

Faculty Senate November 3, 2023 1:00 pm Oak Room		
Members Present	President - Dr. Rene'e Stovall; Business Management Vice President - Stephen Malley; Fire Protection Academy Parliamentarian - Teresa Gaus-Bowling; Biological Sciences Secretary - Dr. Sue Vandagriff; Physical Therapy Assistant LaVon Barrett; Pre-Health Sciences Brent Childers; Industrial Technology Donna Cleere; Dental Hygiene Robert Dillon; Biological Sciences Dr. Nathaniel Fryml; Music Brent Gandy; Auto Body Technology Dr. Chris Hudson; English Jay Sawyer; Speech/Communication Teresa Herrera; Nursing Skip Chism; English Tim Leeper; Technical Education	
Members Absent	Donna Cleere, Dr. Nathaniel Fryml, Brent Gandy	
Guests	Anette Carlisle, Board of Regents; Camille Day Nies; Jonathan Jenkins	
Subject	Discussion/Information	Action/Decisions/ Recommendations/Timelines
Call to Order	Meeting called to order at 1:00 pm in the Oak Room.	By President Rene'e Stovall
President's Report	Faculty Senate officers met with Interim President Denese Skinner. Discussion about need for IDS data to reflect Colleague updates. Report that LaVon Barrett has been nominated for the Minnie Piper Stevens Award. Use of census surveys in FYS classes is time-consuming. Discussion about need for policy review about release pay and proration. Need for supervisor training for employee review to achieve consistency in use of numerical rankings. Plans are underway for ACES training.	Motion to approve minutes from October 6, 2023 meeting (LaVon Barrett motion; Robert Dillon second; motion carried by voice vote). Faculty are asked to please consider presenting new information from conference attendance at ACES training.
Vice President's Report	Supervisor training for faculty evaluation was presented and recorded. Discussion about training for Mid-level supervisors for faculty evaluation.	
Secretary's Report	The email address DL-All Students has been reopened.	
Parliamentarian's Report	No report	
Guest Report(s)	Anette Carlisle reported that the search for the new AC President is in process with an extension of timelines. Four proposals from search firms were reviewed, with Dr. Paul Proffer leading the committee to choose search firm. Then potential applicants will be evaluated by a small Board of Regents committee. Decision timeline is currently Fall 2024. Anette provided this link to faculty for further information: https://www.aspeninstitute.org/publications/hiring-exceptional-community-college-presidents-tools-hiring-leaders-who-advance/	
Committees		
Questions	Discussion about need for parliamentarian guidelines for vote of no confidence. All no confidence votes for all institutions are recorded in an online data base. Refer to attachment Senate Question.	Recommendation: Senate will establish a best practice procedure for future grievances involving all faculty. Also refer to attachment from Elizabeth Hampton.

Elections	No report	
Legislative	Texas House Bill 8 for community college funding based on outcomes passed.	
Professor Emeritus Award	Planning is underway.	
Faculty Committee Appointments	No report	
MEAD Award	No report	
Technology	Question about Duo access if cell phone breaks or is lost. Michael Spahich in IT reported that a key fob that generates Duo codes can be provided at no charge until the cell phone is restored.	
Faculty Survey	In process	
Hospitality	Thank you for the provided refreshments.	
Instructional Technology	No report	
Courtesy	No current requests.	
Salary	No report	
Board of Regents	Financial matters were discussed at Board of Regents meeting. Plains Dairy has made considerable donations to the AC sports programs and has been designated as the official sponsor of concessions.	
Faculty/Instructional Development	No report	
No Excuses	No report	
Faculty Handbook	No report	
Grievances	Questions about need for enforcement of student compliance with Grievance policy.	
Updates & Announcements		
Next meeting: December 1, 2023 @ 1:00pm in Oak Room		
Meeting Adjournment	Motion to adjourn by Jay Sawyer; Second by Chris Hudson.	Meeting adjourned at 2:40 pm.

