

FACULTY SENATE
Minutes for Meeting #3 of SPRING 2025
Friday, April 4, 2025

Members in Attendance: Wayne Beadles, Jacob Braddock, Melissa Cavazos, Emily Gilbert, Tori Hall (Vice President), Margaret Kirby, Sarah Meddaford, Stephen Sanders, Nancy Smith (Secretary), Jennifer Steffey, Jimmy Stratton, Katheryn Townsend, Erika Warnick (President)

Meeting Called to Order at 8:31AM
No proposed changes to the minutes of last meeting

OLD BUSINESS:

- Professional Development Trainings (9/1/2023)
 - Questions/concerns were introduced including: why are trainings only/mostly in Levelland instead of at multiple campuses? Can other campuses zoom in? Can we have different training to issues pertinent to the faculty, such as AI training or training on more complex programs? There are also too many training expectations and it seems as though communication is very confusing. Can we also have a calendar posted on the Professional Development website page of all upcoming trainings to be able to see at a glance?
 - 11/3/2023 (1/19/2024): Not discussed. Status?
 - (4/5/2024): Topic paused to see what is being planned for the Fall semester and see what is still missing. Faculty Senate will ask about zoom availability and different levels of skill topics.
 - (9/6/2024) (11/1/2024) (12/6/2024) (3/7/2025) (4/4/2025): Not discussed (**Topic PAUSED**)
- (4/5/2024) Early Class Registration
 - Scenario: a class is full, but a student needs it to graduate. Instead of / in addition to putting them on a waiting list, can Andrew open a next-semester class early for faculty to manually enter students to hold their spot. This opened discussion and debate about procedures, ethics and fairness.
 - (5/3/2024) (9/6/2024) (11/1/2024) (12/6/2024) : Not addressed
 - (2/7/2025) : This is a topic that Senators can discuss with Drs. Satterwhite and Gibbs at the next meeting.
 - (3/7/2025)(4/4/2025) .not discussed (**Topic OPEN**)
- (3/7/2025) Ed2Go classes
 - Jay Warnick came to speak about Ed2Go classes. These began about 1 year ago and they are mostly workforce and continuing education courses. SPC gets a percentage of the enrollment fee. These are not classes that gain SPC credit nor to be used to substitute for nor conflict with SPC classes. If an instructor sees a course that conflicts with what they teach, please let him know and they will remove it.
 - After discussion and questions, Jay will look into getting some free codes for faculty to use for a contest or maybe professional development; or maybe raffle off at the breakfasts like the scholarship drawing.
 - A list of classes can be found at <https://www.ed2go.com/spcce/>
 - **This meeting (4/4/2025):** Per Drs. Satterwhite and Gibbs, they will meet with Julie Gerstenberger to see if any scholarship awards money can be used to fund any faculty registration for this. Many scholarships come with instructions as to where the money can/cannot go, so this will need to be researched. (**Topic CLOSED**)
- (3/7/2025) Faculty Experiences with Technology in Online Education Survey
 - A survey was posted in Blackboard for faculty to answer questions regarding technology in online classes. The question arose as to is there a Distance Learning Committee that previews these surveys? Are there any checks/balances/protocol for these surveys and is anyone proofing them? The concerns were: inadequate response choices (no "0" allowed), the use of terminology that no one knows (faculty do not know what JOMO is, yet that was something asked about), and the concern that those not in education research are creating these surveys without proper guidance nor editing. Dr. Satterwhite mentioned this morning that he does not know about surveys before they go out, so the question remains as to what is the protocol and who checks them?
 - **This meeting (4/4/2025):** Per Drs. Satterwhite and Gibbs, they do not vet nor preview any surveys before they are administered. Any Department can produce and post surveys for the betterment of or to gather information for their Department (per Gail Malone: there are some surveys that require the approval of Academic Affairs). If there are ever any questions about a posted survey, they encourage faculty to go directly to those that posted the survey for clarification or editing. (**Topic CLOSED**)
- (3/7/2025) Program Coordinator consistency

