

**I. Call to Order**

- a. Time: 3:07pm
- b. Attendance: 28 Members
- c. Karen made an announcement that Carol Girocco was being honored as one of 25 Outstanding Nurses for Nursing Celebration 2015 sponsored by the Texas Nurses Association, District 9.

**II. Review of the Minutes: Approved as presented**

**I. Committee Reports**

- a. **Constitution Review** – Michele Richey, Chair of the Constitutional Review Committee, reported that the committee was almost done with the review process but had two questions to pose to the general assembly.
  - i. Should adjuncts be allowed to vote as members of the general assembly?
    1. It was discussed that allowing adjuncts to vote was an incentive for them to attend FS meetings and was more inclusive of the adjuncts. Someone suggested that they should have to attend at least 1 FS meeting to be eligible to vote. It was suggested that taking attendance might be an issue in enforcing this. It was also suggested that the Adjunct Division Representatives, a position being added to the constitution, should vote as representatives for all adjunct voices instead of giving individual adjuncts the right to vote. An anonymous poll was taken via paper ballots to get the majority feelings so the committee could proceed with constitution update.
    2. The second item discussed was if the Rights and Responsibilities Committee should continue to be listed as a standing committee in the constitution. We currently don't have an active committee, and haven't in a while. It was discussed that it has been used in the past and that there is a reason for its existence. It was formed 8-9 years ago to deal with grievances against administration. The overall feeling in the room was to keep it as is in the constitution.
- b. **Faculty Senate President Emergency Fund Update** - Karen provided an update on this fund. We are down to \$2,000. We have provided 3 awards, and received a thank you note, which was passed around, from one recipient. Karen reminded the group that to nominate a student, the foundation wants us to focus on supporting students with good track records (i.e. "scholars") so they need to have a demonstrated record of academic success. Awards are \$500 or less and cannot be for books or tuition. It should be for items that a onetime payment would help out, i.e. unforeseen circumstances/emergencies. It was discussed if the rest of the amount should be saved for the spring semester.

## II. Old Business

- a. **Cameras and Call Boxes Update** - Karen brought up our concerns about not having enough call boxes in the parking lots with Captain Phillips and Linda Corbin. They stated that they have no plans to add more call boxes, but that in the new bond, there is money to add cameras to the parking lots. The question of if the cameras would be live monitored was posed, and their response was that no they would not be live monitored. The faculty expressed the point in having cameras that are not live monitored is to simply record to use if something happens, not to help to identify issues as they occur, which is our concern. Apparently there are one callbox in each of the parking lots, or near each one, but not in the middle where students express concern.
  - i. Motion: Karen should express the concern to administration that Faculty Senate would prefer call boxes to cameras (and why).
  - ii. Motion: Passed (simple "I" vote)

## III. New Business

- a. **Salary Compression Update** - Karen shared an update on the issue of salary compression. System Office has hired someone to review all salaries, about 600 who are in compressed group, which is mainly those hired between 2008 and 2013. We hope to have some resolution by December 1<sup>st</sup>. For those receiving compensation under \$2,500, they will receive a onetime payment. For those receiving more than that, they will receive it over the course of two years.
- b. **Replacing NASH Senator because of Justin Chance's Resignation** - Karen will be sending out a call to everyone in NASH looking for to fill this open position.
- c. **Need BASS Adjunct Senator** - Karen introduced all of the new Division Adjunct Senators and discussed the continued need for one from BASS.
- d. **70% Online and On-campus 70%ers** - There is a continued push by LSC-Online to have full-time faculty teach 100% online; they would be considered 70%ers. Betsy Powers is representing LSCM on the committee examining this possibility. Additionally, Karen was made aware of the issue that LSCM has too many 70%ers currently. This semester we have 23 of them whereas other campuses have only 5/6 of them. 70%ers are meant to be for emergency purposes and campuses should not have as many as we do. Dr. Riley is aware of the issue and in Spring 2016, we will not have as many as we do this semester.
- e. **Online Professor Teaching Awards** - LSC-Online is going to honor outstanding online teachers. Each campus needs to nominate 2 individuals to receive the award. It has been suggested that one should be an adjunct and one should be full-time. Criteria is currently being developed for this process, as previously SO wanted to simply do an award system wide instead of honoring some from each campus. When the time comes we will need people to serve on the committee.
  - i. **NOTE:** During this conversation, it was announced that Amy Curry and Mike Sunderland are revising the adjunct Faculty Handbook.

