

San Antonio College



ALAMO COLLEGES DISTRICT
San Antonio College

Faculty Senate
San Antonio College

Minutes

May 7, 2021 Zoom Meeting 12:30 – 2:30 PM

Meeting called to order by: Senate President Olivia Sandoval at 12:40pm
Notetaker: Isabel Garcia, Senate Secretary

Senators absent: none

I. Call to Order

II. Approval of Minutes

Motion to approve the minutes was made by Senator Lennie Irvin. Motion was seconded by Senator Robertson-Schule and passed unanimously.

- III. BOT Report** – Board of Trustees Meeting attended by Senator Karen Douglas
Topics discussed included the following: trustees opting out of participating in the state employee charitable contribution program for the state fiscal year beginning September 1, authorizing employee payroll deduction for charitable purposes as initiated by each employee, approving amendment to the contract with Modo Labs providing the purchase of standard engagement platforms, awarding a contract to the Texas School of Phlebotomy, approving construction and financial reports as presented, and granting Dean Vernell Walker Administrator Emeritus status.

IV. Reports of Officers

President Olivia Sandoval: UFS participated in the Return Ready Retreat and it was a huge success. It was part of a project from Command Central and UFS was on a team with the Faculty Fellows and the Faculty Development leaders. The Faculty Development group will hold mini training and development sessions through the Teaching and Learning Centers on the campuses to discuss the issue of lessening workload. The Compensation committee from EFC submitted a report to UFS. Vice President Martinez showed a chart of the pay scale for the community colleges across the state. The top 3 colleges for salary were Austin Community College, Dallas County Community College and Tarrant County Community College. An increase of 8.23%

would get Alamo College District into third place. UFS was invited by the International Programs Committee to take part in the planning of their programs and asked that 2 faculty senate members as well as other faculty participate. Senator Moreno is on the committee already and Senator Yusuf volunteered. The UFS is working with the EFC on Faculty Student Mentoring but the proposal will not be complete this spring. However, they have met with Dr. Flores and he is very interested in experiential learning. The End of Course Phase 2 was completed and will be taken to the board in July. The New Era Tenure Proposal survey was sent out for feedback and over 230 faculty have responded and 90% approve of the recommendations in the draft. The proposal will go to UFS and the SLT and then to the board. However, Chancellor Flores is very interested in the idea of a 3 year contract that renews every year.

Meeting with President Vela and Dr. Blackwood: they are very open to working with the Faculty Senate on the Win Win document. Dr. Vela is interested in getting the Senate's recommendation on how to address the 4% of faculty who do not complete their SLO's.

Vice President Ruby Martinez: EFS report – the Class Cap Charette (phase 2) was a success. The charette came directly out of concerns of the Faculty Senate and fellow faculty members. The data and recommendations from the Charette will go forward to the administration to implement changes. The Ad Hoc Committee for Faculty Evaluation is in the editing and then proposing to EFS stage. The recommendation is to get rid of Fac180 as the evaluation tool and replace it with a more user-friendly program.

V. Adjunct Faculty Council

Senator Amanda Martin: Deadline for submissions for the Adjunct Creating Excellence award is May 9th. The council will be supporting the Faculty Instruction Alternative proposal which addresses the fact that when Adjunct faculty get sick and miss teaching a course that their salary is docked the cost of a substitute. In this proposal, twice a semester, a face-to-face class can be taught remotely so that the Adjunct faculty member does not lose pay for a substitute. Senator Vaughn has been reviewing the Adjunct Faculty Handbook and the council will review his notes and findings over the summer.

VI. Topical Items

District Faculty Development Advisory Board – Senator Dee Joseph

Reported that a retreat had been held the previous Friday and encouraged faculty who attended the retreat to fill out an evaluation for feedback on how they did. A meeting is being planned for some time in the summer and then the board will reconvene in the fall.

SAC Teaching and Learning Committee – Senator Linda Robertson-Schule

Requested that faculty nominate someone or self-nominate themselves for recognition of exemplary teaching. She also stated that Dr. Jaimes is asking for faculty to take a short survey to gather information on how to support faculty collaboration and continuous improvement.

