

**Faculty Senate Meeting Minutes**  
March 30, 2007

**Call to Order:** Gay Mills, President, called the meeting to order at 3:01 p.m.

**Senators Present:** Gay Mills, Scott Beckett, Margie Waguespack, Larry Adams, Dan Porter for Mindy Adams, Steve Beckham, Mike Bellah, Judy Isbell, Judy Jackman, Lana Jackson, Michael Kopenits, Aimee Martin, Bob Mathews, Sheree Talkington, Lil Withrow

**Senators Absent:** Mindy Adams, Nancy Brent, Karla Dixon, D'dee Grove, Jan Martin, Henry Wyckoff

**Approval of Minutes:** Minutes of March 2 were approved as amended. Senators agreed to add the Pro-Rate Committee's complete report to the minutes so that the Pro-Rate Committee section of the minutes reads as follows:

**Memorandum**

**To:** The Amarillo College Faculty Senate  
**From:** The Faculty Senate Online Prorated Pay Committee  
**RE:** Overload Pay for Online Teachers  
**Date:** March 2, 2007

This Committee's investigation began in the Fall Semester of 2006 when several online English teachers received notice that they would not receive full pay for overload classes that had less than the maximum number of students; rather the pay would be prorated based on the actual number of students enrolled on the census date. When teachers complained to the Department Chair and Dean, these administrators reversed their decision and restored full overload pay, but made it clear that in the future overload classes with few students would not be paid at the full rate. Later, the Faculty Senate was asked to look into the matter.

After much investigation, in English and other departments, and with the Vice President and Academic Dean, the Faculty Senate Online Prorated Pay Committee has found that the problem has as much to do with communication as substance. From the administration's perspective, teachers are rewarded for overload students by prorating their pay up from their normal salaries. From the teachers' perspective, the amount is prorated down from the expectation of full overload pay.

In this Committee's meeting with Dr. Matney, he explained the rationale and basic formula the administration uses for prorating overload pay, including the policy of allowing for differences in subject matter and circumstance (something this Committee agrees is necessary). In addition, he pointed out that faculty with concerns should address the issue with their department chair first, then the division chair, and then, if

they still have questions, Dr. Matney stated that he would be more than happy to clarify the issue(s) with the individual faculty member.

Finally, this Committee finds that AC administrators should be commended for acknowledging the genuine misunderstanding with online English faculty in the Fall of 2006 and, thus, graciously postponing their pay policy. Similarly, faculty who teach online are to be commended for their commitment to quality online instruction (which, for most, takes more time and effort than onsite classes) and for their willingness to sit down with administrators and negotiate fair overload salaries for smaller classes.

This Committee is not saying that the disagreement between administration and online faculty is insignificant; nor has it been completely solved. However, both parties are talking (important in itself) and working together to negotiate policy that will be fair, fiscally responsible and good for Amarillo College students.

Jan Martin  
Aimee Martin  
Mike Bellah, Chair

However, in the discussion of this report, some faculty members noted that no negotiation had been possible for them in past semesters. There was much discussion on this issue and apparent confusion about the term “pro-rate,” which to most AC faculty means being paid less for classes that do not make. Some senators and guests expressed concern about the still existing policy of automatically designating a less-than-maximum-capacity online class as the overload class and paying faculty less for this type of class while still paying them full overload pay for a traditional class with the same numbers. It was noted that this discriminates against those teachers who have agreed to design and teach online classes and who have more sophisticated skills to offer the college. It was also noted that this seems to contradict AC’s emphasis on developing and offering more online classes since this policy discourages teachers from wanting to teach online classes. The Senate agreed that if any faculty members are indeed not able to “negotiate” for fair and equal pay of overload online classes, then they should bring this back to Senate.

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**Guests:** Elizabeth Bauman, Danita McAnally, Cara Crowley

**SGA Report:** Elizabeth Bauman updated the Senate on SGA activities, including their upcoming elections, the state SGA convention, and the AC student organization banquet. Elizabeth also reported that the AC student activity fee was increased to help fund student activities and trips.

A discussion ensued about the recent mid-year announcement that hotel stays would no longer be funded for student trips and the fact that fifteen vans became inaccessible for student trips. Some faculty noted that this has caused hardships for their programs, which rely on student field trips as a strong part of their program, to attract students, etc. Bob Mathews noted that his program has also been needing a large commercial vehicle for

DPS testing, etc. Aimee Martin moved that the Senate support an investigation to purchase a large commercial vehicle (able to hold 25+ passengers) for student, faculty, and program use (such as field trips, student organization trips, the ACTS retreat, and DPS testing) to further professional development and education. Mike Bellah seconded, and the motion carried unanimously. Bob Mathews said that he would investigate commercial vehicle options and bring this information back to Senate. Danita McAnally noted that grant money might be available for such a purchase.

