

FACULTY SENATE
Minutes for Meeting #2 of FALL 2024
Friday, November 1, 2024

Members in Attendance: Wayne Beadles, Sean Bigham, Jacob Braddock (President), Melissa Cavazos, Tori Hall, Megan Keith, Margaret Kirby, Sarah Maddaford, Mason Powers, Stephen Sanders, Nancy Smith (Secretary), Jennifer Steffey, Jimmy Stratton, Katheryn Townsend, Erika Warnick (Vice president)

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

OLD BUSINESS:

- 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, 3/26/2021): Not addressed
 - (4/23/2021) Still waiting. Additional questions were brought up: (1) has the library received any updated salary books of SPC salaries that are supposed to be kept on record there? (2) Drs. Satterwhite/Gibbs/Worley is looking into how to handle this (3) Senators showed favor of some sort of longevity pay to award those that have stayed with SPC and to compensate them so new hires are not making more than long-term employees
 - (8/27/2021) Per Drs Satterwhite and Gibbs – there will be no longevity pay as the budget is not sound. However, the conversation among Senators arose: someone who has been working at SPC for 18 years is actually making less than a new hire! There are instructors who WITH OVERLOADS are still making less than new hires. This is a topic that Senators are very passionate about
 - (9/24/2021) Keeping topic open to find data to support and will then consider approaching again.
 - (12/3/2021) (1/14/2022) (3/4/2022) (5/6/2022) (10/21/2022 (11/18/2022)(1/20/2023 **(3/10/2023 – see New Business)**(5/5/2023) (9/1/2023) (10/6/2023) Not addressed
 - 11/3/2023: Questions continue to arise about a few things (1) if faculty is tenured, why is there a yearly contract? Does one override the other? (2) what is SPC's vision for tenure? (3) if tenured, why are all sections of a tenured faculty evaluated? – why not just some sections? (4) what is the benefit of Tenure?
 - (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.
 - **This Meeting (11/1/2024):** In the Faculty Handbook 3.4.1 the evaluation of faculty is explained and the policy stated. However, Deans and Chairs are actively working to get a standard evaluation as all departments are different. **(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
 - **This Meeting (11/1/2024):** Not addressed **(Topic PAUSED)**

- 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.
 - **This Meeting (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. (**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): 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) : 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
 - **This Meeting (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 (**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): Not Addressed (**Topic OPEN**)

NEW BUSINESS:

- Conference Travel (11/1/2024)
 - A preliminary question was brought to FS about the procedure of Conference Travel and if SPC supports this. Nancy spoke to Dr. Gibbs and obtained the following information about conference travel – whether attending or presenting: Dr. Gibbs is now in charge of approval for Conference Travel (speaking or attending). The money no longer comes from the Department, per se. Dr. Gibbs is very supportive of travel for conferences, both as an attendee and/or a speaker, as long as it can further and attach to the subject matter someone teaches (and as long as it isn't really out of the country). He said he is always willing to try his best to support this. There is a procedure though:
 - Send your request to your Chair. Give information on Conference, subject matter, where, how it will be beneficial to you and your classes, how you will cover your classes in your absence, and the estimated cost. (Remember to attach a preliminary funds-request form)
 - If your Chair approves it, he/she will send the information to the Dean for approval,, and then to Dr. Gibbs.
 - He said COVID really caused a kink in conference travel, but all should be up to normalcy now and if it is something to help the instructor, he will try to make it happen the best he can.
 - There is no set amount to be granted anymore and no limit per department and such as there was in the past. It is all now a case by case basis. And even though the entire travel may not be covered, he will try to do the best he can. (**Topic CLOSED**)
- 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.
- 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.

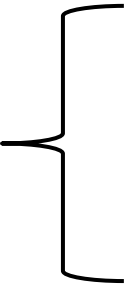
TABLED BUSINESS for ONGOING discussion and a resolve date of TBA: - **new information 11/1/2024 – scroll to bottom

- 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

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- (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
 - ***This Meeting (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. ***(Topic PAUSED)***

Motion to adjourn the meeting made by Wayne; seconded by Sean.

Meeting adjourned at 9:30AM

Next Meeting, Friday, December 6, 2024 – Lubbock Downtown Center – 8:30AM

Minutes recorded and submitted by Nancy Smith, secretary