

## HCC FACULTY SENATE MINUTES

May 8, 2015 @ 1:30 pm—Central College LHSB 100

### I. **Call to Order** – Susan Goll

Susan Goll called the Senate to order at 1:36 PM.

### II. **Approval of March Minutes** – Nathan Smith

Motion to approve. Seconded. Unanimous confirmation.

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

Checks from faculty conference were deposited, total: \$700.

### IV. **Standing Committee Reports**

#### A. **Compensation, Benefits, Workload** – David Wilcox, Heath Giesbrecht

Gladys Bell and David Wilcox made a special report. Goals will be presented under Old Business – based on research – these will inform the Chancellor's compensation committee. Presentation aims to inform the Senate on the decision-making process for the committee in the hopes that others will join the committee.

- Chancellor is focused on entry-level workforce faculty. Committee is emphasizing all faculty.
- Salary chart obtained by visiting community college pages. This is different than the TCCTA data used in the Fox report. Focus on Texas Urban Community Colleges (8 total, including HCC). HCC is at a huge deficit relative to other community colleges. Data was presented in several forms.
- 15% increase across the board will not create equity and market average: particularly for entry-level BAs and for maximum level salaries.
- Looked at the salary chart, steps and grades were explained and percentage increases were noted. Particularly noted was the way that the steps have decreased the difference between MA and PhD pay, but increased the difference between BA and MA pay. The result is that instructors with a BA are significantly out of line with market rates.
- Even if we reformed the grade increase so that all shifts were equitable, BA pay still would not reach market average.
- Proposed adjustments:
  - Keep 1<sup>st</sup> year Faculty Interns on Grade 1
  - Move 2<sup>nd</sup> year Faculty Interns to Grade 2
  - Move Fulltime faculty on 1 and 2 to Grade 3
  - Grade 3 becomes new BA grade
  - HCC percent.....
- Workforce equivalency helps workforce advance on the grades. (We have 85 faculty who are fulltime and hold a BA – 15 Academic faculty, 68 workforce.) 81

faculty teaching trades lack BA degrees. They teach in high-demand and high-growth areas.

- When adjustments are applied, BA faculty will be at 2014-2015 market rates after 15% over 3 years.
- But maximum pay will still be far from market rates. One easy way to do this is to increase the number of steps from 27 to 34.
- Goals:
  - 3 year increase of 15%, with 6% the first year. And: a) raise BA to grade 3, b) increase steps to 34, c) apply across the board increases.
  - Continue support for annual step increase
  - Institutionalize bi-annual research on faculty salaries.
  - Institute stipends for hard to fill positions.
  - Compensation transparency: notations of step and grade on pay stub, explanation of steps and grads, publically accessible faculty salary schedule, accessible definitions of degrees, faculty input into decisions germane to programs and faculty senate.
  - Pay rate of \$1910 for adjunct faculty for 3 SCH.
- Slides that will be presented to the Chancellor's committee will posted on the FAS website.
- Adjunct pay will be addressed again next year.
- The committee recognizes that even this plan will not reach market average. The long-term goal is always pay equity. So, these are only a stepping-stone for future negotiations. Additionally, the bi-annual market research will hopefully track data on market rates.
- The data that is reported to the TCCTA from HCC is very inaccurate (about \$10,000 more for the maximum salary range).
- TCCTA reports show that HCC is the lowest or among the lowest in ORP contributions. An older recommendation of Compensation is to return to 2010 ORP contribution rates.

**B. Finance –Jenn Graves**

We are well on our way to Oz. Donations are already coming in. Reminder to look for donations, which can be dropped off at any library (use the donation form on the Bedichek-Orman website).

**C. Professional Development –Mikki Novak**

No report.

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

Ritu Raju reports that Educational Affairs will meet with Dr. Beatty on May 18. The biggest issue on the horizon is the LMS, including RFP, training (including in-person), and migration of material. They will also talk about professional development and assignment of technology to faculty (laptops and computers). If you have any issues that you would like the committee to discuss, email [ritu.raju@hccs.edu](mailto:ritu.raju@hccs.edu).

