

FACULTY SENATE
Minutes for Meeting #4 of Fall 2020
Friday, November 13, 2020 (In place of a "December" meeting)

Members in Attendance: Robert Baumle, Wayne Beadles, Jacob Braddock, Scott Buchanan, Lauren Gregory, Ryan Heth, Margaret Kirby, Ramesh Krishnan, Natasha Newsom, Nathan Ragland, Nancy Smith (secretary), Tara Strawn, Katheryn Townsend, Erika Warnick, Craig Williams (President)

Meeting Called to Order at 8:30AM

- This was a special meeting with Drs. Satterwhite and Gibbs. The floor was open for them to address any Faculty Senate issues, and/or any issues they wished to comment upon. This will count as the Faculty Senate December Meeting.

Items Addressed:

- ✓ IT Help Desk –
 - They think this is a good idea to expand the hours of assistance. They will have to look at this and speak to Van Howell.
 - Will a live CHAT be an option incase someone can't physically be on campus to assist? – They will ask
 - What about the loss of internet connection in numerous amounts? – It looks bad but it is all over Levelland. The President of NEXUS and WINDSTREAM have been addressed
- ✓ Student Drop Notifications –
 - Can instructors get a notification when a student drops? – They are trying to get this included in Colleague. In the mean time, they will speak to Andrew and Kathryn to see if someone can start doing this
- ✓ COVID Reporting –
 - SPC follows the policy of the CDC. Hence, someone must be in isolation for 10 days and then can return to campus after this IF they have no fever.
 - There were 353 cases since the beginning of the Fall semester at SPC
 - The Drs were made aware of the inconsistencies of notification – i.e. some STUDENTS in some classes were getting notification of classmate cases, but others were not.
- ✓ Student Health Insurance – can students opt OUT of the student health fee if they already have coverage?
 - NO. Additionally, there needs to be a record for SACCS that all students are covered.
- ✓ Face-to-Face class confusion – where some classes were not permitted to offer face to face classes once the class started even though that is how it was listed to the student. This caused some strife with instructors and students.
 - The classes could not be capped to make them smaller even though a smaller number of students were going to be allowed in the classroom as 55% of our revenue comes from tuition and fees. See the following scenario....
 - Scenario: If classes were capped at a lower number and if enrollment dropped 10%, SPC would have to cut 45 staff members and would lose \$3, 171,000.
 - Scenario: If enrollment dropped 20%, SPC would have to relieve 100 people of a job and los \$6, 343,000
 - SPC's enrollment only dropped 3.9% in the fall. This is good compared to other schools – Amarillo 9.9%, Howard College 15%, Lee College 43%, Midland College 2.1%
- ✓ Legislative Report – Funding is projected to increase by 7%. Adding our success points, SPC should increase 23.7% in funding, which is higher than the State average
- ✓ Fall and Spring Schedules – 85% of our students come from a 60 mile radius of SPC; they are going home on weekends regardless. For us (vs Texas Tech) it does not make sense to prolong opening or cut out breaks as our students are different and live in different locations.
- ✓ Wear your mask. Be safe.

***** Meeting adjourned at 10:05AM (motion by Ryan, seconded by Nancy) *****

OLD BUSINESS:

- Faculty Evaluations (3/3/2017)
 - SPC is in the minority of Community Colleges in that we do not evaluate all classes each semester
 - (5/5/2017) – Information has been received that starting in the Fall 2017 semester, each class for each instructor will be evaluated each semester. Comments arose from this: Can the Faculty Senate create questions for the evaluations? What about ALL SPC evaluations – the surveys done by Institution Effectiveness Committee may need to be revamped as well – specifically questions pertaining to "upper management" as it is unclear as to whether it means Chairs, Deans, VP, or President.
 - (9/1/2017) – Per Drs. Satterwhite and Gibbs, every faculty will be evaluated every semester; every class. It is part of accreditation and quality control/measurements. There should no longer be an issue of a dropped student having access to the class. Evaluations will be through Blackboard, and YES – Faculty Senate can review the wording of the evaluations and offer suggestions. NO – faculty cannot evaluate upper superiors. Issues still brought up: (1) What about co-teachers?(2) can FS look at the wording of Stephen John's survey in terms of "upper management" confusion – who is implied by this title? – Faculty Senate will get copies to look at