**Title V Grant and Governor Perry's Proposal for Standardized Exit Exams:** Danita McAnally and Cara Crowley reported on the Title V proposal that they just completed with the help of a consulting firm. This proposal provides for infrastructure support in the form of gradually "mediating" 151 classrooms (LCD projectors, screens, TV/DVD/VCR, speakers, and computer); 151 laptops for faculty to assist in instruction in mediated classrooms along with professional development training with an hourly stipend; assessments of institutional practices and student behaviors that promote student engagement; an E-Advising model and early alert/referral system; a faculty resource development center; and a student resource development center. Danita noted that only 25% of AC classrooms have some mediation which means having equipment other than just a chalkboard and overhead projector. She compared this to Clarendon College, where 100% of the classrooms are mediated, and WT, which now has a wireless campus. Danita also noted that if AC receives this grant, faculty would be invited to participate in the process of deciding how to implement these changes and which buildings and faculty members would be involved. We should hear about this grant by Oct. 1.

Danita also reported on recent developments in assessment, both on the high school and college levels in Texas. Danita noted the recent movement towards end-of-course assessments in the public schools rather than relying solely on more general standardized tests. She also updated the Senate on several bills that provide incentives to community colleges for such outcomes as certificates earned and associates degrees awarded; student GPA's; and high scores on general education or licensure exams. Some senators discussed concerns raised by these bills, such as college instructors having to "teach to a test," the loss of some academic quality and departments' ability to set their own standards, and academic integrity issues caused by awarding money to schools for giving higher grades to more students.

**Faculty Survey Committee Report:** Before Danita left, Margie Waguespack presented the Faculty Survey Committee's report and thanked Danita for all of her help with the survey's creation and the compilation of results. Margie reported that 126 faculty members had responded to the survey, representing more than half of Board-appointed faculty. She also reported that the Committee had been working diligently on compiling these results and turning them into a short and readable report. The Senate agreed to call a special meeting soon to look over these results and decide on the final report's format.

### **President's Report**

Gay Mills, Senate President

Gay updated the Senate on the commencement marshal situation and said that Bob Sloger would be the outgoing lead marshal this year and the other marshals had been decided. She also reported on the Board of Regents meeting, where some student fees were increased (student activity fee, technology fee, and a general fee). Gay stressed that, contrary to some media reports, tuition was not increased and that faculty should pass that along to community members. She also said that AC might receive a 2.5-2.6% increase in state funding for next year. The May meeting will be the last Senate meeting of the year, and new senators will attend. Gay reviewed the Senate year with current senators and commented that she believed that the Senate had gained more credibility with faculty by meeting some of its goals, such as sending out a faculty survey. She also thanked Margie Waguespack for her service as Senate Secretary and for her work as Chair of the Faculty Survey Committee and Mike Bellah for his work as Chair of the Elections Committee, during a busy election year, and as Chair of the Pro-Rate Committee.

### **Committee Reports**

**Professor Emeritus Committee:** Scott Beckett reported that the reception for Judy Hathcock would be on Wednesday, April 18, from 2:30-4:00 p.m. in the CUB lobby.

**Technology Committee:** Larry Adams reported that he is continuing to update the Faculty Senate Website.

**Mead Award Committee:** Judy Isbell reported that they had received more than 400 student submissions so far.

**Elections Committee:** Mike Bellah noted that nominations for new senators were due soon and that ballots should be going out by April 9<sup>th</sup> or 10<sup>th</sup>.

**Courtesy Committee:** Lil Withrow reported that the Committee had sent out eight cards.

**Questions Committee:** No report

**Faculty Development Committee:** Michael Kopenits noted that there would be an opening on this committee and suggested that a faculty member well-versed in technology take the spot since the Committee needed to stay aware of faculty development needs involving technology.

### **Old Business**

Ideas to Highlight Faculty Achievements: This was tabled for a future meeting, and Gay told senators to be thinking about this.

Additional Travel Money: Michael Kopenits reported that he had just been informed that there was an additional \$10,000 designated for faculty travel for the rest of this year

(through August). He told faculty members to submit their travel forms as soon as possible. However, faculty members who had already taken trips and had not been awarded enough money to cover those trips would not be reimbursed.

**New Business**

Gay distributed an invitation from the AC Retirees Association to an Appreciation Reception for all AC faculty and staff. This reception will be held in the Oak/Acorn Room on Wednesday, April 25, from 11:30-1:30 p.m.

**Adjournment:** 5 p.m.

**Next Meeting:** Friday, May 4, 3:00 p.m., Washington St. Campus, CUB Private Dining Room