

FACULTY SENATE
Minutes for Meeting #1 of SPRING 2025
Friday, February 7, 2025

Members in Attendance: Wayne Beadles, Sean Bigham, Jacob Braddock, Melissa Cavazos, Tori Hall (Vice President), Megan Keith, Margaret Kirby, Ramesh Krishnan, Sarah Maddaford, Mason Powers, Stephen Sanders, Nancy Smith (Secretary), 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:

- 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.
 - (12/6/2024) : Not discussed
 - ***This Meeting (2/7/2025) :*** Per Jacob, the statement has been changed. Tenure is an additive to protection for the Faculty and should be seen as a positive thing. The new wording of the policy can be found under Employee Resources – Policy and Procedures Manual – Tenure. ***(Topic CLOSED)***
- 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
 - **This Meeting (2/7/2025)** : This is a topic that Senators can discuss with Drs. Satterwhite and Gibbs at the next meeting. **(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
 - (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.
 - **This Meeting (2/7/2025)** : Nothing else to discuss. Training is complete. **(Topic CLOSED)**
- (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
 - **This Meeting (2/7/2025)** : Senators were asked for the initial email and the survey question that shows this. **(Topic OPEN)**

NEW BUSINESS:

- (2/7/2025) IRB Committee
 - Per Erika, colleges that have any sort of Data Research/Study of human subjects need to have an Institutional Review Board for protection of the human subjects. This is mostly associated with Faculty who is doing research or collecting data using SPC subjects. There needs to be an approval and there are Official forms and procedures that need to be met and completed. Erika is the Chair of this new IRB Committee at SPC. Current members are Erika Warnick, Megan Keith, Tara Strawn, Ryan Fitzgerald; they are looking for more faculty to get involved. Please be aware of this new committee.
- (2/7/2025) Crosswalks on Levelland Campus
 - After the campus roads were resurfaced, most of the painted crosswalk symbols have not been repainted. When will this occur?
 - **This Meeting (2/7/2025)** : Information was already received during the meeting from the City of Levelland: there is gravel already coming through the resurfacing. Therefore, if they paint, it will not adhere because the gravel is still loose. They are waiting for the weather to be warm enough that the gravel will be pushed down and then the surface will be ready to paint
- (2/7/2025) Campus Lighting
 - Due to concerns about poor street and outdoor building lighting at night, Ramesh's students are collecting data of poorly lit areas on campus. If you have any information on spaces that have less than adequate lighting and/or seem unsafe, let him know. * The Welding and Technology bldg. has classes until 10PM and is poorly lit.
- (2/7/2025) 8 Week classes and Dean's List
 - A concern was submitted that a student who was taking 2nd 8 week classes was not recognized for Dean's List even though the GPA was within the parameters. Is this a glitch in the system? Are 8-week classes not being considered in Dean's List acknowledgment?

- (2/7/2025) Retirement Reception
 - Fall 2024's Retirement Reception was held on a Thursday during finals week in the Science Bldg. No notice was given to those in the Science Bldg. Chairs were pushed and left around the perimeter to make way for reception space instead of being put away. Instructors were giving Final Exams which were disrupted by noise and gathering. Should the Science Bldg be the place to hold this – especially during Finals? Instructors were concerned that no notice was given to them and were not prepared to make alternate arrangements.
- (2/7/2025) Faculty Senate Minutes
 - Finding the Minutes online is difficult.
 - Erika stated that one of her goals this presidency is to make the FS more visual. Ideas include: webpage, speaking at the breakfasts, reaching out to non-attending Senators, reaching out to departments without representation.
 - Nancy will send out an All@SPC email reminding faculty where the location is

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 Sean seconded by Wayne

Meeting adjourned at 9:12AM –

Next Meeting, Friday, March 7, 2025 – TA221– 8:30AM – Drs. Satterwhite and Gibbs will be in attendance

Minutes recorded and submitted by Nancy Smith, secretary