

Oklahoma City Community College

Faculty Association Meeting

September 22, 2020 – 11:00 a.m. – 12:00 p.m.

Online via Zoom

Chair George Risinger called the meeting to order at 11:03 a.m.

There was no individual staff recognition this month, but Chair Risinger announced that Dr. Shanna Padgham had created goodie baskets for housekeeping personnel and showed pictures of those.

The minutes of the August 2020 meeting were approved.

Dr. Michelle Cole presented the Treasurer's report.

Balances for the Foundation accounts (McCullar and Scholarship) remain the same, as updated numbers were not available from the Foundation due to their relocation to the John Massey Center.

Ray McCullar fund: \$228.48 (as of December 31, 2019)

 \$10,598 (endowment as of December 31, 2019)

Scholarship fund: \$7,855.45 (as of December 31, 2019)

 \$12,101 (endowment as of December 31, 2019)

MidFirst: \$8785.09 (includes \$230 for the scholarship account, paid via CashApp)

Membership (paid): 62

Dr. Cole reminded attendees of the different ways they could join, including paying their division rep or using the CashApp platform. The Treasurer's report was approved.

Dr. Ginnett Rollins gave the Scholarship Committee report. A message will be going out to faculty before the end of the 8 weeks to remind them to identify any students in their first 8-week courses that they may want to nominate for a scholarship.

Chair Risinger shared the text of a resolution to be presented to the Board of Regents from the Faculty Association. Discussion followed, with the change of one short phrase. The resolution passed unanimously by the 46 dues-paying members in attendance. The full text of the resolution follows the minutes.

Risinger gave the Chair Report .

Earlier plans to send forward multiple documents from faculty to the Regents was nixed in favor of the single resolution from the Faculty Association.

Professor Ray McCullar has requested that the Faculty Association Executive Board work to determine guidelines for awarding the Ray McCullar scholarship. Chair Risinger asked Dr. Shanna Padgham to work with Social Sciences faculty to come up with criteria for the scholarship.

Chair Risinger met with Provost Thomas and found him willing to listen and acknowledge that there are challenges for faculty on campus. Chair Risinger asked for answers to several questions regarding the new governance model led by Provost Thomas, Ms. Rose, and Mr. Gardner. Provost Thomas indicated that these three individuals were identified to lead because they already had experience with these particular job duties and had the needed skill sets.

There will no longer be a Vice President for IITS, as College leadership felt IITS fulfilled a support role, rather than a decision making role. *[Chair Risinger discovered after the meeting that this was incorrect, and that the VP for IITS still exists, but is not a member of the President's Cabinet.]*

Provost Thomas indicated that President Steward would still be involved in College business. His responsibilities will include:

- Strategic vision and planning
- Advising the Board
- Documentation and writing a history of OCCC
- Leading planning for the College's 50th anniversary
- Interaction with state regents and college presidents
- Continue with the President's Leadership Class
- Interaction with OACC
- Leading College relations with elected officials
- Interaction with Rotary Club, Greater Oklahoma City Chamber of Commerce, and the Business Round table
- Continue Presidential role at Board meetings
- Continue attendance at OCCC Foundation quarterly Board meetings.

Provost Thomas answered questions raised after the September 3rd email from the Board of Regents. He doesn't anticipate any job losses as a result of the restructuring. Chair Risinger asked him what was meant by "better place to work." The Provost responded that since the Regents authored that email, he couldn't answer that but mentioned that some policies are planned to be reexamined, potentially including Policy 2005 (Introductory period for new employees) and the hiring process will be streamlined. He was unable to answer questions about changes to committees but will have answers in the future. The Provost indicated that the Board would have a larger role in policy changes as well.

When asked how the change to 8-weeks will be evaluated, other than data, the Provost initially indicated there weren't any plans, but he would like to hear faculty and student input. When asked about the lack of training on the replacement for Starfish, the Provost noted that dropping Starfish prior to EAB being implemented resulted in a significant cost savings, and that training would be provided after it was fully implemented. There are some faculty piloting it now.

In Chair Risinger's meeting with VP Jameson, she shared that EAB training was scheduled to be in about a month, the college is investigating proctoring software, and information from committees is valued and VP Jameson is working to ensure ideas from committees are heard. Additionally, the coordination of Success in College and Life will likely go back to a faculty member but there is no timeline on that at the time of the meeting. She also noted that the Spring semester would mostly be online with options for hybrids and very few courses completely on campus.

