

Voice

Faculty Association Bulletin April 2016 Oklahoma City Community College

Oklahoma City Community College
Faculty Association General Meeting
Tuesday, April 26, 2016 3N0 Main Bldg.
12:30 - 1:15 pm

- 12:30-12:45 1. Welcome
 2. Approval of Minutes from March 22, 2016 Meeting
 3. Treasurer's Report (Jeff Carlisle)
 4. Chair's Report
 5. Old Business/Update
 a. FASC Success
- 12:45-1:20 1. New Business
 a. Policy 2302: Tuition Assistance for Spouses & Dependent
 of Full-Time Faculty and for Retirees
 b. OCCC Policy Re: Loss of Personal Property on Premises
 c. Nomination and election of slate of Faculty Association
 Officers for the academic year 2016-2017
 2. Adjourn

Executive Committee members:

Brent Noel, Arts; Jenean Jones, Business; George Risinger, Chemistry and Biological Sciences; Angela Cotner, English and Humanities; Reeca Young, Health Professions; Al Heitkamper, Information Technology; Tricia Sweany, Library; Tad Thurston, Mathematics, Engineering, and Physical Sciences; John Ehrhardt, Social Sciences; Ginnett Rollins Chair; Gwin Faulconer-Lippert, Chair-Elect; Fabiola Janiak-Spens, Secretary; Jeff Carlisle, Treasurer; Jay Malmstrom, Parliamentarian; Nate Vanden Brook, Past-Chair

Treasurer's Report (as of April 22, 2016)

Scholarship Account: \$8346.25 General Operating account: \$8246.24
Ray McCullar Scholarship: \$5240.64
51 paid members

Minutes Faculty Association Meeting March 22, 2016

The meeting was called to order at 12:30 p.m.

The **minutes** from the February 23rd meeting with corrections were approved.

The **Treasurer's report** was approved.

Old Business:

Beth Lott, Director of Benefits at OCCC, addressed the FA in a Q&A session on the topic of Catapult. She emphasized that her goal is, and has been, to help employees avoid stress so she is working to resolve issues for faculty. Ms. Lott provided customer contact information for Catapult, including a phone number 1-877-234-1840.

Their email address is: support@catapulthealth.com. Hours for the phone number are M-F, 8 am – 5 pm. While faculty still receive summary point totals from HR, they should be able to determine how many points they have and what those points are for by contacting Catapult. She also included screenshot instructions of how to access a member's Blue Cross Blue Shield (BC/BS) account online, where a member can take his or her online health assessment as well.

Ms. Lott also shared that only 8 points are necessary, regardless of how those points are earned by May 1, for this year's point totals (However, physicals completed after May 1, and before the end of the fiscal year will still be accepted

as well). She noted that **BC/BS** only requires the physical exam be **once every calendar year**, while the **OCCC Catapult Wellness Support System** expects the physical exam to be done **once every fiscal year**.

When getting an annual physical, the member needs to make sure that the nurse or physician codes it “Wellness Check” on the document. If an employee arrives at May 1 with ten (10) points, but Catapult still indicates that the individual has only seven (7) points, he or she will need to go through the appeals process.

The wellness point criteria will be posted in the Portal (portal.occ.edu) in the Employee Benefits section if you’d like to review them. There will be changes to this criteria in FY2017, with a plan to expand the Wellness Support System as a means to help the “whole” person. Now the Benefits Committee will examine ways to earn points. Beth will work with the Benefits Committee to get Wellness Center activity added to the point system. Faculty should tell their Benefits Committee representative of activities that they would like to have added to earn wellness points. In addition, Beth stressed that Catapult will never talk with HR personnel about faculty health information.

Regarding specific health issues, BCBS covers a colonoscopy if the physician deems it necessary due to family history or if it is preventative. Also, for mammograms performed on campus, put the date of the mammogram on the wellness form and set it to Catapult to ensure that it has been documented.

Beth Lott will send the FA Chair a current list of Benefits Committee representatives.

FA Garage Sale and Silent Auction will be held April 6-7, with set up on April 5 8:00 a.m. – 5:00. Send division baskets and other items to Tricia Sweany and Ann Raia.

New Business:

Election of Faculty Association officers for academic year 201-2017 will be held

at the April 26 meeting. Members were asked to nominate faculty for the positions: Chair-Elect, Secretary, Treasurer, and Parliamentarian or tell their respective representative that they would like to serve in a specific position.

The meeting adjourned at 1:27 p.m.

Respectfully submitted,

E. Ginnett Rollins

Chair

Chair's Report

Academic Affairs:

Dr. DeClouette will defer to the next Vice President for Academic Affairs for the FA request for evaluation of academic deans by faculty, since the dean appraisal process was already in progress at the time our meeting in March. She opined that she would encourage deans to voluntarily conduct a performance appraisal by division faculty, but would not implement a policy for doing this.

Dr. DeClouette had the deans review the following to make them aware of faculty concerns: need for transparency regarding the Deans' Council discussions, intimidation through threat of retaliation, hostile work environment, concern about unfair written reprimands and conduct code violation write-ups and the request for an audit of these, suppression of discussion in divisions, favoritism in teaching schedules (especially, adjuncts over full-time faculty), the need for substantive division meetings.

With respect to the concern that faculty are not receiving full, accurate, and timely disclosure of important matters discussed in Deans' Council, the deans generally feel that their division meeting agenda items are coming from the information discussed in Deans' Council. I requested that the deans disseminate the important information coming out of the Deans' Council meeting quickly, prior to division meetings.

OCCC President:

According to President Steward, it is impossible to make a firm estimate of the amount of the anticipated reduction in funding at this time because of the uncertainty in action to be taken by the Legislature. A best case scenario for the OCCC FY2017 budget is a 4.5% budget cut, less than the 14% cut projected previously for FY2017, but the budget cut will probably be higher than 4.5%. This figure is conditioned upon the Oklahoma Legislature enhancing revenue by \$1.3 billion before the end of May. Although it may occur, Dr. Steward's judgment and experience make him doubt that this would occur.

Governor Fallin has proposed restoring the FY 2016 budget cuts for common education and career technology education, but not for higher education. If this occurs, higher education will be the only state education entity not to have its FY16 budget funding restored in FY17. Again, this proposal is conditioned upon the Legislature increasing revenue by \$1.3 billion.

The following perceptions of higher education by the public appear to influence the proposal not to restore the FY16 budget reductions:

- 1) College personnel earn too much
- 2) Professors do not teach enough hours
- 3) There is waste in higher education

These criticisms seem to be directed mostly at 4-year research universities; however, all higher education institutions, including 2-year colleges such as OCCC, suffer from these perceptions when it comes to funding. While the public looks more favorably upon community colleges, we lose funding as well since we are part of the higher education entity.

The President's Cabinet approved the June 1 notification of the reductions in force instead of the May 1 date because the Oklahoma Legislature announces funding in May. By waiting until June 1, they can more accurately assess the real need for layoffs, and perhaps avoid unnecessary cuts for FY17. This fiscal year (FY16) there are no foreseen layoffs.

President Steward noted that multiple people will lose jobs next year, in FY17. The criteria for reductions are based on determining how critical each position is to the mission of OCCC. OCCC will have to make cuts to mission critical jobs. Of these, they will be the least critical positions. Unfortunately, good employees, personal friends will lose their jobs.

The search committee to hire a new Vice President for Academic Affairs will be composed of a Chair, who will be a faculty member, one extra faculty member, two deans and one director-level President's Cabinet member.

Respectfully,
Ginnett Rollins
Chair