Faculty Assembly Minutes

7 May 2010

Telecom Rooms, all three campuses, 1:45 pm

**Present:**  R. Berry, C. Cornforth, D. Cresap, C. Dale, T. Danford, F. DeCaria, M. Deichler, D. Folger, M. Grubor, D. Hans, K. Herrington, L. Ingram (presideing),0 J. Keyser, A. Kuca, R. Lucki, R. Malek, M. Merz, C. Morris, K. Musilli, B. Peterman, R. Pusz, T. Ramsey, C. Rogerson, S. Rychlicki, P. Sharma, J. Tully, M. Watson, G. WinlandT. Vavra, D. Yadrick

L. Ingram called the meeting to order at 1:45 pm. The minutes of the April meeting were approved on a motion by C. Dale with a second by S. Rychlicki.

**Committee Reports**

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| Committee | Report |
| Assessment | Coming along; great classified staff unit assessment reports have been received and will be posted on the assessment webpages. |
| Currriculum  | No report |
| Distance Education | No report |
| Enrollments Managenment | No report |
| ACF | No report |
| Board of Governors | No report |
| Institutional Technologies | No report |
| LRC | Some funding constraints; decreased staff and hours of operation |
| Professional Development | No report |
| General Education | No report |
| Merit | No report |
| Budget Committee | No meeting |
| Promotion | Recommendations for promotion have been forwarded to the President |
| FERC | Finalized document; see below |

**Old business**

**FERC**

M. Grubor presented the latest (final?) version of the faculty evaluation document. The committee is requesting that faculty fill it out (including pretending to be their own Division Chair), and do the calculation. Please send to either M. Grubor or T. Danford. Do not identify yourself except for RANK.

This information will be used to make any changes necessary before distribution of the final version. This will need to be adopted at the August meeting.

**New Business**

 **Faculty Concerns**

On a motion by R. Lucki with a second by S. Gress, the Assembly approved the following:

* Full time faculty have been told that beginning in the fall, they will be limited to one course overload per semester (unless special exceptions are granted by the VPAA).
* Adjunct faculty have been informed that they will now be limited to six credits per semester.
* Staff members who are qualified to teach, and who have been teaching have been informed they can no loger teach during the day.

Faculty cite the following reasons for their concerns:

* Many full time faculty count on overload pay to supplement their income, and teach those overloads at Northern for less money that they could make at our competitors due to loyalty to the institution. Facuty may now be forced to teach for a competitor or get a second job that is outside the institution in order to suplement their income. This will result in classes being staffed by brand new adjuncts, which interrupts the quality and continuity of instruction.
* Additionally, setting this mandate at a time where faculty are uncertain of whether they will receive their desrved merit pay or raises per the faculty salary scale unfairly penalized faculty members who are loyal to this institution and already workign for less than many of their counterparts at other institutions.
* These decisions are potentially damaging to the institution by virtue of having to cancel classes that will no longer be able to be staffed by full faculty, experienced and loyal adjuncts, or staff members, which will result in reduced revenue and/or decreased enrollment for the institution and may affect retention due to student frustration.

**Adjournment**

On a motion by everyone with a second by everyone else, the meeting was adjourned around 3:00 pm.

Respectfully submitteed,

Thomas R. Danford

Secretary