

# **Faculty Senate Meeting**

August 11, 2025  
Room 2214, 4:00 PM

**Call to Order:** – Holly Martin, 4:00 PM

## **Roll Call:**

Attending: Lee Brown, Jami Casenelli, Heather Carter, Craig Giffin, Joel Farkas (Secretary), Greg Hill, Marybeth Hunt, Holly Martin (Chair), Lauri Reidmiller (Vice Chair), Doug Rhodes, Andrew Walker

Absent: Elizabeth Knick (Staff rep)

Visitors: None

## **Approval of minutes from May 12, 2025 Senate Meeting**

The minutes of the previous meeting were approved as distributed, without objection.

## **Updates:**

**BOG Representative** - Andrew Walker

No updates at this time

**ACF Representative**- Joel Farkas

Joel was elected to be the ACF chair again. ACF is making a goal of building relationships with the legislators ahead of the next legislative session.

## **Old Business**

Holly Martin has a class conflict and cannot attend the AAC meetings this semester. Lauri Reidmiller volunteered to go in her place.

The previously selected meeting time does not work for all reps. Future meetings were rescheduled to the first Tuesday of each month at 5:15pm.

David Lancaster provided us with data on the annual reviews, showing how many faculty in each division were rated as exceeding expectations, meeting expectations, or needs development. This will be useful to report back to deans.

There was a brief discussion of lab contact hour calculations. Kathy Frum has been in discussion with David Lancaster on the subject, and is looking into how other colleges calculate contact hours for nursing instructors.

Craig Giffin says that Workforce division have reduced the contact hours from 1 down to 0.75 per clock hour.

There was a brief discussion of master's equivalency. Faculty who should be eligible ask for equivalency, and get passed around to other administrators, ultimately in a futile circle. Someone has to be responsible for awarding equivalency.

It was also mentioned that other schools give masters equivalency after 3 years of experience. We give it after 5.

In the spring, Joel and Holly wrote two proposed amendments to senate bylaws. These would clarify the timing of elections, specifically for the ACF and BOG reps.

Joel made the motion, for both.

Lauri seconded, for both.

All voted in favor.

### **New Business:**

There was a reminder that faculty senate elections will occur in April 2026.

There was a thorough discussion of the current pay scale, and how faculty are unable to move up from the 25% quartile. Since the implementation of the scale, many faculty have received a promotion and the 10% raise puts them below the 25% quartile at their new rank.

The discussion also included how full professors only get periodic across-the-board raises from the state, and their salaries do not keep up with inflation. Holly presented a proposal for a plan to grant 10% raises on a periodic basis to full professors, which would keep their salaries up with inflation.

Joel discussed his take on the 2023 pay scale, and what it really implies about salary growth across the state. The implementation of this scale in 2023 was a good step toward equity, but because the underlying causes of inequity were not addressed, the same issues have re-emerged.

Marybeth described how pay scales in K-12 setting account for years of service, and this was not part of our pay scale. Joel did some calculations and came up with a new pay scale that would keep average salary similar, but account for years. This will be discussed in greater detail at the next meeting.

### **Upcoming Meetings**

Tuesday, September 2 – 5:15 pm – Room 2214

Tuesday, October 7 – 5:15 pm – Room 2214

Tuesday, November 4 – 5:15 pm – Room 2214

Tuesday, December 2 – 5:15 pm – Room 2214

**Adjournment – Holly Martin, 5:30 PM**

Submitted: Joel Farkas, Secretary