- (10/6/2017): Not addressed
- (10/6/2017): Not addressed. Need info
- (12/1/2017) Drs. Satterwhite and Gibbs were made aware that the evaluation of staff needs to be looked at and maybe edited
- (2/2/2018): FS will be unable to look at/edit the student evaluations for SPC that Stephen Johns creates. However, we can and would still like to look at the evaluations that the students fill out for faculty and we would like to edit/look at the evaluations that the Faculty Chairs use for faculty.
- (3/9/2018): ** see information above from/with Shanna Donica **
 - Also – Dr. Gibbs has created a committee for working on and evaluating the student evaluations of faculty. They will meet on March 23, 2018
 - Finally – Drs Satterwhite/Gibbs were unaware that the Department Chairs evaluate the faculty. They will look into this and see if there is a policy and/or standard
- (9/7/2018): (1) for the evaluations in which students evaluate the faculty: there is a committee working on this. Senators Kelley, Erika, and Korbi are on the committee. (2) for the evaluations in which the Chair gets evaluated by the faculty: we have received no feedback yet. (3) the SPC Survey given to faculty to evaluate the gamut of SPC has been edited by Stephen Johns. *Still awaiting some information*
- (10/5/2018): (1) The committee (mentioned above) will meet on October 19th to go over the evaluations faculty-by-students and will take all suggestions to Dr. Gibbs (2) evaluations of SPC by Faculty/Staff – the Institutional Effectiveness Committee is working on the next survey and will have a committee to look at wording as well (3) evaluations of Faculty-by-Chair – no update yet
- (11/2/2018): not addressed
- (1/11/2019): Not addressed
- (2/1/2019) : (1) There has been a committee (outside of FS) created to review and reword the evaluation that the students do towards faculty. (2) The evaluation by the Chairs toward faculty has yet to be reviewed by Drs. Satterwhite/Gibbs. (3) the Institutional Effectiveness Committee will create a committee to review the SPC Employee survey.
 - Also, there is a rule that the evaluations made by students of faculty needs to be posted publicly on the SPC website. That has not been done.
- (3/8/2019) : Nothing new to report
- (4/5/2019) : Nothing addressed
- (9/6/2019) : According to HB2504 the evaluations of Instructors BY students need to be posted online. This information will be given to President Satterwhite. Also, an “Evaluation Committee” has been created to address the format of the evaluations and will be creating a new evaluation to address the different classes (i.e. online vs face to face).
 - RE: the evaluations of Faculty BY Chairs: there will be a meeting with the Deans to Discuss this format and if all departments are doing it. Is there a standard and full participation. Info to come.
- (10/4/2019) : There is a committee meeting in 2 weeks to look at the survey questions. Will update after.
- (11/1/2019) : There was a meeting about this with and they will get the information to FS
- (1/10/2020) : Still awaiting status on these THREE evaluation types
- (2/7/2020): (a) Evaluations of Faculty, by students: Amy and Dane are working on getting the evaluations online, as per House Bill 2504. (b) Evaluations of Faculty, by Department Chairs: The Administrative Council and Deans are working on compliance. (c) Evaluations of SPC, by Faculty: There is currently a committee working on this. Feedback and drafts are expected by March.
- (9/11/2020): Shanna Donica took the suggestions re:Employee Survey to the Executive Committee. Unknown status on Faculty Evaluations by Students, and Faculty evaluations by Chairs. However, all faculty are to be evaluated by their Chairs to follow State Accreditation guidelines.
- **THIS MEETING (10/2/2020, 11/6/2020):** Nothing new **(Topic OPEN)**