- In Arts and Science, there are Chairs that are in charge of Departments. When you are a Chair, you have (at least?) a 3CH course reduction to your load in order to properly be successful in your new duties. In Technical Arts it is different: They have Chairs but they also have Program Coordinators. All have an increase in demand of responsibilities. Yet, in TA, when you become a Program Coordinator there is no reduced course load guarantee. There are stipulations. However, all Program Coordinators have an increase in duties. This is not consistent nor fair. There is also no pay increase in TA. The other discrepancy is that In Arts and Science there is a Chair which covers all faculty of the department regardless of campus. In TA, there are multiple Program Coordinators of the same program, but now divided by campus. Why? Potential candidates for Program Coordinator are refusing the promotion because the pay does not increase, the teaching load does not decrease and there is inconsistency. Please address this.
- ***This meeting (4/4/2025):*** Per Drs. Satterwhite and Gibbs they are very supportive of a creating a standard and were not aware of the vast inconsistencies. This is something they will look at and address. Per Jacob – the Academic Deans have this on their agenda and will meet on April 9, 2025 to discuss this and overloads. **(Topic CLOSED)**

- **NEW BUSINESS:**

- (4/4/2025) Deportation of Students and Families
 - Per Erika, there are issues of students being deported which faculty need to be aware of. The question arose as to if a student/student's family member is deported which causes them to leave the United States, can they continue to be a student – internationally? Andrew will be contacted about this to obtain information. **(Topic OPEN)**

TABLED BUSINESS for ONGOING discussion and a resolve date of TBA: - **new information 11/1/2024 – scroll to bottom

- Laboratory Science Compensation
 - (12/2/2016) Nothing new to report. It has been decided keep this agenda item open until addressed; hopefully with the new budget
 - (2/3/2017) Drs. Satterwhite and Gibbs will be at the April meeting to address our Q&As
 - (3/3/2017) - nothing new to report. Waiting until April meeting .
 - (5/5/2017) – Nothing new to report. Keeping topic open to address at first news of budget allowance
- Overload Pay and labs
 - (9/16/2016) Drs. Satterwhite and Gibbs will look at Lab Pay
 - They also feel that overload pay is lacking. They will look into these two issues when confident that funding is there to back-up any changes made
 - A question arose to see if we could revisit a “sick leave bank” again.
 - (11/4/2016) – Dr. Satterwhite is still exploring this.
 - (12/2/2016) Dr. Gibbs in in charge of simplifying and reviewing the current policy. Drs. Satterwhite and Gibbs will look at the formula, lab pay, and information, and hope to implement something by the next budget cycle.
 - (12/2/2016) A question arose as to are the formulas the same for each and every department?? It has been decided keep this topic open.
 - (2/3/2017) Drs. Satterwhite and Gibbs will be at our April meeting to address Q&A's
 - (3/3/2017) awaiting April meeting with Drs Satterwhite and Gibbs to address
 - (5/5/2017) – Nothing new to address. Keeping topic open due to importance of address
 - (5/6/2022): Per Drs. Satterwhite and Gibbs, all overload and laboratory topics still tabled. No progress.
 - (3/10/2023): The last increase at overload pay was 2004. Would administration please review again. Any consideration to an increase? **(Topic REOPENED)**
 - (5/5/2023): Per Drs, when things get financially better, they will re-evaluate
 - ***THIS MEETING (9/1/2023):*** Per Jacob (FS President) considering we received a 5% raise this semester, and therefore 30% of SPC new State Funds went towards salary, it was suggested to Table this topic temporarily. Motioned and approved. **(Topic TABLED)**

***** The above two topics were discussed together at This Meeting (4/7/2017):***

- ***Drs. Satterwhite and Gibbs do not like the current formula used, and the faculty do not know what their overload pay will be until they get their notice.***
- ***Dr. Gibbs is looking to other formulas but there exists a problem of settling on ONE formula that can be used for each and every department, as each department is different. He is trying to find a solution, but with the current budget this is difficulty as well.***
- ***There exists a very common problem as well... we need more students.. we need more classes... we need more overloads... can't have too many overloads.... Don't have money for overloads... need more classes... etc etc***
- (9/1/2017): per Drs. Satterwhite and Gibbs, they would like to change the pay and set up for all department's lab classes, but without a solid, positive budget, they cannot offer any additional funds.

