

## HCC FACULTY SENATE

September 12 @ 1:30 pm—Central College LHSB 100

**I. Call to Order** – Susan Goll

1:31

**II. Approval of August 2014 Minutes** – Nathan Smith

Motion to approve -- approved.

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

No Report.

**IV. Standing Committee Reports**

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

Wes Anthony provided the report. First meeting last week – Wilcox and Anthony were re-elected as co-chairs. Discussed history, working on pulling salary information from the top eight community colleges in the state of Texas – this is our standard of comparison. ACC is at the top; we are at the bottom. Will present this again to the new team of Chancellor Maldonado. Board has made a commitment to provide an additional 2% salary increase last January; we will continue remind them of this.

Comment: we have received 1% increase on our salary scale in 6 years, which is really poor. We will have many of the same goals for this year.

Anthony: we may pursue 5% increase this year in order to make up for the deficiencies we have had in past years.

**B) Finance** –Jenn Graves

Finance committee has not met. Need to meet in order to discuss the issue of two endowments under Bedicheck. Subcommittee of Bedicheck-Orman auction did meet. E-events is helping to coordinate. Reminder to donate materials at the various colleges: these can be submitted at any library. The event is Oct. 24 at 5:00-9:00 PM at West Loop campus. Please come and spread the word.

**C) Professional Development** –Mikki Novak

Nothing to report.

**D) Educational Affairs/IT** – Ritu Raju

So many issues to discuss that we did not elect a new chair.

- Problems with dual credit – particularly at Southeast. According to an email from one division chair, dual credit students are added and dropped throughout the semester; dual credit liaison has intruded in decision-making, forced courses to be adopted (that are not in the core or even offered at HCC), and required hiring of specific faculty. This issue will be addressed in a resolution that will be presented to the Chancellor.
- PeopleSoft ongoing issue: students must be notified when they have registered for classes back-to-back at different campuses.
- Eagle Online continues to be a serious issue. When faculty teach DE, they are making a huge commitment (many changes), but the system does not properly support the faculty. Proposal to have a vendor representative to meet with the technology committee (conference call).
- Lastly, there is a new class that has been added to the DE training (5 total). We have asked questions about the content of these classes, but have not received any report. Educational Affairs committee has submitted a proposal to decentralize training and faculty development resources to the colleges.

Please email [ritu.raju@hccs.edu](mailto:ritu.raju@hccs.edu) with suggestions or interest in the committee.

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

No new updates. If you want to serve on this committee, they meet on the 4<sup>th</sup> Friday of the month. If you want to participate, please contact [m.millerwaters@hccs.edu](mailto:m.millerwaters@hccs.edu).

**F) Student Success – Mikki Novak**

Mikki Novak announced the next committee meeting on Wednesday, Sept. 17 at 2:00 PM. Please email [michelle.novak@hccs.edu](mailto:michelle.novak@hccs.edu) with interest.

**G) Graduation –David White, Mannie Bloeman**

David White inquired about who will be running graduation this upcoming year, given departure of COO Paul. Cheryl Sterling (new COO) will be the lead on that committee. Graduation committee will likely not meet until October.

**V. Special Committees and Caucuses**

**A) Faculty Conference – Linda Comte**

Linda Comte reports that the committee met today and is making progress: the Chancellor will be the speaker this year. Have received the new budget and will begin investigating hotels. We are creating a program and looking for someone to design the physical program. Our theme this year will be “2025” in line with the Chancellor’s 10-year vision.

**B) Past Presidents – Linda Comte**

No report.

**VI. President’s Report – Susan Goll**

- Instructional Concerns: Eagle Online, DE/CTLE, Bookstore/IMs

Eagle Online issues: Goll was encouraged by the Executive Council meeting because the Chancellor swiftly demanded for an after-action report on the problems at the beginning of the semester. He was very proactive on this issue. Goll has seen some early incident reports and is encouraged that we will see some changes there. She will keep us updated.

DE/CTLE: Goll will continue to put pressure on the Chancellor to make sure that faculty have control over curriculum.

Bookstore: Have expressed problems that have occurred with the bookstore (Bookstore manager has been responsive). Goll has serious concerns about the business model and whether it is responsive to students.

- Budget Task Force

The task force has given Chancellor list of top-ten items for budgeting: one of the top items has to do with dual credit.

- Board of Trustees

Met last night. Only update is that final two projects for the bond have been approved. We will not be building on the Eldridge site because of issues with drainage and parking. That money will be used to construct an addition to the campus at or next to the Alief-Hayes facility – the board has not committed to a name for this center because of concerns about branding. This represents some savings. There was also discussion about Coleman College and possible alternate locations. Final decision is that Coleman will be built out where it is in the Medical Center.

- Meeting with Maldonado Sept 10

Met for about an hour on Wednesday. Discussed reorganization, but there is no specific new report at this time. Whatever this looks like, it will focus on unity – working to bring together different “siloes” components of the institution so that they work together more efficiently. Decisions around changes will be “evidence driven” – Goll emphasized to him that not only are the data important, but subjective factors also play a role. Even though Maldonado comes from a technical institute and has a focus on workforce, part of what he is talking about with “unity” is to continue to develop a coherent vision that unifies workforce and academic components. He did say that they would put out an RFP for an organizational consultant. He discussed the idea that the PEP is too “retrospective”; would like such a document to be asking faculty to assess the current health of the organization and the evaluation of how things are going (rather than just a checklist of things done in the past year). Finally, there will be a compensation study committee in the Spring and faculty will be a part of it.