- Online Cheating & Online Classes (2/2/2018)

- Discussion arose about online cheating. Is SPC taking any measures to prevent this (i.e. software or outside monitoring sources)? Also, why is it that groups of SPC athletes and dorm students – who are all on campus – are enrolled in multiple online classes? Why are athletes not in the classroom getting help and time with instructors? Why are multiple athletes in the same online class?
- (3/9/2018): Dr. Satterwhite and Gibbs disagree on steps for this issue – whereas Dr. Gibbs is willing to look into software to help curtail this, Dr. Satterwhite believes it to be too expensive and if students are cheating in the online course then it may be too easy – it is up to the individual instructor to handle/decide. – FS discussed that online classes take work and effort to prepare and even if done well, the best made online course will still get cheated in – it is too easy for students to take pictures, talk to someone else, take tests in groups, etc. There CAN be other ways to manage it and maybe SPC should look into those aides. – Faculty Senators are not pleased about this
 - Also – as far as a response to the question of what can be done when groups of athletes take an online class together and the issues of (1) cheating (2) not benefitting from the “classroom” as a lot are foreign students – Dr. Satterwhite stated that he is not going to monitor this.

- Finally – the issue of on campus housing students taking all online classes yet living in the dorms on campus – Dr. Satterwhite is not going to monitor this.
- (9/7/2018): Still awaiting information on a program and policy from Stan DeMerritt
- (10/5/2018): Much discussion took place on the following:
 - Nancy gave an update on the new system “PROCTORIO” that was introduced to Dr. Gibbs, Stan DeMerritt, Alan Worley, Amy Shriver, and Nancy. It is a program with full integration into Blackboard to monitor online cheating. Positive reviews were given. No decision has been made by SPC
 - Senators would like “Plagiarism” to be added to the topics of concern when the new Early Alert System is implemented
 - Information was given that not all Early Alerts will go to advisors; some will go to the Dean of Students.
 - Concern was voiced as to whether the faculty will get any sort of reply/follow up when they do report plagiarism
 - President Satterwhite will speak to Stan DeMerritt to see if we can tie plagiarism and online cheating into Academic Suspension
- (11/2/2018): not addressed
- (11/30/2018): the cost of Proctorio is being evaluated. No decisions yet.
- (11/30/2018): Also, Stan DeMerritt was reached out to. With the changes in our new system, the request was made for a “Plagiarism” notation that faculty can mark. That marked record, then, will go straight to the Dean of Students. This should be rolled out in January.
- (1/11/2019): a few things: (1) Per Dean Worley, Proctorio will not work as it is not compatible with some of our book publishers online cartridges (2) Dr. DeMerritt will be invited to the February Meeting to address the issues above (3) new concern of whether the Handbook (student?) trumps the class syllabus?
- (2/1/2019) : (1) Dr. DeMerritt was invited to this meeting to speak about reporting cheating [see above] and (2) a new system is being looked at – Proctor U. Demonstrations will occur at a time TBD
- (3/8/2019) : Nothing to report. Topic will stay open for importance, but dormant until new info presented.
- (4/5/2019) : Nothing addressed
- (9/6/2019) : There is still an open bid for a program to assist with Academic Dishonesty online. The final two programs are Proctorio vs ProctorU. The cost would be about \$200,000/year which would result in a \$3 fee added to all student bills/semester. The hope is for a trial pilot of the decided program in the Spring 2020 with a full implementation in the Fall 2020.
- (10/4/2019) (11/1/2019): Nothing addressed
- (1/10/2020) : through emails to All@ SPC, SPC has purchased Proctorio and is offering online training. We anticipate a positive response to this
- (2/7/2020): SPC has accepted and installed Proctorio. Online instructions have gone out for a slow adoption of users. Faculty Senate may invite Heather and Amy to the February meeting
- (9/11/2020): Proctorio training has gone online on an as-needed study. It was suggested that there be a live instruction, in-person.
- (10/2/2020): Per Heather, she can do an in-person training at any time by invitation
- **THIS MEETING (11/6/2020) – Nothing more to report. Agreed to close this topic (Topic CLOSED)**

