

Minutes of the meetings of the Academic Issues & Compensation Committee 2019-January-23

Participants: Dirk Grupe (chair), Jonathan Pidluzny, Anthony Dotson, Wilson Gonzalez-Espada, Vijay Subramanian, Kouroush Jenab, David Oyen, Fatma Mohamed

1. **Meeting start:** 16:04/4:04pm
2. **Election of vice-chair:** David Oyen was elected as vice-chair of the committee
3. **Election of Secretary:** No decision yet, currently done by the chair.
4. **UAR 128.05:** This is a revision of the UAR that regulates student readiness to enter the University. The new UAR is now in sync with the state regulation. It was pointed out that the workload for the (E) classes are 3 credit hours but 5 faculty load hours because faculty has to be available during 5 hours per week.
5. **replacement of the IDEA forms:** The University has set up an adhoc committee that will search for a replacement of the currently used IDEA forms. This is necessary because the cost from this service have jumped from \$9000 per year to \$24000. Chair Grupe who will be on this committee asked the committee members to send him their internal department student teaching evaluations. Several option were also discussed in the committee. Fatma suggested to use Survey Monkey for an online evaluation which is used in their department. The University committee will look into all options commercial alternatives to IDEA or internal solution.
6. **Compensation and Benefits:** Chair Grupe and Jonathan Pidluzny will meet tomorrow (January 25) with Shana Hoggs from the benefits committee of the Staff Congress and Harald Nally (head of HR) and Angela Thompson from HR to discuss benefits and compensation issues. in particular we are interested how the data are compared. Recently our benchmark Universities have been changed and the benchmarks for benefits are different to compensation. How are these universities picked. Why are CUPA data not available?
7. **Problem with the registrar's office:** It was noted that currently there is no system in place that would prevent students from being in a class with a prerequisite, if this student pre-registered for a class but fails to fulfill the prerequisite. This could mean that a student fails an entry level class but this graduates without ever passing that class because the student was successful in the following classes. That may cause problems with accreditation.

Another problem was pointed out that if you have a transfer student who already had a bachelor's degree from another university but seeks another degree at MSU, their credits from that previous degree are not transferred. This is in particular true for foreign students even if they are from Canada. The paper work for these students also is immense and it is only on old paper copies. This only applies for student with a degree who actually get penalized for having a degree.
8. **End of the meeting:** 17:10