

Spring 2014

<http://www.dccfa.info/>

THE ADVANCE

*A Publication of the Dallas Community
College Faculty Association*

<<in this issue >>

A Letter from the President

2013-2014 Piper Nominees and Winner

Student Scholarship Winners

Board Approved Sabbaticals

Why I Teach – Cindy Castañeda, Professor of Government

DCCFA District Faculty Council Goals - Council Review

Joint Committee Reports

Minutes of Treasurer/Membership Committee Meeting

As Things Develop - A Letter from the President

As with life, not all events can be predicted. Despite planning and developing specific goals to focus on (this issue of the Advance contains a status report of the DCCFA 2013-2014 goals), other “things” develop that directly effect the faculty, the District Faculty Council, and the DCCFA. During the 2013-2014 year, the following factors have evolved to influence the actions of the District Faculty Council:

Transition to a new Chancellor. During late Summer 2013 and well into the Fall 2013 semester, the Board of Trustees was in the process of conducting an extensive search to identify the person to follow retiring Chancellor Wright L. Lassiter, Jr. The search process culminated with the confirmation of Dr. Joe D. May as the Chancellor-Elect at the December 3, 2013 Board of Trustees meeting.

Although the day-to-day business of the District was addressed during the months of the search process, no discussions were held nor decisions made which addressed system-wide organizational topics. With Dr. May assuming the role of Chancellor on February 26, 2014, the organization will begin to evolve under his vision and leadership. During this time of change and learning, the District Faculty Council will continue working diligently to address the major concerns effecting faculty.

Compensation Consultant. Over the last two years, the District Faculty Council has been strongly advocating for the Dallas County Community College District to seek the services of an external compensation consultant to provide additional expertise to assist in the tremendously complex issues related to employee compensation. With the leadership of Ed DesPlas, Executive Vice Chancellor for Business Affairs, the Board of Trustees selected Fox Lawson & Associates at the December 3, 2013 Board Meeting as the compensation consulting firm. (Fox Lawson & Associates is a nationally known firm with vast experience at the community college level including Alamo Community College District, Austin Community College System, Collin County Community College, Houston Community College System, and Lone Star College System.)

In the next few months, Fox Lawson will conduct a thorough assessment of the DCCCD compensation strategies and make plans that, over the next three to five years, will place and keep the DCCCD at the top of the list of sought after employers. Fox Lawson will review the entire compensation system – faculty, professional support staff, and administrators and develop strategies to address the areas identified in the Request for Proposal (RFP). During the review and evaluation process, both the District Faculty Council and the District Faculty Association Economic and Faculty Welfare Committee will be interviewed by representatives of Fox Lawson.

As these developments continue to unfold, the District Faculty Council will keep you apprised, solicit your input (questions, concerns, suggestions) and represent your interests.

Ray Attner
President, Dallas Community College Faculty Association



2012-2013 Piper Nominees

Brookhaven College---Kathleen Ann Long,
Professor of Mathematics
Cedar Valley College---SaRita Stewart,
Professor of Criminal Justice
El Centro College---Cassandra Howell,
Professor of Mathematics
* Eastfield College---Cindy Castañeda,
Professor of Government
Mountain View College---Sarah Elizabeth
Hutchings, Professor of Biology
North Lake College---Katherine Villarreal,
Professor of Mathematics
Richland College---Lois Parrot, Professor of
Humanities

* DCCCD Piper Professor Winner

Student Scholarship Winners

BHC - Angel M. Gonzalez
CVC - John MacLean
EFC - Danae Faulkner
MVC - Kym Gonzales
NLC - Yesenia Acevedo
RLC - Tomy Otoung



Why I Teach –

Cindy Castañeda Professor of Speech Communications, EFC



I teach because, although I grew up in poverty, I am privileged. I teach because education transforms lives and create a better future for everyone. I teach to give back for all that I have been given. I teach to do my part to ensure that our country's economic and democratic future is secured. As the first person in my family to attend and graduate from college I have benefited from the

transformational power of education. I received support, emotional, academic and financial, from people throughout my own educational journey as a scholarship student in high school, undergraduate and graduate school. While I can never directly repay those who helped me, I can pass what I have gained by helping incoming generations of students. To do this, I take the time to meet with each of my students, and I have no doubt that the individual attention and customized advice I provide makes a difference. Helping students ascertain their major's prerequisites, identify and apply to transfer universities, locate scholarships and prepare applications, and provide career advice is something I feel called to do to give back what I have been privileged to receive.

I teach because our collective future depends on my efforts and those of my colleagues. When students leave my class my goal is that they realize that active engagement in our democracy, in addition to just voting, matters. It matters because we live in a country in which we, as citizens, can influence our destiny and direction. Regardless of students' ideological or political persuasion, I structure class time, activities, and assignments to prepare them to be involved. Through exercises such as mock elections, polling exercises, policy analyses, lobbying simulations and research on political candidates, students learn to value the role of government in their lives, appreciate how they can influence change, and hopefully are inspired to participate as active citizens in our democracy through voting, advocacy, lobbying and sometimes seeking careers in public service.



