

FACULTY SENATE
Minutes for Meeting #3 of FALL 2024
Friday, December 5, 2024

Members in Attendance: Wayne Beadles, Sean Bigham, Jacob Braddock, Melissa Cavazos, (Tori Hall), Megan Keith, Margaret Kirby, Ramesh Krishnan, Mason Powers, Stephen Sanders), Jimmy Stratton, Katheryn Townsend, Erika Warnick (President)

Meeting Called to Order at 8:30AM
No proposed changes to the minutes of last meeting

FIRST BUSINESS: Jacob is stepping down as Faculty Senate President. Per Robert's Rules, the Vice President steps into the role of President and thus Erika Warnick will now be Faculty Senate President until the end of Spring Term. After that, elections will take place as normal. Faculty Senate bylaws mention a process as to which a Senator leaves, but not an elected officer. It was suggested that the Bylaws need to be updated. – motion made and seconded to follow Robert's Rules with Erika now in the FS President role.

Nominations were taken for Vice President position. Tori Hall was nominated, – motioned by Melissa; seconded by Wayne – all accepted her nomination. Unopposed. Tori Hall is now the Faculty Senate Vice President.

OLD BUSINESS:

- **READDRESS:** (4/5/2024) Student Orientation Fee
 - Students are charged \$25 for Student Orientation attendance. Why? This could hinder participation and then students miss needed information about SPC. Is there a no-money option? – discussion carried and it was stated that the money covers a shirt and a meal. --- further question: what if they don't want a shirt nor meal, is there a no – money option?
 - ***This Meeting 5/3/2024 :*** The fees are for shirts and materials for the students, as well as compensation pay for the faculty stipends. There are options if the student cannot pay upon attendance, that they can suspend the payment. In comparison, Texas Tech requires a \$300 Student Orientation fee! . Seems as all info is exhausted and topic will be closed ***(Topic CLOSED)***
 - ***This Meeting 12/6/2024 :*** There has been a change of needed mention: Ryan Fitzgerald has now assumed the responsibility of addressing New Student Orientation. After surveying students, the results were comments of unstructured, and not satisfied. The plan is to revise it, and also visit with those that self-registered, and provide more tours to designated-major places. They are also removing the cost to students and it will now be free which will not impact SPC finances. ***(Topic CLOSED)***
- Self-Registration (1/20/2023)
 - Should new students to SPC be permitted to self register without any sort of orientation or training?
 - Per Dr. Satterwhite, he does not want to create a barrier of student enrollment.
 - Also, students are not aware of all of the services and options that can help students succeed and keep them retained. Per the FS there used to be something called "CANVAS" that was a spreadsheet of all resources. This should be looked for and possible re-introduced.
 - (3/10/2023) (5/5/2023) (9/1/2023) (10/6/2023) (11/3/2023) (1/19/2024)– Not addressed
 - (4/5/2024): Per Tyson Meredith, 30% of non-TSI Reading students self register, and 36% of the student population (overall) self register. Agreed to hold this topic to watch trends and see how it works for Fall Registration
 - (11/1/2024): Not addressed
 - ***This Meeting 12/6/2024 :*** Ryan Fitzgerald has been tasked with student orientation changes. Part of those changes is to visit with students who self-register. ***(Topic CLOSED)***
- Tenure (3/10/2023)
 - Suggested to re-open tenure vs long-term contracts and suggest incentives or rewards as there is discrepancy between efforts and actions. Additionally, some colleges do not correlate rank change -to- degrees earned. Rather, it correlates to number of years and/or involvement and duties. Can this be looked at as well. Finally, there may be a disconnect across the disciplines amongst the Chair as to how/when/criteria of tenure.
 - (5/5/2023): Per Dr.s if SB18 allows for tenure to continue, he would like FS to propose a tenure and ranking criteria
 - (9/1/2023): Suggestion was made to have Senators reach out to other colleges and gather information on tenure and rank – due by October meeting
 - (11/3/2023): Information was presented as far as Tenure in other Texas 2-yr schools
 - 1/19/2024: Not addressed
 - ***(4/5/2024):*** Faculty Senate decided to pause this topic to wait for an outcome from Academic Council and/or to see how President Satterwhite and Vice President Gibbs would like to proceed with this topic. Another remark to emphasize: Should time employed allow for title advancement? And can Tenure come with a pin similar to years-service?
 - (5/3/2024) : The Faculty Handbook states that there are "Additional Assumptions" that can be applied and considered by Chairs to reward rank advancement vs degrees earned. A point brought up was the scenario where you have a 20-yr

employed faculty who has done more at SPC and for SPC, then a 5-year employed instructor, yet the 5-yr employed instructor has a higher SPC-assigned rank title. It seems out of proportion. Faculty Senate will gather information on rank promotion from our 2-year cohorts and use as comparative data before moving forward. In the meantime, maybe see if the Presidents will remind the Deans/Chairs of this clause in the Handbook, and even explore a new published rank of "Distinguished" faculty.