- Fall Break and SPC Calendar and Drop Date (9/7/2018) [combined topics]
 - This issue comes up a lot and is continuously denied by the Presidents. BUT : (1) there is an imbalance of “day” count Spring Semester vs Fall Semester (2) there is an imbalance of MW classes vs TR classes in the Fall. Adding a THURSDAY to the Fall Break will help balance the MW TR classes. (3) we are aware that there is a guideline on contact hours, but who makes our semester schedules? – why aren’t the hours spread more evenly?
 - Why is the Fall Semester Drop date so much earlier?
 - (10/5/2018): Drs. Gibbs and Satterwhite do not know who makes the SPC Calendar. It changes hands between the Registrar, Academic Counsel, Dr. Gibbs, and others – but no knowledge as to who decides and has final say. BUT ... (1) there will be no Thursday added to the Fall Break (2) they do not know why there is a difference of class meeting days comparing the two semesters (3) they do not know why the Drop Date has been moved – opinions voiced that this is a disservice to students and we would like clarification.
 - (11/2/2018): not addressed
 - (11/30/2018): Dr. Satterwhite is not sure why the “Last Day to Drop” was so soon in the semester compared to other semesters. He will ask Andrew Ruiz.
 - (1/11/2019) (2/1/2019) (3/8/2019) (4/5/2019) (9/6/2019): Not addressed
 - (10/4/2019) : Mentioned to Andrew. Will keep working on
 - (11/1/2019) : **Info received:** The SPC Fall Drop date was changed to Nov 21st. SPC is also working on a program change to have the system send an email confirmation when submitting Final Grades. They are also working on trying to get student contact info (personal phone and personal email) visible to instructors. Finally, the Academic Council needs to approve and address the discussion of the number of classroom days Fall vs Spring. AFTER receiving a letter of request from Faculty Senate. Hence, this needs to be done.

