

Deans Council Minutes
August 20, 2012
1:30 PM
Allen 611

Members Present: Jerry Gilbert (chair), Richard Blackbourn, Steven Brown, Linda Buehler, Tim Chamblee, Frances Coleman, Lou D'Abramo, Greg Dunaway, Jerry Emison, Kent Hoblet, Julia Hodges, Geroge Hopper, Joan Lucas, Sharon Oswald, Mike Rackley, Royce Bowden (for Sarah Rajala), Peter Ryan, Christopher Snyder, Jim West.
Others Present: Teresa Gammill, David Shaw, Judy Spencer, Steve Taylor.
Minutes Taken By: Martha Thomas.

1. Upon a motion by Jim West and second by Greg Dunaway, the minutes of the August 6, 2012, meeting were approved unanimously with no corrections.
2. Announcements:
 - a. Jerry Gilbert announced that The Drill would take place at 6:00 PM on Monday, August 20, in front of Swalm Auditorium.
 - b. Dr. Gilbert announced that President Keenum had asked Dr. Gilbert to assemble a group of Vice Presidents and a representative of the Faculty Senate to develop a proposed approach to address salary compression. Dr. Gilbert stated that President Keenum hopes to have the plan in place by mid-semester.
 - i. Joan Lucas suggested that all correspondence regarding this topic refer to the topic as "salary compression" as referring to it as anything otherwise may lead to confusion. There was discussion regarding the different definitions and connotations of the various phrases typically utilized to refer to salary compression.
 - ii. There was discussion regarding other universities' plans to address salary compression.
 - c. Dr. Gilbert asked that the deans examine low-enrollment class sections to ensure that the classes are indeed required to be held.
 - d. Dr. Gilbert asked for input on the idea that the minimum enrollment for classes be raised from the current 5 graduate student/10 undergraduate student minimum to higher amounts (7 and 12 or 8 and 15, respectively). Such a change would send a message about ensuring the efficiency of university resources.
 - i. George Hopper asked whether this change would impact our faculty-student ratios. Dr. Gilbert stated that it would not.
 - ii. Dr. Hopper asked for a list of classes that such a change would impact. Tim Chamblee will run the report for the fall 2012 semester after the 10th class day. Dr. Chamblee stated that currently there were 329 class sections with between 2 and 9 students enrolled; however, that this figure may include directed individual studies.
3. Faculty Consulting:
 - a. David Shaw stated that there have been questions lately concerning what the university's policy is on consulting. The Division of Agriculture, Forestry, and Veterinary Medicine (DAFVM) have an official policy. Dr. Shaw stated that there are differences among the colleges as to what the official, unofficial, or perceived policies regarding consulting are.

- b. The deans indicated that their colleges did not have college-specific policies on consulting.
 - c. Dr. Shaw stated that the university needs to work towards the development of a policy on consulting. He suggested that the deans review and consider DAFVM's policy and suggest edits to convert this into a university-wide policy.
 - d. Jerry Emison expressed concern regarding potential conflict of interests as it relates to consulting. Dr. Shaw stated that there was a conflict of interest policy to address this.
 - e. There was discussion regarding the differences between consulting and outside employment.
 - f. Dr. Shaw stated that NIH and NSF have new conflict of interest policies which state that \$5,000 or greater of investments/interests in companies must be disclosed.
 - g. Greg Dunaway suggested incorporating consulting into the outside employment policy.
 - h. Dr. Emison stated that the federal government does not distinguish between conflict of interest and outside employment.
4. Academic Operating Policy 13.09: Credentials for Teaching:
- a. **Upon a motion by Peter Ryan and second by Lou D'Abramo, AOP 13.09 – Credentials for Teaching was presented for consideration of Deans Council.**
 - b. Discussion:
 - i. Dr. Chamblee discussed several edits to the AOP.
 - ii. Dr. Hopper and Dr. Emison expressed concerns that there may be an occasion when a graduate assistant is the most qualified and credentialed individual to teach a graduate-level course; however, under the current wording of the policy, they would be prohibited from doing so (with no exceptions).
 - iii. Richard Blackburn gave an example of a doctoral student with 18 years of experience as a high school principal – that student would be prohibited from teaching a graduate level course.
 - iv. Dr. Chamblee stated that, should graduate students be permitted to teach graduate-level courses, they would be required to hold graduate faculty status.
 - v. There was discussion as to which individual/office is making the decision in terms of whether a faculty member is appropriately credentialed in order to teach a course.
 - 1. Dr. Gilbert stated that there have been several instances where a letter of justification for a faculty member to teach a particular course has required additional information and/or edits to ensure a clear justification.
 - 2. Dr. Chamblee stated that it was important for the letters of justification to be understood by off-site reviewers who may not necessarily be within the respective faculty member's academic discipline.
 - vi. Dr. Emison asked whether the requirement that graduate assistants teaching classes must have at least 18 graduate semester hours in the same or a related teaching discipline would impact our ability to offer assistantships to graduate students and

have them begin working right away. Dr. D'Abramo stated that they can still work; however, they just cannot be listed as the instructor of record.

- vii. Dr. Hopper suggested an edit to the policy – modifying the second paragraph under “Graduate Assistant Credentials for Teaching” to read: “Graduate assistants cannot serve as instructors of record for graduate level courses unless certified as having appropriate, commensurate experience and approval as described above.”
 - viii. Dr. Dunaway stated that he is generally not supportive of graduate assistants teaching graduate-level courses. He stated that he believed a graduate program should rely on its faculty to teach graduate-level courses. Dr. Dunaway stated that he perceived it to be a conflict of interest when a peer is serving as the instructor. Dr. Dunaway stated that the policy as it currently reads only applies to graduate assistants – if one were interested in hiring a graduate student to teach a graduate-level course, that student could be hired as a lecturer.
 - ix. Dr. D'Abramo expressed concern over graduate students being in a position in which they might become uncomfortable.
 - x. There was discussion about role conflict.
- c. Upon a motion by Dr. Ryan and second by Dr. Hopper, the AOP was tabled for further edits and consideration.