

Faculty Senate Minutes

December 2, 2016

Lynn Library, Room 207

Members Present	Jodi Lindseth, Emily Gilbert, Courtney Milleson, Scott Beckett, Brant Davis, Tara Meraz, Susan McClure, Marcia Julian, Brant Davis, Shawna Lopez, Mary Dodson, Brian Jacob, Bob Gustin, Donna Cleere, LaVon Barrett, Nichol Dolby
Members Absent	Nancy Forrest, Deborah Harding
Guests	Dr. Russell Lowery-Hart, Dr. Tamara Clunis, Lyndy Forrester, Janet Barton, Brian Farmer

Topics	Discussion/Information	Actions/Decisions Recommendations/Timelines
Call to Order	Vice President Jodi Lindseth called the meeting to order at 2:04 p.m.	
Approval of Minutes	November 4 minutes were approved by consensus via email.	
Special Guest Report	<p>Dr. Lowery-Hart:</p> <p>Regarding the resignation of Dr. Vess -</p> <p>I have such an appreciation of how you all have managed the stress of maintaining difficult relationships over the past few semesters. I have known about it, tried to address it (in multiple ways), but ultimately I cannot stand the thought of faculty being afraid of a Cabinet member.</p> <p>I want us to walk down this path hand-in-hand, arm-in-arm. I want you to be able to share what you think and to have a say in the</p>	<p>Jodi asked Tamara to look into the Summer class schedule. Tamara agreed that she would look into it, look at our former concerns regarding the May mini-mester and Summer 8 week session, and get back to us.</p> <p>Senate officers will talk to administration regarding the legal concerns of being evaluated over iCare but having WIFFY in the job description.</p>

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processes we are going through.

Dr. Clunis:

On her appointment as interim VPAA –

I really did weigh the idea when Russell and I talked about me taking over this role. I was having a fantastic time as Dean, but I looked at this as an opportunity to serve. I really take this seriously. I am looking forward to really talking with you, understanding what some of the issues were, and really free you guys to really enjoy being faculty.

I used to hear people being excited about being faculty, and it was that excitement that inspired others to come. I haven't heard that for a long time, and I want to hear it again.

If you have concerns, questions, or anything you want on my radar, let me know. I want to be a resource. I want to remove barriers for you. I welcome you to talk to Edie [Carter] and the other faculty in my division about my leadership process. I have tried to be, and enjoy being, more hands-off. I am focusing on resources.

I want you to focus on the students and getting resources that you need. In terms of professional conferences, my thoughts are not IF

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someone is going, but HOW are they going. I think it's extremely important. We need to put the FUN back into being a faculty member.

Senator Question: When will the Spring Faculty meeting take place?

Answer: The Spring Faculty meeting will happen the week faculty come back and instead of all day, it will be 1.5 (or so) hours.

Senator Question: What about the Student Research, Faculty Fellows, etc. incentives?

Answer: I want you to do what you need to build your teaching portfolio. I don't want you to have to constantly only fund from your division. There are other resources. I support anything that furthers innovation in the classroom.

Question: What about the May mini-mester and 8 week Summer session?

Answer (Lyndy): It hasn't been finalized that that is the way it will always be. We want information from you guys - and what I'm hearing is that you don't like it.

Discussion surrounding summer class schedules. Concerns

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surrounding when HS students are able to take classes.

Senator Question: What about the Director of Institutional Effectiveness position?

Answer: Tina Babb has accepted the position of Director of IE. Tamara will be sending out an email regarding her position. Tina will be accompanying Tamara to a SACS conference next week.

Edie Carter will the interim Dean of Academic Success. Frank Sobey will be serving as Associate Vice President of Academic Affairs.

Lyndy Forrester & Janet Barton:

(Lyndy) Before I address the questions about Badges, I want to address the insinuation that Cornerstone is linked with Merit Pay. Cornerstone is just an HR software that we can use, whether or not we have Merit Pay. We didn't have a digital way to do evaluations. We would generate 5-6, 10 pages for each evaluation...the 310 is still on paper. This is just an update to our HR system.

(Janet) Badges don't have anything to do with Merit Pay. It is just a fun way to reward people. Everyone likes to be complimented, recognized, awarded, etc. It doesn't tie into your pay in any way.

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(Lyndy) Even the WIFFY Badges are JUST for fun and recognition. Yes they have points to them, but the points don't really mean anything - it is just for fun. Sometimes we just do things for fun!

Question: Faculty have been given no information on what the badges are and who can give them out.

(Both) Answer: We sent out a video in an email explaining how to give them - and we can send it out again. There are only a few - "Mead Award Winner", "Classified Employee of the Year", etc. that can go only go to the winner of that particular award.

