

Call to Order: The meeting was called to order at 04:07 PM by Jeff Fritz, Faculty Council President. A total of 25 Faculty Council members were present with four of those attending via a videoconference link to the Hutto Center and three attending by a videoconference link to the Taylor Center.

Approval of Minutes: The minutes from the August 19, 2013 regular meeting were distributed electronically before the meeting with some paper copies available at the meeting. There were no additions or corrections to the minutes and the minutes were approved as distributed (Motion: Craig Collins/Second: Claudia Turner).

Treasurer's Report: Secretary-Treasurer John White presented the report for the period August 19, 2013 through September 26, 2013.

- The General Operating Account had a beginning balance of was \$3438.73. Deposits for dues totaled \$610.00 (with an additional \$220.00 to be collected by payroll deduction from October 2013 paychecks). There were three disbursements from this account: lunch for the August 19 FC meeting (\$531.25 to Jason's Deli), reimbursement of Faculty Orientation Group expenses (\$145.68 to D. Kirkland) and reimbursement of purchase of bottled water for August 19 FC meeting (\$9.92 to Claudia Turner). The ending balance was \$3361.88.
- The Retirement Account had a beginning balance of \$445.37. Deposits from contributions totaled \$95.00 (with an additional \$20.00 to be collected by payroll deduction from October 2013 paychecks). There were no disbursements. The ending balance was \$540.37.
- The College Account (Operating Expenses) had a beginning balance for the 2013-2014 fiscal year of \$542.00 and no disbursements have been made during the current year.

Committee Reports:

- **Faculty Development Leave Grant:** Lesley Keeling-Olson, Chair
 - No report.
- **Faculty Advancement Committee:** Karen Robinson, Chair reported
 - Two sets of guidelines for Faculty Advancement grant applications were presented – the current version (from Fall 2004) and a proposed version which contains no major changes but a few clarifications. The new version of the instructions and form will be posted on the employee portal of the TC website.
 - Requests that commit the entire \$2500 balance of the Faculty Advancement account have already been received and approved (five grants of \$500 each). Dr. Barron has agreed to provide an additional \$1500 for Faculty Advancement grants and one additional request has already been received.
 - The question arose (with no real answer) if it is possible for TC to streamline the overall process somewhat by reducing the number of signatures required for approval of travel forms. A reminder was given to be sure that all of the necessary signatures have been obtained for the travel form before submitting it to the Faculty Advancement Committee.
- **Elections:** Maryann Sorey, Chair reported
 - The elections process is a Spring event so nothing has occurred yet.
- **Social:** Claudia Turner, Vice President and Chair
 - The Christmas Luncheon will be held on Friday, December 13 at 11:00 AM and will be catered by Kolache Kitchen.
- **Faculty Orientation Group:** D. Kirkland, Chair
 - Fall 2013 activities were held, including guiding new faculty to Human Resources, a tour of the campus, lunch, a question and answer session during the afternoon, the Benefits Fair, and "Almost Everything You Need to Know" with the latter two activities being for all faculty.
 - The group is working on creating an online orientation process.
- **Barnhart Award:** Kate Darnell, 2012-2013 Chair reported
 - No report.
- **Legislative:**
 - No report.
- **Ways and Means:** Bill Cornelius, Chair
 - Proposed update of the Constitution and Bylaws will be distributed to the membership soon. (see New Business)
- **Benefits (a TC committee):**
 - No report.
- **Athletic (a TC committee):**
 - No report.
- **Professional Consultation (PCC):** Jeff Fritz, President and Chair
 - The PCC had been charged with discussing the possibility of a change in job title/rank for faculty. The PCC met with Dr. Barron, Dr. Mark Smith, and Dr. Baca to discuss several possible proposals. The administration representatives were receptive to the idea and asked the FC to bring a formal proposal that can be presented to the TC Board. (see Unfinished Business)

Unfinished Business:

- **Honor Walk Bricks:**
 - D. Kirkland is looking into the process of getting the bricks engraved.
- **Title/Rank Change:**
 - When the PCC met with the administration (as mentioned in the PCC report above), two proposals were the main subject of discussion:

(I) All faculty with tenure would have the title of Professor and all untenured faculty would have the title of Assistant Professor.

(II) Faculty would have the title of Assistant Professor upon being hired at TC and automatically receive the title of Associate Professor upon being granted tenure. The title of Professor could be conferred upon a faculty member after additional years of service and the completion of additional qualifications. The idea behind having additional qualifications for the title of Professor was to encourage continued improvement by faculty members after achieving tenure. The process of awarding the rank of professor would be faculty-run. This would mean that faculty would be evaluating other faculty members in this process while the College would also be evaluating faculty members through the usual Faculty Evaluation process, possibly setting up a conflict between the results of the evaluations.

Both proposals would mean that individuals who have a bachelor's degree or lower academic recognition could possibly be granted the title of Professor.

After discussion, a motion was made (Misty Lenox; seconded by Kate Darnell) to create an ad hoc committee to evaluate academic rank/title options. Misty Lenox was appointed chair of the committee, with Pat Clune, Alyson Crow, Shannon Hill, Jason Locklin, and Brice Olivier also serving. The committee was to have a short list of proposals ready for the next FC meeting.

New Business:

- **Updates to Faculty Council Grant Application Forms:**
 - The proposed forms were presented as part of the Faculty Advancement Committee report. Since they did not involve significant changes in policy, a vote to approve the changes was deemed unnecessary.
- **Creation of Ad Hoc Committee for Increasing Membership:**
 - Membership numbers were presented and discussed. FC currently has 86 members, with 78 of them full-time faculty. This is from a pool of 120 full-time and 200 part-time faculty employed by TC. It was generally agreed that the membership is too low a percentage of the total faculty. Questions about creating a committee to encourage membership included whether each division would need to be represented on such a committee, whether the committee should be an ad hoc committee or a standing committee in the FC Constitution, how membership can be promoted, and ultimately, "Why are faculty members not joining FC?" The Ways and Means Committee was charged with developing a survey for members of the faculty that are not members of FC with the intent of identifying why they are not members and what FC needs to do to attract more members.
- **Changes to Faculty Council Constitution and Bylaws:**
 - The proposed update of the Constitution and Bylaws will be distributed to the membership soon (as noted in the Ways and Means Committee report). The current and proposed versions of the Constitution and Bylaws will be posted by Human Resources to enable the use of the commenting mechanism that is used for proposed policy changes. Ways and Means will review the comments and prepare a final proposal in December so a vote can be taken at the FC meeting during Zero Week of the Spring 2014 Semester.

Announcements:

- The next Faculty Council meeting will be on Thursday, November 21 at 04:00PM (location to be announced)
- D. Kirkland can arrange for a training session on *Robert's Rules of Order* if anyone is interested.

Adjournment: The meeting adjourned by consensus at 05:10 PM

John C. White, Secretary-Treasurer 2013-2014