

TheADVANCE

A Publication of Dallas County Community Faculty Association

Spring 2012

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Looking Back and Moving Forward

For me, 2011 was a memorable year. Charles Dickens's timeless quote applies, yet again: "It was the best of times, it was the worst of times...."

Most dramatic was the loss of dear colleagues. For fear that I might miss someone, I will not name them. You know who they are. We worked beside them - some of them for years, others only months. They had a profound effect on us. We are richer for having known them and their contributions to our students will not be forgotten.

The perfect financial storm stripped our colleges to the bones. We were forced to make deep cuts in our operating budgets and we witnessed a reduction in force. The "culture of cuts" ran rampant as we sought ways to cope with the diminishing dollars. Faculty experienced a blow to our summer compensation by losing ½ of formula pay! A third year went by without a COLA increase.

We also experienced a less painful loss of many of our colleagues due to their decision to take the voluntary retirement offer. As we celebrated with them the accomplishments of their careers, we are challenged to fill their shoes.

If those were the worst of the times, what, you might ask was the best? I was going to work every day at a job that I love and working with people I like and respect. It was all the fun, hard, silly, serious conversations I had with colleagues. It was believing each day that what we do made a difference.

In education we are always changing and recreating our curriculum and environment in order stay current and relevant. As we say goodbye to 2011 and usher in 2012, let's seek each other's company and continue to rebuild our community.

The DCCFA continues to work in your behalf. The following articles review our 2011 Convention and offer insight into our future challenges.

Lisa Ehrich
President, Dallas County Community Faculty Association

Completion by Design (CBD) is a \$35 million, five-year community college reform effort from the Bill & Melinda Gates Foundation aimed to help low-income young adults finish postsecondary credentials more quickly and with greater rates of success. Multi-campus institutions in only 9 states were eligible to apply. Of those, only 4 were awarded. The grant will be implemented in three phases over five years beginning in spring 2011.

TX CBD will address college completion (defined as graduation, transfer or a certificate) in two major ways. First, it will focus on the full continuum of the student experience from start to finish – asking grantees to use the lessons of proven best practices simultaneously rather than investing in one isolated or new project. Second, it will address the full spectrum of organizational and administrative factors – from resources to state policy – that can make or break a serious effort at reform.

Our cadre alliance brings together

Welfare and Benefits

It looks as though we are surviving the budget cuts... "So Far".

As stated in the Welfare and Benefits report at our Convention last November, "It was a consensus of the committee to create and propose a salary structure that will take care of the faculty that are already here as well as new faculty hires coming in." Well, there may be light at the end of the tunnel.

Dr. Lassiter appears to be on Board with creating a new salary structure. He intends to meet with the Welfare and Benefits Committee prior to the March Board meeting to discuss possible changes to improve our current structure.

The Welfare and Benefits Committee have met twice since our convention to go over the comparisons of the faculty salary structures of the benchmarked colleges and prioritize the issues. There are no proposals to share with you as of now. I'm hoping to report some good news in our next Advance.

Steve Billingslea

MVC Faculty Association President

DCCFA Welfare and Benefits Chair

2011 Convention-Remarks from DCCFA President

When I began with this District 30 years ago, we were consumed with developing programs and equipping buildings and faculty with tools to serve our local high school graduates, the economic needs of the community and students seeking life-long learning experiences. The state and our Board of Trustees supported innovation and growth. Today we must not only maintain our past achievements, but we must develop new curriculum and programs using state of the art technology and delivery methods while reporting and justifying what we are doing, how we are doing it, and how we plan to improve it. The major responsibility of this accountability lies in the hands of faculty to provide evidence of our students' success, retention, and completion. Perhaps, we have always had this balancing challenge, but there seems to be a shift in emphasis and the state funding and Board support is evaporating.

There is that proverb that we all know....it takes a village to raise a child. These days it takes more than a village to educate the 80,000+ students of the DCCCD. Faculty members of our village make daily contributions above and beyond our 30 hour a week job requirements. Although our dedication and commitment has created the backbone of our district, our efforts have become invisible. The legislators would like for us and the public to believe that we are not doing our jobs effectively. The "data" indicates a perceived failing of our colleges (therefore, our faculty) to produce completers and graduates.

