**Minutes of Meeting**

**Faculty Credential Policy Review Committee**

**February 26, 2019 – 1:00 PM – Online Via Go-to-Meeting**

**Attendees**

Dr. Martha Lavender, Dr. Vicky Ohlson, Trish Jones, Dr. Perry Ward, Dr. Leslie Hartley, Dr. Timmy James, Jimmy Hodges, Peggy Linton, Tracey Driscoll, Cynthia Buchheit, Darlene Andrews, Amy Smith, Dr. Edith Smith, Natalie English, Dana Clements, Jesse McDaniel, Rodney Land

**Old Business/Updates/Announcements**

The meeting was called to order and the minutes from the last meeting were reviewed and approved after motion by Jimmy Hodges and second by Leslie Hartley.

Dr. Lavender reported that the Committee’s work in the form of proposed Policy and Procedure 608.01: Faculty Load/Hours has been sent to the Chancellor and the BOT for review and will be considered at the March work session.

**Subcommittee Reports**

The Alternate Salary Schedules Subcommittee reported that they are still working on language for Policy and Procedure 605.02 that would clarify the minimum credential standards for initial hire for faculty in each credential group. The Subcommitee did present recommendations for new language in the Procedure to clarify the intent regard to initial hire rank placement:

*Faculty rank refers to the title and pay grade of a faculty member’s teaching appointment. Rank assignment for initial employment is based on a comprehensive evaluation of the individual’s credentials. Credentials are comprised of educational attainment, professional certifications, in-field coursework/training, and related work experience. New hires are not automatically placed at the lowest rank; the college president may assign a new hire to any rank justified by the individual’s credentials, market/workforce conditions, the college’s needs, and the employee’s demonstrated ability to perform the duties of that rank.*

Motion was made and seconded to accept this recommendation. The Alternate Salary Schedule Subcommittee also presented for discussion the absence in the previously proposed Procedure 605.02 of any requirement for minimum work experience for CTE faculty. There was general consensus that some minimum level should be required. The Subcommittee agreed to bring a recommendation forward at the next meeting related to not only required work experience, but also exceptions that could made to minimum credential requirements.

There were no formal recommendations presented by the Subjectivity in Evaluation Subcommittee or the Mistrust and Communications Subcommittee. However, each subcommittee brought forward the issue of the role of immediate supervisors in the promotion process and related general concerns and opinions. A proposal was submitted to clarify faculty responsibilities in a concentric circle model. Dr. Lavender requested that the two committees collaborate to present a unified recommendation at the next meeting.

**New Business**

No new business was brought forward and plans were made to send a Doodle poll out to determine the dates of the next two meetings.