Visiting Assistant Professor. There may be an issue with this title and, most likely, will need to be revisited. Currently international faculty are given the same title.
    - vii. Searches – About ¼ searches are failed searches.
    - viii. Visas – Tech has begun paying the fees for an H1B visa. The estimated amount is around \$5,000.00.
  - b. Integration with Ozark
    - i. Financial aspect – Bruce Sikes, Chancellor, handles finances
    - ii. Academically – a lot of challenges; Mr. Sikes works autonomously and reports directly to Dr. Bowen.
    - iii. Rick Massengale was hired to enhance open communication; currently he spends two half days a week on the Ozark campus.

- iv. Stackable degrees – Ozark is becoming a blended campus moving from a trade school to a two-year institution.
    - 1. Concurrent credit funnels thru Shauna Donnell.
    - 2. Still some real issues but making headway.
  - v. General Education – Both Ozark and Russellville campuses under the direction of Dr. Anglin.
  - vi. Title of Provost – It would be better to ask Dr. Bowen questions about the title of Provost. The advertisement for a new Academic Vice President was not modified to reflect the title of Provost.
  - vii. Lake Point will be under the guidance of the Vice President for Academic Affairs.
- c. Roles of Academic Colleges
- i. Curriculum is owned by each department which is owned by college.
  - ii. Rotation of Department Chairs – Dr. Anglin is adamantly opposed to this.
  - iii. In his opinion, Department Chairs are the most important component of University.
- d. Hiring of Faculty
- i. Dr. Anglin thinks that all faculty being interviewed for a position should stop at the Dean’s level and not interview with the Vice President of Academic Affairs or the President.
  - ii. Recruiting of faculty
    - 1. STRENGTHS
      - a. Relationship faculty has with one another and majority of teachers come from field.
      - b. Current faculty know people and even previous students who graduated previously who would be qualified.
    - 2. WEAKNESSES
      - a. Pay
      - b. Workload
- e. Promotion and Tenure
- i. Dr. Anglin thinks that all faculty applying for promotion and/or tenure should stop at the Dean’s office.
  - ii. Tenure is the most important decision of the University.
  - iii. Tenure must be protected.
  - iv. 3<sup>rd</sup> year is a big year for faculty who will be applying for tenure.
  - v. Annual Review
    - 1. Dr. Anglin thinks that tenured faculty should be reviewed as well.
    - 2. Dr. Anglin thinks that annual review for tenured faculty should be strengthened because people work better when they are held accountable.
    - 3. Tenure should only be permanent if faculty are being held accountable and an appropriate review could support this.
- f. Diversity
- i. Dr. Bowen is committed.

- ii. There is currently not a known plan to increase diversity among faculty.

**Mike Murders – Chief Academic Officer, Ozark campus**

1. Provided professional information
  - a. Employed at Ozark campus:
    - i. Faculty for 4 years
    - ii. 1 year as Chief Academic Officer
2. Recruiting faculty
  - a. STRENGTHS
    - i. Relationship faculty have with each other
    - ii. Majority of teachers are from the 'field.'
    - iii. Current teachers know people in the field
    - iv. Some of the teachers have even graduated from Ozark campus.
    - v. Credentials of Ozark faculty; Russellville campus needs to see importance of credentials because of the category of students currently reaching
  - b. WEAKNESSES
    - i. Pay
    - ii. Workload
    - iii. Ozark campus teaches average of 21 hours (15 hours is considered full time).
    - iv. Ozark campus currently is required to be available a minimum of 10 hours per week for office hours.
3. Diversity
  - a. Committed to diversity and values and mission support this.
  - b. No formal plan
4. Communication
  - a. Open communication channels needed. Currently extremely open.
  - b. Need to change the mindset of integrating Associate to Bachelor degree
  - c. Incorporate Academic officer in meetings (Dean's Council, etc.); currently not participating
  - d. Faculty Senate and Curriculum Committee members need to visit the Ozark campus to see how impressive the campus is.
  - e. Faculty should be invited to Adjunct dinners and other events housed on the Russellville campus.
  - f. Ozark campus falls under purview of the Vice President for Academic Affairs.
5. Classes
  - a. Standard online courses offered
6. Finances
  - a. Currently operating off of old Vo-Tech formula
  - b. Do not have anyone who is in charge of grant writing because grants are available but no one's responsibility.
7. General Education
  - a. Department chairs and Deans own

- b. Mike Murders is primarily responsible on Ozark campus but Bruce Sikes has the final say.
- 8. Miscellaneous
  - a. Flat structure
    - i. No Deans
    - ii. Every program chair reports to Mike Murders
    - iii. Currently approximately 45 faculty that Mike is required to complete reviews on
  - b. 80% teaching; 10% industry based, and 10% service to the University
  - c. Building programs
    - i. Almost backwards to Russellville campus
    - ii. Build program first and then hire an expert working in the industry
  - d. Handbook
    - i. Using pieces from Russellville campus
    - ii. No tenure because doesn't make sense with a flat faculty structure
  - e. Governance
    - i. Faculty Senate on Ozark campus
    - ii. Curriculum Committee on Ozark campus
    - iii. Faculty
      - 1. 40
      - 2. Adult Ed -10
      - 3. Arkansas Tech Career Center – 15-16
      - 4. 65-70 adjuncts
    - iv. The Chancellor and Director of Arkansas Tech Career Center are 12-month contracts with the same benefits as the Russellville campus.
  - f. Close to maxing out facilities
  - g. Average age of student is 30

There being no further business, the meeting was adjourned.

Respectfully submitted,

Dr. Johnette Moody