

# TheADVANCE

A Publication of Dallas Community College Faculty Association

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<<in this issue >>

Welcome Message from Ray Attner  
CbD Update from Dr. Lassiter  
Reasons to Join DCCFA  
DCCFA Standing Committees  
Student Scholarships  
Important Dates

## Completion by Design Update



From: Dr. Wright Lassiter  
August 1<sup>st</sup>, 2012

Late Sunday I was informed by my colleague Dr. Richard Carpenter, Chancellor of the Lone Star College System, that the Bill & Melinda Gates Foundation has made an unexpected and unfortunate decision to not move forward in funding the state of Texas for Phase II of Completion by Design. According to their newly-appointed Director of Postsecondary Success, Texas is just "too big to succeed."

This was like a bolt out of the blue, and we are awaiting official written notification of this action. I am pleased to report that each of the colleges in the Texas Cohort has resolved that we are going to prove them wrong! The cadre at each institution will remain intact and we will move forward as "Texas Completes."

The decision by the Foundation to not provide funding is an unfortunate lack of commitment to the goal of increasing student success and completion at community colleges in Texas.

## You are the Faculty Association

### A Letter from the President

As we begin a new academic year at our colleges, facing challenges presented by the new core, financial uncertainty from the Legislature, and the quest for student success, the one constant is the District Faculty Association.

Why...Because the District Faculty Association is you, the individual faculty member. You, the faculty, elect your college's Faculty Association President. By participating in your college's Faculty Association meetings, serving as representatives on your college's Faculty Council and committees, and responding to surveys and requests for input from your Faculty Association President, you are the Faculty Association.

You make the Faculty Association at your college what it is. In turn, your elected President brings your voice to the District Faculty Council. Continue to be involved through your membership and active participation in the District Faculty Association.

As your representatives, the District Faculty Council has developed six goals for 2012-2013. The goals are:

1. Retain 90% membership.
2. Continue to address compensation issues.
3. Continue to clarify the role of LeCroy.
4. Promote understanding of the IAP by administrators.
5. Engage in conversation about the place and role of online courses in the DCCCD.
6. Improve communication between the District Faculty Council and the faculty at the seven colleges.

Please be actively involved in the achievement of these goals. Become a member of your college's Faculty Association by joining now (dues are only \$75) and actively participating. At the table, the strength of the Faculty Association voice, both the College and District Faculty Associations, is the membership.

Ray Attner  
President, Dallas Community College Faculty Association

## Reasons to Join the DCCFA

- Allows faculty presence and dialogue with key decision makers in the DCCCD
- Protection of academic freedom
- Legal consultation on contractual issues through the legal defense fund
- Representation on your campus to resolve conflicts between faculty and administration
- Representation for faculty among other DCCCD campuses
- Representation at the district level with the Chancellor, Vice Chancellor and DCCCD Board of Trustees

## Standing Committees

Each campus chapter has one member on the committees listed below. These committees investigate problems and propose solutions and processes.

### Instructional Goals and Academic Freedom Committee:

- Curriculum and curriculum revision
- Faculty-student ratio
- Freedom of choice of instructional mode
- Faculty evaluation procedures
- Professional growth
- Instructional support service
- Open hearing procedures
- Definition of academic freedom
- Procedures for appeal of unfair evaluation

### Economic/Faculty Welfare Committee:

- Salary and benefits
- Faculty schedule and work load
- Faculty contracts

### Political Information Committee:

- Establish a political database of all DCCFA members to include precinct numbers, state representative and senatorial districts, and U.S. congressional districts
- Establish a similar database of all faculty retirees
- Generate interest in local elections affecting the DCCCD
- Disseminate relevant political information regarding candidates and issues affecting the DCCCD
- Serve as a political liaison to other professional organizations
- Others as assigned by the Council."

### Communication Committee:

- Publication of DCCFA Advance newsletter
- Press relations
- Procedures for public announcements
- Faculty-student communication



However, the momentum and coherence across Texas that has been as a result of Completion by Design (CBD) is nonetheless profound. Systems are working together like never before - our colleges, universities, the Texas Association of Community Colleges, the Texas Higher Education Coordinating Board, philanthropic groups, even the Legislature -- and rallying around the imperative of marked improvement in student success.

Together, our cadre colleges (Alamo, Lone Star, South Texas, El Paso and Dallas) enroll one-third of all community college students in the state (289,000). As a result, we have the clear opportunity to make a significant impact on higher education in Texas. On a personal note, I am excited that the DCCCD was given the opportunity to join the cadre cohort initially.

Since joining the cadre in September, the DCCCD working team has energized the faculty, staff, and administrators at all seven colleges. The board of trustees is an ardent advocate and supporter. We have a superb leadership team that has worked tirelessly throughout this important planning phase of Completion by Design. Vice President Anna Mays has been a remarkable communicator. We cannot let that good work go to waste! From analyzing our data and leading student and faculty focus groups to conducting stakeholder workshops, we have been committed as a cadre to developing student pathways to completion and increasing student success.

I will be meeting with the DCCCD cadre leadership team and the college presidents and vice chancellors to chart our future directions. We must remain committed to student success and the completion agenda. We have simply put too much effort into and come too far to throw our hands up in defeat. I am confident that with all members of the cadre cohort remaining intact, the results will demonstrate that Texas will not only succeed, but will serve as a national leader in student success.