- (1/10/2020) : Calendar Drop Dates look good for this semester. However, there is still the issue of MW class days vs TR class Days. In the Fall, there are 28 MW class days and 29TR class days. In the Spring, there are 28 MW class days and 30 TR class days (which is an additional WEEK of TR classes). Hence, (1) MW still has less class days than TR classes in both semesters and (2) Spring TR classes are not only greater in the Spring vs Fall, but a week longer than MW classes!
- (2/7/2020): Dr. Satterwhite is open to suggestions on how to solve this.
- (9/11/2020): Dr. Satterwhite and Dr Gibbs are open to suggestions. Faculty Senate will put together a small group to brainstorm for ideas to present.
- **THIS MEETING (10/2/2020, 11/6/2020):** Not yet scheduled (**Topic OPEN**)
- Colleague (10/5/2018)
 - Senators brought information that there is a high demand for the students' pictures to be placed in the roster. Also, we would like emails when a student drops.
 - (11/2/2018): Kelley brought a running list to the meeting for distribution. Please keep letting her know of Colleague Issues to try to get addressed
 - (11/30/2018): Please forward any issues to Kelley and cc:Ronnie Watkins. Also, - per Nancy – she cannot find the Faculty Senate notes on the new Colleague. – per all, we would like more training!
 - THIS MEETING (2/1/2019): if any issues about Colleague, please take to your Chairs so they may discuss in the Chair meeting.
 - (3/8/2019) : Same reminder. Topic will remain open for importance, but dormant until new issues
 - (4/5/2019) (9/6/2019) (10/4/2019) (11/1/2019) (1/10/2020) (2/7/2020): Nothing addressed
 - (9/11/2020): Not addressed. However, still no notifications are being sent out when a student drops.
 - (10/2/2020): Still waiting to receive information on notifying faculty of student drops. If the Colleague system cannot do, and while they are looking into other programs, can the processor of the drop not send the faculty a notice via email?
 - **THIS MEETING (11/6/2020)** – per Dr. Gibbs, he is working on a 3rd party program to do this. In the meantime, he will talk with the Admissions staff to see if they can send an email when they are dropping the student. (**TOPIC OPEN**)
- Evaluation of Tenured Faculty (10/5/2018)
 - Again, why does tenured faculty have to get evaluated? – Answered: previously Dr Gibbs stated that all faculty will get evaluated every semester. Concern: so why? Will we get compensated accordingly? Awards? Benefit?
 - (11/2/2018): not addressed
 - (11/30/2018): Dr. Satterwhite would like to change the tenure process, but does not want to be hands-on nor take charge of it. Mostly, this will be a multi-complicated event; where does one start? Faculty Senate would like to maybe take the initiative and compare other Community College procedures.
 - (1/11/2019):_Concern is still stirring as tenure and merit procedures. Tara Strawn will get the Senators copies of other colleges' tenure/merit procedures. Kristin will get other information on "Faculty of Practice." This will be revisited.
 - (2/1/2019) : Tara did send the Senators information from other colleges about tenure and merit pay. Per FS decision, pursuing a change in tenure policy will be too tedious and will not satisfy everyone – too much to consider and probably not our job. However, we would like to see merit pay pursued and the policy revisited – maybe in lieu of a "cross the board" raise.
 - (3/8/2019) : Dean Worley is working on
 - (4/5/2019) (9/6/2019)(10/4/2019) (11/1/2019) (2/7/2020) : Nothing addressed
 - (1/10/2020) : Per Dean Worley – this is a most sensitive topic and needs careful scrutiny which he is working on
 - (9/11/2020) (10/2/2020)(11/6/2020): Not addressed (**Topic OPEN**)
- A question was brought up as to discounts for family members who enroll at SPC (11/30/2018)
 - LCU allows children of employees who have been there 10 years+ to receive free tuition.
 - Why do the children of employees need to pay all of the fees – especially medical/insurance when that is something they already receive because of SPC's generosity? – can they get a reduction? Can more be offered?
 - (1/11/2019):_Not addressed
 - (2/1/2019) Per Drs. Satterwhite/Gibbs, State institutions cannot give discounts. However – the question response to that is what about dual credit? – they get fees waived.-!
 - (3/8/2019) : Facts contradict this about the "state institution" as Delmar gives tuition credits to employees who have been there a year and/or their immediate family. Please pursue. Drs Satterwhite/Gibbs did state that they will look into waiving insurance and/or other fees.
 - THIS MEETING (4/5/2019) : Per Drs. Satterwhite and Gibbs, a State Institution cannot discount. Other State places **appear** to but it is actually through a scholarship or something of the like. FEES can be discounted and do at SPC (approx. \$2mil/year for military, etc). They are hesitant b/c not sure of the long-term financial impact it may have when you multiply a fee discount by a large number of people.
 - (1/10/2020) : nothing mentioned. Any resolution?
 - (2/7/2020): Per Drs. Satterwhite and Gibbs, unless a donor or Foundation is found this will be a closed and moot topic.

