

# Faculty Senate Meeting

October 15, 2024  
Room 2214, 5:00 PM

**Call to Order:** – Holly Martin, 5:00 PM

## **Roll Call:**

Attending: Lee Brown, Heather Carter, Jami Casenelli, Joel Farkas (ACF rep, secretary), Craig Griffin, Greg Hill, Mary Beth Hunt, Holly Martin (Chair), Lauri Reidmiller (Vice-Chair), Doug Rhodes

Absent: Elizabeth Knick (Staff rep), Andrew Walker (BOG rep)

Visitors:

## **Approval of minutes from September 17, 2024 Senate Meeting**

The minutes of the previous meeting needed corrections. They will be approved at the next meeting.

## **Updates:**

**BOG update-** Andrew Walker communicated an update via Holly BOG meets next week. The agenda is available, but there will be more to say at the next meeting.

Professional Development committee meets in November. They are trying to make a centralized place for the development schedule and resources. They are currently working on the January in-service. It will be shared with senate, staff council, and the faculty before being finalized

## **ACF Representative-** Joel Farkas

Joel is speaking, on behalf of ACF, at the Provost's meeting next week. Relay any pressing faculty concerns to Joel this week.

The annual ACF retreat is November 8-10. There will be more to say at the next meeting.

## **Old Business**

There was a discussion of lab hours, and whether faculty receive 1 contact hour per hour in the classroom. Math and science have been granted 1:1 hours in recent years. English and nursing are currently receiving less, and wrote proposals for why they

should receive 1:1 hours. Education awards only 1 credit for 3 hours of observation. It was unclear if this is acceptable or not. We agreed to seek out the opinion of the education faculty before the next meeting.

There was brief discussion of recent changes to answer book policy 4-15, which deals with faculty salaries. Instructional specialists can now be promoted to “senior instructional specialist” after 5 years, and “lead instructional specialist” in 5 more years. Each promotion comes with a 10% pay increase.

There was brief discussion of student evaluations. Dr Lancaster accepted most of the changes suggested by senate. These will be used this semester.

### **New Business:**

Greg shared a proposal for summer pay from Alice Harris. This would update our summer pay, which has been the same since 2017. It was generally agreed that it's better to base summer pay on rank than degree. It was suggested that we should do the same for overload and adjunct pay, but we would have to determine a rank equivalent for most adjuncts, who are not ranked, full-time employees of a college.

Alice's proposal would be an increase for most. However, there was concern that some faculty would see a decrease because of the change from degree to rank determining pay. This would impact anyone currently ranked as an instructor, holding a bachelors or masters degree, or anyone currently ranked as an assistant professor holding a doctorate.

There was a brief discussion that summer teaching comes with expectation of other duties. This may become a significant amount of added work. This may be a deterrent to faculty choosing to teach in the summer.

There was a discussion of recent hires allowed to negotiate for a higher starting rank, based on years of teaching (or other valuable) work experience. In the past, starting rank was determined by degree, and was not negotiable. It was suggested that faculty senate draft a resolution to request that current faculty can retroactively negotiate for higher rank, the way that is currently allowed. Greg agreed to draft this resolution for the next meeting.

There was a brief discussion of promotion to full professor, and if this promotion now requires that the faculty chair one of the “big three” committees (curriculum, outcomes, senate). It was noted that this is not a requirement on our evaluation, and it's not in the answer book. It was also noted that recently promoted full professors have not chaired one of these committees.

There was a thorough discussion of base and merit raises. It was suggested that the pay scales need to be updated more regularly, possibly annually. The sporadic increases,

after many years of unchanged starting pay is one of the major reasons for salary inequity.

It was also noted that the last increase (where all faculty were moved up to the 25% quartile) resolved much of the salary inequity, but after state-funded raises and some promotions, new inequities have emerged. Most recently promoted professors are now making less than the 25% quartile mark. Professors promoted a year or two ago are now making at least \$2500 more than the 25% quartile mark. This will be a complicated problem to fix, and may involve 'corrections' for the next 4 years.

Regarding merit pay, Joel and Holly described a system where raises are given in three tiers. The annual evaluations could be used to determine who falls into the three tiers. It was discussed who makes that tier decision, and if we are ranking all faculty in one pool, or by division. It was quickly agreed that the deans would have to decide, and that the assortment into thirds should be by division. Numbers would be based on inflation, and would vary by year, but for discussion of this year, it was said 1%, 2%, and 3%. A base raise of 1% would be granted to all faculty. Those in the middle performing third would see a raise of 2%, and those in the top performing third would see a raise of 3%.

It was noted that we are still working out the inequities in base pay, and it may be too soon or too complicated to apply merit raises now. This was not settled, and will be a continuing discussion in future meetings.

There was a brief update on faculty trainings, most of which occur during the engagement time. There will be a training on the new faculty evaluation system on Friday, October 18, which is assessment day.

There was a brief discussion of a new faculty mentoring guide shared by Mary Bentz.

There was a brief discussion of Riverhawk Rap in online classes. Apparently there has been mixed communication about this. It is, in fact, a requirement for online classes, even in the summer.

President Jackson will attend the next meeting.

### **Upcoming Meetings**

November 19, 5PM, Room 2214

December 17, 5PM, Room 2214

### **Adjournment- Holly Martin, 6:29 PM**

Submitted: Joel Farkas, Secretary