

October Faculty Senate Meeting Minutes
Tuesday, October 26 via Teams
4:00 – 5:30 p.m

Members Present: Nathan England, Mehrzad Mahmoudian-Geller, Ana Riojas, Sylvia Flores, Richard Smith, Nadia Carreon, Louis Lee, Jesus Munoz, Wendi Williams, Nihan Kayaardi Hinojosa, Tim Weber, Rolando Longoria, Pooja Rishi, Mark R. Murray, Javier Reyes, Reynaldo Jasso, Brittany Leckey, Jaclyn Miller, Aaron Wilson, Micah Bailey, Rainlilly Elizondo, Annette Wingard, Nora Martinez, Sharon Rice, Gabriel Pena

Also Present: Jonathan Salinas, Samuel Reza, Mayra Garcia, Margarita Vanguelova, Rene C. Rios, Gabriel Viera, Laura Singleterry, Laura Salas, Saeed Molki, Sharon Hoyuela, Sonya Sinsebox, Carlos Tello

Meeting called to order by Nathan England at 4:02 pm

Special Business

- Vote on Presidential recommendation to fill a vacancy in the Math and Sciences Division
 - Wendi Williams nominated Martin Knecht for one-year interim term as Senator. Nathan made motion to confirm. Roll call vote taken. Martin Knecht confirmed unanimously (22 ayes)

Old Business

- Approval of Minutes from September meeting
Ana Riojas mentioned 2 revisions were needed. Mark Murray motioned to accept minutes with revision. Sylvia Flores seconded. Minutes approved unanimously.
- Student “Drop-In” Hours
 - Tabled
- Committee Updates from Committee Chairs
 - **Constitution Committee**
 - None
 - **Salary and Benefits Committee**
 - Aaron Wilson will chair. Aaron and Nathan will work together to get the documents needed to get started on committee work. They will be looking to recruit more members for committee. Aaron mentioned the committee could also possibly explore issues relating to contracts and stipends. If so, this may lead to possible name change of committee. Nathan recommended that the committee first get a sense of the workload, then members can decide whether to incorporate contracts and stipends into the committee’s work.
 - **Elections**

- Mark Murray stated committee has been discussing issues via email. Mark received new faculty count from HR for Spring election.
- Aaron Wilson recommend getting a faculty count in the Spring to see where the Senate stands for accurate representation before holding elections.
- Election committee currently has four members. Nathan recommended recruiting a fifth member to help reach consensus, and is willing to help if necessary.
- **Synchronous Online Committee**
 - Rainlilly Elizondo stated that the committee approved the survey and it is being distributed. However, it is taking longer than expected to get student feedback from RAS. Results are expected possibly by mid- to-late November.
 - Aaron brought up that although the committee's name is *Synchronous Online for Spring 2021*, the committee may want to focus on the different instructional modalities in the future which would warrant a possible name change down the line.
- COVID-19 Committee
 - Mehrzad Mahmoudian-Geller reported the committee had two meetings since last Senate meeting. The Mission, Vision, and Goals Statement were approved by committee. She reported there was also discussion about concerns the members had. They tried to identify the areas they wanted to see changed in the College's response to COVID-19. One of the goals of the committee will be raising awareness about the pandemic. They will also recommend changes to STC's COVID-19 response webpage, which has not been updated frequently. She also mentioned there are guidelines on the webpage that are unclear on how they are being enforced. The committee is also looking to invite speakers/experts to a forum to speak to the College community about guidelines. Another option is to have committee members interview the expert and make the recording available to entire College community. A committee member has reached out to PR office for further discussion before moving forward.
 - Sylvia Flores mentioned Senators can email her for the committee minutes if they would like more information. Mehrzad mentioned all documents are posted on the Teams meeting page. Contact her or Sylvia to get access.
 - Nathan said if an online vote is needed to approve any of the committee's recommendations to move forward to administration, the Senate can approve through an online vote before the next scheduled Faculty Senate meeting.
 - Sharon Rice would like some type of posting indicating the COVID-19 rates for faculty, staff, and students at the various campuses.
- Academic Classification Committee
 - The committee has met twice since last Faculty Senate meeting.
 - Mehrzad Mahmoudian-Geller gave a PowerPoint presentation to review current requirements for academic classifications. Nathan asked how it would apply for disciplines that do not reach doctorate level. Mehrzad said this is something the committee is looking into (having a terminal degree). However,

there are complications that need to be worked through because of variations among divisions.

