

Oklahoma City Community College
Faculty Association Meeting
March 23, 2021 – 11:00 a.m.
Online via Zoom

Chair George Risinger called the meeting to order at 11:01 a.m. He reminded attendees that a reporter was present.

Professor Jennifer Ball reported that the staff recognition award was presented to Alexa Mashlan in Admissions.

The minutes of the February 2021 meeting were approved.

Dr. Michelle Cole gave the Treasurer's Report:

Ray McCullar fund:	\$248 (as of December 31, 2020)
	\$11,783 (endowment as of December 31, 2020)
Scholarship fund:	\$6,754.45 (as of March 10, 2021)
	\$13,455 (endowment as of December 31, 2020)
MidFirst:	\$9,793.84 (includes \$905 for the scholarship account)
Membership (paid):	67

Dr. Cole reported that balances from the Foundation must be calculated based on current market values and cannot simply be accessed. She has a meeting with the Foundation staff next week to discuss the endowment fund. Dr. Cole also provided information on how to pay dues or contribute to the scholarship fund. The Treasurer's report was approved.

Dr. Ginnett Rollins reported that the scholarship committee will meet tomorrow. The upcoming silent auction fundraiser will likely utilize a Google Doc format for bidding. The scholarship committee is in need of items to be auctioned. A member noted that experiences instead of things make good auction items. Dr. Rollins reminded the group about the upcoming spring scholarship application/nomination cycle.

Chair Report

Chair Risinger met with Interim President Thomas on March 11th.

- Regarding the college employee awards, award recipients have been selected from the pool of those nominated last year, but haven't been announced. The process for the awards is being reviewed.
- Each division will have its own convocation, with SEM and SS being combined. There will be an in-person ceremony as well as a virtual ceremony. Ceremonies will be in the VPAC with attendance limited to students only due to social distancing. A limited number of faculty will participate, along with the Interim President, respective Deans, and VPAA. The ceremonies will be livestreamed. HP's convocation will be combined with their pinning ceremonies, dates to be determined. AEH will have two ceremonies on Saturday May 18th, at 10:00 a.m. and 2:00 p.m.

SS/SEM will be Thursday May 13th at 7:00 p.m. BIT will be Friday May 14th at 7:00 p.m. A question was asked about providing robes for graduates. Chair Risinger will follow up.

Chair Risinger met with VPAA Bridges on March 22nd.

- VPAA Bridges started the meeting enthusiastically, said that “It’s a new day in Academic Affairs” and things will not be run as they were before.
- Regarding A/B scheduling for fall, Dr. Bridges said this should not be considered a permanent change, and student demand will drive future offerings. There will be paid training. About 20% of classes will be A/B this fall. A member asked if the plan for fall might change if CDC guidelines change. Chair Risinger will follow up.
- Dr. Bridges will reach out to the Registrar, Admissions, and Advising to ensure that high school counselors have information on how to navigate course selection for concurrent students.
- Faculty who teach concurrent courses at high schools had previously received extra pay for working at these sites. That was suspended when classes went online and will be reinstated when in-person classes resume.
- Dr. Bridges will look into the delays in overload contracts, and if the delays cannot be avoided, see if a payment schedule can be provided to faculty.
- A new Dean of Online Instruction position has been created and will be posted soon. VPAA Bridges hopes to have someone in place by July 1st.

Chair Risinger communicated with Executive Vice-President Rose regarding the new lowered maximums for salary bands. EVP Rose stated, “An employee “should” be at the top of a job band and close to maxing out if they are great at their job and have the experience to support being at the top of the band” and “Once an employee reaches the top of the band they are maxed out but can receive increases as the job band expands. Every 18 months all job bands will be reviewed – both the entry level and max. This is based on industry changes, cost of living etc.” She noted that they wish to move away from the unreasonable broad pay ranges where no one ever gets to the top of the band.

Faculty Association membership passed a resolution in support of the recent changes and leadership with 39 in favor and one abstention.

Chair Risinger called for nominations for next year’s FA officers. The election will be at the April meeting and it was noted that candidates may be nominated from the floor at that meeting. Nominations made at today’s meeting were:

- Chair-Elect: Thomas Horne and Dana Tuley-Williams
- Treasurer: Paul Buckelew
- Secretary: Angela Cotner
- Parliamentarian: Thomas Horne

Chair Risinger noted that the Faculty Association now has a column, *The Faculty Association Corner*, published in *The Pioneer*. He thanked Dr. Padgham for writing it and *The Pioneer* for publishing it. Dr. Padgham noted that she would like input from other members for the column and that in the future, the

column will be written by the Chair-Elect and will provide information on work by the Faculty Association, including scholarships.

Dr. LiErin Probasco announced that a meeting for those interested in synchronous remote learning will be at 1:00 p.m. on March 30th.

A member inquired about raises for adjuncts, and Chair Risinger will follow up.

A member noted multiple issues with having the campus closed the week before the term began, which resulted in numerous faculty and staff members having to work unexpectedly during the break to ensure courses would be available as scheduled. Chair Risinger will take this concern to the President and VPAA.

The meeting was adjourned at 12:06 p.m.

Respectfully submitted,

Dana Tuley-Williams, Faculty Association Secretary

**The FACULTY ASSOCIATION
of OKLAHOMA CITY COMMUNITY COLLEGE
2020-2021 RESOLUTION SUPPORTING
POSITIVE ACTIONS TAKEN BY CURRENT LEADERSHIP**

WHEREAS, the faculty places high value on respect and cooperative, non-retaliatory action in our daily interactions with students, colleagues, and administrators; and

WHEREAS, prior to the 2020 – 2021 academic year, faculty morale had been suffering from a perceived lack of respect and retaliative nature of some administration/faculty relationships; and

WHEREAS, the actions taken by OCCC's Executive Leadership Team (Interim-President Jeremy Thomas and Executive Vice-President Danita Rose), including, but not limited to: the Friday Listening/Q&A Sessions, reassessment of policies and procedures to become more employee-friendly, the open and transparent search for a Vice-President for Academic Affairs, the reassessment of compensation, etc., have demonstrated the Executive Leadership Team desires to work cooperatively and respectfully with the faculty and has led to boosts in faculty morale and diminished, to a degree, a fear of retaliation for speaking out; and

WHEREAS, OCCC's Board of Regents has supported the Executive Leadership Team in implementing these changes and is working to make impactful and meaningful changes in the realm of governance of the institution;

THEREFORE, LET IT BE RESOLVED, that the Faculty Association of OCCC supports both the actions of the current Executive Leadership Team and the Board of Regents as they relate to employee-friendly policy/procedure revision, continued transparency, class-size analyses, supporting a non-retaliatory work environment, their overall continual efforts to improve our school and community, the national search for our next President, and is willing to assist these efforts in any way possible.

Respectfully,

George M. Risinger
Chair

Date