- (10/6/2017): Has Dr. Gibbs simplified the overload formula yet? Is he looking into even if the budget is against this.. at least we can have the formula ready to go. Are they doing anything?
- (11/3/2017): Not addressed. Awaiting joint meeting in December
- (12/1/2017) Drs. Satterwhite and Gibbs were asked about the Overload Formula. Dr. Gibbs stated that this has not really moved forward, as ERP and "Guided Pathways" has taken precedent. BUT, they are putting a committee together to evaluate and this will be pushed. They may talk to the Instructional Council to approve such committee. It was also asked to get clarification as to which classes are applied an "overload" class – who decides which ones count when someone teaches over the 5 limit (for example – why is it my class of 7 vs my class of 30 which means that my overload is highly reduced)
- (2/2/2018), (3/9/2018): Nothing new to report – but keeping open for future address
- (9/7/2018): Still nothing to report. This issue is very important. We will keep it open until resolved. New question: why is overload pay less than regular pay? – most businesses give more for overtime pay – why not SPC?
- (10/5/2018): NEWS !!! – Alan Worley's #1 job as new Dean of Arts and Sciences is to revisit Lab Pay and Overload Pay and create a new formula if needed. HOWEVER, concern arose:
 - What about the "technical" lab courses (not "Arts and Sciences")?
 - We need to give him a list of all classes impacted
 - Suggestion made to invite him to a meeting
- (11/2/2018): not addressed
- (11/30/2018): Dean Worley will be invited to a Faculty Senate meeting to address Summer Labs, Overload compensation/calculations, Adjunct pay/info, Internet classes.
- (1/11/2019): These issues were discussed with Dean Worley (overload pay formula dates back to 2005, labs are underpaid especially during the summer, labs don't get full pay, who decides which classes are designated overloads, online pay makes no sense,) and he was very receptive and will look at all of this.
- (2/1/2019): Not addressed
- (3/8/2019) : Dean Worley is working on. Will remain open for importance but dormant until any new information
- (9/6/2019) : Alan is still working on. The Science Lab pay is now 4.75. Technical Arts lab pay is still unchanged.
- (10/4/2019) : Nothing addressed
- (11/1/2019) : Dean Worley is in charge of this and will discuss with us at a future FS meeting
- (1/10/2020) : per Dean Worley – he is diligently working on this. This topic will remain open until a future resolution.
- (9/11/2020): Nothing discussed – still open until resolved
- (3/26/2021)
- (3/26/2021) - Per Dean Worley they have not forgotten and is still trying to work on. However, due to COVID things got pushed into a different order.
- (4/23/2021) Science lab pay for the summer has increased from .5 to .75. However Technical Arts still has not been adjusted
- (1/19/2024): Per Dr. Gibbs and Satterwhite. Overload pay was increased, and when SPC gets funding, they need to decide where to put it. So, overload pay was a recipient, as well as giving all faculty a 5% raise. However, Dr. Satterwhite did not know that there was still some discrepancy in lab pay. Dr. Gibbs admitted that it had not been resolved and he will re-evaluate and look at it and re-introduce it to those that need to decide how to address this.
- (9/6/2024): There is a committee being formed to address overloads and lab pay. Faculty Senators are encouraged to volunteer to be on the committee
- (11/1/2024): Per Dr. Satterwhite, the overload concern will be addressed after the tenure redesign is completed. They would like to be able to address it before the next budget. It is on their radar.
- (12/6/2024) : information is to be taken to the Budget Committee in March of 2025
- ***This meeting (4/4/2025):*** Per Jacob, Drs. Satterwhite and Gibbs have not forgotten about these issues (overload) and are moving forward with creating an overload committee to address issues and concerns. ***(Topic PAUSED)***

Motion to adjourn the meeting made by Jacob seconded by Tori
 Meeting adjourned at 8:59AM –
 Next Meeting, Friday, May 2, 2025 – Lubbock Downtown Campus
 Minutes recorded and submitted by Nancy Smith, secretary