FACC MEETING
October 22, 2018

MINUTES

PRESENT: Dr. Dan Edelman, Dr. Melinda Arnold, Dr. Sue Balter-Reitz, Ms. Trudy Collins, Dr. Salem Boumediene, Dr. Keith Edgerton, Dr. Natalie Bohlmann

Guest: Dr. Joy Honea, Former FA President
Handout: Results of Summer Compensation Model Preference Survey of Faculty, October 2018

Minutes: By Connie Nelson, Administrative Associate in the Provost Office

Order of Business:

Agenda Item 1: September 17, 2018 minutes – Unable to approve did not having a faculty Quorum

New Issues/Business Before the FACC:

Agenda Item 1A: Review Summer 2018 compensation pilot; determine plan for summer 2019 compensation.

Review: An ongoing problem of losing money during the summer session and putting classes on the schedule hoping for enough enrollment, then if low enrolled, the class is canceled. No firm minimum levels of class enrollment.

- The policy was if less than 5 enrolled cancel the class;
- Up to 12 look at it;
- 12 or greater then run the class.
- ➢ The faculty were very unclear about this policy.

The experiment last summer was to alleviate the past policy. The model of a pro-rated pay amount was based on the enrollment number in the class. The faculty member had the right to back out of teaching the class if it was low enrolled or take the reduced pay.

Melinda: Were students forced into taking the summer class or put into a position because the class was only offered during the summer?

- ➢ No. There were instances where the student had to take the summer class only because of their pathway.

Dan: Do we know what students want to take during the summer?

- ➢ Yes.

- Natalie stated there are a subset of students who want summer classes but it is not an overwhelming number.

Designing a compensation model takes into consideration there are high enrolled classes, upper division classes that always fill up and faculty get the higher rate of pay.

Keith said our break-even should be lower this year versus last year. Lower so the compensation is at 10 and not 12. Trudy said the net revenue would go down to support the whole budget. The only variable in this model is faculty salaries, no other expenses factored into Trudy's figures. Trudy said only 2 courses ran low enrolled at CC with a reduced pay rate. Trudy surveyed the payroll office and it was a lot to track by Jackie.

- The downside was the course was already being taught by the time the pay was determined.

CBA, Section 14.000: 8 credits is the max to be paid under the contract. It should be raised to 9 to make it equitable.

Dan asked Melinda: What do you want to do?

- There is concern over low enrolled classes according to the handout bullets.
- Where do we come to a consensus on the break-even?
- What are we going to do if we don't meet the target enrollment number? If 10 is the break-even then what is the reasonable prorate? Then we get back to the classes not being offered and the faculty are not teaching.
- The comments state the faculty are not satisfied with the number 5 cut off so a decision needs to be made now to eliminate any student confusion on their planning for the future.

The range of faculty salaries is also a consideration. In the prorate, everyone makes the same. Above the prorate senior faculty make more money.

The schedules need to be built further out than one semester, they need to go 4 years out.

- There are many more classes offered in May.

Melinda asked if there was any feedback on students who were not able to get the classes they needed. The answer is no.

Keith thinks we need to recalibrate the prorated table up and lower for break-even and compress it at the other end for a narrower pay scale. The 5-12 scale is too broad. Look at the classes that came in to the 5-12 range.

Dan wants to get the faculty salaries up and get a fair number to gauge the class running. He thinks this will go quickly so the faculty will have the data and whether the class will run.

- Melinda will have the task to get this model to run 4 years, starting with 2 years.
- Dan wants a flat pay scale and a fixed number of enrolled.
- He also wants to increase the part time faculty pay to $2,400 from $1,800.

Michael will send out the enrollment data by term prior to the next meeting. Joann Stryker will fill in for Michael who will be on vacation.

- Continuing Item.

Adjourned: 3:00 p.m.

Next Meeting: November 8, 2018
2:00-3:30 p.m.
CCR