

Kilgore College
Faculty Association
Minutes of 21 February 2014
1:30 p.m. Randolph C. Watson Library
Educational Room
William Wells, Faculty Senate President, 2013-2014

In attendance were the following senators:

William Wells	William Stowe	Tomas Weidmer	John Raulston
Susan Black	Brandon Walker	Stephanie Walker	Paul Buchannan
Jennifer Chilek	Gus LaFosse		

Old Business:

1. Some have suggested adopting 3-year contracts for faculty members with 5 or more service years. Is this something we want?

a. general agreement that it is unnecessary because most full-time faculty feel secure in their jobs.

b. also, some may not want to commit to 5 years.

c. general agreement that it is acceptable but should be optional.

2. Moving faculty review periods to 5 years from 2 years for faculty with 5 or more service years.

- general agreement that a change in policy would be unnecessary as we are not overwhelmed being reviewed every two years.

3. Updates from Chief Cariker

a. lighting issues

b. night classes combined for safety and accountability

1. some faculty may resist having to relocate

2. some faculty may resist the accountability

3. general agreement that combined night classes is a good thing

c. parking permits for faculty

1. faculty concerned with being identified off campus

2. want to be recognized as faculty while on campus

3. suggest distinguishable name badges

4. possibly with emergency information

d. student ids for faculty v/s students

4. Late Registration

- a. is now only one day fall and spring
- b. voiced concerns that the problem is not the current policy but that the procedures are not being followed by all faculty.
- c. too many exceptions being made (possibly for the sake of enrollment numbers.)
- d. this is not necessary as within a semester or two students will accept whatever the policy is.
- e. voiced concerns that late registration is counter-productive as these late registration students are rarely successful.
- f. registering them knowing that they will most likely fail is unprofessional on our part and will not affect completion numbers anyway.

5. Adjunct Pay

- a. should adjunct pay be raised by \$100 per class per semester?
- b. voiced concerns that faculty are not paid as much for overload which is unfair.
- c. voiced concerns that in spite of [b] the adjunct's circumstances warrant additional money.
- d. voiced concerns about the unbalanced pay rates between online classes and face-to-face classes need to be considered.
- e. voiced concerns that there needs to be consistency between departments as to how adjunct/overload pay is calculated, possibly by a universal calculator so that everyone is paid uniformly and nothing is overlooked.

6. Increased Faculty Work Loads of Non-Course Related Assignments

New Business:

1. Should the requirement that FT faculty teach face-to-face if they want to teach online be removed? (Y)
 - a. voiced a general opinion that this requirement is restrictive, especially in the summer semester.
 - b. unanimously resolved to remove this requirement.
2. Should personal mail delivery policy be relaxed for senior faculty members? (Y)
 - a. voiced concern that this should not be a point of contention, that no person should be singled out, that there is a thin line between personal and professional mail.
 - b. unanimously resolved to relax this policy.