- During the committee's October 6 meeting: the Academic Classification committee identified issues and developed action plans (invite Ballinger for feedback; look at other institutions that are not research-based; reach out to educational technologies about electronic portfolios)
- During the committee's October 20 meeting: Ballinger presented and gave feedback; Academic Classification committee wants to move forward with proposal to end eight-year cap of years of service for incoming professors who held Professor rank at previous institution. Electronic portfolio options considered. Template to be used by everybody. Proposal for inclusion in Academic Classification section of Faculty handbook.
- Mark Murray mentioned that when academic classifications started, MFAs were considered terminal degrees and could reach the doctoral level. The Senate created the academic classification committee, but it was lost somewhere when Academic Affairs took over. Richard Smith mentioned that terminal degrees get paid more than a Master's Degree. Some programs have 60 or 90 post-graduate hours.
- Richard moved to postpone further discussion on the issue due to time constraints. Aaron Wilson recommended to continue discussion through email chain.
- Sylvia Flores said her portfolio has moved forward, but it was first submitted in the summer.
- Richard asked why MFA gets the same pay as Ph.D. but not the full Professor rank.
- Jaclyn Miller would like to continue discussion through email since some departments/divisions are unaware of the policy so some new hires are brought in with classification.
- Nathan encouraged the committee to work on recommendations for the Senate to vote on at a future meeting.

New Business

- Faculty – Faculty/Administration Productivity Survey
 - Richard Smith gave a review of Board of Trustees' Finance, Audit and HR Committee work which began earlier in the year. The Committee requested proposals from outside companies to conduct cost and productivity surveys in three categories: faculty; faculty and staff; and faculty and administration. Several companies submitted their proposals and survey results were estimated to be ready by November 2021. Since the College wanted results sooner, it was proposed that the productivity survey be completed internally so that results would be received earlier (by March 2021). Several of the Board's committee members rejected the faculty only productivity survey internal model and moved to get new bids.

- Several senators raised questions such as how productivity would be measured, why the college is not looking at minimizing costs elsewhere, or considering fees for dual credit partners. Nathan said if the Senate needs to send these questions forward to administration, he needs a mandate from the Faculty Senate to bring them forward.
- Given that there are concerns about the outcomes from tonight's scheduled Board meeting (following the FS meeting), Nathan suggested the Senate consider moving its meeting dates to an earlier time (perhaps a week before) so that there would be time to take action on items that come up. Mark Murray stated that the fourth Tuesday of the month is procedure, not policy. Meeting dates can be changed, but they would need to be during common hours.
- Rolando Longoria made motion to support an outside company conducting the survey. Rolando rescinded his motion in favor of Mark Murray's motion.
- Mark Murray made motion that Faculty Senate recommends *"The Board use an outside company to conduct Cost and Productivity Survey to include Faculty, Staff and Administration.* Rolando seconded motion. Discussion ensued.
- Roll call vote taken. Motion passed unanimously (24 ayes)
- Micah Bailey suggested that the external company start the survey with administration first. Made motion that the *"Faculty Senate recommends starting any Cost and Productivity Survey of administration using an outside vendor."* Sylvia Flores seconded motion. Discussion ensued.
- Roll call vote taken. Motion passed. (20 ayes, 2 nays)
- Motion was amended to state *"Faculty Senate recommends that any Cost and Productivity surveys start with a completed survey of administration, using an outside vendor to conduct the survey, before moving on to staff and faculty"*
- Nathan asked for any changes to previous vote (21 ayes, 1 nay)
- Dual Credit Task Force Update
 - Sylvia Flores will meet with taskforce members on Thursday
- Academic Council Update
 - Nathan will send multiple documents for Academic Council and PDC. Will post to Blackboard.
 - Nathan mentioned a course modality matrix has been developed. OTC training required for all online courses, traditional hybrid, in-person hybrid, synchronous online and asynchronous online.
- Issues Relating to BB Ultra Transition
 - Tabled

Mark Murray moved to adjourn; Micah Bailey seconded.

Meeting adjourned at 5:56 pm