

Faculty Meeting Summary
December 2, 2011

James Douthit, FEC Chair, began the meeting by reviewing the process for voting with the faculty.

I. Motions for program approval

After opening the floor for discussion and the ensuing comments, paper ballots were distributed for faculty votes on the following programs:

- a. The Masters of Science Degree in Higher Education, Student Affairs Administration. Results: 69 in favor; 52 against. Motion passed.
- b. The Bachelor of Science in Toxicology. Results: 112 in favor; 16 against. Motion passed.
- c. The IS Characteristics for the Core Revision. Results: 93 in favor; 34 against. Motion passed.

The votes were counted and results announced at the end of the meeting.

II. Strategic Analysis of Academic Programs

James Douthit introduced the topic of a strategic analysis of administrative units and academic programs report, which the president has requested; a process to be completed in time for the fiscal year 2013-14 budget decisions. Sara Varhus has worked with the FEC to define this process in a document, Strategic Analysis of Academic Programs, which is now on the FEC website. FEC and Curriculum Committee have reviewed the proposal and made some revisions to the document. Dr. Varhus gave an overview of the proposal, stating that a committee will be assembled in January 2012. She described a strategic analysis as a comparative review of academic programs to support strategic decisions such as resource allocations. All programs would be reviewed at the same time. The process would be to consider data about program and qualitative factors. The committee's role will be to establish the format of the report, determine criteria to be used in analysis, and create a template for qualitative reports that departments will submit. They will finalize the process, establish a timeline, embark on the actual review of programs and prepare the report. Committee membership will include co-chairs Sara Varhus and James Douthit, FEC (non-voting), deans, five faculty elected by their respective schools and ex-officio members from IR&A, Finance and Enrollment Management. Sara gave examples of similar reports from other institutions, and a draft timeline was discussed.

Some comments from the faculty included concerns from the School of Education regarding staffing and line allocations and the decision of the dean to step down at the end of Spring 2012 semester. Sara responded that decisions were made relative to line allocations to attract new enrollments to the college. She discussed the 27% decrease in the School of Education enrollment since 2005. The decision was carefully and thoughtfully made to take funding from two positions in SOE and reallocate to other lines where there is a critical need to increase enrollments, i.e., in HHS. She explained

that lines are moved from one area to another almost every year, always with the well being of the college in mind.

There were questions/discussion about data sets, sharing data, departmental reports, program prioritization process, quantitative data, longitudinal data, student/faculty ratio, credit hours, productivity, representation of junior faculty on the committee, the “vision” of the college, the press and community perception of Nazareth. We must not communicate to the community and future students and parents that Nazareth is in dire straights financially.

Discussion continued about the new committee, including comments about the timing, which unfortunately happens to be when the college is having financial concerns. It was pointed out by some that having a process in place to discuss data is a good and exciting thing.

The meeting was adjourned at 4:15 pm.

The next meeting will be held on Friday, January 27 at 2:30 pm in the Forum.