

# Voice

Faculty Association Bulletin

March 2016

Oklahoma City Community College

Oklahoma City Community College  
**Faculty Association General Meeting**  
Tuesday, March 22, 2016 3N0 Main Bldg.  
12:30 - 1:15 pm

- 12:30-12:45
1. Welcome
  2. Approval of Minutes from February Meeting
  3. Treasurer's Report (Jeff Carlisle)
  4. Chair's Report
  5. Old Business/Update
    - a. FASC: (Tricia Sweany/Ann Raia) Garage Sale (April 5-7)
    - b. Dean's Council feedback
    - c. Equal pay for redesign of courses (Title III and otherwise)
    - d. Catapult (Beth Lott of HR Q&A Session)
- 12:45-1:20
1. New Business
  2. Adjourn

**Executive Committee members:**

Brent Noel, Arts; Jenean Jones, Business; George Risinger, Chemistry and Biological Sciences; Angela Cotner, English and Humanities; Reeca Young, Health Professions; Al Heitkamper, Information Technology; Tricia Sweany, Library; Tad Thurston, Mathematics, Engineering, and Physical Sciences; John Ehrhardt, Social Sciences; Ginnett Rollins Chair; Gwin Faulconer-Lippert, Chair-Elect; Fabiola Janiak-Spens, Secretary; Jeff Carlisle, Treasurer; Jay Malmstrom, Parliamentarian; Nate Vanden Brook, Past-Chair

## **Treasurer's Report (as of March 21, 2016)**

Scholarship Account: \$4657.07      General Operating account: \$8246.24  
Ray McCullar Scholarship: \$4848.07

## **Minutes Faculty Association Meeting February 23, 2016**

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The meeting was called to order at 12:31 p.m.

The **minutes** from the January meeting were approved.

The **Treasurer's report** was approved as shown.

The **Chair's Report** can be read in the February 2016 Voice. The following items were amended by Ginnett during the meeting:

**Endowment Search:** The consultant contract was cancelled in December because they were not producing expected results. President Steward will consider pursuing outside funding sources in the future, but this may not occur during the coming academic year.

**The Regents Roundtable** for this spring has been postponed until fall16/spring17.

**Policy 5040 - Late Withdrawal from a Course:** Current policy requires that students submit a written appeal to the Grade Appeals Committee. The appeal has to be based on an emergency situation.

### **Old Business was presented and discussed:**

- A. **FASC:** Due to a scheduling conflict for CU rooms, the Garage Sale on April 5 (set up) and April 6-7 (sale) will take place in the CU1 room only. The OCCC Bookstore has kindly allowed the FA to display the silent auction items in their store display windows, and will watch those items.

Tables for auction item bidding will be set up outside the windows.

Volunteers are only needed for the actual garage sale.

For Silent Auction: Baskets for the Auction (or money to make baskets) are requested from every division. However, some staff, non-faculty groups have volunteered to help as well and provide a basket.

Questions? Or Volunteer? Contact FASC: Ann Raia or Tricia Sweany

- B. Title III Panel Discussion: Faculty members who have already participated in, or who are currently working on, Title III redesign of their course shared their experiences. They noted that some standardization has helped their courses, to ensure that all faculty are maintaining some basic standards in all courses. They also acknowledged that there was an increase in retention following the completion of the Title III redesign. We learned that the percentage of standardization varies significantly from one area to another:

50%/50% (English Composition II ENGL1213)

60%/40% (Success in College Life on campus)

70%/30% (English Composition I ENGL1113)

90%/10% (Business)

100% standardized (Success in College Life online).

Since they are the experts in the field, Faculty should insist on determining these percentages. The negotiation process has become more difficult since the Title III Consultant has become involved. Faculty are very concerned about encroachment of standardization on their academic freedom. Since students have learn multiple learning modalities, professors need the liberty to teach creatively and adjust to accommodate the different needs of students. Academic freedom should be respected, and not be suppressed by the Title III drive to standardize courses.

It was also suggested that there should be a period of time to make corrections, modifications, etc. of the Title III redesign of a course after its completion.

Ray McCullar expressed concern that one group was not paid the \$2,040 for their Title III redesign of their course.

The meeting adjourned 1:21 pm  
Respectfully submitted,  
Fabiola Janiak-Spens – Secretary

## **Chair's Report**

### **I. Academic Affairs:**

A. Dr. DeClouette expressed a desire for Faculty and Academic Affairs/Deans to work together to improve conditions at OCCC, especially during this period of grave economic shortages.

B. **Standardization of job titles:** Deans are working on standardization across the divisions (i.e. Department Director for all), to include a discussion of paid versus non-paid/compensated positions.

C. **Course Cancellations:** Budget issues require that OCCC maximize the teaching of faculty in courses that transfer for general education credit to major universities. Popular non-general education courses cannot be offered every semester, only on a rotational basis.

D. **Communications:** Dr. DeClouette will recommend to Deans' Council that each Dean debrief faculty about issues that affect faculty at our monthly meetings, and in a more expeditious manner, when appropriate.

E. **Improve Faculty/Dean Working Environment:** A substantial percentage of faculty from at least four divisions expressed concerns regarding overt and indirect harassment of faculty. Recommended solutions:

- 1) reinstatement of evaluation of the academic deans by faculty;
- 2) creation of a Faculty Grievance Committee;

- 3) professional training across divisions for deans to understand how to deal with policies and procedures;
- 4) audit of written reprimands and conduct code violation write-ups for the last two years in all divisions.

**F. Division meeting improvement:** Meetings should include substantive input, and not use time to disseminate information that could be communicated by email. Eliminate excessive meetings. Deans should advocate for faculty, taking faculty opinions and ideas to administration, and reporting back. Permit free expression of opposing opinions.

## **II. Human Resources:**

- A. Per Dr. Angie Christopher, a customer service telephone number for CATAPULT is too costly.
- B. Beth Lott stated that Catapult requested that OCCC employees not be permitted to contact them by telephone.
- C. Dr. Christopher agreed to allow employees to use HR fax machines to submit documents to CATAPULT. She noted that faculty already have access to division fax machines (Although the Arts Division does not have a fax machine, employees can use HR fax service.)
- D. Human Resources is working with the Benefits Committee to reduce errors and improve CATAPULT service overall. Human Resources is not authorized to see more than the total number of points due to privacy constraints.

## **III. Oklahoma Higher Education Heritage Hall Of Fame Nomination:**

Although OCCC would like to nominate Ray McCullar for this award, we will honor his request not to be nominated. We appreciate Dean Susan Tabor and Prof. M'Lou Smith for their efforts to honor our colleague Ray.

**IV. Complete College meeting:** Increase in enrollment next fall because of the layoffs occurring in Oklahoma.

**V. Faculty/Staff Parking:** The initial request for parking spaces dedicated to faculty/staff in the VPAC was denied; however, Marlene Shugart and Chief Piazza are going to reconsider our request again.

Please send me any other faculty morale enhancing ideas that have no or little cost.

Very respectfully submitted,  
E. Ginnett Rollins