

STC Faculty Senate Retreat Meeting of September 25, 2014

- I. The meeting was called to order by the President, Rick (Eric) Reittinger at 9:25am in the Rainbow Room on the Pecan Campus.
- II. Attendance of Executive Officers and Senators was made to determine a quorum for the meeting. Members present:

Veronica Rodriguez
Tim Weber
Trinidad Gonzales
Janene Israel
Laura Salas
Meng-Hung Wu
Darnell Miller

Benito Garza
Diane Teter
Linda Jackson
Margarita Vanguelova
Sharon Rice
Daniel Cather
Lennine Bashiri

Eric Reittinger
Bill Carter
Mark Murray
Steven Schiefelbein
Hanan Amro
Jason Rodriguez

Quorum determined.

- III. Welcome to attendees to Faculty Senate retreat meeting by Eric Reittinger (Rick), President of Faculty Senate.
- IV. Self-introductions and comments of why the individuals present had joined the Faculty Senate.
- V. Brief review was given by Rick Reittinger on the accomplishments/highlights of STC Faculty Senate 2013-14.
 - Special election held for office of President-elect; William Carter elected
 - Credential Review Committee - Increased faculty representation on committee, specified those assigned to committee, removed ambiguity
 - Full time Online Faculty - Continued discussion, Created faculty senate subcommittee, Four presentations and online discussion, Motion did not pass
 - STC Bond Issue - Faculty participation in voting, Faculty volunteers at polling sites, Faculty in class encouragement to vote
 - Chair evaluations- First ever college-wide faculty evaluation of chair, Some kinks to work out, but should get better
 - Increase of Faculty representation on PDC (Planning & Development Council) – Thanks to Janene Israel, Karen Countryman, Diane Teter, Alex Garza who served 2013-14 along with Eric Reittinger. The PDC allows faculty to understand the big picture and all areas of the college personnel to get together and present on recruitment/retention. The PDC meets on Friday afternoons, the second and fourth Fridays and can last from 2-5pm. New senators were requested to serve on the PDC for this year, 2014-15 are: Laura Salas from Tech, Benito Garza from BAT, Darnell Miller from NAH, Diane Teter from M&S, Janene Israel from SS, and Eric Reittinger as FS President
 - Veteran’s statement on syllabus, unanimous approval by FS, included on master syllabus as an option for individual instructors on their course syllabi
 - VP Committee Overloads – Originated out of faculty senate concerns, started with Mr. Mejia, picked up by Dr. Petrosian, results in emphasis on reduction of overloads in excess of 10 LHE, especially overloads in excess of 15 LHE, addressed additional concerns, ie, chair overloads, online vs traditional, etc – It was noted that Laura Talbot, Curriculum Officer for STC requested for the 2016-17 review if there are too many overloads for this and the next semester and departmental chairs would need to keep records for the next 2 years to report to SACS during the review

- Posting of Student Evaluations of Instructors online, administration requested selected items to be posted but Faculty Senate proposed posting all items
- Electronic Acceptance of Faculty Appointment Letters – not yet as had problem with merge where individual salary/benefits info merged with template, supposedly ready to go this next summer. There was discussion by those present on why faculty can't sign the acceptance letter in spring before leaving for the summer?
- PRIDE reconstruction, easier and faster, TBD
- Salary & Benefits committee addressed the following:
 - OL/Adjunct pay – still in discussion
 - Summer adjunct salaries- still in discussion
 - Reinstatement of sabbatical leave - accomplished
 - Second personal day - accomplished
 - Salary plan to 30 years – get % raise but no more steps - accomplished
 - Faculty salaries – increased for 2014-15

Rick Reittinger requested the creation of committee of three people for a survey of STC faculty on questions as to Dual Enrollment, perceptions from faculty as to morale and the survey to be delivered online delivery with the cooperation of STC RAS. Bill Carter, Bruce Griffith, Janene Israel volunteered along with Sylvia Flores to develop questions and make survey . Rick talked about asking Sylvia Flores if she would serve on the committee.

Full Time Temporary (FTT) Faculty Committee- Created Faculty Senate committee to review and recommend changes, Unanimous vote in favor of proposal by Faculty Senate, Faculty senate plan not accepted....., Dr. Petrosian's Plan put into place instead which was the hiring of the following number: 40/40/30 FTT in a 3 year time from FTT to FTR (Full Time Regular)

