CBC Faculty Senate Meeting Minutes

Friday, September 5, 2014

3:30 pm

Gertrude Jones Auditorium

Sign-In Senators and Visitors (See Attached)

Public Comments

A faculty member brought up the concern that faculty members who are teaching an overload may be asked to schedule extra hours on campus. A discussion ensued with a number of faculty members expressing their concern with this potential requirement. Several members pointed out that an overload was based on an adjunct contract and not subject to hours requirements. It was pointed out that many Internet adjuncts never are on campus. Several faculty members mentioned that they had already turned in their schedule without exceeding the 40 hours. To date, none have been directed to correct their door schedule. A faculty member expressed concern that an 8 to 5 mentality exists at the administrative level. Many faculty work nights or Internet classes (nights and weekends).

Call to Order

Meeting was called to order at 3:30; a quorum was verified and the Agenda was approved without changes.

Approval of Minutes from Final Senate Meeting of 2014

Minutes were online for the Faculty Senate. Copies were not distributed. Meeting minutes were tabled until people had a chance to read them.

President’s Report
Daniel Vernazza is the president for the 2014-15 Academic Year. Dr. Espinoza announced a planned scale raise\(^1\) in her opening remarks at the first college wide meeting. Daniel reported that he had met with Dr. Wagner regarding the Faculty Senate’s concerns with the proposed raises. Last year, the Senate had expressed the desire for step increases rather than scale raises. The biggest concern of the Benefits Committee is that scale increases do not address current pay inequities. The problem is that some faculty members who have been here two, three, four years or more may be earning less than new employees. For example, an employee who has been here one to seven years, who came in with two years on the scale, will be making $38,844. A new employee with only five years’ experience will be making $40,624. The new employee will have a salary larger than the employee who has been here longer and has more experience.

Daniel reported that Dr. Wagner is interested in raising adjunct pay. Dr. Wagner is working to get that approved.

Daniel reported that the Board is considering freezing the sick leave payout to this year’s salary rate. It was pointed out that any change to sick leave “buyout” policy would not go into effect until next year, per board policy. Daniel reported that the Board funded the sick leave program as a line item this year. Discussion on the sick leave ensued. It was pointed out that the sick leave was always an accrual item in the budget.

**Old Business**

**Concerns of Salary and Benefits Committee**

As reported in the president’s report, the Benefits Committee is primarily concerned with addressing the pay disparity of faculty members that are lower on the pay scale than incoming faculty members with equal or even less experience. This issue was addressed to Dr. Wagner and in a written communique with the College Board of Trustees. The committee has requested that all faculty with less than five years, be brought to the appropriate years of service on the scale or five years – whichever is lesser.

**New Business**

**Replacement of Senators**

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\(^1\) The announced raise was to the scale, but the personnel office is not clear if it is actually a scale raise or a step increase for faculty.
The bylaws allow for replacement senators to be appointed by acclamation of the existing senate. Daniel asked for volunteers to replace the retired/resign/non-renewed senate positions.

- Beeville Senator – Raymond Carolan
- Kingsville Senator – Lewis Jaimes
- Alice Senator – Jarrod Bleibdrey
- At Large Senator – Brian Anderson

Motion made by Phyllis to approve the slate of candidates; seconded and approved unanimously.

Committee Membership

Daniel said he was most concerned with getting the Benefits, Academic Freedom, and By-laws committees active quickly.

By-Laws Committee – Donna Atkins agreed to find members and a chair for this committee.

Changes to the by-laws were suggested including looking at the requirements of chairs needing to be non-senators.

Academic Freedom Committee - Charles Daniels agreed to TRY and find a chair and members for this committee.

This is a hot-button committee for this year with the proposed “standardizations” in academics.

Benefits Committee - Phyllis and Becky agreed to find members and a chair for this committee.

This was the most active committee last year.

Evaluation of Instruction – Evaluation seems to have been taken out of the Senate hands, but there is still a committee. It was suggested that we should propose an evaluation of supervisors and every aspect of the college. One person related that in previous years the “Climate of the College” was evaluated. It stopped and was never restarted.

Elections Committee – not discussed

Hospitality – not discussed
Facilities – not discussed

Faculty Senate Budget

The Faculty Senate Budget has reappeared as a budget item. The Senate needs to decide how to utilize this budget. One member suggested using the money for a climate of the college survey. A second suggestion was made to pay for staff development for a conference. A third suggestion was made to use it to travel so the Senate does not have to meet on TV.

Teacher of the Year Award

The Senate was encouraged to restart the Teacher of the Year Award. It had been in the Senate purview in previous years. The Teacher(s) were nominated and were able to attend the NISOD conference. It was a worthwhile program and the conference has numerous benefits. Daniel will look into reinstituting Teacher of the Year under Faculty Senate.

Faculty was reminded to attend the TCCTA Fall Conference for Faculty Leaders, September 26-27, 2014, Marriott Austin South, Austin, TX by Karl Clark, TCCTA campus coordinator.

Items for Future Agenda

- Evaluation of Everything/ Climate of the College
- How to allocate $1,800 of Faculty Senate Budget – Daniel will find out how to access it and how can it be used.
- Teacher of the Year Award
- Find out how the student teacher ratio is calculated
- What is driving the standardization – It is not THE-CB or SACS
- What is standardization defined as?
- Changes to the Faculty Advising Model, especially concerning equitableness

At all times, in all ways, the student is at the heart of all we do.
• Where is Evaluation of Instruction and what changes are proposed

• Academic Freedom – is this an issue we are going to take a stand on?

Adjournment

*The motion to adjourn the meeting was made by Jarrod, seconded; meeting was adjourned*