



Instructional Council

December 2nd, 2014

MAIN 148 – 4:00 pm

Minutes

Instructional Council Members: Hiedi Bauer, Davis Boswell-ASLCC, Don Correll, Darlene de Vida, Don Derkacht, Jim Dillinger, Dawn Draus, Brendan Glaser, Kyle Hammon, Karen Joiner, Peter Livins, Tamara Norton, Dennis Shaw, Michal Ann Watts **Ex-Officio:** Renee Carney, Lisa Matye-Edwards, Julie Smith (recorder) **Guest:** Brad Benjamin, Rob Davis

Consent Items:

Minutes of the November 4, 2014 meeting were approved as written.

Agenda Approved

Brief Announcements

Meeting ground rules were briefly reviewed. Brendan thanked all of the individual departments for meeting with him to discuss the reorganization of Instruction. The feedback was appreciated and helpful.

Reports/Discussion:

Brendan summarized some of the themes related to faculty positions that emerged during his discussions with departments:

- There are serious holes in staffing in key curricular areas. A need for FT faculty with specific expertise are needed in some areas to maintain program quality.
- Having too few FT faculty has affected advising, committee coverage, ATD projects, and caused other workload issues.
- Departments do not want to have to compete with each other for positions.

Brendan suggested the following:

- In addition to filling the positions that we expect to be vacated next year, there appears to be adequate funding to add two more full-time positions.
- To adequately cover the programs and DTA disciplines we currently have, it looks like 72 FT faculty are needed. At one point we had 81 FT faculty, but that was a one-year occurrence during record enrollment. Numbers in the mid-70s was more the norm. Brendan suggested seeking to increase to 72 FT faculty in three to four years was a more realistic goal.

Discussion and recommendations from departments:

- Social Sciences: 2 FT positions, which include Anthropology and Social Science. Expertise is needed in a main discipline with the ability to teach in a secondary discipline.
- Language & Literature: 2 FT positions, with emphasis on a Reading Specialist.
- Humanities/Drama: 2 FT positions. The first should be filled by someone with expertise in the field of Drama and Stage Production. Criteria: Interaction with the public and show production. The second position should be a FT Art instructor, as we have been without one for many years. Adjuncts in the department expressed support for this to help guide curriculum.
- Computer Science: A serious hole in our staffing is a FT hardware specialist.
- Business: Larger Prof/Tech program, good to have choices for the students. Recommended maintaining 2 FT positions.

- Math: Department could get by currently as staffed. ATD does take up time of some instructors with travel and meetings. Hard to be away from students and classes for long periods of time. Can get costly with sub-pay.
- Fire Science: A lot of potential exists in this program. The lead instructor position has recently been filled with a Full-Time Temporary faculty member due to changes in personnel.
- Criminal Justice: FT position needed to cover Business Law classes. Attorney background.
- Nursing: Both positions to remain Full-time temporary.
- Biology: FTT position currently in place. Very important position; tenure track recommended.
- Transitional Studies: 1/3 of the FTEs on campus come from this department. FT Temp position should be maintained.
- Machine Tech: Unable to cover the summer quarter classes with current instructors. Will need to find instructor; adjuncts are difficult to find. Tenure track position recommended.

Additional discussion during department visits:

- It was noted that no position on the list isn't worth keeping. staff our current transfer and professional/technical offerings.
- Many faculty had questions about what happens to the budgeted salary amounts allocated to departments once a tenured faculty member retires. The money stays in the salary pool and is distributed for increments when the vacated position is filled with a tenure-track faculty member.
- Faculty voiced concern regarding trust issues between faculty and administration. There is a general feeling that there are too many directors and administrators. Instruction is not getting enough resources in the overall college budget, and faculty are concerned that instructional needs are not given enough consideration.
- Departments with full-time temporary faculty requested that the faculty be notified of their likely status for next year early enough in the hiring season so they could get their resumes out to other job openings during the prime hiring time, or know that we want to keep them. Brendan will explore this possibility with Human Resources.

Roundtable discussion:

- Lisa Mayte-Edwards: In recent years, 3 FT faculty counselor positions were in her area. Those positions have since retired/resigned. Currently her department has a working solution, but mental health within the student body is still a concern, so in the future, those positions would be requested.
- Dawn Draus—Keep Mary Hebert's position filled. Dawn requested to discuss extra pay for the overload of travel/work attending meetings in Texas. Request was made to arrange meeting with Brendan to discuss.
- Tamara Norton: Nursing and Allied Health department feels fortunate to be in current position and they are supportive of whatever is needed to be done.
- Don Derkacht: Concerned about Business department environment. The FT faculty absorb a lot of the responsibilities.
- Jim Dillinger: Requesting that administration keeps the MASP position in the forefront of hiring needs, and commended Brendan on a great explanation of needs and current budget. Jim also suggest advertising using alternative methods to fill the current faculty need in MASP. It was noted that Auto/Dies/MASP be involved in the job hunt/description that will go out to the public.
- Pete Livins: All of the positions discussed are important, but wanted to express how important the FT Biology position is, currently filled by Lucas Myers.
- Alternative Assessment was explained for potentially filling tenure-track positions. It was noted if a current FTT faculty was a strong candidate, the administration/hiring committee could move forward with that person without holding a national search if that

was the department's desire. This process is also called Fast-Track and has worked well in the past. Some agreed this process has worked well for their departments, while others expressed interest and need to go national with a search.

Next steps:

- Instructional Leadership will do some analysis for funding of positions and devise a 3-year plan for filling open positions .In early January, the Instructional Council will have an additional look and then Brendan will take the final proposal to Cabinet for funding.
- Faculty are to give Brendan their wishes and rationale on faculty position requests. Instructional Leadership/Cabinet will discuss and review during winter break.

Restructuring Options—Instruction Division

- Note: One dean has more than 50% of the faculty. To possibly even out the faculty load per dean, two scenarios were reviewed by departments. Neither scenario was popular with departments within the AB admin unit.
- Deans should not be so involved in the building of the quarterly schedule. Deans are required to do faculty class observations, numerous committee involvement, travel, etc.
- Instruction needs to find the ideal clusters of programs to balance the faculty load among the deans.

Other Items

- A reminder that Don Correll's final act, Sherlock Holmes, is in the final week of performances.

Next meeting reminder: January 13th @ 3:00pm in Main 148.

Adjourn: 5:08pm

Our Mission:

The mission of Lower Columbia College is to ensure each learner's personal and professional success, and influence lives in ways that are local, global, traditional, and innovative.