

**Faculty Senate Agenda
Monday – June 11, 2007
5:15 pm - Food Service**

Absent - Don Birchum-APT, Lee Poehls-AMT, Jean Norwood-CAA, Don Sharp-CMT, Brenda Niekamp-DAT, Chris McCauley-DDT, John Falkenbury-EHS, Ronald Neuman-MCI, Linda Shorter-NST, Tom Dean-Parliamentarian, Del Bullock-Academic Chair

Acceptance of May Faculty Senate Minutes – Passed

Guest: Elton Stuckly – President TSTC Waco

- The Governor reduced the Higher Education appropriations by \$100M and TSTC budget was cut by \$0.5 M. Waco is up by \$1.5M for the biennium. President Stuckly is willing to put up all the increased budget into the salary.
- TSTC Waco will be using the merit system - 3% across the board (\$1200 minimum) and with additional increase for exceptional rating (\$360 per year).
- Looking at an estimated cost of \$900,000/year for salary increases.

President Stuckly will be having meetings on June 20 and June 21 to explain the effect of LBB (Legislative Budget Board) on the campus and address some changes needed to address funding issues.

There will be additional efforts during this summer to work on recruiting and retention for the campus.

Two years ago there was a 5% raise and there was not any raise last year. The limit was set a 3% raise each year based on the funding dollars approved by LBB. There is some optimism about being able to make up the deficit of the second year.

According to the faculty evaluation, if a score of 30 points or more, you will receive an exceptional rating and there will be additional increase to across the board raise (\$360 per year). The annual faculty evaluation will be the document that is used to evaluate the performance of the individual. This document has been used for the past six year. There is some concern that the evaluation will be skewed high.

Discussion ensued regarding the effectiveness of the tool. There may be some consideration to review the tool being used with the next evaluation cycle.

What are we doing different to get more students to enrolled?
Elton Stuckly will send out email addressing recruiting issues

Good thing out of the legislative session:

There will be LBB committee set up to discuss finance issue in higher education. Why is high tech so high...etc. TSTC needs a separate funding formula in order to exist without hold harmless money.

Two issues from CNS faculty according to CNS representative:

1. General meeting to of CNS to discuss the salary increase with you – serious increase 5% in the last two bienniums..
2. \$30/mo would be an insult.

Response:

President Stuckly is committed to use all the \$1.5M to increase salaries. The other alternative would need to cut jobs to have more money to offer a greater salary increase. A 3% raise cost \$900,000. There is only 3% to work with.

Richard Wheet did go directly to Elton Stuckly and asked for a 15% raise.

Sliding scale should have move up (\$34,800) as raises are given.

Look at Contract and see how they are awarded contract.

Salary should be negotiated at the cluster level not at the HR.

The system HR needs to do a parity study.

Majority of money generated is used to pay salaries.

In the past department chairs were restricted to starting instructors at base pay. However the policy is that the initial salary is negotiable depending on experience and qualifications. If this issue continues, President Stuckly should be contacted directly.

Reports

- Officer Reports
 - Grievance – send comments to Steven Moss (deadline July)
 - Financial – BarBQ monies have been encumbered so are available in August.
- Committee Reports (none)

Old Business

- Compensation (merit) – salary increase with merit
- Faculty and Executive Contracts SOS (HR 2.19) – no progress