

Faculty Senate October 1, 2021 2:30 pm BYRD Room 404 and Zoom		
Members Present	President Don Abel, Mass Media/Speech Vice President Nathaniel Fryml, Music Parliamentarian Simone Buys, Occupational Therapy Secretary Rene`e Stovall, Business Management Brent Childers, Industrial Technology Donna Cleere, Dental Hygiene Brant Davis, Mortuary Science Fiona Denge, Biology (Moore) Robert Dillon, Biological Sciences Aaron Gann, Health Sciences, Nursing JR Gonzales, Biological Sciences Bob Gustin, Biology Connie Haskins, Criminal Justice Jessica Mitchell, Math, Science and Engineering Ray Newburg, Theatre Camille Nies, Music LaVon Barrett, LVN	
Members Absent	None	
Guests	Cheryl Jones Cindy Lanham	
Subject	Discussion/Information	Action/Decisions/ Recommendations/Timelines
Call to Order	Meeting called to order at 2:33 pm	By President, Don Abel
President's Report	Senate documents loaded into Google Drive	
Vice President's Report	See attached AC Board of Regents Meeting review prepared by Nathan Fryml	
Secretary's Report	Minutes approved for 9/3/21 Senate website is currently being updated, including question form for faculty members to use	Motion by Brant Davis Second by Ray Newburg
Parliamentarian's Report	None	
Guest Report(s)	<p>Reviewed changes to payroll schedule (changing from 1st of each month to bi-weekly pay cycle in January. Reason for this change was based on moving towards a more business - oriented process, saves on resources (time). Discussed handbook concerns (outdated policies and information) and requested assistance from Faculty Handbook Committee. Discussed the formal process for posting a position for applicants vs direct placement. Cheryl quoted the policy "All employees shall be subject to assignment and reassignment by the College President at any time."</p> <p><https://www.actx.edu/president/di-assignments-and-schedules>.</p>	Recommendation: Review promotion and placement policies to ensure equal access among all employees that may be interested in a promotion, or change in assignment.
Committees		
Questions	See attached Questions Committee Report	
Elections	Jessica Mitchell accepted the role of Chair	
Legislative	None	
Professor Emeritus Award	None	
Faculty Committee Appointments	None	
MEAD Award	None	
Technology	None	
Faculty Survey	Discussed gathering the post it notes/questions at All Faculty Meetings and General Assembly	
Hospitality	None	
Instructional Technology	None	
Courtesy	Please forward any information to Fiona (birth,death,etc) for a card to be sent to the faculty/staff member accordingly	
New Business		
Updates & Announcements		
Regents Board Meeting: Nathan Fryml (See attached) Board Meetings: Sign up sheet. 1/25, 2/22, 4/26 (5/24, 6/28, 8/23) Scott Acker, Chief of AC Police would like to come next meeting to discuss Safety on East/West Campus Safety Committee		
Meeting Adjournment	Meeting Adjourned at 4:08	Motion by Ray Newburg, Second by Simone Buys

Friday, October 1, 2021

Unedited Submissions to the Faculty Senate Questions Committee—all *anonymously submitted*:

