



Faculty Association Minutes

Date	Friday, January 15, 2016
Location	Wharton-Horton Foote Theater
Time	Meeting convened at 11:20am

Attendees

Role	Name
Chair	Elizabeth Rexford
Minute Taker	Marissa Saenz
Attendees	All Faculty in attendance at Convocation
Guests	None

Information Items

	Description
1.	Elizabeth Rexford introduced Faculty Council Officers: Chair-Liz Rexford, Vice-Chair-Jennifer Jeffery, Secretary-Marissa Saenz
2.	Elizabeth Rexford shared three issues Faculty Council is addressing with Administration: longevity pay, security and safety, strategic plan.
a.	<p>Longevity Pay</p> <p>WCJC falls below peer institutions when it comes to compensating faculty over an extended period of time. Concerns raised by faculty at previous meetings pertain to retention of employees and retirement. New faculty are hired at a competitive rate to our peer institutions but are leaving after a few years to work for those same institutions that can offer a competitive salary over the course of their career. Being compensated accordingly for longevity also impacts retirement as it is based on salary earned over the last three years of employment.</p> <p>The administration has approved a longevity study to be conducted by a task force chaired by VP Leenhouts. Faculty Council recommended Jennifer Jeffery to represent the academic programs and Franci Bay for the vocational programs. The approval of the task force members has yet to be announced, the membership of the Task Force will be posted to the Intranet.</p>
b.	<p>Security and Safety</p> <p>In response to faculty inquiries, President McCrohan explained at the October Extended Cabinet Meeting that the results of the Spring 2015 Security Audit had been presented to the board in a closed session and will not be shared with the campus community because they reflect vulnerabilities that are being addressed by the necessary parties.</p> <p>Karen Lescure raised awareness of students' concerns regarding campus safety at the November Extended Cabinet Meeting and November Faculty Council Meeting. Detailed minutes for both of these meetings can be accessed via the Intranet.</p> <p>A task force, chaired by VP Kocian and including Danny Terronez, Director of Security and Public Safety will explore options for addressing the campus carry law. The task force will include representatives from various groups on campus and will be posted to the Intranet. Elizabeth Rexford recommended students from different campuses to be included. Faculty</p>

	<p>Council nominees for this task force include David Woods and Liz Rexford. The approved membership list for the task force will be posted on the Intranet.</p> <p>As the law stands now, faculty will be allowed to carry once the law goes into effect on August 1, 2017. Inquiries have been raised regarding whether or not the administration will restrict faculty with the institutional policy that will be created with the help of the task force. The Sugar Land campus is unique in that they will be impacted by the University of Houston Sugar Land's compliance with the law on August 1, 2016.</p> <p>Danny Terronez is being proactive and engaging the administration in discussion regarding multiple security measures that can be implemented to better secure all WCJC campuses.</p> <p>Concerns were raised by several faculty members regarding the lack of communication regarding incidents on campus and incidents involving WCJC students. Questions were raised about Send Word Now and why it was not used to alert the campus of an incident that occurred. In this day of mobile technology, information is reported quickly, and when not provided by a direct source (from WCJC), confusion sets in. In the case mentioned, members of the WCJC community received word from outside parties: school personnel, friends, and family regarding an incident on campus. Faculty and students in transit who received these messages did not know if it was safe to proceed to campus and employees on campus did not know what to tell them. A quick message to the WCJC community via Send Word Now that an incident occurred and was resolved, acknowledging that it is safe to proceed to campus would have sufficed instead of the notification sent out several hours after. Another concern is that of suicides. Instructors are aware of privacy issues, but would like to be informed that the student had been administratively withdrawn so that the professor will not unknowingly be insensitive. Instructors are not asking for any details regarding why the student was withdrawn.</p>
c.	<p>Strategic Plan</p> <p>WCJC is currently going the process with the assistance of a consultant Dr. Voorhees. Thank you to all who attended the strategic planning strategy sessions on January 14 at both the Wharton and Sugar Land campuses. The next sessions are scheduled for February 10 and 11th. Things to consider are increased enrollment in Richmond and Sugar Land, classroom space, signage in Sugar Land, and safety/security. Faculty members were asked to continue to convey the impact on students when revisions are made to the plan. Faculty interact with students on a regular basis so are a conduit for communicating valuable information. Threats-real or perceived-need to be addressed. Results from the environmental scan will be posted to the Intranet. Note some responses were redacted. Concerns raised will be addressed at the next extended cabinet meeting. A reminder to be positive and acknowledge the steps that have been taken thus far was provided at the end the meeting.</p>
3.	<p>Faculty Council Roster listed by division</p> <p>Allied Health – Melissa Bruton, Shelly Mayfield Communications & Fine Arts – Anna Patrick, Jeff Tix Math, Readiness, & Justice – Ben Brink, Dale Neaderhouser Science – Amanda Smith, Jennifer Jeffery Social & Behavioral Sciences – Kelly Eldridge, Liz Rexford Technology & Business – David Woods, Natalie Pittman Vocational Science – Frank Becak, Willie Myles At Large – Alyson Matheaus, Jeff Shine, Jon Loessin, Sharla Walker Academic Counselors & Professional Librarians – Marissa Saenz</p>

Adjournment

Meeting adjourned 11:55am

Chair

Date