

Oklahoma City Community College
Faculty Association
Meeting March 27, 2018

1. FA Staff Recognition - Peggy Newman introduced and honored T.C. Coleman – a division assistant in BIT for her exemplary work during the time of transition for the BIT division.
2. Meeting Minutes Approval – 02.27.18
A motion to approve the minutes was put forward by Peggy Newman, and seconded by Reeca Young. The minutes were unanimously approved without amendment.
3. Treasurer's Report – Treasurer Ahonsi reported the following:
 - Operating Fund \$8713.47
 - Scholarship Account \$10691.00
 - Ray McCullar Fund 8038.46
 - 73 paid membersShelly Miller made a motion to approve the report, and this was seconded by Steve Shore. The report was approved unanimously.
4. Chair Report:
 - a. Budget
 - The OK House passed a bill to increase taxes to cover a ~\$6000 pay raise for teachers and a raise for state workers. The bill now moves to the state Senate. This may take some pressure off higher education since funds to support other areas like common education have been taken from the budget for Higher Ed.
 - Several legislators have been asking what they can do for community colleges, and something that has been suggested and is in one of the current bills which requests that the legislature fully fund concurrent enrollment expenses. At this time, OCCC only gets \$0.27 from the state per \$1 of concurrent tuition. OCCC could realize an additional \$700,000 if this legislation was approved.
 - President Steward informed the Chair that OCCC is currently budgeting for a 2.5% decrease a 5% decrease, and a 7.5% in next year's budget. Even though it is possible we'll get the same amount of money as last year's budget, since we may have up to an additional \$2 million increase in current expenses, reductions in budget allocations will be necessitated. President Steward indicated that OCCC is done with reduction-in-force cost-saving measures and that steeper cuts will result in the loss of functions/programs at OCCC if the budget is cut more than 2.5%. He also indicated that each vice-president is responsible for working on their own budgets. This is why people might be hearing about different approaches being used in different areas.
 - Chair Glencross offered to put forth a resolution from the Faculty Association to let Vice-President of Academic Affairs (VPAA) Gardner and President Steward know the priorities of the faculty (i.e. to fill open positions, etc.). She encouraged members to get in touch with their executive committee member to let them know their thoughts.

- b. Open position updates –
- VP Student Affairs – the posting closes in March, and whoever is selected will take over July 1.
 - CFO - Interviews are underway.
 - Executive Director of External Relations – President Steward explained to Chair Glencross the position is for a person whose job it will be to create businesses from OCCC in order to generate revenue. An example of something like this in which OCCC is already involved is printing jobs for entities outside of OCCC. This person is in the process of being hired.
- c. Adjunct Faculty Performance Evaluation
The evaluation tool, which was created by an outside consultant, indicates this will be a very detailed process. Chair Glencross does not have details of exactly how the process will work, but she does expect there will be changes to the cumbersome evaluation instrument.
- d. Online Class Overload Pay Discrepancy Between Divisions and College Policy 4009 (3.0)
- Chair Glencross thanked members from the AEH Division for bringing this to Chair's attention. This issue has been addressed and will hopefully be applied in the same way across all divisions. Chair Glencross indicated that VPAA Gardner was unaware that this discrepancy was occurring in the AEH division, which partially explains why it existed in the first place.
 - In a related note, Chair Glencross indicated that she has assurances that any overload beyond 30 students in an online class will not be increased without the instructor's explicit consent. She also mentioned that it will be important to consider returning back to 25 students per section once budget issues are more stable. Chair Glencross will entertain a resolution to address this, and asked members to let their executive member know if they are interested in this prior to April 2nd 12 Executive Meeting.
- e. Guns on Campus Resolution delivered to the President
President Steward was glad to receive the resolution, and he shared it with the OK legislature. Chair Glencross noted that there are 10 bills regarding this issue in the legislature, which is approaching the deadline for bills to move from one side of the legislature to the other. If one of these bills comes to floor, it will likely be voted on, and/or could possibly be added to another bill. Chair Glencross advised members to keep this in mind.
- f. President's Office – Security Remodel
Security measures have been erected. Chair Glencross reminded the group that President Steward was admonished by the Board of Regents to make this change as soon as possible at a meeting earlier this year.
Chair Glencross will be happy to bring forward resolutions regarding areas any faculty member thinks could benefit from similar heightened security measures.