- In terms of a pin being given for Tenure, probably not. Per Dr. Satterwhite, each pin costs between \$40-\$100 each depending on year and gold. Approximately \$45,000 is spent each year on service pins. With that, another pin for Tenure is being denied due to funding and money. More talk ensued, what about Cords or something cheaper?
 - (9/6/2024): Per Dr. Gibbs, the passing of SB18 did not remove tenure. Instead good tenure practices must be put into place. SPC will be setting up a committee as colleges need to report to THECB and the Governor of their policies. Faculty feedback is mandated with the SB18 and colleges need to take the feedback seriously. Hence, SPC will be setting up a committee of faculty to review and discuss Tenure procedures both in obtaining and losing. The SB18 policy will be sent out to all Senators.
 - (11/1/2024): Per Jacob, the tenure committee reviewed the old copy and is working on a new Tenure Policy for SPC. The rough draft will be sent to the Senators. Dr. Gibbs will give the final draft to the Instructional Council and then the Academic Council.
 - **This Meeting 12/6/2024** : Not discussed (**Topic OPEN**)
- 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)): 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 (**Topic OPEN**)
 - (5/3/2024) Ultra Training Concerns
 - The following were posed and discussed: Can there be an anonymous survey (not like the recent google form survey) to address faculty's ease/concern/confidence/comments with the Ultra Training? Can we have the survey run by a 3rd party and go to Dr. Satterwhite or Gibbs for review? This will give an idea of how successful/not the training was, how to better serve the faculty if this was ever to happen again, what worked/what didn't and how can we use this as a learning tool for mass-training in the future? Also: should a training like this, that is mandated of all faculty be administered and run by someone who is not faculty? Was the training approved by those higher in the chain and were there checks/balances to the content and format? Discussion continued.
 - (9/6/2024): Not Addressed
 - (11/1/2024): Since the last meeting, a non-anonymous survey was presented to all faculty. Per Jacob, Dr Gibbs and Satterwhite will receive the results. No information as to how they will use or address the information. Inquiry will be made. Also, why could it have not been anonymous? Faculty feel that retaliation is a strong possibility and thus could not openly express their opinions
 - **This Meeting 12/6/2024** : Drs Satterwhite acknowledged the training. Since the training is completed, there is nothing to address. If anyone has anything to discuss, they can contact Dr. Gibbs via email or in person. As for right now, if there are things happening currently that can be addressed, please bring those so solutions can be made. (**Topic OPEN**)
 - (5/3/2024) Professional Development
 - Getting feedback about professional development needs/desires is welcome. There was a question on the survey which had an option of: mandatory hours for professional development of faculty – the question arose as to is this a thing? Is this something that is being considered (mandate a set number of hours of faculty for faculty development)? If so, who is mandating it?
 - (9/6/2024) (11/1/2024 (12/6/2024)): Not Addressed (**Topic OPEN**)

- Dual Credit (11/1/2024)
 - There seems to be conflicting and confusing data swirling around about Dual Credit. Faculty are hearing bits and pieces of procedures of what and how to do with a dual credit class and the set-up and expectations – but none of this is coming from the Dual Credit office. All of the talk is coming from those not in the dual credit office. Faculty Senate suggests that a Dual Credit administrator come and speak to FS or speak to the faculty about procedure and expectations so everyone is aware.
 - **This Meeting 12/6/2024 :** Per Dr. Satterwhite and Gibbs, make sure instructors note in their syllabus that they are the instructor of the course and that technical support is for technical support only. Per Dr. Satterwhite and Gibbs, instructors have control of their class and no one should be infringing upon it nor changing the policies when not authorized to do so. **(Topic CLOSED)**
- Running Reports of online class grading (11/1/2024)
 - Senators are receiving strong feedback on the topic of “reports are being run on our online classes to check on our grading.” This lack of transparency has faculty feeling uneasy, angered, and confused. Who is running the reports? Is FERPA being violated? Whose is collecting the data? To whose standards are instructor’s grading techniques and status being compared? Why was faculty not told that this would be done? Is it being done by someone who has experience in the teaching field? Who are the reports going to? Faculty are in agreeance that they have a responsibility to grade in a timely fashion, but the issue is that this was/is being done without being addressed. I leaves a taste of distrust, sneakiness, and confusion especially if being done by those not familiar with the classroom nor the instructor’s syllabus.
 - **This Meeting 12/6/2024 :** Drs Satterwhite and Gibbs do not know who created the survey; the report of results were run and info was given to those responsible for tracking the results. They approve the tracking and now Bb itself can run and track this information. SPC is about student success and students cannot be successful if they don’t know where they stand in the class. The fact was reiterated to be sure to have grades entered in a timely fashion. **(Topic CLOSED)**

NEW BUSINESS:

- (12/6/2024) Jacob stepping down as President of Faculty Senate –
 - Jacob offers his service though if we ever need information about Academic Council or clarification of updates

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.
 - ***This Meeting 12/6/2024 : information is to be taken to the Budget Committee in March of 2025 (Topic PAUSED)***

Motion to adjourn the meeting made by Wayne seconded by Sean
 Meeting adjourned at 8:56AM –
 Next Meeting, Friday, February 7, 2025 – Levelland Library 3rd Floor– 8:30AM
 Minutes recorded and submitted by Nancy Smith, secretary