With credibility ratings for faculty at an all time low, we have an upward climb in this climate of "doing more with less". This as well as many other reasons is why it remains vitally important to circle the wagons around our village by being part of Faculty Association as well as TCCTA.

The Faculty Association remains committed to:

1) Preserving our academic freedom in the midst of massive standardization of assessment



five institutional systems (Alamo Colleges, El Paso Community College, Dallas County Community College District, Lone Star College System and South Texas College) that share significant regional need, a common vision for change, and the demonstrated talent and commitment for deep reform.

Together, we have three key traits that will make us successful: [1] history of successful collaboration and alliances; [2] experience with adoption of data-driven reform; and [3] leadership and commitment to support change. We each share in common multiple local, state and national reform initiatives of which we have proven successes (i.e. Achieving the Dream, early intervention programs). Our cadre represents 235,000 students – 1/3 of all college students in the state of Texas.

TX CBD has partnered with the Communities Foundation of Texas (CFT)/Texas High School Project (THSP) to be our policy lead. This public-private partnership is uniquely placed to leverage support for a state policy environment that enhances student momentum and completion. Over the last five years, CFT has re-granted more than \$120 million and leveraged more than \$246 million in funds to major urban and border school districts, community colleges, universities, businesses and civil rights groups. LSCS was able to build on the relationship with CFT to gain the support of our project from the Texas Philanthropy Leadership Circle (TPLC), which includes foundations such as CFT, Greater Texas Foundation, Meadows Foundation and Houston Endowment. We are actively engaged in dialogue with several

and proliferation of on-line classes. Keep your fingers crossed, but our 3+ year struggle to get an intellectual property policy that protects our scholarly work may get approved by the December Board. Shirley Thompson, Adrien Cuellar McGuire, and David McCoy have been championing this effort.

2) Seeking equity in times of diminishing dollars. Although our alternative solution to cutting formula pay was rejected by the Board, we were poignant in revealing the inequity of these cuts. The compensation review provided by UM Global provided invaluable data that will serve us well as we seek a new overall compensation model for faculty.

3) Providing a support for faculty who are not being treated fairly or find their legal rights threatened. From helping faculty with IAPs to accompanying faculty to their appointments with Frank Hill, your faculty representatives have been there to help you.

4) Developing a strategic plan that communicates the value and worth of faculty to the public, the Board, and the legislators in Austin. We have begun a methodical effort to change the board and public perception through presentations to the Board and consultations with Schaefer PR firm who assisted with the articles that appeared in the DMN and college newspapers.

5) Being more politically informed and active to respond to and influence our local and state challenges. Our Political Information committee is building an appropriate communication channel so that we can share information away from our work place. Please make sure we get your information.

6) Creating the best environment possible for students to stretch, grow, and realize their dreams. We, you, and I, not only show up for class prepared and enthusiastic, but you develop SLOs, QEPS for SACS, serve on committees, go to conferences, and even come to the annual Faculty Association convention. We sit at the table with the Chancellor, College Presidents, the VP Council, and our Deans. And although it sometimes feels like we are not being heard, our persistence and concerns prevail. The contributions of the Faculty of the Dallas Community Colleges have been monumental in shaping this District. We stand on the shoulders of other great faculty.

The village needs you to stay engaged. Don't give up and don't become apathetic. What we do is important and matters. Thank you for being here and thank you for entrusting me to provide leadership through these tough times.



members of the TPLC who have expressed interest in supporting our CBD work. The Texas Higher Education Coordinating Board (THECB) will be our data lead for the project. The Texas Association of Community Colleges (TACC) will be our scaling partner. CFT will develop a cooperative alliance with multiple state agencies, including THECB, TACC and Texas Education Agency.

Phase I: Planning consists of a 12-month planning period with a \$500,000 award. We will conduct a pathway/systems analyses and practice reviews at each campus based on the loss and momentum point framework. As a result, a model pathway to completion will be developed and agreed upon by the managing partner and cadre institutions. This pathway is subject to review and approval before funding is awarded for Phase II: Implementation, which is 24-30 months long with additional funding. Assuming Phase II has positive results, Phase III: Scaling will be awarded with additional funding for the scaling and adoption across the other cadre campuses, as well as across the state. This scaling strategy will also include statewide policy reform.