Question #	Question	Responder	Answer
1	This summer we were told, I believe in a town hall, that the board would vote in January on raises for next year. Then recently, in Russell's final town hall meeting, we were told that there would be no raises in January, but we would get a \$2000 bonus across the board in December - and that they would probably do the same thing next year because of unknowns in politics. This was upsetting given the previous mention of likely raises next year. Especially since there was a casual mention of this being a likely trend for the next couple of years. This is also news that comes in a year of economic triumph for the college and a general assembly celebrating the amount of funds that have been raised in recent years, leaving me further confused by the decision.	Cheryl Jones	The intended message in the summer was that the Board of Regents would be voting on a one-time payment for full-time employees. The details of the planned payment are: Payable in December 2023 instead of January; a lump sum equivalent to 3% of the employee's base annualized salary. And, as mentioned, the Board is taking this approach due to the legislative environment in the State of Texas.
2	Additionally, I am perplexed by an HR email discussing a change in our "2.5% fringe benefit." There was no clear explanation of how to figure out how our fringe benefit was allocated, and I went to HR to ask. First, I was told it was just an insurance payment and that it won't change anything about my pay because I will still pay for insurance, it just looks different on the AC side. That explanation left me with more questions, and I asked if the fringe was allocated to the AC Benefits program. Then, I was told that I needed to look into that myself on the Empower website. I am mystified about the change, because my allocation to retirement should not be changed from what I signed up for at my initial meeting without my authorization, correct? I don't know that it has, but it seemed like a possibility after my questions. I still am no further in understanding what the fringe benefit was or how my pay/insurance/retirement accounts are impacted by this change.	Cheryl Jones	I believe I've actually already spoken directly to the faculty member that submitted these questions, as they also emailed me directly.
3	A few things needing to be noted about this new policy that need to be investigated: 1. Faculty/Coordinators do not return to answer the question of proration of low enrollment classes until August 15th. This is after the deadline of 8/4 2. Payment deadline is 8/10 and pay as you go is 8/11 this can affect enrollment in the classes 3. This policy intrudes on faculty time off 4. We need guidance on how load will be calculated based on if the course is needed for graduation. In the past courses were paid at full load if a student needed it to graduate. Now this is "iffy". 5. Coordinators do not report back to work until 8/15, but this policy requires substantial communication with others on campus to complete the task of cancelling a class. Who came up with this policy and approved it? Does this violate 9-month contracts?	Frank Sobey	Frank responded to these questions and I sent it to you on 10.3.23. See attachment.
4	TRS recently received an increase, but what about ORP?	Cheryl Jones	All full-time employees are REQUIRED to participate in TRS, or in the case of faculty and administrators, either TRS or ORP. We all must participate in one of these, in lieu of social security. As employees we have no option to contribute more or less than the prescribed amount in the plan. The Higher Education Coordinating Board sets the contribution/match rate for ORP and does not allow colleges to veer from their regulations. Similarly, TRS sets forth the contribution amounts for that retirement plan, with no leeway allowed for colleges or participants to contribute differently.
5	Why do we no longer receive a printout of our pay, stipends, benefits, etc., like we used to? I want to see my total annual salary, including wages, in writing to compare it yearly for my records. Did I receive a step? The HR manager is challenging to speak to. I feel bothered when you are wrong, no matter what. HR quickly gives an occurrence, forgetting that we are educated and professional people. The college may love students, but they do not love faculty who are in the trenches with them daily.	Cheryl Jones	We are seeking a better method to show faculty members your annual compensation with base pay, stipends etc. In Fall 2022 we piloted a reappointment letter which included a table of faculty compensation elements such as this example: The faculty salary/compensation committee is planning to visit with the faculty senate about whether this is an effective resource for faculty that you'd like to continue receiving. All faculty received the "step" of \$500 in January and should have seen it reflected on their base regular pay. In addition to the reappointment letters, Colleague's self-service platform has a total compensation statement module under development which will show an employee the elements of their base pay and benefits as well as what the college pays on behalf of the employee. When this module is complete, we will promote it and communicate to all employees.
6	With Google Jamboard going away at the end of 2024, which of the suggested replacements (FigJam, LucidSpark, Miro) if any will AC migrate to?	Lori Petty	At this time we are researching the best alternatives to Jamboard and will have a few replacement options for faculty to choose by end of 2024. However, it will most likely not be a system-wide implementation. Generally, every department needs different functions. So instead, we will have 2-3 different resources available for faculty and departments to choose from. Jamboard was convenient because it is tied to Google Workspace.
7	Do we have a formal policy for a Vote of No Confidence?	Faculty Senate	No. We do not have a formal policy for a Vote of No Confidence. In traditional parliamentary procedures, this would be considered a motion.

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