

Faculty Association Meeting

November 18, 2016

Minutes

1. Dr. Kays and Dr. Turpin answered several questions from faculty members.

Q1: Several faculty members have heard that there are some programs, areas, departments, and/or people that will be moved, possibly to new locations, areas, and/or departments. When will this move be done, and what programs/areas/departments will be affected?

Dr. Kays:

- “A new President means changes”
- Recommendations have been made to the Board of Trustees regarding the proposed changes
- All proposed changes are not ready to be presented because they need to be well thought out
- More news on these changes can be expected in mid-Spring
- As an example of changes to come:
 - The AEC building is decaying (needs new HVAC, leaking roof)
 - Individuals that current work in this building will be relocated/placed with each of the Deans
 - This move will facilitate stackable credentials, and a pathway from continuing education into certificate and associate degree programs

Dr. Turpin:

- Restructuring/realigning will be done institution wide
- Instruction department alignments were last done in 1997
- The realignments will not begin before Summer 2016 (least impact to students)

Q2: Zero-based budgets were mentioned at Convocation, and we haven't heard anything else about it. What programs/areas will be affected by zero-based budgeting and how will it affect programs/areas?

Dr. Kays:

- The college is down approximately \$750,000 in revenue
- We are looking for an increase in contact hours, rather than head count
- In years past, we have always focused on getting as many students as we can for the base years, and then lose ground between base years. This strategy has led to a downward trend with each passing base year and the requirement for us to work harder to round up more students for each year. We should be equally diligent every year to get and keep students, rather than just for base years.
- Zero-based budgeting is not expected to find an exceptional amount of money, but to better give a better picture of revenues and expenses
- Budget heads attended the first meeting today, and there will be another on Monday

Q3: We have gone a couple years at KC without receiving any raises.

- A. If raises are not given in the next school year, can office hours be reduced for faculty members to compensate for the lack of raises?**
- B. If faculty members are given office hour releases to compensate for lack of raises, can staff members receive more paid time off to compensate for lack of raises?**

Dr. Kays:

- The answer is “No, and No”
- Reducing hours in either of these areas has a negative impact on students
- Contact is essential to success of both students and this institution.
- At this point, there is no expectation of salary increases for the 2017-2018 school year
- Tuition will be increased to help alleviate some of the effects of the reduction in revenue

Q4: Since the ES building has been rekeyed, custodians don't have keys to faculty offices in the building. Therefore, in order to have the trash dumped, faculty members have to be in their offices when the custodian makes the rounds or leave their doors unlocked. Was this intentional, or just overlooked when the building was rekeyed?

Dr. Kays:

- The custodians don't have master keys to the building, as some employees in the building didn't want the custodians to have keys to the offices
- The decision for custodians to have those keys or not will have to be made by the faculty/employees in the building
- Provide feedback to your Dean, Kenya, or Jeff Williams in regards to whether custodians should have keys

2. Dr. Turpin addressed...

- The proposed alternate schedule is intended to address student needs:
 - Growing number of student with children (8:30 start time)
 - Developmental lab time (flex hour)
 -
- Cohort programs will most likely not be affected by new schedule
- Department heads and faculty will have input to justify
- 7:30 start classes will most likely be offered on demand and on a rotating basis