

Faculty Senate Meeting

October 20, 2023

Room 1321, 8:00 am

Call to Order: – Holly Martin

Roll Call:

In person Holly Martin (Chair), Pearly Brown, Jami Casenelli, Joel Farkas (ACF),
Zoom Doug Rhodes (Vice-Chair), Elizabeth Knick (Staff), Holly Dexter
Absent Christi Calvert, Craig Giffin, Kyle Lancaster, Melanie Matheny, Lauri
 Reidmiller, Joyce Stover (JCC), Amy Strong, Andrew Walker (BOG)
Guests

Quorum was not met, so the meeting mostly consisted of updates and some continued discussion.

Updates:

ACF Representative- Joel Farkas

It is still early to know all the legislative priorities, but artificial intelligence is a point of emphasis. Joel spoke about AI at the fall provost's meeting. There will be sessions during the spring professional development week on AI.

BOG update- Andrew Walker

No update.

New Pay scale

There was a brief discussion of the new pay scale. This was overwhelming popular with faculty, but some issues have become apparent following the implementation. A small number of faculty seem to have been missed. It was suggested that this had already been spotted and fixed for a few people, and that these people should approach administration to fix it.

Most faculty are now at the 25% quartile salary, and there is no way for anyone to move up based on performance.

It was also pointed out that many faculty will get a 10% raise upon promotion, and this will put them below the 25% quartile salary at their new rank. It was suggested that we approach administration and request that promotion increases salary to the 25% quartile salary for the next rank.

It was also briefly discussed about indexing the pay scale to inflation. This is not a common practice, but the scale is adjusted upward periodically, and this is effectively what happens.

Multi-Year Term Appointments

There was a brief discussion of multi-year appointments, and how they are assigned. This topic was brought to administration about one year ago, and has not

moved forward. It is currently unclear who is getting 3 year contracts, and what criteria are used to decide this.

Tenure Process

There was a brief discussion of the minimum requirements to make a faculty member eligible for tenure, and the process by which tenure would then be awarded. It was discussed that there be a minimum years of service and/or rank, recommendation from the dean and evaluation by the VPAA.

It was discussed that the minimum rank could be associate professor. This is the minimum set by HEPC/CTC Series 9. There are very few full professors, who are not already tenured, so it was the opinion that full professor would shrink the pool of eligible faculty too much, and make a system where tenure granting would effectively be based on seniority.

It was discussed that the minimum years of service could be 7. This is common at other institutions, but is also the maximum set by HEPC/CTC Series 9. It was noted that achieving the associate professor would take at least 5 years, or 9 for faculty starting at instructor.

Joel sought legal clarification on the questions raised previously regarding the 20% cap. HEPC legal counsel would not provide guidance.

Annual Faculty Evaluation Process

A committee of 8 faculty members will meet regularly and with with Kimberlee Legg. The committee consists of Holly Martin (chair), Christie Calvert, Holly Dexter, Joel Farkas, Craig Giffin, Kyle Lancaster, Melanie Matheny, and Andrew Rochus.

There was brief discussion of a program or platform for administering the evaluation. Google forms was mentioned as a possibility.

Stipend Release Form

There was a brief discussion of stipends for extra or summer work. There were no updates at the time though.

Support and Development for Faculty

There was a brief discussion of support and professional development for faculty. The merits of faculty led development vs outside speakers was discussed. Blackboard was the primary focus of discussion. Several faculty would benefit from sessions of blackboard, which could be lead by our own faculty.

Adjournment- Holly Martin, 9:11am

Submitted: Joel Farkas