

Faculty Senate Minutes
Monday – August 13, 2007
5:15 PM - Food Service

Acceptance of July Faculty Senate Minutes - passed

Reports

- **Officer Reports** – none
- **Committee Reports** – none
- **President's Cabinet**
 - Tuition waivers for employees' offspring: if you are benefits eligible you qualify for the waiver.
 - Faculty Senate assignments for TSTC Waco campus committee assignments will be the same as those assigned last year.
- **Board of Regent:** The calendar used will be the one proposed by the system operations calendar committee.

Old Business

- **Compensation (merit) – salary increase with merit** - 3% or \$1200; and \$360 for merit. Faculty will get merit if exceeded expectation –at this point in time, staff merit increases have not been determined. The paperwork for merit increases did not get completed for faculty who received merit increases. These increases were not shown on the contract letter, but will be added to the first fiscal pay check.
- **Faculty and Executive Contracts SOS (HR 2.19)** – Richard Wheet spoke with Rich Morris and Dr. Carnahan resuming work on updating 9-month contracts.
- **Student Retention and Absences** - Faculty will now sign student drop forms for students enrolled in their classes. There is a discussion about the faculty having the option to drop students administratively after 25% absences.

New Business

Preparation and Processing Budget Changes - No objections to proposal.

Payment of Tuition, Fees, Room and Board by Installment: students pay in 1/3 installments. No objections to proposal.

Discipline and Dismissal of Contract and Faculty Employees: same as before but omitted resolution process and referred to it a proposed conflict resolution SOS. No objections to proposal.

Conflict Resolution (Moss): Review of document sent to senators via email. Steven Moss will go to the meeting Thursday and vote for the resolution at his discretion. No objections to proposal.

Proposed Tuition Increase to \$102 per semester hour for a COLA (Yantis - CNS) – some concern in raising the tuition this high and the money will not be seen for two years. Proposal failed due to lack of a motion.

SES has been moved back to English and Math department - the Faculty Senate should wait and see where SES lands up and should keep a representative on the Faculty Senate in the interim – motion made and passed

Elton Stuckly is historically to lowest paid president at any TSTC Waco presidents. He did not receive his 5% increase when he received Masters Degree. The Faculty Senate proposes that he should take the increase as per current policy. Motion made and passed

Problems with HR concerning 9-month contracts and minimum increase (Gray - TEL) – when contract letters first came out the date were not correct and start date was two weeks later. The decrease in salary would offset the 3% increase or push the raise out until the end of the contract. Discussion ensued. It was determined that no salary would be lost, only reshuffled from one pay period to another. Contracts should be on an academic year and not a fiscal year.

The faculty with a 9 month contract should also receive 3% raise or \$1200/year whichever is more. HR should will straighten out these contracts so all 9 month contracts will also receive the minimum of \$1200/year since this was what was originally stated.

ADJOURNED: 6:11PM