- VI. Presentations of Faculty Senate plaques for service in 2012-14 to those present: Meng Hung Wu, Hanan Amro, Steven Schiefelbein, Veronica Rodriguez, Laura Salas, Benito Garza; those not present, Phyllis Evans, Richard Howell, Annie Liss, Grace Little, Alex Garza, Karen Countryman, Liz Burris; A special service certificate was presented by Rick Reittinger to Diane Teter, FS Secretary, for special service in the past year for FS meetings arrangements
- VII. Lunch served and worked through later part of lunch on following agenda.
- VIII. One year appointments to outstanding vacancies on the FS were made by Rick Reittinger and approval requested by vote of senators/officers present. Benito Garza as BAT representative appointment. Bruce Griffiths made the motion, Steve Schiefelbein seconded, All favored and passed; NAH appointment of Karen Countryman for post of Deb Portillo who left STC, Sharon Rice moved, Janene Israel seconded, All voted yes for approval. LASS senator to be opened up for nominations and senators to email Rick for suggestions on whom to appoint. Currently a problem with the Vice President of Faculty Senate position as Randy Jarvis who is the current VP is not currently employed at college due to extenuating circumstances. At this point, Faculty Senate is in a holding position to see what will happen this month. By October, it may be necessary to appoint an interim or not?
- IX. What to do next year?
 - Dual Enrollment/FTT (Full Time Temporary Faculty) – observe and evaluate
 - Salary & benefits – Overload/adjunct pay revisited
 - Increase participation in voting for non-bond elections – Comments included: STC should want to encourage the voting process of students and all agreed. Trini Gonzales will write proposal/resolution of

why STC should put forth more effort in voting and have voting booths on campus for early voting for all elections and not just STC Bond Elections

- Anonymous fraud and ethics hotline potential abuses – Comments included: fraud hotline can be motivated by anger and nobody knows who is making accusation, someone needs to know who is making complaint for false accusations, as it appears the accused even if falsely accused can be terminated, Faculty Senate should look at policy or recommend changes or abolishment or change to confidential with a name as the accuser.
 - Contract letter deadlines – Comments included: Perhaps administration should assume faculty will take position instead of assuming we will not? Sign in spring like rest of public education in Texas? Too many instances of failure to sign and the penalty for not turning in letter is worst kind when extenuating circumstances might reign. Rick requested volunteers for a committee to look at what other schools are doing. Mark Murray, Trini Gonzales, and Linda Jackson volunteered. These members will also check with Texas Workforce and find out if ~~not~~ faculty not employed during summer can get unemployment benefits. First report to be made by this committee in October Faculty Senate meeting.
 - Adjunct Faculty – Janene Israel would like to have more adjuncts involved in STC activities. She would like to **include more representation of adjuncts** by Faculty Senate as there are 350 adjuncts in high schools, 150 adjuncts or night time teachers and **we** want them to feel part of the college. However, some of the obstacles mentioned through discussion include: department meetings are not during common times for high school or otherwise daytime employees and how would the adjuncts vote on issues? It would be necessary to change Faculty Senate constitution **if we included them as actual members of faculty senate**. Rick said he could email minutes of FS meetings to adjuncts. Additional comments included: perhaps adjunct faculty liaisons? And perhaps all faculty despite classifications will get a link to FS minutes in future?
 - Field trips/club activities and restrictions in radius of miles to travel, as well as restrictions of fund raising of food for organizations. Comments included: invite student services people to come present policies and faculty can comment at a FS meeting, club advisors have questions as to what were the violations which are not clear on the STC websites, restrictions are taking fun out of fundraising
 - Excessive course load policy –Comments included were: Is the policy working and include the chairs overloads?
 - Faculty morale – mentioned earlier with survey
 - Retired faculty- faculty emeritus standings – Diane Teter commented that UTPA had the PARA (Pan American Retirees Association) whose association was involved in mentoring, presence on campus for institutional events as sporting, theater, music, etc., retired faculty can add intellectual wealth to the college campus and community with interaction among students. There were benefits for both the retirees and the college. Comments included: Could there be a proposal for a faculty emeritus as one outstanding retiring faculty per year as well as the pros for college, retiree, and students for retirees being included as a member of the college community. Volunteers for this committee ~~was~~ **were** requested by Rick who are: Diane Teter, **Lennine** Bashiri, and Jason Rodriguez.
- X. Other issues or concerns from Attendees- Prorate (or cancel?) on courses with insufficient student enrollment concern by **Lennine** Bashiri. Comments included: It takes same time to prep for small or large class, and how could this be handled differently?
- XI. Minnie Pieper nomination was introduced by the President. Minnie Pieper award comes with \$5000 bonus and FS chooses person. The requirements include: excellence in teaching with involved application and supporting information. Last year did not have time for nomination by FS and application process, but Rick wants suggestions to nominate a faculty in the September FS meeting (Oct 21st is deadline for completed app).

A motion to adjourn was requested. Steven Schiefelbein moved and was seconded by Trini Gonzales. All agreed.

Meeting adjourned at 1:40 pm

Respectfully submitted,

Diane Teter, Faculty Senate Secretary, Associate Professor of Biology

9=9-14

Faculty who attended the meeting are:

Bruce Griffiths

Murad Odeh