

## **Faculty Senate Retreat**

**Date: Friday September 15, 2023**

### **Agenda:**

**9:00 - 9:30 am:** Introductions, Overview, and Breakfast (Coffee and Pastries) (In-Person)  
Welcome remarks

**9:30 - 10:00 am:** Tour (In-Person) Guided tour

1. The guided tour of the Regional Center for Public Safety Excellence in Pharr (RCPSE) was conducted by Sandra Leal with the help of RCPSE staff. The center has been in operation for about 5 years. The future vision for the center includes additional phases of growth with multi-story fire training buildings and a covered shooting range. The center accommodates 2 purposes: Academies and Continuing Education.
2. Continuing Education includes professional development requirements for local, state and federal professionals. The target market is local law enforcement, public safety, fire science and homeland security.
3. The center includes conference rooms: one large room that can accommodate up to 90 participants that can be divided into three rooms accommodating up to 30 participants each.
4. Skills pad is used to conduct trainings on Emergency Vehicle Operations Training (EVOC). It is used for both academies and for continuing education.
5. Currently, the center has Memorandums of Understanding (MOUs) with several local municipalities. This allows communities to conduct their trainings for personnel.
6. The programs covered at the center include the policy academy (22 weeks) fire academy (16 weeks) and corrections academy (6 weeks). Currently, there is construction underway for a two-story fire training building with its own bathrooms. The facility also includes a firearms simulator and a driving simulator.

**10:00 - 11:00 am:** Normal Agenda Items (Online/In-Person)

### **Attendance:**

#### Officers:

Daniel A. Montez – President  
Jaclyn Miller – Vice President  
Richard Buchli – Secretary  
Sylvia L. Flores – President-Elect  
Mark R. Murray – Parliamentarian

#### Senators:

Esmeralda Adame  
Rachel Brown  
Fred Cady  
Laura Garcia  
Mehrzad Mahmoudian Geller  
Silvia Herrera  
Annie Liss

#### Guests:

Hanan Amro  
Crystal Bird  
Celina Casas  
Jose Cruz  
Anay De Leon  
Jaime Deree  
Lyudmyla V. Dickinson

JoAnna Martinez  
Layman D. Miller  
Chris Richardson  
Ana Riojas  
Fidel Rodriguez  
Jodi Sabin  
Tim Weber

Samia Harb  
Sharon Hoyuela  
Juan Luna  
Saeed Molki  
Mario Morin  
Eduardo Pastor Jr.  
Annette Wingard  
Jing Zhu

A quorum was not achieved. *A quorum is defined as two-thirds of the current senate (18).*

**10:05 - 10:15 am:** Committee membership

- It was mentioned that attendance at the faculty senate is open to all faculty members.

**10:15 – 10:20:** Agreement to table the issues of graduation and life-long learning credits

- First motioned by Fred Cady and seconded by Theresa Garza. Group approved.

**10:20 - 10:45 am:** Dr. Zachary Suarez Presentation and Discussion

- I. Term contract renewal changes
  - A. Hearing opposed to grievance.
  - B. Hearing not later than 10 business days after the date of the faculty member, administrative or executive employee received notice
    - i. Details of the hearing process
    - ii. Represented by legal counsel
    - iii. hear evidence
    - iv. call witnesses
    - v. cross examine witnesses
    - vi. present evidence decision of president
  - C. How to calculate compensation. Concerns about new hires getting bigger increases over those who have many years at STC.
  - D. Discussed proposed changes to term contract renewal and grievance policies, including timeframes, representation, and hearing details. Feedback will be collected.
  - E. Questioned if new policies follow TASB handbook and involved input from other community colleges/universities.
  - F. Raised accessibility concerns about dyslexic text in documents. Steps will be taken to improve accessibility.
  - G. Expressed worries about extended timelines delaying processes.
  - H. Questioned hiring practices and whether they follow EEOC policies. More transparency requested.
  - I. Discussed transition to new compensation model and salary increases. Concerns raised about how raises determined, discrepancies in increase amounts, and lack of transparency.
  - J. Salary & Benefits Committee to further review compensation policies.

**11:00 - 11:45 am:** Exploring Faculty Senate Memberships (Online/In-Person) Overview of Faculty Senate roles and responsibilities.

➤ We need to talk to departments that don't have senators and get them involved.

- **11:45 am - 12:00 pm:** Certificate Presentation (Online/In-Person) Welcome and appreciation remarks (Dr. Flores)
  - Certificate distribution (postponed)
- **12:00 - 1:00 pm:** Lunch (Catered) (In-Person)