Faculty Senate Minutes

Time and Date: 2:30pm – October 8, 2015 - Thursday

Senators Present:

Business & Information Technology - Craig Dawkins
Janelle Montgomery
Kristen Wolfe
Rob Winslow
Tricia Popowsky

Engineering Science - Amy Hurst
Stephen Fowler
Bill Wilson
Cory Rubel

Humanities - Angie Keneda
Emily Robinson

Social Sciences - Joe Campbell
Kim Queri
Carolyn Cuskey

Health Sciences - Kristen Pope

Adjunct-

Call to Order: Amy Hurst called the meeting of October 8, 2015 to order at 2:30pm.

Approval of Minutes: Craig Dawkins motioned for approval, seconded by Kim Queri, motion approved.

Treasurers Report: Emily Robinson reported that the balance of funds for the Faculty Senate is $6,233.35.

Committee Reports:

1. Discussion and possible action related to committees.
   • No discussion of related committees
   • Amy Hurst inquired about the Textbook Policy Review Committee. Many Senate members wondered if it was a new committee or duplicate committee.
   • Craig Dawkins suggested that it is a committee that probably will not meet and perhaps, we should ask to eliminate this committee.
   • Amy suggested that we discuss which committees the Senate is responsible for selecting members.
   • The Senate determined that it will address this issue and place it on the agenda for a future meeting. To create a transparent process and list of responsibilities in the P and P.

Old Business:

• No Old Business was discussed.
• According to Amy, Dr. Webb stated that the sign on N side of campus cannot be removed until they have a sign to replace it. Sign should be replaced in the next month.

New Business:

1. Discussion and possible action on a formal recommendation regarding what constitutes a “full” class, and when special pay grades will be considered (and on what scale).
   • Dr. Webb requested a formal request in regard to special pay grades.
   • Amy suggested that the Senate needs to determine what constitutes special pay for low enrollment and high enrollment in a class.
   • Senate members discussed the rule of 40 students for a full class and 8 students for low enrollment, however, there is no constancy for high and low enrollment in a class.
   • Craig suggested that the 40 students is too high.
   • Steven Fowler noted that the “magic” number for the college is 22 students for a full-time faculty member.
   • If you are going to bid down then a faculty member should be able to bid up. The example cited is a concurrent class with 48 should pay a professor for the addition workload.
   • The Senate worked through the wording of paragraphs one through four on Attachment 1: Recommendation regarding class size and pay scales.
   • Craig Dawkins motioned to take the final wording to executive committee and bring it back next meeting. The motioned was seconded by Steven Fowler and all were in favor.

2. Discussion and possible action related to clarification of the AW policy.
   • Amy updated the Senate on an instance in Academic Affairs in which a student was removed from a course by AW after failing to participate in the class after two weeks. The student was contacted by phone and email. Subsequently the student was forced back into the class despite the objections of the faculty member.
   • Craig cited the three reasons for an AW: (1) lack of attendance; (2) student conduct; (3) did not pay tuition. The AW is a financial reason for the college, not the student.
   • The AW is a grade and the P and P states that faculty gives grades.
   • It was suggested that only 42% of students that are allowed back in a course are successful.
   • Many Senate members suggested that this is a conflict that needs to be resolved and if faculty want to give AW’s at the end of the semester or an F at the end of the semester that is their right according to the P and P.
   • AW’s are the only grade that are not appealable and the student has no due process.
   • Craig Dawkins motioned to discuss the issue with Dr. Webb and let the college fix the problem, the motion was seconded by Steven Fowler and all were in favor.

3. Discussion and possible action related to expectations of faculty (and students) regarding training for the notification during security issues that occur on campus.
   • Several members cite the recent shooting on campus and the failure of the school to appropriately notify the faculty. The school notified the media outlets, posted a statement at the top of the website. However, the college failed to use the universal text messaging notification system to alert faculty which resulted in many coming to campus unaware of the incident and unprepared to address it with students.
   • The text alert system was tested a week prior to the incident and it did not work during the incident.
   • The Senate came to the conclusion that the central issue is a communication breakdown between leadership and faculty. In addition, the faculty requests additional training for disaster and incident preparedness.
   • Craig Dawkins motioned that the Faculty Senate demand to Dr. Webb that the college provide the faculty with training for active shooter and storms during the spring convocation, motion was seconded by Joe Campbell and all were in favor.
4. Discussion and possible action related to the expectation of cost of living increases in our wages and longevity pay.

- It was suggested that the faculty has received one raise in the past seven years, a 2% raise during a year in which we saw 3.4% inflation.
- Members suggested that they feel they are being asked to work harder for less money. This is due to the expectations with online courses and the failure to receive raises and cost of living adjustments.
- Amy suggested that the response from administration will likely be the same as it has been in past discussions over salary increases.
- It was stated that many members of the faculty would be better off to quit their jobs, reapply and get rehired because they would get paid more due to the lack of longevity pay or raises.
- Craig recommended that on Faculty Senate we do a supplemental salary report, that is in conjunction with the college salary report to be included in the salary report that is given to the president.

5. Agenda items five through nine tabled. Motion made by Joe Campbell, seconded by Craig Dawkins and all were in favor.

- Discussion and possible action related to Convocation schedule and the time allotted for preparing for classes.
- Discussion and possible action related to the time periods are available for designated office hours, and when discretionary time must be used for office hours.
- Discussion and possible action related to dental care options (and providers).
- Discussion and possible action related to being able to bank money on a card system for students and faculty to purchase items (food and merchandise) through campus vendors.
- Discussion and possible action related to parking lot marking.
  - Clarity of delineation between faculty and student parking
  - Motorcycle parking location (why not in student area?)

**Call to Adjourn:** A motion was made to adjourn at 4:04pm, the motion was seconded and all were in favor.