Political Information Committee Report

Despite the spotlight President Obama placed on community colleges during his administration and especially in his recent State of the Union address, most attention this year will be focused on the general election in November and especially on the race for the Presidency itself. However, other political information that promises to affect the DCCFA directly certainly merits our attention.

First of all, while every seat in the US House of Representatives, as well as the Texas House of Representatives and half of the Texas Senate will be up for election, new district maps for these three houses are still unsettled, now that the US Supreme Court on January

Economic and Welfare Committee Report for 2011-2012

Committee Members:

Ray Attner—Brookhaven, Czarina Reyes—Brookhaven, Gerald Shilling —Eastfield, Enrique Chamberlain —North Lake, Bettie Tully—El Centro, Andy Mungenast—Cedar Valley, Martin Guerra—Mountain View

The Economic and Faculty Welfare Committee held its initial meeting on Wednesday, October 12, 2011 at the Bill J. Priest Center.

Review of Past Year:

Starting in November of last year Faculty Association, through the District Faculty Council hired UM Global HR to give a full compensation report comparing the DCCCD to the eight college districts benchmarked in the Chancellor's Bulletin #66. Regardless of the results of that report the District Administration was compelled to recommend to the Board of Trustees to cut Faculty formula pay in half as a two year moratorium. This recommendation was made and was voted unanimously in favor of in the March 2011 Board meeting. The District Faculty Council then hired a PR firm to work on getting a story out to the media as well as underwent extensive negotiations with the District Administration to try to come up with alternative proposals in lieu of cutting our formula pay in half, including meeting with the Chancellor, the vice Chancellor of Business and Affairs, and the Chairman of the Board of Trustees and with the College Presidents on two separate occasions.

Although there was never an agreed upon proposal to send forward to the Chancellor from the meeting with the College Presidents, there seemed to be a consensus that in the long run we should change the faculty salary structure. Possibly incorporating the formula pay into the salary structure. The Faculty Council did, in the end, propose to the Chancellor an alternative of a 1% pay cut across all work groups in lieu of all of the other cuts and work schedule changes recommended by the district administration to no avail.

It is a consensus of the Welfare and Benefits Committee that the District Faculty Council continue to remind the District Administration that the cut to formula pay is a two year moratorium and we expect to revisit reinstating formula pay during the academic year 2012/2013.

To top it off, we didn't get any type of compensation increase this year and most of us had our budgets cut in our disciplines.

New Hires - Faculty vs Administration:

There was brief discussion by the committee on the topic of new hires in the district. Faculty are hired in at a maximum of 10% above the base entry from F1 through F4. Administrators are able to negotiate their salary throughout the range. The intent of this discussion was to figure out a way for faculty to also be able to negotiate their starting salary. The consensus of the committee was to, instead, try to come up with and propose the faculty compensation system.

Improving Faculty Compensation:

It was a consensus of the committee to create and propose a salary structure that will take care of the faculty that are already here as well as new faculty hires coming in. Each member of the Welfare and Benefits Committee will research the faculty salary structure from at least one of the Institutions listed as the bench mark colleges in the Chancellor's Bulletin #66. We plan to meet again in November to go through each faculty salary structure and try to pull the best of each to create a proposal that will best fit the DCCCD.

The committee also recommended, since our Formula Pay was cut in half, the faculty council needs to clarify how short term sabbaticals are to be paid.

Steve Billingslea, Chair—Economics and Faculty Welfare
MVC Faculty Association President

20th has vacated a lower Court's orders for implementing an interim district plan. This issue must be resolved before the party primary elections on the second Tuesday of March. Second, and closer to home, the DCCCD Board of Trustees voted unanimously in October to set the date for the next Board election to May 12, 2012. This election will affect Voting Districts 1 and 7, currently occupied by JL "Sonny" Williams and Charletta M. Compton. These Voting Districts include parts of the service areas for Richland, Cedar Valley, Eastfield, El Centro, and Mountain View Colleges.

