

**STATE COUNCIL OF HIGHER EDUCATION FOR VIRGINIA  
COUNCIL MEETING  
OCTOBER 15, 2007  
MINUTES NO. 515**

Mr. Clement called the Council meeting to order at 3:05 p.m. in the SCHEV main conference room, Richmond, Virginia. Council members present: Bob Ashby, Gilbert Bland, Whittington Clement, Helen Dragas, Jim Dyke, Eva Hardy, Margaret Lewis, Christine Milliken, and Alan Wurtzel. Staff members present: Jim Alessio, Tom Daley, Joe DeFilippo, Alan Edwards, Dan Hix, Daniel LaVista, Tod Massa, Kirsten Nelson, and Lee Ann Rung.

**REVIEW OF AGENDA**

Mr. Clement indicated that this was the first meeting using the Council's new format and that four items would be considered.

**DISCUSSION ITEMS**

*Private Institutions and the State's Nursing Shortage*

Dr. LaVista provided an overview of the item and introduced Robert Lambeth from the Council of Independent Colleges in Virginia.

Mr. Hix provided background information and indicated that at the Private College Advisory Board (PCAB) meeting in May, it was decided that the Council would seek more ways in which the two groups could work collaboratively. At that time, an agreement was made to form a task force of Council members, SCHEV staff, and several private college presidents. The task force met in Charlottesville in July to discuss collaborative efforts between the Council and private institutions.

A proposal for a private-institution nursing-salary adjustment had been presented and discussed in the Council's September Resources Committee. The recommendation presented by the Council of Independent Colleges in Virginia (CICV) at the September meeting was a request that Council recommend a 10% increase in nursing faculty salaries at the applicable private institutions, which would match the increase that was awarded to nursing faculty at public institutions as a result of the 2007 General Assembly session. A second option was also included for consideration, which was a scholarship for nursing graduate students willing to pursue careers in nursing education. Mr. Dyke presented a third recommendation for discussion and indicated the importance of a salary approach to expand capacity but suggested that the resolution be revised to indicate a salary increase up to 10%. Ms. Lewis concurred and said the goal was to increase the supply of nursing faculty. If private institutions lose nursing faculty to public institutions due to salary issues, the outcome could potentially be a reallocation of nursing faculty rather than an increase. Several members expressed the view that a nursing scholarship was a

good long-term solution but a shorter term solution would be the salary increase in option 1. Dr. LaVista indicated that what was absent but relevant was the amount of data needed to evaluate the risk for private institutions. What had been reported to SCHEV was that only one nursing faculty from Lynchburg College had left the private school to go to a public institution, that Eastern Mennonite College had lost six candidates and that Hampton University had lost faculty to other jobs. No data was available indicating at which institutions these faculty members were hired. Dr. LaVista indicated that in the absence of good data, staff's perception was that option 1 was not as compelling a recommendation as option 2.

Ms. Lewis felt that because scholarships were not based on regional needs, this option would not match the supply with demand, other than creating a competitive salary structure. Ms. Milliken indicated that salaries for teachers in schools and nurses in universities tend to be at the lower end of the salary scale, and she now felt that faculty salary should be a top priority. Ms. Dragas asked whether both options could be recommended.

Dr. LaVista indicated that, due to the uncertainty of the current budget situation, staff would need to work with CICV on drafting language and seeking a legislative patron to consider any new initiative. Mr. Lambeth indicated that the regulations would need to be written by SCHEV but he felt it would be handled like a restrictive grant and contain specifications on how the funds would be handled. Council members felt that whatever decision was made needed to provide the best recommendation to the legislature on what is most needed to address the issues in higher education. All members who spoke on this issue were in favor of the faculty salary option. Mr. Wurtzel felt that accountability measures must be included, and he expressed a need to collect graduation rates and State Board passage rates. It was agreed that this item would be brought to the Council for approval at the October 16 meeting.

#### *Cost of Living Adjustments to Faculty Salaries*

Dr. LaVista provided background information on the issue of studying the need for a cost of living adjustment to salaries of faculty in Northern Virginia. Mr. Dyke indicated that he would offer an amendment to the proposed resolution at the October 16<sup>th</sup> meeting to change the study deadline date to May 2008. It was agreed that this item would be brought to the Council for approval at the October 16, 2007 meeting.

#### *Report from the Assessment Task Force*

Dr. Debbie DiCroce was appreciative of the opportunity to chair the Assessment Task Force and indicated that she was reminded of the high caliber of staff that comprise both the 2-year and 4-year institutions. Dr. DiCroce felt that the task force recommendations would take assessment to the next level. She said that the report recognized that "one size does not fit all," and that she considered blanket approaches to be the reason other states that have implemented assessment have

not been successful. Dr. DiCroce noted an alignment between the report's contents and the actions Council had already taken.

The timetable was reviewed and the six core subject areas were reaffirmed. Cost had generated much discussion among the task force members, but the group had not been able to provide a final cost. The task force asked that staff address the cost issue. Dr. DiCroce mentioned that the main cost would be in personnel and instrumentation (testing) and provided examples. Dary Erwin from James Madison University was introduced and thanked for serving on the task force. Dr. DiCroce also thanked the Council for providing staff support to the task force. Ms. Milliken thanked Dr. DiCroce and indicated that Council had wrestled with assessment for 2-3 years and that, without Dr. DiCroce's leadership, the report would not have concluded as well as it had. Ms. Milliken and Mr. Wurtzel were thanked for pioneering this effort through the Council's former Academic Affairs Committee. Dr. DeFilippo was also thanked for coordinating staff's involvement in the effort.

Staff was directed to develop implementation guidelines to finalize the process for the next meeting. Ms. Milliken and Mr. Wurtzel agreed to work with Dr. DiCroce and staff on an amendment that would be added to the resolution to be brought to the Council on October 16<sup>th</sup> that would include a request for staff to develop the guidelines. It was also mentioned that it would be useful to see what currently exists in the country, including how many coordinating boards have done assessment. It was also suggested that staff consider drafting an article about Virginia's assessment efforts for publication.

#### *Radford University's Interest in Program Expansion*

President Kyle presented Radford University's request for a degree escalation to offer a Doctor of Physical Therapy (DPT). President Kyle distributed copies of Radford's strategic plan and introduced staff from Radford University, who provided information and answered questions.

There was some discussion about whether or not this request would constitute a change of mission for Radford. President Kyle indicated that Radford University did not believe approval of the DPT program would constitute a mission change. Council's responsibility regarding mission change was reviewed. President Kyle also informed the Council that Radford had submitted a Letter of Intent to offer a Doctor of Pharmacy (PharmD) program, and it planned to develop programs in occupational therapy at the master's level and in optometry at the doctoral level (Doctor of Optometry) in the future. However, the DPT program was the only program being addressed at this meeting. It was agreed that this item would be brought to the Council for approval at the October 16, 2007 meeting.

### **COUNCIL BYLAWS**

Mr. Clement indicated that he would like to postpone approval of the Bylaws and asked that the Executive Committee develop a restatement of the bylaws and bring the proposal to the January 2008 meeting.

### **APPROVAL OF MINUTES**

On motion by Mr. Dyke and seconded by Ms. Hardy, the minutes from all of the September Council meetings (Executive Committee, Resources Committee, Committee of the Whole, Council) were unanimously approved as submitted.

The meeting was adjourned at 4:50 p.m.

---

Whittington Clement  
Chair

---

Lee Ann Rung  
Council Secretary