

## IFC Minutes

2/19/21

### 1. Course Sharing

- a. Taskforce met this fall semester; course sharing had done well but there are some pain points that could be improved upon
- b. The Taskforce made the following recommendations:
  - i. Reciprocity – if you have grad faculty status on one campus you can have it on the other campus when doing course sharing
    1. Different campuses call 'graduate faculty' different things; this recommendation is to ensure the naming reflects the equivalent status to avoid confusion
  - ii. The instructor who teaches the class receives credit for Student Credit Hours
  - iii. Tuition for those students from the secondary campuses, 60% to teaching university 40% to other university only.
  - iv. Access to electronic resources – Academic Affairs and IT are working together to smooth the process
  - v. As we move to one common version of Canvas a single Canvas point will help with streamlining the process for students

### 2. eLearning

- a. Recertification
  - i. Uncertainty around recertification – instructors having 3 or more years online experience may take a [self-assessment](#), which if they successfully complete would allow them to do either a recertification (3 weeks) or the full 6 weeks certification training.
  - ii. Recertification is good for 5 years
  - iii. [Flow chart](#)
  - iv. [HLC definition](#): program 50% or more of courses are available at a distance; online programs are a subset. Classes: distance education (75% or more of the content is offered at a distance) and online specifically the internet
  - v. Liked the accessibility tips – the earlier that faculty learn these tips the better their online courses will be.
- b. Value added (disciplines) Instructor Certification
  - i. Six-week course was informed by
    1. Quality Matters – teacher presence, community building, student engagement
    2. Online Learning Consortium (OLC)– scorecard, teacher certification
  - ii. Different discipline-specific needs
    1. eLearning hopes to implement and separate out the teaching seminars based upon disciplinary needs in the future
    2. Would be nice to have a humanities and STEM specific versions
    3. Trying to improve the course based on those going through it now

- c. Teams, Box, Canvas – students don't know where to go; same look and feel for online interaction will help them
  - d. Provide a recorded update/monthly update of what is new
- 3. Legislative update
  - a. 1830 bills filed – tracking 320 of those
  - b. Key legislation updates
    - i. Suspend the tuition cap for 5 years and allow for differential tuition
      - 1. #1 priority
    - ii. K-12 offer computer science
      - 1. Currently the bill calls for Higher Ed to accept computer science as math, practical arts
      - 2. Working with bill sponsor to remove the mathematics portion
    - iii. Path for high school students for early graduations
      - 1. The bill would allow students, if can prove proficiency in 10<sup>th</sup> grade, to graduate and money that would have gone to pay for the student's 11<sup>th</sup>-12<sup>th</sup> grade years would go into a 529 that would go to the school district
    - iv. Campus carry
      - 1. With a conceal and carry people would be permitted to carry on campus but allows our governing body to have some oversight
- 4. CR&Rs
  - a. Ability to work
    - i. Grammatical edits recommended
  - b. Consensual romantic relationships
    - i. Expanded to prior relationships
    - ii. Not limited just to supervisor, but also to include evaluative roles
    - iii. Prohibition with undergraduate students but there is an exception clause for 'older' undergraduates.
    - iv. Section B5 - should include undergrad too
    - v. A2 modifications after potential, or conduct
  - c. Dismissal for cause quick update – first draft in progress; it will be reviewed by the taskforce before it comes to IFC
- 5. System-wide faculty and staff code of conduct
  - a. What will be done with this conduct code and is the plan to include it with annual compliance training
    - i. After completed there will be a communication and roll out – it doesn't apply to students but does to leaders, faculty and staff
    - ii. It will be part of new employee orientation
    - iii. Potentially a refresher video to remind faculty and staff about the code so we don't lose sight of it
    - iv. Publicize it to get as much feedback as possible from faculty and staff
- 6. HR Updates
  - a. Transition Assistance Program
    - i. Duration of benefit
    - ii. Recommendation is to move to a 45-day minimum with a an 84-day maximum

- b. Staff grievance policy: clarify what counts as a 'grievance'
- c. Performance management enhancements
  - i. 3 conversations per year
  - ii. 1 time scored per year and that would be tied to merit
  - iii. Full process to roll out in FY22 but abbreviated version to appear FY21 April-July
- d. Personnel file documentation: ensure the personnel documents are housed in a single location with HR, and that those who may need access to them can do so easily
- e. Automated exit survey
  - i. Roll out in April
  - ii. It will be very important to stress that this is anonymous
  - iii. All employees; faculty and staff