

ACF draft report

Salary compression is being addressed at Glenville with respect to two aspects: a) failure to come up to national standards for responsibilities, credentials, size/type of school; b) people with seniority paid -same as new people. Some possibilities for addressing this that Glenville has discussed include a loyalty bonus. It's a big problem for people with lots of seniority — not making enough more than new hires. WV Northern CTC has documents on an approach to first part (national averages): 75% of SREB averages. Three-year plan: Every year 1/3 of difference in the rank was provided. However, they didn't get a penny more than the plan said, so their 'raise' was what they had been promised anyway, even with extra money from the state. Shepherd addressed this matter a few years ago, based partly on rank and years of service, but with no document. Glenville's president is at least asking for faculty senate input.

Corley

Vice Chancellor Corley Denison talked about Series 21 - math and English placement - HEPC used a committee and conferral with K-12: In English SAT 480 or 13 composite on the essay makes students fully eligible for Engl 101. In math - 510 makes student eligible for 'quantitative reasoning,' 520 for statistics, 530 for college algebra (-19, 20, 21) Institutions can use multiple assessments for moving students out of remediation, including HS GPA. Institutions can pick the other assessments (writing sample okay). K-12 will be testing 11th grade students. If they have an SAT English score below 470, and/or a math SAT score below 520, they are supposed to get remediation in 12th grade. HEPC hopes to get it passed by January, so it will be available for spring recruiting for the entering class of Fall 2019.

Library - negotiated discounts on journals with CTCs going together to buy journals. They're extending to 4-years for consortium. Talking about a single library system. Institutions would have compliance expectations and have to contribute funds. Probably involves single software and cataloging system. Do we (ACF) want representation? Needs to be a legally binding entity. Hoping to meet in November and report by end of academic year. Might include books, too, or even digitized parts of collections. Might include public libraries. Private institutions not part of discussion now, but could be in the future. Institutions would pool their money. Would it require enabling legislation, or could it be done by policy. Came out of a provosts meeting, where Monica presented. Not trying for this legislative session. If it needs enabling legislation, it would need to wait for next year. I volunteered. (Talk to Provost) (We haven't talked about statewide textbook agreements.) Reverse transfer memo has been signed between WVU and CTCs. Working on other 4-years. Agreement with national student clearing house. WVU will upload all students who transferred from a CTC without completing the associates degree, then at a later point, CTCs can download that info, do degree audits, and award degrees as appropriate. Should increase bachelors completion, too. Should help with attainment goal and CTC completion numbers. Students who stop attending (who started at a CTC with at least 15 hours) 4 years with more than 60 hours — hoping to find a way to grant them associate degrees.

Teacher shortage, especially in math. Probably fewer than 70 math ed majors in state at any level. 3 out of 11,000 students who took ACT last self-identified as being interested in teaching math. 3 students, not 3%. Somebody who's really good at math can make a lot more money outside of teaching. Higher ed might get involved in preparation and streamlined certification.

WV has highest college loan default rate - 17.7%. -25% graduate with no debt. 75% do carry debt, and average debt has gone down a little, but it's still up toward \$30K.

Funding model. Has been accepted by LOCEA - will probably introduce it to be considered, but there may be competing funding models presented. Education, Finance, and LOCEA seemed to receive Chris's funding model well. \$10Mil would be on top of regular funding. BRC Sub-committees have been meeting. Supposed to report Dec. 9. HEPC is in code, so dismantling it has to go to legislature. One proposal could include reduction in positions. Make HEPC service only, no oversight? HEPC authorizes conferring degrees, in a different part of code, but it could just be a compliance function, so no role for HEPC academic affairs.

Intern to assist with website - will have to try for January. Combine with some website work HEPC may do?

List of services on HERA list. Of 12,000 entering students last year, 5,600 needed remediation, so increased pass rates make a real difference. Corley will need to be making a list. He has a list of what academic affairs does (4-5 pages).

Marybeth wants us to talk about what HEPC does for faculty. Corley list will help.