MINUTES

ECC Faculty Association

Date | time 8/26/2015 1:10 PM | Meeting called to order by Jessie Taylor-Yearwood

# In Attendance

Valerie Crow-McDowell Rise Talbot Melissa Weston Gay Michele Glenda Easter Angela M. Perez-Michael John Wentz Joan A. Becker Jon D. Hickerson Robin Fletcher Angelica Cuevas Christy Madden Norman Seaton Glen Dale Pearson Jr. Laurie Phillips Mark Curtis Thames Cindy Brown John Samuel Anne MacDonald William Hodges II Cassandra Bowell Sheila Hyde Dorothy Smith Doug Vail Dean Armstrong Jerry Jones Sandra F. Williams Olivia Kerr H. Steve Carter Paul Shaver Rosemary Des Plas Omar Hernandez Josh Rose Marilyn Sullivan Brenda Carson Goh Swee Hua Benja Allen Vicki Wood Mwauna Maxwell Wade Hyde Dianna Drury Cristina Pate Francisco I. Rodriguez Eduardo Morales Mike Ogbeide Rosalinda Minnis Jessie Taylor-Yearwood

# Approval of Minutes

No minutes were read or approved, as this was the first meeting of the 2015-2016 fiscal year. Please see the Faculty Association webpage for archived minutes.

# Old Business

1. **N/A**

# New Business

1. **Faculty Representatives and Alternates:**

* **B. Allen** stated that there are 143 full time ECC faculty members. The number of FA representatives and alternates were determined based on the number of faculty per academic division.

**Academic Division** **# of Faculty**  **Representative(s) Alternate(s)**

Academic Transfer 37 faculty (26%) 4 2

Business, Design, & Community Service 21 faculty (15%) 2 1

Health & Legal 57 faculty (40%) 5 2

STEM 28 faculty (20%) 3 1

* HR, VPI, and Division Secretary confirmed list of full time faculty.
* Number of full time faculty is usually evaluated every 6 years but due to the reorganization, the count was evaluated this year.
* If you teach at 2 campuses, you can choose which faculty association you would like to affiliate with.
* Each division will decide how to proportion their representatives. Ideally you would have a representative from each area so that everyone will have a voice.
* Once the representatives are elected, then the meeting day that suits their availability will be selected.
* Unanimous vote, motion carried to have bi-laws changed.

1. **Work of the Council for 2014-2015**

* **J. Hickerson,** past president of the ECC Faculty Association**,** reported that the Chancellor and his staff are trying to be equitable and concerned about fair faculty compensation.
  + Survey results were more in our favor and reasonable increases and timeframes were being discussed.
  + Board of Trustees will have to vote on proposed increase.
  + Some board discussions are confidential because there are items still pending and being worked out.
* There are two positions becoming open on the Board of Trustees.
  + Please encourage any prominent retired faculty to run for these positions so that we will have some faculty influence on the board.
  + All faculty who are registered to vote in your district and in Dallas County are encouraged to vote.

1. **Compensation Package**

* **J. Taylor-Yearwood** briefly covered the compensation package to be voted on during the September 2015 DCCCD Board meeting.
  + Encouraged 15+ year faculty to be patient as the compensation is worked out. There is a commitment to those who have been working 10 years. ECC has the lowest turnover.
  + Faculty whose current minimum salary exceeds “new” minimum salary, will receive the % increase that corresponds with their length of service and range.
  + Faculty whose current minimum salary is below the “new” minimum salary, will receive the “new” minimum plus the % increase that corresponds with their length and range. This includes new hires reporting before September 1, 2015.
  + Increases are also tied to continuous full time employment in DCCCD regardless of position prior to becoming a faculty member.
  + Difference between 3% and 5% increase is contingent on years of service and range. Those with fewer years of service will be assigned the 5% increase.
  + Milestone pay will be instituted in 2016 to maintain career and master faculty.
    - 5% increase after 3 successful 1 year contract
    - 5% after 10 years in range 2
    - 3% after 15+ years in range 3
    - 3% after 20 years
    - 3% after 10 years in range 3 or higher
    - Range 1 and 2 will improve through education or discipline development

1. **Coordinator Compensation**

* **J-Taylor-Yearwood** would like to meet with the Executive Deans and VPI to look at the pay and make a proposal. Real issues include the inconsistency in compensation based on the responsibility, range of supervision and other factors. The goal is to arrive at a fair and equitable base for all coordinators with consistent methods of determining compensation for additional duties.
* **M. Maxwell** requested tasks to be considered when creating a “new” hurdle formula.
  + Student Advising
  + Supervision of # full time faculty vs. # part time faculty
  + # students in program/ # contact hours
  + Marketing own program and advertising
  + Summer coordination duties
  + Field experience for EDUC or clinical
  + Completers
  + Articulation agreements
  + Classroom visitations
  + Recruit dual credit
  + Curriculum Development
  + Schedule building
  + Adjunct supervision
  + Hiring of adjuncts
* **M. Maxwell** will send out this list and invite faculty coordinators to add to the list.

1. **Reorganization Impact on Faculty**

* **J. Taylor-Yearwood** addressed how the reorganization has impacted faculty by divisional realignment and a new hiring process implemented by Talent Central.
* . Discussed several requests to be made as follows:
  + Request that no faculty report to multiple deans except by choice
  + Request that faculty are involved in hiring process for their own administrators or work closely with administrators, PSS, etc.
  + Request a transparent process in hiring on campus
  + Address campus faculty to administrator ratio
* **J. Taylor-Yearwood** stated the following will be made a priority for 2015-2016:
  + Working more closely with the ECC administration to resolve faculty related issues before they become bigger problems.
  + Ask the administration to address the growing number of Administrators
  + Review or reconsider base compensation for coordinators
  + Clarity of how to figure out range
  + Compensation for program growth
  + Clarification of Petty Cash rule imposed on purchases made for programs
* Taylor-Yearwood recommended that all faculty that accept appointments as administrators, obtain a contract that details the conditions under which they return to their faculty positions.

1. **Moment of Silence**

* **J.Taylor-Yearwood** asked all to observe a moment of silence, to reflect on the life and fond memories of Juanita Marquez. Ms. Marquez was a pioneer in the field of education, and enhanced the lives of all those she touched. She will be deeply missed by her ECC family and friends.

1. **Committee Members and Chairs**

**J.Taylor-Yearwood** stated that nominations for officers will be taken during the next meeting.

* + - Vice President
    - Political Information – Glenda Easter volunteered
    - Membership – Benja Allen/Glenda Easter
    - Academic Freedom & Instructional Goal – Gay Michele volunteered
    - Economic & Faculty Welfare – Melissa Weston volunteered
    - Communication

# Next Meeting

Next meeting TBD. Will meet either September 21st or 22nd. You will be notified by email.

Motion to adjourn was made at 1:45 p.m. and was passed unanimously.