

**TSTC Faculty Senate  
June Monthly Meeting  
Food Service Building  
June 9, 2008**

Senators not present:: Jeff Looper - A/C, Don Birchum – APT, Mike Huneke – Automotive, Don Sharp – CMT, Brenda Niekamp – DA, Chris McCauley – Drafting, Linda Martin - Elect. Computer Ctrl, Jerome Mendias - Industrial Maint, Trish Hendrix - Network Security, Steve Betros –Treasurer, Steven Moss - Personnel

Meeting called to order at 5:15 P.M. - Richard Wheet

May Faculty Senate meeting minutes motion to accept, seconded, no discussion, passed, no opposition

**Committee reports**

No committee reports  
President's Cabinet meeting - Richard

**Old Business**

**Corporate College Information Request:** Richard requested names of people teaching - no information provided by Corporate College in response to request Richard going through other channels to get all information on Corporate College activities related to courses being taught - Names, contracts, how much work, percent profits, etc

**HR 2.19 Faculty Contracts:** The original COP proposed for use by the Waco campus was dropped when Systems approved the same proposal as the SOS to replace the rescinded HR 2.19. Campus presidents approved the proposal submitted by Richard for discussion. Richard had intended made a few revisions to the proposal but it was accepted as proposed with no discussion.

**Conflict Resolution** - No update.

**Department Chair job description** - No update

**Faculty Evaluation and Compensation** - being revised but opposition from other campuses. Marshall wants to change compensation to a points system, points for everything that is done with different weights for each item. Everything a faculty member does would be documented with a weighted point value for each thing done. Should Waco push for system-wide standard evaluation process or every campus do own?

Will SOLE change evaluation? No one seems to know.

After a brief discussion, decision was that Richard will push for every campus to design individual evaluations.

## **New Business**

**Faculty Senate Secretary:** Jimmy Summers, CNS, senator nominated as new Faculty Senate secretary after the current secretary, Todd Ewing decide to go over to the “dark side” - motioned, seconded, approved, no opposition.

**Chancellor’s DWI Conviction and TSTC Policies Concerning Termination or Action for DWI:** it was thought there was a policy for terminating TSTC employees for a DWI. Richard found out TSTC has no official policy for terminating people for or with a DWI as long as it does not affect performance on the job. Termination of anyone for a DWI is solely a supervisor decision and not a TSTC policy. There is no consistent policy and left for a case by case basis depending on the particular supervisor and employee. Previous terminations for DWI were for reasons decided upon by supervisors regardless of previously assumed TSTC policies, but those persons will not be automatically rehired or offered rehire. The TSTC Board of Regents decided that the Chancellors conviction for DWI had no affect on his job so no action was taken against him for DWI. If a supervisor wants to make it an issue, it is up to them but without support from TSTC administration.

**Faculty Letters of Intent:** Probably will get the letters at normal time. No letters of intent until the Waco TSTC budget is finalized and approved. Administration personnel were out when Richard inquired a couple of times so there was no ability to clarify this and get definite answers. The actual contract letters will not be issued until the TSTC Board of Regents approves the budget in August and determines that faculty are needed for the upcoming fiscal year.

**Annual Faculty Senate BBQ:** Scheduled for first scheduled class day of the Fall 2008 semester. All instructional personnel will be invited. Steve Betros appointed as chair by Richard with George Wilhite on the committee. A Sub-committee for the over-sight of potato salad and desert was appointed - Mark Schneider, Food Service senator head of this subcommittee.

### **Soft Chalk:**

Is it mandatory that faculty use it? No

Use of this is voluntary, at this time point, in time and faculty are not required by administration, at this point in time, to use it. Training being provided for those who wish to use it or mandated by department chairs. The Faculty Senate will continue to monitor and research further.

### **Faculty Time Accounting and Office Hours**

Not 8-5 employees, flexible schedules, full time faculty should be working approximately 40 hours. No monitoring or accounting for every hour or every minute is necessary nor should that be done by departments - not punching a clock

or timesheet. Instructors should work required number of office hours. Office hours are times allocated by the instructor for working with students that are in classes and can be done in classroom, lab, office, conference room, or other location, etc. Instructor does not have to be in their office to work with a student during office hours. Instructor office hours are not to answer phones, work at front desk, cover for other instructors, etc. on a regular or scheduled basis. Office hours are set by instructors themselves according to their needs, the needs of the students and their class schedule. Office hours should not be assigned by DC or scheduler to cover office duties such as tours, front desk coverage, answering phones, etc. Those must be put down as some other reason by the scheduler and time added to the instructor schedule load if being done on a regular or scheduled basis.

**TSTC Financial Status and Budget:**

There is currently a \$350,000 shortfall on the 2009 budget. There are no planned raises for next year due to this shortfall. No cost of living allowance (COLA) allowances can be given in Texas for state employees since it is against state law. Recent bonus checks were a result of savings in several areas on campus.

Motion to adjourn, seconded, approved, passed, no opposition

Meeting adjourned at 6:45 p.m.