

Minutes of Meeting

Faculty Credential Policy Review Committee

April 4, 2019 – 1:00 PM – Online Via Go-to-Meeting

Attendees

Dana Clements, Cynthia Buchheit, Dr. Edith Smith, Jesse McDaniel, Peggy Linton, Rodney Land, Dr. Timmy James, Tracey Driscoll, Dr. Martha Lavender, Darlene Andrews, Dr. Vicky Ohlson, Dr. Leslie Hartley, Dr. Perry Ward, George Scott

Call to Order/Approval of the Minutes

The meeting was called to order and the minutes from the April 1st meeting were reviewed; corrections were made to the list of attendees. Motion was made by Vicky Ohlson and seconded by Perry Ward to approve the corrected minutes, and the Committee voted to approve. The minutes from the Feb. 26th meeting were also presented and reviewed, and corrections were made to the list of attendees. In addition, the presentation and discussion of the “concentric model” for faculty duties at various ranks had been omitted and was added to the minutes. Tracey Driscoll made motion to approve the amended minutes and was seconded by Peggy Linton, with unanimous vote to approve by the Committee.

Subcommittee Reports

The Subjectivity in Evaluation Subcommittee and Mistrust and Communication Subcommittee presented the following recommendations for revisions to the previously proposed Procedure for Policy 605.03: Faculty Promotion/Progression in Rank:

- Require faculty performance evaluations to be included in the portfolio review process. (There was no opposition to this)
- Role of immediate supervisor in the promotion process: Serve as a resource in the portfolio development process; serve as a voting member on the Portfolio Review Committee, along with 3 elected and 1 other appointed member. (Agreement on this recommendation)
- Provide for the carrying over of approved promotions for a period of three years in cases when funding was not available. Instructors would not need to reapply during that time period. (An alternate suggestion was made to provide for a two-week period to evaluate submissions of intent to pursue promotion through the portfolio preparation and review process, at the end of which instructors would receive formal feedback on the possibility of promotion in light of college need and finances. Everyone thought this was a good idea, with an additional modification to the number of years for carrying over unfunded approved promotions – maximum of 2 years.)
- Include a three-tiered appeals process. (General opinion was that a single appeal to president was preferred.)

Dr. Lavender suggested that the revisions reflecting these and previous decisions be incorporated into the previously proposed Procedures with strike-through for consideration and vote at the next meeting. Everyone agreed.

Old Business/Updates/Announcements

On a different note, Dr. Lavender reported the origin of the D-3 Salary Schedule; it was inherited from the K-12 System when the program moved over to Postsecondary more than 15 years ago. The Alternate Salary Schedules Subcommittee also reported that they had investigated the question of whether the state's Adult Education budget could accommodate salary schedule adjustments which would provide increases in pay for full-time AE instructors. At present, there is no way to increase the statewide budget, but if the salary schedules were adjusted to reflect increases in pay, individual AE programs could make adjustments such as reducing the number of part-time instructors on staff in order to make it work. At present, the AE programs are having difficulty recruiting qualified and effective teachers due to the low pay, especially as compared to K-12 and full-time community college instructors. An increase in pay would allow the programs to be competitive for hiring the best and brightest.

Dr. Lavender reminded everyone that a Doodle poll had been sent out that morning to establish the date and meeting time for the next meeting and asked that if anyone's schedule did not permit meeting at the suggested times, to please email her and every effort would be made to accommodate. Everyone was asked to adjust a 1:00 p.m. start time to 1:30 p.m. to accommodate faculty with class responsibilities.