- g. Uniformity of requirements of application for leave
Regina Switzer provided a document to Chair Glencross (posted online at <http://www.occc.edu/faculty-association/otherdocs.html>) wherein HR has researched policies regarding application for leave from other campuses, both in OK and across the nation. Chair Glencross encouraged members to peruse the document. She will work to draft a resolution with the Executive Committee to recommend taking the amount of time missed as leave and to allow for the negotiation of making up missed time for things like office hours and committee meetings. Input from faculty members will be taken.
- h. Retirement Plan Distribution of Assets Change
These changes were implemented because VOYA no longer supports certain funds. The Chair would like to suggest that a committee of business, and possibly math, faculty would be able to review the funds and suggest eliminating from OCCC employee possibilities funds that are low performing. This information could be provided to employees so that they could make better-informed decisions when making these types of elections.
A member indicated that he currently serves on such a committee. It was discussed that there is a communication problem between this committee and the rest of the school employees. This discussion was concluded with the mention that Rebecca McGee from VOYA can help with providing this type of information.

5. ACTION: Permanent Pay Increase Resolution (See end of minutes for resolution.)
The resolution was sent out via email to faculty members on 03/26/18. In it, Chair Glencross married two ideas – make the stipend permanent AND to make faculty pay increases a permanent fixture in the budget.
Steve Morrow motioned for discussion, and Carlotta Anglin seconded.
Discussion ensued.
Members voted on the resolution: In favor 25, Against 2, Abstained 9.
The resolution was approved.

6. Other

- Additional Resolution in support of the April 2 Common Education Walk-out.
At the beginning of the meeting, Chair Glencross passed out hard copies of this resolution so that members could review it during the meeting. (See end of minutes for a copy of the resolution.)
Peggy Newman forwarded a motion to vote on the resolution, and Reeca Young seconded. The resolution was unanimously approved
- VPAA Gardner asked the Chair to move the April Faculty Association meeting up one week to April 17 since he is hosting speakers that will discuss predictive analytics regarding degree completion at OCCC during the time of next month's regularly

scheduled meeting time, and all faculty will be required to attend VPAA Gardner's meeting. The Chair agreed.

7. Adjournment – 1:24pm

NOTE: Due to the late hour, no motions were made to adjourn the meeting. The meeting was adjourned by unanimous consent.

Next meeting April 17th

The FACULTY ASSOCIATION
of Oklahoma City Community College
Permanent Faculty Raise Resolution – 2018

WHEREAS, the faculty of Oklahoma City Community College are first and foremost committed to improving the lives and futures of all students, empowering them to be lifelong learners, and

WHEREAS, the faculty of Oklahoma City Community College maintain high academic integrity and success despite increased class size limits and workload conditions which exceed established best practices and standards, and

WHEREAS, the faculty of Oklahoma City Community College are an integral part of increased student graduation rates, and

WHEREAS, the faculty of Oklahoma City Community College are actively engaged in activities which provide aid to critical conditions in student support services, such as admissions and advisement, and

WHEREAS, faculty have had a only one permanent increase in salary in a decade, and

WHEREAS, the faculty of Oklahoma City Community College continue to lose experienced faculty to better-paying employment conditions elsewhere, and

WHEREAS, the faculty of Oklahoma City Community College have experienced a reduction in faculty and academic programs, and

WHEREAS, other colleges and universities have provided salary stipends and/or salary increases to their faculty during that same period, and,

WHEREAS, a temporary salary stipend increase of \$1,000 was budgeted this academic year despite austere budget conditions and reductions in state appropriations, then,

LET IT BE RESOLVED that the Faculty Association of Oklahoma City Community College, on behalf of the faculty of Oklahoma City Community College, strongly recommends, even in austere budget conditions, that a permanent salary increase of \$1,000 be provided to all current full-time faculty and staff employed as of August 2018, and

LET IT FURTHER BE RESOLVED, that the Faculty Association of Oklahoma City Community College, on behalf of the faculty of Oklahoma City Community College, strongly recommends that future budgets include as a line item permanent salary increases as part of the regular budget.

Respectfully submitted,

Dana K. Glencross, Chair
Action:

Date

The FACULTY ASSOCIATION
of Oklahoma City Community College
Education Resolution – 2018

WHEREAS, the faculty of Oklahoma City Community College find the value of a well- educated citizenry to be an indispensable and valued component of society, and

WHEREAS, the faculty of Oklahoma City Community College realize that a good common education foundation is essential to success in higher education, and

WHEREAS, the faculty of Oklahoma City Community College are first and foremost committed to improving the lives and futures of all students, empowering them to be lifelong learners, and

WHEREAS, the faculty of Oklahoma City Community College realize that the current practice of underfunding common education threatens the viability of teachers to teach and students to learn, negatively impacting the future of the State of Oklahoma, then,

LET IT BE RESOLVED that the Faculty Association of Oklahoma City Community College, on behalf of the faculty of Oklahoma City Community College, unequivocally supports their fellow education colleagues in the “walk-out” movement of April 2nd to bring attention to and attempt to change the status quo, and ask that the Oklahoma state legislature prioritize and fully fund education as a vital and essential component of the future success of all citizens in the State of Oklahoma.

Respectfully submitted,

Dana K. Glencross, Chair
Action:

Date