(Lyndy) We are still trying to figure out Cornerstone on our end, because there is so much it can do. It is a system that big, Fortune 500 companies use - it is awesome. All of our evaluations will be in Cornerstone. The Pay for Performance committee will be working with EOD on how to fit the new evaluation into the software.

(Janet) Cornerstone will also make evaluating applications, posting jobs, and other things so much easier/better. Plus, less paper!

Senator Question: Can we have iCare badges that we can give to each other?

(Both) Answer: Sure! We can ask Stephanie Carruth to make them.

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	<p>If you guys have OTHER badge ideas too, just let us know! We can have Stephanie make them. We'd love input into badges.</p> <p>Question: What if we haven't finished all of the "required" tasks in Cornerstone (re: resume, picture, information about yourself, etc.) from the videos?</p> <p>(Lyndy) Answer: It was really just to get everyone used to using the system. There is no punishment. The resumes in Cornerstone are not for SACS.</p> <p>Question: What information is needed for SACS?</p> <p>(Janet) Answer: Those of you that have been here before the last one, we have your information and it should be there. If you have moved or gone into a new position, which we would then have to update, we have your stuff. Otherwise we are focusing on the new people coming in. We want to be ahead of the game.</p>	
President's Report	<p>Jodi gave the President's report:</p> <p>There is a decline in ACE enrollments, probably because of a change in policy: the standard for ACE students changed from 80% to 85% high school GPA.</p>	

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Dual credit enrollment is up. For the first time, freshmen and sophomores can enroll in dual credit courses if they meet the qualifications.

Dr. Lowery-Hart announced that AC received an HIS-STEM (Hispanic Serving Institution - Science, Technology, Engineering, and Math) grant in the amount of \$4.9M from the US Department of Ed. The grant will create four new certificate programs, one associate degree option in Biology, and a Bachelor's degree option through a direct partnership with TTU.

AC has experienced increased success in DevEd courses as well as in gateway courses. DevEd course completions are up from 55% in Spring 2015 (all 16 week courses) to 79% in Fall 2016 (mostly 8 week courses).

Board of Regents is reviewing all policies in the Board handbook. Recommendations for three policies will be presented at the next meeting. They are going through the Handbook front to back and rewriting outdated policies.

Dr. Lowery-Hart would like a larger presence to represent AC in

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	<p>Austin at the legislative session than in the past, so Board members will be in Austin in January for that purpose.</p> <p>Collin Witherspoon reported on the Leadership Report Card. Of the 100 students we are following, 97 have continued from Fall 16 to Spring 17.</p> <p>The Pay for Performance committee presented the model to the Board of Regents on November 15. The Board responded favorably. They won't take action on it until January.</p> <p>The Pay for Performance committee will be meeting with departments individually to present the model in detail, including some evaluation tools. Faculty input is greatly encouraged and wanted.</p>	
Secretary's Report	Emily will be adding a page on the Faculty Senate website regarding Pay for Performance and all the information we have presented so far.	Emily will have this done before the Spring semester begins.
Courtesy	Delicious food as always :).	
Elections	None.	
Legislative	None.	
Mead Award	None.	

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Professor Emeritus Award	None.	
Questions	<p>[See Attached for questions]</p> <ol style="list-style-type: none">1. When a retention alert done, when a withdrawal is selected and reasons that are put in, it has a process line: faculty, advisor, financial aid, and then registrar for the final W/D. The information goes into a Colleague system called STAC. An Advisor can go in and access that information. Per the Registrar's Office, it is only for Advising. <p>The submitted Retention Alert information is NOT available during faculty performance review.</p> <p>Senator Question: Could Collin write a program that could show that faculty members have contacted the students, so we could have it for our records?</p> <p>Answer: Let's first try to use Retention Center in Blackboard, because it keeps track of all contact between faculty member and student.</p> <ol style="list-style-type: none">2. Biology has a policy that all extra credit must be course related. Senator discussion regarding extra credit. Agreement that extra credit should be decided at a department level.3. Merit Pay survey results are included. See attached.	

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	4. EOD answer was that WIFFY will stay. Senator concerns regarding legality of WIFFY on job description, but iCare on evaluation.	
Salary	None.	
Technology	None.	
Faculty Survey	None.	
Hospitality	None.	
Faculty Development	None.	
Instructional Technology	None.	
Pinning	None.	
Faculty Committee Appointments	None.	
Unfinished Business	Separation of Tenure policy: Still in process. Mark White said slow down, so we have slowed down.	
Updates and Announcements	<p>There will be no Senate meeting in January.</p> <p>This is a reminder that December payroll will happen at the end of the month.</p> <p>The next meeting will be February 10th, since we are in General Assembly on February 3rd.</p>	

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Recorder: Emily Gilbert, Senate Secretary – Director of Information Services, Library