- ii. **NOTE:** During this conversation, it was also discussed that SO has asked if faculty want to be involved in SO hiring committees. It was suggested that we do. Karen will share this feedback with SO.
  - iii. **NOTE:** During this conversation, a request was made for a clear organizational chart for SO since there has been so many changes and we are unclear who everyone is and what they do. Karen will share this feedback with SO.
  - iv. **NOTE:** Finally, it was also discussed during this conversation that the way SO schedules meetings, particularly “mandatory” ones, is an illustration that they are out of touch with what it means to work on a campus. They are scheduled last minute and often during prime time, both of which are frustrating and very difficult to accommodate. Karen will share this feedback with SO.
- f. **Professional Development Committee Ideas** - Karen discussed this campus committee, which has been tasked to develop a plan on how professional development should look in the future. It is going well, and part of their proposal involves creating an office, so they are looking for ideas for titles. In addition, they are looking for ideas on where it should go and if there were a Faculty Advisory group to this office, how should they be selected? Provide feedback on this to Karen.
- g. **Piper/Roueche Award** - Karen shared that Dr. Riley is doing this different this year as our campus’ Piper Candidate will also be our Roueche Award winner.
- h. **Early Alert Programs** - Karen brought up the question of what we would like to see in early alert programs, as they are very interested in this at SO (particularly Wendell Williams). What we currently do now was discussed and it boils down to an online form that goes only to one counselor as well as each counselors within the divisions having their own processes. It was also noted that EDUC has their own process. It was suggested that if we were to have something it should be built into D2L and be an easy process like an embedded button of some kind (not another form to fill out). It was also discussed that asking a counselor to call all students who are struggling and have them come see them turns it into a process that feels disciplinary. Also, the desired documentation process would violate counselor confidentiality. The question was asked as to why we need to flag students in the first place as it does make it seem like a discipline issue; this was answered with the idea that it is more about checking-in with students than about flagging them. Overall, it was discussed that many faculty do something for students in their own classes, and that we need to share these “best practices” so that it is seen that we are doing something. It was noted that North Harris has 2 full-time positions dedicated to “early alert.” We have none. Faculty were interested in knowing what data does SO have on the effectiveness of early alert systems. Concerns were raised about counselor workloads as well as that many faculty believe it is the students’ job to seek out help if they are struggling, as personal responsibility is one of the core objectives. It was noted that faculty do have access to student contact info and Karen is going to send out

how to access this information. Overall, it was expressed that we want to have feedback on this process as we are worried what might be decided at SO without the input from faculty.

IV. **Announcements**

- a. Blood Drive – There will be blood drive in Carlos Landa’s name 11/4 – B building Atrium 10-3
- b. Student Panel (One Book One Campus) - 10/28 @ noon in G102
- c. Faculty are encouraged to go to culture meetings/forums
- d. Civic Engagement Conference @ UP, focus on Income Inequality – open to everyone. Contact Dana Morales for more info.
- e. Thank you to Karen, Lori, Rachel, Michele, & Janeau for their work on the social.

**Next Meeting:**

- Officers & Senators: 11/12/2015 @ 3pm | G 112
- Faculty Senate: 11/19/2015 @ 3pm | G 102

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Lone Star College – Montgomery Faculty Senate 2015 – 2016

**Officers:** President: Karen Buckman | Vice President: Habib Far | Secretary: Michele Richey

**BASS Division Representatives:** Amy Curry | Craig Livingston | Phil McCue

**BELS Division Representatives:** Simone Andrade | Martina Kusi-Mensah | Mark Whitten | Roxanne Richards  
(Adjunct Rep.)

**NASH Division Representatives:** Janeau Houston | John Kleist | D. Sundarsingh Daniel (Adjunct Rep.)

**TEAM Division Representatives:** Rob Kreps | Carlos Landa | Chase Waites | Adebola Omotajo (Adjunct Rep.)

**Counselor Representative:** Neil Phillips

**Librarian Representative:** Angela Colmenares

**Open Position(s):** NASH Representative (1) BASS Adjunct Representative (1)

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For information on the Lone Star College - Montgomery Faculty Senate, visit our website at:

<http://www.lonestar.edu/25364.htm>