Mascot Committee – Senators Barbara Knotts and Luis Rodriguez

The survey was sent out to students and closes on Sunday afternoon, May 10th at 5:00pm. So next week, a new mascot will have been selected. Final choices are an armadillo, a star and a scorpion.

Textbook Committee – Senator Lisa Menard

This assignment has been completed.

Senate Webmaster – Senator Robyn Mc Gilloway

No report

VII. Committees Updates

Communication – Senator Jennifer Caraway, Chair

No report

Curriculum and Instruction – Senators Alex Bernal and Jose Moreno, Chairs

No report. Senator Bernal emphasized his concern for the state of tenure going forward and the importance of keeping vigilant in regard to this issue.

Policy & Procedures – Senator Deidra Flynn, Chair

No report.

Research – Senators Bruce Norton & Bruce Davis, Chairs

No report.

Surveys and Elections – Senator Mai Lai Eng, Chair

No report.

VIII. New Business / Announcements

- Goodie bags for the faculty when they return to campus – President Sandoval said that she had asked Dr. Vela if funds usually used for the TCCTA conference (which was held virtually this year) could be used to purchase goodie bags for the faculty. This would be a one-time exception to how the Faculty Senate funds get used. A motion was made by Senator Robertson-Schule to have this one time goodie bag for faculty. The motion was seconded by Senator Rodriguez and passed.
- Discussion with Linda Boyer Owens – introduced by Senator Norton. Discussion also moderated by Senator Norton
Question 1: In 2013, when our pay scale was eliminated and when our summer pay was cut, we were told that in return the district would commit to the idea of 3ness where the college would be in line with the other top community colleges in the state. Is the District still committed to this goal?
Boyer-Owens: Yes, we will be having that conversation again with the Board of Trustees and sharing where we stand with them again. The caveat is that the budget needs to be able to support that level of pay.

Senator Norton: Since Dr. Flores became Chancellor, the idea of 3ness is no longer mentioned in the budget.

Boyer-Owens: I do not get the impression that Dr. Flores does not support 3ness.

Question 2: Does the District have a means to communicate with faculty what the pay progression is over time?

Boyer Owens: There used to be a table that projected out salaries, but when we went to the market approach, keeping pace with the market does not generate a table that tells you how much you can expect to get a year.

Question 3: What is the outlook on making adjunct pay more competitive?

Boyer-Owens: We do the 3ness evaluation on adjunct faculty as well. In the last couple of years, the market has moved really fast, faster even than the market for full time faculty and they would need like a 12% adjustment to be third in the state. Considering how critical adjuncts are to every academic department, we need to really work on increasing their pay.

Question 4: In the longer term, are our recently hired full time faculty members disadvantaged relative to older faculty by these changes in the faculty salary system instituted by the District in 2013?

Boyer-Owens: No, I honestly don't think so. People are not disadvantaged by being hired earlier or later. What really drive where the pay goes is what happens in the market and that is something we cannot predict.

Senator Bernal: In ACES, how do we get to our specific contracts for the year to look at them? We cannot get to them.

Boyer-Owens: That is a problem. I will look into that issue. You should be able to.

Senator Martinez: The FLAC is only available to be seen for a short amount of time and so we cannot go in to make sure we are being compensated correctly. Could we get a longer window of time to see the FLAC?

Boyer-Owens: I agree. We can work on having them available longer. That's critical that your contracts are out there and can be seen whenever you want to view them.

Senator Rodriguez: For those of us who work overloads, why can't we divide the overload pay into the regular pay in equal installments?

Boyer-Owens: I can find the experts in regard to this issue and we can get you an answer.

- Screen shot photo taken by Ranger reporter Rocky Garza Jr.
- Mona Aldana-Ramirez, Director of DEI and Dr. Marianne Bueno Working on Strategic goal of Equity for the College. For the purposes of transparency, she asked that she be put on the monthly Senate agenda to allow

her to update the Senate. Equity is a choice. Inclusion is an action. We assess for belonging. Showed the Senate the DEI Equity statement.

- Farewell – President Sandoval stated that it was an honor to serve as Faculty Senate President. She passed the gavel to Senator Martinez (the incoming president).

IX. Adjournment

Meeting was adjourned at 3:15pm