

**MINUTES**  
**HCC FACULTY SENATE**  
**August 22, 2014 1:45pm**  
**Central College – LHSB-100**

**I. Call to Order – Mikki Novak**

1:44

**II. Approval of July 2014 Minutes – Suna Ridouane**

Approved

**III. Treasurer’s Report – Jenn Graves**

Approved. No activity. Met with new chief of Foundation. Operating Endowment and Title V Endowment. Title V has delayed period of use, per D. Housel. Interest must accrue before use. Suggested that the 2 endowments be collapsed into 1 if Title V has been matured. Does not have to be decided today. Finance committee and other stakeholders should discuss per A. Ainsworth. Probably need to get guidelines in writing. Foundation also asked that charges of each fund be updated by Finance Committee. Senate agrees to collapse two endowment funds into one.

**IV. Standing Committee Reports**

*a) Compensation, Benefits, Workload Committee – Wes Anthony and David Wilcox*

Has not yet met since last meeting. Some compensation news. 2 % money for faculty in approved budget. Some tweaking to determine where two percent should go. Should be put into hiring scale, so new hires could be brought in at a higher rate. In doing so, do we have to lower entry level for more experienced people who are coming in new, which would put us back to where we were. Institutional history is very important. Those of us who have been around must be mindful that changes are acceptable. Money will be put into step. More than 2% goes into step and then scale, which raises the scale. We need also step but also 5-10% to scale. We need Board help, by raising taxes. Otherwise, this will continue as an ongoing problem.

QUESTION:

What exactly is the raise the chancellor mentioned?

ANSWER:

Two percent chancellor mentioned is actually a step.

QUESTION:

Will there a 5 percent increase for adjuncts?

Increase to \$1,910.00 with no differentiation between bachelors, masters and PHD degrees. Administration rationale is that everyone is doing this. Adjuncts will get a raise. This gives CC one year to investigate and come up with an alternative proposal. We will be asked to make a recommendation. No difference between degrees. M. Novak believes compensation for lecture/lab is resolved, but will confirm. Proposal is one for one.

3 lab 3 lecture applied to everybody, and has been changed. Board passed salary part of recommendation with no discussion.

Need confirmation before PTRs are submitted.

M. Novak: Will get confirmation today and let everyone know today.

Affects full time overloads too.

Haven't discussed temporary full time to permanent contracts. J. May is working on this. Trying to get this resolved.

27<sup>th</sup> step is still being increased. Will get 2% in one lump sum.

M. Novak: Unable to add anything further to this.

*b) Finance Committee –Jenn Graves*

No report

*c) Professional Development –Mikki Novak*

3 winners: Syble Davis, Julie Bata, Chris Patke. Each will receive \$500.00. Have been notified in writing. Committee will be spending next 6 weeks revamping rubric for review. Will be finished no later than Nov. 15. Take apps over spring semester. Will also revamp grants.

*d) Educational Affairs – Ritu Raju*

Met Aug. 6 with Dr. Hodges. Had to choose agenda items, Focused on faculty development and more equitable funding across the colleges. S. Goll is working on Dr. Hodges to implement. Had a 36 hour shut down of Eagle Online. Tech. Subcommittee will investigate and determine what can be done to prevent it from happening again. Meets before Faculty Senate meeting.

*e) Policies and Procedures – Melissa Miller-Waters*

Will meet on 4<sup>th</sup> Friday of every month at 11:00 at Central. Revising Faculty Handbook. Looked at social media policy. Have begun to make a statement of principles. Also working on 1) trying to visualize/institute 360 evaluation on an EGLS3 site, to evaluate upper level administrators. Working on viable transfer policy for faculty between colleges.

f) *Student Success – Marilyn Douglas-Jones*

Need members to sign up.

g) *Graduation – David White, Mannie Bloeman*

No report.

**V. Special Committees and Caucuses**

a) *Faculty Conference Committee – Linda Comte*

Will meet next month prior to Faculty Senate meeting. Will meet at 11:00. Please sign up for Faculty Conference.

b) *Past Presidents – Linda Comte*

No meeting. Has been suggested that we host a reception for Chancellor, maybe in October. L. Comte will begin working on a reception.

**VI. President's Report – Mikki Novak**

- 1) Meeting with Chancellor: Began talking about Vice Chancellor position. Posting that ended Aug. 8 got by him and was a mistake. Position will go through process. This is a faculty position and faculty must have input into hiring. Has not yet formed a committee yet. S. Goll will be notified and will develop a committee for this endeavor.
- 2) Discussed dual credit. Thinks our system of dual credit needs reformulating and rethinking. Principles and ISD have too much input. Faculty does not have to follow principles policies and high school policies. Should not be “given away.” Even if it’s a nominal fee, we should follow this. Will not be changing over night, but this is what he’s looking at. He favors students coming to our colleges, not our faculty going there.
- 3) Has a restructuring plan but is not ready to release it. Will be major. After restructuring begins, we may think he’s adding more layers of admin. But when he’s done there will actually be 2-3 layers less. We should bear with him.
- 4) Wants to meet with Faculty Cabinet once a month. Wants to meet with Senate every 3 months. Welcomes suggestions but wants innovation and creativity.
- 5) Met with J. May. Salary study is almost ready but is not yet ready for release. Fox has some internal personnel problems. HR has questions about data before releasing data. S. Goll will be working on this. TCCTA salary data

cannot be relied upon because every institution reports differently and has different procedures, but in reality TCCTA data is fairly accurate.

## **VII. Old Business**

New Acting President of Coleman is Mike Edwards. M. Novak has discussed this transition with him and has presented majors issues faculty have been having. S. Goll will work with Coleman Delegation to make sure these issues are being addressed. 1: team captains issue, 2: inequity for release time for program directors 3) 12 month contracts. Delegation chair is on Coleman President's Executive Team.

## **VIII. New Business**

- 1) Elections – VP, Treasurer, Secretary; nominations for President
- 2) Standing committees A. Ainsworth discusses signing up for Senate committees and circulates sign up sheets.

2:33 Passing the gavel to President-Elect S. Goll. M. Novak: instead of an honorary gavel, that money should be dedicated to Bedichek-Orman fund (\$100 gavel expense.) in her name.

### **Vice President Nominations**

A. Ainsworth

Nominations Closed

A. Ainsworth by acclamation

### **Secretary**

N. Smith

Nominations Closed

N. Smith by acclamation

### **Treasurer**

J. Graves

Nominations Closed

J. Graves by acclamation

### **President-Elect**

Deborah Johnson Simmons  
Christine Castillo  
David White  
Darin Baskin

Can President-Elects submit a bio?

Secretary will distribute bios with minutes.

**IX. Announcements**

Bedichek-Orman Auction: Oct. 24. Accepting donations.

**X. Adjournment** (no “second” required)

2:40

NEXT MEETING: September 12, 2014 @ 1:30 pm