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

Melissa Miller-Waters reported that one of the recent important tasks was to redraft Instructional Leaders Guidelines. Additionally, they have revised a proposal for peer mentoring leadership (in response to proposals for faculty advising for students). This proposal would include a draft proposal for faculty to participate (optionally) in mentoring for students, to supervise student-mentors (with 3.0 GPA, having completed an EDUC 1300 course). These mentors would be assigned to EDUC 1300 courses and would develop relationships with the students in that class and mentor them (compensation would be: an iPad, a couple of shirts, and perhaps some tuition remission for repeat students). The pilot would include recruiting students and faculty supervisors in the Fall for rollout in the Spring (focusing on Central, Northline, North Forest, West Loop, Eastside, and Alief). Phase 2 would be to roll out to more campuses.

**F. Student Success – Mikki Novak**

No report.

**G. Graduation –David White**

Graduation will occur on May 16<sup>th</sup>. There will be a run occurring at Reliant on that day. The gate from Fanin will be closed. Recommendation is for those attending the morning ceremony should be there at 7:00 AM. White made a request for helpers during both sessions, individuals were identified, they will send White an email to confirm. Faculty will get a \$6 voucher for parking. Parking at Central is available, with train ticket to Reliant. If you have questions, email david.white@hccs.edu.

**V. Special Committees and Caucuses**

**A. Faculty Conference – Linda Comte/Rosalyn Crain**

Rosalyn Crain said they are still waiting on accounts available for a report of the total costs and revenue.

**B. Past Presidents – Linda Comte/Mikki Novak**

No report.

**C. Dual-Credit—Alan Ainsworth**

New AVC started Monday last week. Alan Ainsworth reported that the committee would give her a week.

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

**A. Delegation Reports**

Northeast: David White announced his resignation as delegation chair. There is no replacement at this time.

**B. BOT update**

Susan Goll reported that the BoT has not met this month. There is a vacancy and names will be announced soon. The Board will select a replacement until the election in November. The current Board chair, Zeph Capo, was pretty appalled by the faculty salary schedule, in particular for certain workforce faculty. There is support from the board for salary increase.

**C. Instructional Leaders update**

Acclamation for the work on updating the Instructional Leaders changes and guidelines that have recently changed. There are some things that are in flux: at Northeast, public safety will move to an elected program director model (combines role of Chair and Program Coordinator). Other issues that are still in the process involve the number of support staff that will be allocated to the departments based on some formula for need.

Special acclamation Susan Goll and the policy and procedures committee for their work on this process.

The reporting structure for program coordinators needs to be revisited at some time soon. The program director model is a way to consider an alternative model (something that will be addressed next year). Dr. Beatty's current recommendation is that program coordinators will report to the Dean (no change in role).

**VII. Old Business**

**VIII. New Business**

Revised Goals for compensation and workload committee: Amendments include

- Decrease percentages between Grades 1 through 6 from 2.5% to 1.97%
- Increase number of steps to 34 and place faculty on the appropriate step.
- Apply across-the board increase of faculty salary, at least 6% in Fall, 4% in 2016, and 5% in 2017.

Motion to approve revised goals. Seconded. Unanimous approval.

Results of the election were presented. Procedure for designating alternates and replacing positions in the case of elected Senators choosing not to serve.

New resolutions presented by David White:

1- Resolution recognizing the value of police officers and particularly April Pikes for her service (injured in the performance of related duties). Motion to approve. Seconded. Unanimous approval.

2- Resolution regarding campus security, especially considering some proposals under discussion for reorganizing the security coverage. There were some questions regarding the nature of those proposals. Teri Zamora has said that there are some plans for reorganizing security that are under discussion. Motion to approve. Seconded. Unanimous approval.

Motion for the Senate to provide a \$1000 donation to the fund for April Pikes' recovery. Seconded. Unanimous approval.

**IX. Announcements**

Happy Mother's Day to the Moms.

**X. Adjournment**

Motion to adjourn at 3:13 PM.

**NEXT MEETING: June 12, 2015 @ 1:30 pm—Central College LHSB 100**