

**General Faculty Meeting**  
**March 23, 2016**  
**Approved April 27, 2016**

**4:00 p.m.**  
**Sininger Hall 100**

- 1. Call to Order:** 4:04 p.m.  
Note: quorum obtained (30 voting Faculty attendees) 24 needed for a quorum.
- 2. Approval of Agenda:** Motion made and seconded to approve the agenda.  
Motion passed.
- 3. Approval of Minutes:** Motion made and seconded to approve the minutes from February 24th. Motion passed.
- 4. Faculty Senate Chair Report**
  - a. The president held an event with full professors. It was suggested that he should hold events for other faculty groups. The president agreed to meet and talk with all faculty.
  - b. It looks like the HIPS endowment will go through. This will be a big step forward for Highlands. The Vice President for Advancement, Dr. Terry Law, has been very active.
- 5. Update on interim letter**
  - a. The president wrote the Executive Committee a response. The president will look into the interim process and said there should be a written procedure for interim appointments.
  - b. Motion made to have the Executive Committee send a follow up letter to the president. Motion passed unanimously.
- 6. HLC update**
  - a. The HLC response was submitted. There will be presentations to the campus community about the response.
  - b. The next step is a meeting in Chicago between Highlands and the HLC at the end of April where the HLC will decide whether or not to put Highlands on notice.
- 7. ACTION ITEM: Contingent Faculty Manual**
  - a. There are two big changes to the handbook.
    - i. An orientation for contingent faculty during faculty development week.
    - ii. A mandatory evaluation of contingent faculty.
  - b. MOTION MADE AND SECONDED to approve the Contingent Faculty Manual. Motion passed. (30 in favor. 0 opposed. 0 abstentions.)
- 8. ACTION ITEM: Handbook changes on Graduate Council**

- a. MOTION MADE AND SECONDED to approve the handbook changes on the Graduate Council. Motion passed unanimously.

**9. ACTION ITEM: Budget discussion and possible tuition increases**

- a. Highlands is looking at a big decrease in state appropriations.
- b. Discussion of tuition rankings and tuition proposal sent out by Mr. Max Baca. The proposal is to increase tuition at Highlands to just below the Pell grant maximum bringing Highlands up to 5 or 6 in the tuition rankings.
- c. The Faculty Senate made a motion to generally support a tuition increase.
- d. The Board of Regents is the body that controls tuition. It is important that faculty voices are heard at their next meeting. There might be several points of view on tuition from faculty that need to be voiced.
- e. Discussion included the necessity of raising tuition at this point, the need for funds for student services, arguments against a large tuition increase, the impact on our students, how this will effect recruitment and retention, the fairness of the increase, how much money will be raised, what exactly the money would be used for, if students who can't pay the increase will be aided, nationwide trends with tuition caps, Highlands values, faculty compensation and recruitment, and the need for more information about budget needs.
- f. MOTION MADE AND SECONDED for the Executive Committee and Dr. Bill Taylor to work on a statement about the general faculty's consensus on tuition and the need for a plan for an increase of funds. This statement will be emailed out to the general faculty for feedback and then sent to the Board of Regents before the next meeting. Motion passed unanimously.

**10. Other**

**11. Announcements**

**12. Adjournment at 4:58 p.m.**