Comment: is the Chancellor aware of the Fox Study (a compensation analysis)? We have not seen it, but word is that it has been completed. We would like to have a look at it before it comes to the administration. The indication is that we will need a 10% salary increase to be competitive and likely another 10% once that has been put into place in order to keep pace.

Comment: This is exactly right. We need to see this information before the administration sees it because we need to keep them honest regarding the numbers that have been reported.

Comment: This is an ongoing game. We will be meeting with them prior to the Spring.

Comment: Once the Compensation committee presents their goals to the FAS, this will be the way to pursue this issue.

Goll: We noted that we are slightly more competitive than in the past. I did mention the Fox Study with Maldonado and didn't get much of a response. Janet May has said that the data "needs to be cleaned up", but it is not in the area of faculty salaries. She has said that she would share the data with the FAS. But I am skeptical.

Comment: We need all the data, before it's "cleaned up."

Goll: We have been involved in this in the past. Maldonado refers it to Janet. He doesn't get into the details on these sorts of things.

Comment: When we were involved in the advisory committee in March, Janet May said that we would probably be out of keeping with other district practices if we published our pay information. I am deeply skeptical of May and this stance by administration.

Goll: The information is available on the Texas Tribune and since we are a public institution...

Comment: That public data is not available right now, but it may be in a couple of months.

Goll: Chancellor is aware that the recent 2% raise is a COLA.

Question: What about the 2%?

Goll: My understanding is that the chief administrators at the institution will be meeting with CFO to cut 2% from budgets, primarily from salaries (unfilled positions). This is not 2% across the board, but 2% from the total numbers, i.e., you could eliminate a single position in order to reach the target. What that looks like will be up to the Presidents and the VCs to make decisions about where those savings will come from. We need to put our proposals forward. We have an ally in the new VCAA who has referred to "reallocation of assets" and we need to make the case that these budget changes serve us and the students most effectively.

Question: Global question for Goll: can you comment on the general state of our budget. Tax appraisals are skyrocketing, what is your understanding of why we are in such a budget crunch?

Goll: My understanding is that we are not really in a budget crunch. Terry Zimora would like to replenish the HCC fund because we have been spending out of that.

Comment: [Additionally] They are planning ahead because they have planned buildings using the bond and now need to plan for personnel to staff those buildings before the tuition increases catch up.

## **VII. Old Business**

### **A) Election of President-Elect**

Ballots are distributed.

We have two nominations, Darin Baskin and David White (both nominees agree to stand for the election).

Question: what about the other two nominees?

Goll: Deborah Johnson has become a Dean (and so is no longer a senator) and Christine Castillo has declined.

Motion to close. Second. Nominations are closed

Now a brief statement from the nominees:

Darin Baskin: Thanks for the nominations. This is an honor because it comes from my peers. I look at the FAS as a family: we will not always get along or agree, but when someone is in trouble we will come together. This is how we have acted in the past and will in the future. There are only two ingredients that we need in order to be successful and that's faculty and students. We have a great opportunity right now to seek control to ensure that we are a part of the decisions that effect faculty, buildings, budgeting, decisions that affect students. We are in a great position to make an impact. It's time to shake things up a bit and bring in some young people. Cool? Cool.

David White: Is that a commentary on the grey of my beard? I am honored that this is the second time that I been nominated to lead the senate. Three critical areas that we need to move on: 1) Compensation. We have an opportunity here because of increases in tax revenue, we need to make it happen. 2) Shared Governance. When faculty are involved in decision-making, great things happen; when faculty are not involved, bad things happen. This is not just at district, but at the colleges. 3) Instructional issues – especially technology. Faculty must drive these key decisions and issues. With your help I will bring these things forward and we will get these things done.

Only elected delegates (or their alternates) can vote.

Ballots are collected and counted.

The results: David White 38, Darin Baskin 15, 1 unreadable ballot.

### **B) Thank you to Charles Cook**

David White suggested a thank you for Charles Cook back in the Senate. Mikki Novak confirmed that we had drafted a thank you, but that it was never sent. We agreed to acknowledge Charles Cook for his contributions to the faculty. Goll will find the draft of that thank you and will send it out for approval.

## **VIII. New Business**

### A) Clarification of alternate delegate designation

For several years, there was a practice of naming alternates from a particular delegation, from the elections for delegation representatives. The by-laws however do not require this. Instead, the by-laws state that individuals who are not going to attend a meeting should designate an alternate.

Comment: Clarification that an alternate is not a proxy. That is, the alternate acts on their own and not according to the bidding of the representative.

### B) HCC News

Mannie Bloemen wanted to talk again about the changes in HCC News. Once again, they have changed the practice so that the news is only available on a weekly basis. We would like to make sure that this remains a daily source of information. Please email [mannie.bloemen@hccs.edu](mailto:mannie.bloemen@hccs.edu) to express your preferences.

### C) IT Subcommittee Resolution

Resolution was read and presented from the IT Subcommittee.

Comment: Summer issue when assignments and work disappeared the day prior to the submission of grades.

Response: Ritu Raju confirms that this has been fixed. Students now can access the course up to 48 hours after grades must be posted.

Comment: Moodlerooms is in Maryland. There is a Moodlerooms committee that meets with Lorah Gough and this should be scheduled again soon.

Call to question. Second.

Unanimous approval.

## **IX. Announcements**

Please sign up for committees. If you have not signed up, please do so.

Thank you.

## **X. Adjournment** (no "second" required)

Motion to adjourn.

**NEXT MEETING: October 10, 2014 @ 1:30 pm—Central College LHSB 100**