

FACULTY SENATE
Minutes for Meeting #2 of SPRING 2025
Friday, March 7, 2025

Members in Attendance: Wayne Beadles, Sean Bigham, Jacob Braddock, Melissa Cavazos, Emily Gilbert, Tori Hall (Vice President), Donna Ham, Megan Keith, Margaret Kirby, Ramesh Krishnan, Mason Powers, Stephen Sanders, Nancy Smith (Secretary), Jimmy Stratton, Kathryn Townsend, Erika Warnick (President)

Special Guests: Dr Satterwhite, Dr. Gibbs

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

Topics presented by Drs. Satterwhite and Gibbs:

- Some items on the Faculty Senate Agenda were addressed and answered
- SPC has been very successful and has earned more than the assumed-State Budget. There are three issues that SPC is actively involved in when dealing with the 2025 Legislative priorities: (1) continuing to support and advocate for a supplemental appropriations request (continue the practice of earning *success points*), (2) supporting the formula funding recommendation made by the THECB (awarding funding = success points), and (3) Amend the State Funding Performance Tier to include students who transfer to one of Texas/ private or independent institutions of higher education (right now, Junior Colleges earn no success points if their student transfers to private institution). Information was discussed and a flier was handed out to us (outlining as mentioned here)
- SPC will not succumb to an *everyone passes* mindset and practice; there is no integrity in that. Students have the right to fail if they choose to fail. SPC does promote helping students and intervening to prevent failing, but an F earned is an F earned.
- A question was asked about if the dissolving of the Department of Education will impact us. Answer: no one knows. Accreditation may be impacted, but it is uncertain. STAR, Upward Bound, Title V, and others are funded by the government, but no one knows what will happen
- The Dental Hygiene program is still moving forward. This will be very positive for SPC as there are not any colleges near that have this program. Additionally, it will benefit the community, as they will need the community to be participants for those that will be in the program. The anticipated date of beginning the program is Fall 2026 or Spring 2027, tentatively
- There was a discussion of the bookstore and OERs

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): 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.
 - **This Meeting (3/7/2025) :not discussed (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
 - (2/7/2025) : Senators were asked for the initial email and the survey question that shows this.

- **This Meeting (3/7/2025)** : Per Dr. Satterwhite: No, it is not something that has been discussed nor will be mandated. However, it is highly and strongly encouraged. (**Topic CLOSED**)
- (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?
 - **This Meeting (3/7/2025)** : Per Dr. Satterwhite, this is an oversight and definitely something that needs to be addressed. He is not sure why Colleague did not calculate and include this. He will address this with Ryan Fitzgerald and Dr. Stan DeMerritt (**Topic CLOSED**)
- (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.
 - **This Meeting (3/7/2025)** : Per Dr. Satterwhite this was an oversight. Students come first at SPC and there was no intent to disrupt students' Finals nor classes. The Science Bldg foyer is a nice place to hold receptions and they will make sure that future programs do not conflict. (**Topic CLOSED**)
- (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?
 - 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
 - **This Meeting (3/7/2025)** : Per Erka, SPC is responsible for the re-lining of lines in the parking lots, but the crosswalks fall under the responsibility of the City of Levelland. Per Melissa, the City did come to do the crosswalks but could not complete them due to too much traffic by the busses that are here for tennis tournaments. Crosswalk re-lining requires closing half of the street to do one side, then close the other half to do the other side. Busses however need the full road. Thus, they cannot be done yet but are aware and it is on their calendar to complete (**Topic CLOSED**)

NEW BUSINESS:

- (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/>
- (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?
- (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.

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 Stephen seconded by Ramesh

Meeting adjourned at 10:04AM –

Next Meeting, Friday, April 4, 2025 – Lubbock Downtown Campus

Minutes recorded and submitted by Nancy Smith, secretary