- 9/11/2020): Per Drs Satterwhite and Gibbs, no tuition discount. However – it was re-addressed at this meeting that they were going to check on Health Fees being waived since children/employees/faculty have the insurance already.
 - (10/2/2020): Nothing addressed. Still awaiting answer
 - **THIS MEETING (11/6/20220)** – per Drs. Satterwhite and Gibbs, they do not think the system can separate students like that. Hence, they cannot accommodate this request. **(TOPIC CLOSED)**
- Nurse on Lubbock Campus
 - An inquiry was brought up about having a nurse available on the Lubbock Campus. Per Drs. Satterwhite and Gibbs, the idea is great, but the implementation may be a bit difficult. After discussion in the FS meeting, and idea was mentioned about maybe our insurance has a 24hr health call option or we can partner up with UMC's "on call" phone nurses?
 - (10/4/2019) (11/1/2019) (1/10/2020) : Nothing addressed
 - (2/7/2020): Per Drs Satterwhite and Gibbs, there is a nurse on the Levelland Campus because of the dorms and students living on campus. However, ALL SPC students have the option of opting IN to the healthcare benefits at the Levelland campus if they want to and are willing to go to Levelland. Hopefully there can be a link on the SPC Homepage – Student Services – of the healthcare benefits.
 - (9/11/2020): Readdressed that there will be no nurse on the Lubbock Campus. Still need to check on the "tele-nurse" option.
 - (10/2/2020): Per Drs. Satterwhite and Gibbs: Levelland campus NEEDS to have a nurse due to student housing. SPC insurance does not cover phone nurses. Students cannot opt in to use the Levelland nurse and pay Health fees if they are on a different campus. However: (1) a student enrolled in 6 Credit Hours on the Levelland Campus would have access, and (2) there are resources for any student not under the SPC Health coverage of places to go for either free or discounted prices. There is a resource page in the SPC website for them.
 - **THIS MEETING (11/6/2020)** – Nothing more to report. Agreed to close this topic **(Topic CLOSED)**
- WCAG requirements
 - There is still the urge to get all lecture notes and videos closed-captioned. SPC will be contracting with an outside source to do this. However, who is responsible? There is still confusion as to this company and requirements.
 - (10/2/2020): Still awaiting information
 - **THIS MEETING (11/6/2020)** – "VERBIT" (sp?) is finalized. We do not have a timeline of when items will be/should be done nor who is responsible for it, nor if there will be in-person training. **(Topic OPEN)**
- IT HELP Desk (9/11/2020)
 - There is a need to suggest that the IT Help desk be open after 4PM and on weekends. Students cannot get assistance during the after hours nor weekends. The libraries are being bombarded with IT issues that they are not qualified for. There is an extreme HIGH DEMAND for this. Even a live chat would be convenient. Any possibility?
 - (10/2/2020): Per Drs. Satterwhite and Gibbs: Blackboard and other programs do have a 24 hour support line – not SPC support, but company support. It is suggested too to of course remind your student not to wait until the last minute. True. – however... it was discussed in this meeting that SPC offers classes "after hours," during the 4-9PM time frame. And for technical support for faculty and students, it would be wonderful to have some IT here in person to assist with problems and if the system goes down – especially since classes are going on.
 - **THIS MEETING (11/6/20220)** – Dr.s may address this separately in upcoming meeting. **(TOPIC OPEN)**
- Bookstore (9/11/2020)
 - No one has record/evidence of the bookstore going to the Lubbock Center nor Plainview campus to deliver books to the students who cannot get here to campus.
 - Nathan reminded us that the library can try to get ebooks of textbooks if you ask them.
 - **THIS MEETING (10/2/2020):** Bookstore admitted that they did not get the books to the satellite campuses as planned. They would like to remind instructors to consider for the future: Inclusive Access, Financial Aid use on textbooks, and classroom delivery options. There is an issue though of the bookstore not ordering the right number. Is there a happy medium between ordering too many and having to pay to send back vs ordering too little and having extending wait periods for students to get their books? **(Topic OPEN)**
- Great Western and Student Organizations (9/11/2020)
 - It appears that there is a clause in Student Organization forms that Great Western must be the sole provider of food/snacks. However, what about after hour meetings? What about the Reese Campus? Lubbock Campus? Why can't organizations bring in pizza or donuts?
 - **THIS MEETING (10/2/2020):** Explanation: If student organizations are using SPC funds whether directly or getting reimbursed for purchasing food for meetings, then they have to contact Great Western Dining (GWD) to provide the food. IF GWD cannot provide the request – distant campus, after hours, before hours, etc – then the organization can use an

outside source and get reimbursed. IF the organization is paying out-of-pocket and does not want SPC monies, then they are under no obligation to use GWD.