VP Jameson asked Chair Risinger to get faculty feedback on the dates and format for Q&A sessions with the leadership team. Chair Risinger polled faculty and 58% of faculty preferred a start date of Friday, October 2nd, 11% preferred Friday September 25th, and 31% had no preference. When asked about the format, a suggestion was made to have some sessions be via Zoom, rather than all be in person, so the risk of exposure could be minimized. For the preferred method of asking questions, 8% voted in favor of “Mic on stand for people to approach (might have to walk past people sitting in same row),” 16% selected “Note cards passed to designated question askers,” 26% opted for a combination of the two, and 21% suggested other, such as giving questions to Chair Risinger to present. 29% indicated no preference.

Chair Risinger attended the Board of Regents meeting on Monday September 21st. The Board went into executive session to discuss replacing the President, but made no announcement.

The meeting adjourned at 12:14 p.m.

Respectfully submitted,

Dana Tuley-Williams, Faculty Association Secretary

**THE FACULTY ASSOCIATION OF
OKLAHOMA CITY COMMUNITY COLLEGE
2020-2021 RESOLUTIONS TO BOARD OF REGENTS**

Whereas OCCC’s Faculty Association (FA) acknowledges several positive advancements occurred under the current president’s tenure, the FA also acknowledges that, during that same time, either intentionally or not, a sustained atmosphere of perceived and overt indifference from high-level administrators and fear of retaliation has resulted in historically low morale among college faculty.

OCCC faculty’s ability to work with administrators to resolve these problems has not been productive. Faculty members have worked through all available channels by directly communicating with supervisors, filing grievances against administrators, reporting violations of policy to Human Resources, and by working through the FA Chair to report directly to the Vice-President of Academic Affairs and the college president. These efforts have resulted in few to no positive changes, and, in some cases, brought further retaliation for the faculty bringing forward concerns.

Policy-based and practice-based impediments to communication, including Board of Regents [Policy IV-4](#), the devaluing of input from faculty members and committees on which faculty members serve, and changes regarding committee structure, and fear of retaliation for faculty

reaching out to administrators other than their deans, have contributed to these issues. Furthermore, Policy IV-4 lessens the accountability of the president to the Board of Regents.

It has been regular practice over this time for administrative vacancies to be simply filled by appointment and not via hiring committee searches. In these instances, there is little to no input from faculty, staff, or students. It is the opinion of the FA that this prevents/stifles new voices from being heard and results in a few like-minded administrators making the majority of impactful decisions for the faculty, staff, and students.

To address the problem of lack of communication:

Let it be resolved that the FA, therefore, requests a continual, regular means of communication directly between faculty and the Board of Regents and that these mechanisms operate independently of any administrative position or administrative employee at OCCC. Faculty serving in this capacity should be chosen at large by other faculty members and not be appointed by academic division deans or other administrators.

To address the problem of appointments and lack of hiring committees for administrators:

Let it be resolved that the FA requests permanent replacements for administrative positions are the result of national searches and not the result of internal appointments, and that there should be no lowering or ignoring of any standard, be it policy-based or qualification-based, when these hiring decisions are made.

Let it be further resolved that if an interim appointment is necessary in any administrative position, including academic deans, the FA requests that any individual appointed will meet the minimum qualifications for the job and that there should be no lowering or ignoring of any standard, be it policy-based or qualification-based, when these appointments are made.

Let it be further resolved that if an interim dean is to be appointed, the FA requests that willing and experienced faculty member(s) from that division be appointed as interim dean.

To address the problem of the failure of the committee structure as a mechanism to provide faculty input:

Let it be resolved that the administration or the Board of Regents provide question and answer sessions before impactful/significant policies are changed or before changes are made to the committee structure at OCCC, namely for those committees that require faculty participation and/or directly impact students.

To address the problem of Presidential accountability:

Let it be resolved the President should have accountability like all other employees and that Board of Regents Policy IV-4 be reworked to re-establish this accountability.

To address the overall problems that have been the focus of the FA over the past several years and their link to the current administration:

Let it be resolved that the FA supports the Board of Regents in their search and implores the Board to perform a thorough, national search that requires formal input from students, staff, and faculty throughout the hiring process.

Respectfully,

George Risinger, PhD

Chair

Date

Action:

September 22, 2020: Approved unanimously by the Faculty Association.