Your continued support will be needed as we move forward.

# Faculty Association Rosters of Seven Campuses

- BHC:** Ray Attner, President  
Peggy Mason, Vice-President  
Patti Burks, Secretary  
Jane Rowe, Treasurer
- CVC:** Dr. Tommy Thompson, President  
Dr. Bettie Meachum, Vice-President  
Connie Stein, Secretary  
Dr. Suryakant Desai, Treasurer  
Dr. Diane Minger, Membership  
Mikal McDowell, Parliamentarian  
David McCoy, Political Information  
Andy Mungenast, Welfare and Benefits  
Jennifer Siemantel, Communications  
TBA, Instructional Goals and Academic Freedom
- ECC:** Gay Michele, President  
Melissa Weston, Vice-President  
Pam Crawford, Secretary  
Glenda Easter, Treasurer
- EFC:** John Wadhams, President  
Mike Noble, Vice-President  
Pebble Barbero, Secretary  
Carlos Ojeda, Treasurer
- NLC:** John Hitt, President  
Enrique Chamberlain, Vice-President  
Ulanda Forbess, Secretary  
Harry Holden, Treasurer
- MVC:** Becky Heiskell, President  
Ken Alfery, 1st Vice-President  
Martin Guerra, 2nd Vice-President  
TBA, Treasurer  
Richard Means, Secretary  
Ryan Pettingill, Welfare and Benefits  
Terris Milkelk, Communications  
Margo Silva, Instructional Goals and Academic Freedom Chair  
Jonathan York, Political Information  
Debby Sutton, Membership
- RLC:** Dan Dao, President  
Mike Bell, Vice-President  
Dee Hobson, Treasurer  
Jennifer Millspaugh, Secretary  
Gwen Hester, Membership



Sabine Hall, RLC

## DCCFA Scholarship

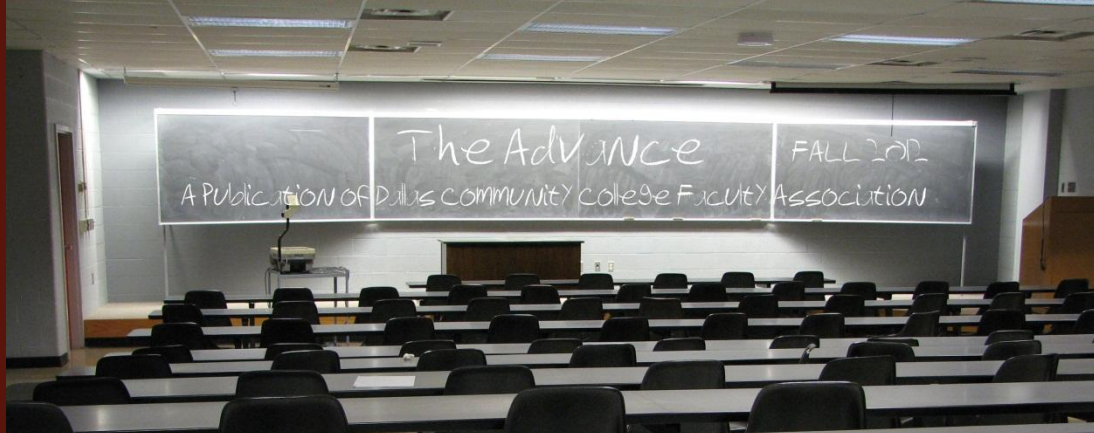
A portion of our membership dues is sent to the DCCFA Scholarship fund. From this fund, the DCCFA awards seven scholarships each year, one to each campus with an eligible applicant. An eligible applicant must have the following qualifications:

- Be currently enrolled in fall semester and have completed 12 semester hours prior to fall semester.
- Must enroll for 12 semester hours in the spring semester when the scholarship is awarded.
- Must provide an official transcript showing a GPA of at least 3.0 in college-level or Developmental / ESOL credit classes.
- Must provide a completed application form (obtainable from Financial Aid) with DCCFA SCHOLARSHIP written across the top.
- Must provide two letters of recommendation from faculty members of the DCCFA who are familiar with the student's work.
- Must provide a one to two page essay detailing goals for the academic year.

Please encourage worthy students who meet these requirements and need financial assistance to apply.

Nominate someone to receive the DCCFA scholarship from your college. This is another example of your dues at work to make things better for students and faculty in the DCCCD.

Deadline: November 15



### DCCFA Important Dates

**October 3, 2012**  
DCCFA Standing Committee Meetings  
at Hoblitzte Auditorium, BJP

**October 9, 2012** Bylaws/Amendments  
due to DCCFA

**November 9, 2012**  
DCCFA Convention Commissioners  
Court 411 Elm Street

**November 15, 2012**  
Sabbaticals due at District Office

**November 15, 2012**  
DCCFA Scholarship Deadline

<http://www.dccfa.info>



### DCCFA FACULTY COUNCIL

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#### Cedar Valley

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<<in the next issue >>  
DCCCD Update  
Membership Update  
Convention Update  
Welfare and Benefit Update