- ***Tabled for next Senate Session per Cheryl Jones' request (HR) Why has administration decided that faculty being in the 50th percentile of salaries for Community Colleges is acceptable?** For the past 5+ years, we have been consistently asked to do more, and support greater initiatives, like the 70% completion in 2020, which is now continuing. We taught in multiple modalities through the pandemic, and have stretched ourselves further and further, yet our pay has actually trended downward in comparison to when we used to consistently get raises every year. If we are "loved" and appreciated so much can we get compensation to reflect that? We were put through the pay for performance debacle, and the evaluation process has been in constant flux, while any talk of raises seems to keep getting put off, or pushed back.
- ***Tabled for next Senate Session per Cheryl Jones' request (HR) We are now an award winning, top 5% Community College, so why is it acceptable for us to be in the 50th percentile in pay? Shouldn't we be paid in the upper percentile as we have been doing the work of a top percentile college?**
 - Please do not mention in your response that faculty will be benefitting from the adjunct pay increase. I am referring to salary, the salary that is based on retirement. The salary that is based on our cost of living, etc. The salary that we used to count on that would increase incrementally each year to keep up with the cost of living. Now, it seems that we may have to find more "side jobs" to compensate. This is a shame as we love teaching here at Amarillo College, and just want to be compensated for what we have been doing. Please reconsider this idea, and re-evaluate faculty salaries. *These were addressed at the Senate Officers meeting with Dr. Lowery Hart; however, Ray Newburg of the Questions Committee did receive the following from the President via email: "We were thrilled to learn from our Compensation Study that faculty were at market based on base salary and held the highest compensation rank of all our employee groups. We were pleased because the market value did not account for several things we have committed to faculty over the last several years:*
 1. *Full summer parity.*
 2. *Paid faculty development.*
 3. *Step increases.*
 4. *Additional one-time payments of \$1250 in 2019 and 4% of salary in 2020.**○ These benefits are unique in Texas – no other school has committed these resources to their faculty the way Amarillo College has to you. So, we were encouraged that faculty compensation was closest to market and it meant our efforts were having the desired competitive impact (every other employee group ranked from the mid-30s – 48). Additionally, the AC Benefit Plan is unique in its offer and effectiveness – many faculty have more retirement in their AC Benefit Plan than TRS. We cannot find another school who offers these additional benefits. And, it is important to note that raising adjunct pay will help those faculty teaching overloads.*

- *By getting the other non-faculty positions – especially front line staff – closer to market, we can use our proposed pay raise (the board will vote on it in the November meeting) to help every employee group and move everyone's compensation forward equally. We certainly want to raise salaries and are pleased we were not as far from market as we feared we might be – which will allow us to keep the current positions we have, propose a pay raise in addition to a merit pool, and make our salaries more competitive across the board.*
- *Certainly, we want to increase employee salaries. We face significant inequities that must be fought at the state level. If we want our salaries to be in the top five percent, to match our college's Top Five national ranking, we would have to:*
 - *Increase taxes significantly; and,*
 - *Raise tuition significantly - without losing enrollment that historically drops with each tuition increase; and/or,*
 - *Challenge the Governor, Lt. Governor, and the Texas Senate and House to acknowledge the inequities in our funding structures. The big population centers have some of the largest tax bases in the entire country. As a result, they have some of the lowest tuition and tax rates and highest pay scales (they also typically have much higher costs of living.) Our tax payers, students and employees deserve the same opportunities as those in the large systems. Yet, our tax base is legislatively limited to the city limits of Amarillo while other districts' tax bases cover dozens of counties. Either we get local counties to vote themselves into our taxing district, or we get the state to build a more equitable funding structure for community colleges. Both the Texas Senate and House approved, and the Governor signed into law, a new Commission on Community College Funding to study these very inequities and make recommendations to address them.*
 - *I will keep you posted on the Commission as its work is developed. This could be an important moment for Amarillo College faculty and staff.*

Thank you for your hard work and dedication to our students and each other. I'm proud of your work and I'm proud to work with you.

- (HR) Regarding the changes to the faculty pay schedule, there has been no information given on the reason or logistics of this major change other than the comment made about AC's attempt to adopt a business style model.
 - More explanation as to why this change is occurring would be appreciated. **Has there been problems that occur in the monthly pay setup that this change is supposed to correct?** This item was explained when Cheryl Jones and Cindy Lanham visited with the Senate the previous meeting. Their explanation did not necessarily indicate 'problems' per se but a need for staff efficiency in distributing payroll.
 - With the change in the pay schedule, **how will monthly deductions like health insurance, United way, Teflex, etc. be split across the bi weekly paychecks? Will they be split evenly over 26 paychecks or the first two paychecks of the month? When there is a 3rd paycheck in a month will it be deduction free?** This item was explained when Cheryl Jones and Cindy Lanham visited with the Senate the previous meeting.

Their explanation indicated that these items are currently split up over twelve months. Starting January, these deductions will be split evenly over a 26-bi-week period. They indicated that they saw no difference in how this would affect a faculty member's pay in a month.

- With the change in the pay schedule **which paychecks will include overload/summer pay?** This item was explained when Cheryl Jones and Cindy Lanham visited with the Senate the previous meeting. They explained this issue with a similar question in the previous cycle.