

FACULTY SENATE EXECUTIVE COUNCIL

MEETING MINUTES

April 13, 2018

CTL

Members Present: Vivian AuBuchon (President), Chris Otto (Vice President), Robin Duntze, Earl Neal, Bill Kaune, Patty McDaniel, Mary Baricevic, Sheba Nitsch, Holly Lincoln, Caron Daugherty, Rebecca Ellison

Guests: Amy Call, Marialana Spiedel, Dedric Lee, Stephanie Grubb, Danielle Mueller, Tim Boehme, Shanie Latham

Members Absent:

EXPECTED OUTCOMES OF MEETING:

Agenda Item	Discussion	Action Item/ Person(s) Responsible (If applicable)	Timeline/ Deadline
Call to Order	Meeting called to order at 2:33 pm by President Vivian AuBuchon		
Approval of Minutes	One change to minutes of March 8, 2018: Add Earl Neal to attendance of March 8 th . A motion to approve the minutes of March 8, 2018, was made by Bill Kaune, second by Earl Neal. Motion carried.		
Guest: Joe Kohlburn	Discussion of Diversity Statement – add gender identity and gender expression to the Diversity Statement. A survey was conducted – 71% of students supported adding it to the nondiscrimination policy. Discussion of other schools with similar policies as well as any obstacles to including this in the policy. Next step is for institutional change.		
Caron Daugherty, Administrative Liaison	(1) Through the guidance of the Board last night (April 12 th) Shirley, Rob, and Caron will be meeting with Science faculty (Vivian, Patty, Dora) possible meeting date April 20 th to look at some additional strategies, options, resolutions, etc. based on facts/details/data/evidence provided by administration as well as faculty. (2) Enrollments are down 20% for next year as of this morning (down from one year ago today). Note from Holly – started enrollment one week later than last year. With that, information from meeting to be brought to work session. May 10 th is a first reading of the budget; June is when to approve and pass budget. Any adjustments or changes would be made and presented to board at May 10 th for first reading.		

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	<p>Questions:</p> <ol style="list-style-type: none"> 1. Try to include faculty from Chemistry and Physics for meeting? That can be done. 2. Provide JCNEA with adjunct success data? It was from 2013 Biology IA; there is one from English as well. 3. Higher success rate of adjunct? In 2013 4. What was the measure of success? Grades 5. Is that all – just based on grades? Would have to go read the 2013. <ul style="list-style-type: none"> **Worries about just using grades as determination of success CD – shouldn't disparage adjuncts; if we have issues, we do something about it. **Rationale for filling Science faculty was because issues with adjuncts, etc. 6. Elaborate on statement you don't think we should disparage adjuncts? Coming from my perception – tendency to indicate that if we have adjuncts, they are not doing as good a job. Feel we have a good training program, etc. Referencing last few board meetings that there is a slant on putting it on adjuncts. <ul style="list-style-type: none"> **Seeing it as many of our adjuncts work at multiple campuses, maybe don't have the same dedication/investment as full-time - - in Bio we have had a lot of bad adjuncts; not saying we don't get good, but... 7. Thinking about comments made in board meeting April 12th – qualified adjuncts are difficult to find, they are temporary, don't keep office hours, -- are these disparaging remarks? Just want to clarify that. <ul style="list-style-type: none"> ** Faculty member – it's not necessarily disparaging instructor, but reliance on adjunct is adversely affecting students. 8. New division structure – happening? Right now we don't know – won't know until May 10th 9. Document – nominations for outstanding adjunct faculty award – seeking nominations. Each nomination must originate within constituent group. So only adjunct can nominate? Call went out to everyone? Need to follow up on that with Dr. Rossi and Dr. Davenport. 10. Ideas for work session – April 26th – will it be formal document that will be presented to the Board on the 26th? Not sure right now but feels like it would be the goal of the group working together. 		
<p>Robin Duntze, JCNEA Representative</p>	<p>Looking for anyone to put name on the ballot for any of the JCNEA positions. Leave the structure the way it is and the council will figure out later how to restructure if necessary. Let Robin know by April 20th if you want to be on the council.</p>		

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Holly Lincoln, Certified Staff Liaison	Meeting last month was canceled – still plugging ahead with food bank – close to acquiring location in the Student Center building – recently put out request to students for names – 42 submitted – narrowing down to top ten and then campus-wide vote. Next meeting April 20 th 1 pm.		
Bill Kaune, Curriculum Committee	Next meeting? Lot of stuff coming up. Will be involved meeting.		
Old Business	None		
New Business	<p>A. Dedric Lee – update on compensation study – started fall 2016 – got Fox Lawson report – just addressed salary compression in the report – didn’t look at anything else. Got full report in August 2017. Came to college. Faculty didn’t see until 2018. VP Finance declared the study flawed. Tasha and the Deans started own method to address salary compression. Yesterday produced report. Gave us their summaries – randomly chose 10 faculty – one of the issues we had was that Tasha and the deans chose four faculty and analyzed with their own method – two came out good with theirs, two with the Fox Lawson. How did they randomly select? Turns out it wasn’t random. Michael Booker made sure all faculty names were randomized by a computer program. Grievance was filed by JCNEA forced them to release the Fox Lawson report. Yesterday at the meeting there had been a work group that came up with a report addressing salary compression. Based on the 10 pulled, Tasha and the Deans method seems to be more generous than the Fox Lawson. This summer work group will meet to analyze every faculty member. Will look at differences between Fox and Tasha. Tasha will meet with all faculty members in the fall.</p> <p>Question – on the CTE side look at experience and professional experience – do we on the AS side consider professional experience? Supposed to be. Huge spreadsheet with all faculty and every variable associated with them.</p> <p>Question – wasn’t it discussed to have a more transparent rubric available? We discussed once everyone is done, everyone will receive their sheet with where you started and how you got to where you are now – an explanation of what it all means. The longer you have been here, the more you are misaligned (pattern emerging). If you were under-aligned, that is being taken into account. If you were over-aligned, you will not be reverse penalized.</p> <p>Need to keep working on process for if there is a salary freeze. Work group calculated with freezes and without for those 10 faculty that were examined. With the pool of money available to address compression, there is no way admin will go for the no-freeze policy.</p>		

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	<p>Was a rebuttal provided by Daryl for rejecting the original report? Tasha stated some of the data was erroneous. Right now \$100,000 is budgeted to at least get started (addressing staff and faculty)</p> <p>B. Scantron Machines – Patty McDaniel – rumor going around that scantron machines were going to be going away. Rob Brieler – untrue rumor – but there is a sign on one in JCA that says this is going away; sign up to learn Respondus.</p> <p>C. Shared Governance Task Force update – Vivian AuBuchon emailed Jim Reeves – have not heard back – compiled responses from faculty – we still want to have the report shared with Board. Classified and Certified staffs agreed.</p> <p>D. Members of Faculty Senate Executive Council Stay with current structure for elections. Ballot will go out.</p>		
Miscellaneous	Dedric will hang out to talk with anyone who wants talk regarding compensation study.		
Adjournment	Motion to adjourn Chris Otto, second by Earl Neal. Motion carried. Meeting adjourned at 4:03 p.m.		

Respectfully submitted,
Rebecca Ellison
Secretary, Faculty Senate Executive Council