Third, in a special meeting on December 20, 2011, the Board also voted to appoint Wesley Jameson to serve the remainder of the term vacated by District 5 trustee Kitty Boyle. This Voting District includes portions of the service areas for North Lake and Mountain View Colleges.

As always, the DCCFA plans to keep our membership informed of these and other political events and as they develop.

Jonathon York
Mountain View College Faculty



DCCFA Instructional Goals and Academic Freedom Committee October 12, 2011 Minutes

In Attendance: Nathaniel Means, NLC; Susan Villalobos, NLC; Melissa Weston, ECC; Margaret Silva, MVC; Monique Mannering, BHC; John Wadhams, EFC (Chair)

The meeting was called to order at 1:45pm.

I. Intellectual Property Policy:

The committee remains concerned about the current situation in which the Administration proposal asserts ownership over 'scholarly works.' This Committee affirms the work of those faculty serving on the IP committee and their defense of sole ownership by faculty of any and all scholarly works in every media format and their rejection of all District assertions of copyright or ownership based on 'scope of employment.'

In addition, this Committee affirms that the application of 'work for hire' doctrines to academic work represents a violation of the spirit of academic freedom.

II. State Core:

The Committee expressed concern about the new Government Core being proposed and enacted at the State level. Of particular concern is the question of whether this will lead to some sort of TEA-system at the college/university level.

III. Publication of Student Assessments

The committee identified the following areas of concern and pledged to monitor these on their campuses during the course of the upcoming academic year:

- * Content (from existing surveys? New instrument? Subset from existing surveys?)
- * Implementation (who decides what's included?)
- * Effect on instruction (what will 'student shopping' do to academic rigor?)
- * Liability (if references are limited to 'bare-bones' information – how does publishing our evaluations contradict this generally accepted practice and policy? What sorts of liability issues might result if these evaluations impact employment and employment options?)

IV. Other

Committee members expressed concern about the extent to which campuses may be requiring faculty to submit their courses for Quality Matters review. It appears to the committee that this raises issues of academic freedom, particularly as QM may evolve into greater specificity about instructional choices and techniques, for example, the new requirement that students must be given sufficient pre-test practice opportunities.

John Wadhams, Chair - Instructional Goals & Academic Freedom
EFC Faculty Association President



DCCFA Convention - November 4th, 2011 – Guest Speakers

Legal Perspective: Ray Attner introduced Frank Hill. Mr. Hill praised the DCCFA as perhaps the best in the state and urged continued attention to membership numbers since those numbers provide solid evidence of the vigor and resolve of the faculty. He offered an overview of issues associated with diversity programs as related to Affirmative Action policies. He also advised about dilution of freedom of speech protections for employees when speaking in furtherance of their job – a warning that speech with one's supervisor is likely no longer protected.

Public Perspective: Tommy Thompson introduced Lynaia Lutes. Ms. Lutes provided an overview of the past year's work done on behalf of the DCCCD faculty, emphasizing her work gaining us positive exposure and focusing on pay issues.

Legislative Perspective: Fred Newberry introduced Beamon Floyd (TCCTA). Mr. Floyd advised us that higher education faculty are in a more tenuous position than K-12 since we are not providing a constitutionally mandated public service. However, as community colleges we are in a slightly better situation than 4-year schools because of the clientele we serve and the programs we offer.



Upcoming Events

Texas Community College Teachers Association (TCCTA) 65th Annual Convention

March 1-3, 2012

Embassy Suites Dallas -Frisco/Hotel, Convention Center & Spa
7600 John Q. Hammons Drive, Frisco, Texas, United States 75034
Tel: 1-972-712-7200 Fax: 1-972-712-7221

DCCFA FACULTY COUNCIL

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He also offered a hopeful note regarding our retirement benefits, indicating that they must be funded fully even in difficult budget times. He also urged greater involvement in Board of Trustees elections, as well as communicating with legislators.

DCCFA Membership Numbers 2011-2012 from John Hitt - Chair, Membership

College	# FT Faculty	Membership	%
BHC	123	114	93
CVC	64	64	100
ECC	129	112	87
EFC	119	109	92
MVC	69	65	94
NLC	108	104	96
RLC	136	119	88
Totals	748	692	93



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