➤ **THIS MEETING (11/6/2020)** – Nothing more to report. Agreed to close this topic (**Topic CLOSED**)

- Face-to-Face Classes (9/11/2020)
 - Before the fall semester, instructors were given the option of how they wanted to teach their class. One of the options was solely Face-to-Face, and was also given to students as an option. Many students chose the F2F option b/c that is what they wanted. The Return to Campus Plan states: "These Courses offer instruction completely face-to-face. Students will be expected to attend courses on an SPC campus at a specific time and day. These courses will have reduced enrollments to ensure a safe and responsible learning environment consistent with good social distancing practices." – however, here are the issues: (1) classes were not reduced. They were not capped. Administration refused to cap the classes at a smaller limit as stated (2) if/when classes exceeded the COVID limit, then the instructors were told to either find a bigger room or change their course to a Flex/Hybrid. HOWEVER, that is not what the students signed up for nor were guaranteed in the Back to Campus plan. They signed up for a face to face class steps should be made to ensure this occurred. (3) On some campuses, bigger rooms were not available. – this is not fair to students nor instructors and it is strongly urged that this is addressed before the next semester.
 - (10/2/2020): Per Drs. Satterwhite and Gibbs – the plan and expectation was that instructors would choose a FLEX classroom. IF they cut classes and cut enrollment, then they cut money coming and cut staff. For example, if enrollment went down 10% then SPC would have to cut 45 employees. They did not want to do that. From discussion: understood, but what about next semester? This still needs to be fair. If the students sign up for a full Face to face class, they should NOT be expected to be put in a flex or hybrid if that is not what they signed up for. How to fix this?
 - **THIS MEETING (11/6/2020)** – per Drs. Satterwhite and Gibbs, there was just much confusion this semester. Things did not go as planned. (**TOPIC CLOSED**)

NEW BUSINESS:

- Confusion about Friday Office Hours (11/1/2019)
 - There appears to be a lot of different information being spread to departments about Friday Office Hours. For example, some have been told you don't have to hold Friday Office hours; some are being told that eventually you will not be required to but keep routine for now; some are told that you have to have at least one person from the department around; different hours are being told, - basically there is no consistency. We need facts and succinctness.
 - (1/10/2020) : Issue was mentioned to Dean Worley. He will speak to Dr. Gibbs about an "All email" and/or further clarification
 - (2/7/2020): As of this meeting, no email was ever sent out by Dr. Gibbs. There is still inconsistency between departments. Another inconsistency is the use/not of Pink Slips. If all departments are not mandating Friday Office Hours, then why do some people have to use their Personal Time when absent on a Friday and others do not?
 - (9/11/2020): not addressed
 - **THIS MEETING (10/2/2020):** Due to new COVID procedures of allowing more work from home, this topic is tabled until a return to normalcy (**Topic OPEN**)
- Overload Limits (2/7/2020)
 - There are some faculty members who have an abundance of overload classes. This lends to a few questions: (1) how can someone honestly teach properly with that many overloads, and (2) does anyone realize how much money they are making?! SPC may be looking at more Adjuncts to rectify this.
 - (9/11/2020), (10/2/2020, 11/6/2020): not addressed
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TABLED BUSINESS for ONGOING discussion and a resolve date of TBA:

- 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

**** 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.
 - **THIS MEETING (9/11/2020):** Nothing discussed – still open until resolved (**Topic OPEN**)

*Will ask Drs. Satterwhite/Gibbs to a separate meeting .

Motion to Adjourn the meeting at 9:32AM – made by Wayne ; seconded by Nancy; all approve

Meeting Adjourned at 9:32AM

Next Meeting: with Drs. Gibbs and Satterwhite, 11/13/2020
Minutes recorded and submitted by Nancy Smith, secretary

