

Faculty Senate Meeting

November 4, 2025
Room 1326, 5:15 PM

Call to Order: – Holly Martin, 5:15 PM

Roll Call:

Attending: Lee Brown, Jami Casenelli, Craig Giffin, Joel Farkas (Secretary), Marybeth Hunt, Holly Martin (Chair), Doug Rhodes, Andrew Walker (BOG)

Zoom: Heather Carter, Greg Hill

Absent: Lauri Reidmiller (Vice Chair), Elizabeth Knick (Staff rep)

Visitors: None

Approval of minutes from September 2025 Senate Meeting

The minutes of the previous meeting were approved as distributed. However, it was requested that a synopsis of the pay scale proposal would be added.

Updates:

BOG Representative - Andrew Walker

The next BOG meeting is January 20. There are a few policies out for comment. The chancellor's big legislative priority is to consolidate state financial aid rules. There are currently 18 different state programs, with multiple applications.

There was brief discussion over the revision of a policy defining part-time and "casual" employees.

ACF Representative- Joel Farkas

The ACF retreat will be this weekend. Joel's primary focus for ACF is to re-build relationships with the legislators. He will have much more to update in the December meeting.

Salary scale

Holly and Joel presented the pay scale proposal to the executive team. There were concerns about how to pay for the continued increased salaries, for both current and new employees, while state funding is uncertain.

Adjunct and supplemental pay

There were discussions of the low pay for adjuncts, and also full-time faculty for summer and overloads.

Particularly, the low adjunct pay makes it difficult to find and retain qualified faculty to teach our classes. There was no clear conclusion for a “fair” method of determining adjunct pay, and it was generally agreed that comparison to other colleges’ adjunct pay rates would be useful. Joel plans to discuss this issue with the ACF and will take back his findings. This is a common topic, which becomes of interest to most colleges, every few years.

Regarding summer and overloads, discussion focused on the time and effort spent per contact hour, other contract duties applied while teaching, and the methods of determining rates.

The current method for determining rates is simply based on terminal degree, and does not take into account faculty rank, or any other factors. It was discussed that we could determine rates by rank instead, but this ignores degree. It was generally agreed both should be included, but it is not clear how. One suggestion was that supplemental pay could be set as a particular fraction of the faculty member’s regular contract. This would account for degree, rank, longevity, and premium salary granted to high-demand fields. It was discussed that currently, a faculty member may make anywhere between 1/134 and 1/89 of their full-time contract for fall and spring overload. (If teaching 30 contact hours, 1/30 of the contract rate is paid per hour.)

Summer teaching has the particular concern that summer teaching comes with significantly lower pay per contact hour than the regular contract, but often comes with administrative and committee duties. It was generally agreed that these duties are figured into our 9-month salary, but a full time load in the summer is not compensated nearly as well.

AI and online classes

The discussion continued on AI’s disruption of teaching, especially for online classes. It was generally agreed that professors can no longer trust the authenticity of any work completed at home. This is particularly problematic for asynchronous online classes, where all work is completed at home, and there is very limited ability to require proctoring or that students come to campus. For other classes, there was some discussion of strategies to assess different things, or revise the weights of assessments to better reflect student learning.

It was mentioned that our faculty could use trainings, and perhaps we should have a full-time staff member to address these issues. But it was also noted that most institutions are currently not addressing this issue at all.

Microcredentials

There was a brief discussion of micro-credentials. There is a general sense that there is not a clear goal for their existence.

Old Business

All senators and the BOG rep are up for election in April.

Annual review trainings will happen later this semester, possibly after thanksgiving.

Students are still parking in faculty spaces. It is possible that the markings are faded and difficult to read. Al Collins may start issuing warnings to students.

It was noted how many students are getting testing accommodations, and how often this is 100% more time on exams.

New Business:

Senators were asked to bring their class schedules to the next meeting. We will schedule the spring senate schedule.

Upcoming Meetings

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

Adjournment – Holly Martin, 6:40 PM

Submitted: Joel Farkas, Secretary