Board Approved

Sabbaticals

Long Term Sabbaticals:

El Centro College -Deborah Ann Smith, Professor of Nursing

Eastfield College -Elaine Cho, Professor of English

Richland College -Cynthia Miller, Professor of English as a Second Language

El Centro College -Idichandi Idicula, Professor of Respiratory Care

Eastfield College -Rufel Ramos, Professor of English

Richland College -Ricardo Azpiroz, Professor of Biology

El Centro College -Mark Thames, Professor of Philosophy and Religion

Eastfield College -David Willburn, Professor of Visual Arts

Short Term Sabbaticals:

Brookhaven College - Patti Burks, Professor of Computer Science

Richland College - Barbara T. Dogger, Professor of English as a Second Language

Cedar Valley College - Suryakant T. Desai, Professor of Accounting

Richland College - Peggy Little, Professor of German

DCCFA District Faculty Council Goals - Council Review

Over my years in the DCCFA I have discovered that everyone thinks everybody knows how things operate i.e. the history.

Joint Committee Reports – November 2013

Academic Freedom Committee Report:

In attendance: Gay Michele (ECC); Margaret Silva (MVC); Douglas Howie (NLC); Monique Mannering (BHC); Mark Skorick (BHC); Kathy Yates (RLC)

Instructional Goals and Academic Freedom committee's jurisdiction:

- (1) Curriculum and curriculum revision
- (2) Faculty-student ratio
- (3) Freedom of choice in instructional mode
- (4) Faculty evaluation procedures
- (5) Professional growth
- (6) Instructional support services
- (7) Definition of academic freedom
- (8) Open hearing procedures
- (9) Current legal status of academic freedom
- (10) Procedures for appeal of unfair evaluation
- (11) Others as assigned by the Council.

The meeting was called to order at 2:00 pm.

The primary item on our agenda was the general topic of online academic integrity

After a lively discussion which included both the background context of this issue as well as some imagining of future scenarios, the Committee voted unanimously to formulate a Resolution to be brought forward at the DCCFA 2013 General Convention. Mark Skorick and Kathy Yates agreed to develop an initial version.

In consultation with the DCCFA Faculty Council, the **Resolution** is as follows:

Recognizing the crucial importance of academic integrity in online instruction, the faculty of the DCCCD are committed to understanding, developing and incorporating national best-practices to mitigate any potential abuse brought about by the misrepresentation of student identity or work. Faculty teaching both traditional and online courses will be encouraged, in collaboration with the membership of the DCCFA to review and incorporate best-practices in the maintenance of academic integrity as they develop their individual courses. To this end, the Faculty Association of the DCCCD will create a task force (composed of the Chair and two members of the District Committee on Instructional Goals and Academic Freedom, a member and alternate from each College appointed by that College's Faculty Association President, and a liaison member of DELT) dedicated to identifying and understanding such practices, engaging in conversation with the faculty community, and determining next steps to be taken/recommended.

Respectfully submitted, **John Wadhams, Chair**

So, with new colleagues in attendance, I begin The Council Review from the beginning with a little history.

On June 1, 2013----The previous Council (2012-2013) passes the baton to the New Council (2013-2014) and its seven presidents. If the process goes as planned---there are incumbent members to make the transition easier.

- group memory
- know the key players
- history of meetings, decisions

On June 1, 2013, the transitional phase was facilitated with 6 incumbents.

- Tommy Thompson - Cedar Valley
- John Wadhams - Eastfield
- Dan Dao - Richland
- John Hitt - North Lake
- Becky Heiskell - Mountain View
- Ray Attner - Brookhaven

That left one member to parachute in

- Jon Hickerson - El Centro

The Council then kicks off its year by having a retreat---where it establishes its goals for the year. Our 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 collaboration and transparency between the District Faculty Council and the Chancellor's Staff, the Academic Vice Presidents, and college administrators
 7. Improve communication between the District Faculty Council and the colleges
- The Council Review is based on these goals.

1. Goal #1: Retain 90% membership---We will find out later in the Convention. But we have been strategizing (retreat topic), reporting monthly, and focusing on it. As an example, in the first Advance Newsletter, the Letter from the President focused on it.



Communication Committee Report:

Members Present: Patti Burks (BHC), Jennifer Siemantel (CVC), Laura Carr (ECC), Terris Mikelk (NLC), Susan Villalobos (NLC)

Communication Committee's jurisdiction:

- (1) Publish the DCCFA Newsletter
- (2) Press relations
- (3) Procedures for public announcements
- (4) Faculty-student communication

DCCFA Constitution By-laws Pertaining to Communication Committee:

ARTICLE XI - OFFICIAL PUBLICATION

Section 1. The official publication of the DCCFA shall be named by the Council.

Section 2. The purpose of the DCCFA publication shall be to:

- a. promote the objectives of the DCCFA.
- b. inform the membership of the progress of the work of the Council and committees.
- c. publish such information as pertains to the activities of the DCCFA in achieving its objectives and such news as is of interest to the membership of the DCCFA as a whole.

Section 3. The DCCFA publication shall be published under the guidance of the Communications Committee Chairperson and with the assistance of the Communications Committee. There will be three issues per regular semester.

Section 4. The DCCFA publication shall be operated within the budget unless otherwise directed by the Council.

Charge: As stated in one of the seven missions of the DCCFA this year 2013-2014, that is, to improve communication between the District Faculty Council and the faculty at the seven colleges.

The meeting was called to order at 2:00 pm.

Discussion:

1. The Communication Committee recommends DCCFA Council meeting minutes be sent out on a monthly basis, to these email groups.
2. Send out instructions to show how to bookmark the www.dccfa.info website to the monthly meeting minutes.
3. A recommendation of sending out the DCCFA Council agenda items prior to business meeting.
4. Promote the DCCFA website on your campus

Advance Newsletter – Agreed that FA Presidents will continue to send out Advance Newsletter to individual campus. Everyone was all right with a PDF format.

The meeting was adjourned at 3:40 pm.

Respectfully Submitted,

Dan Dao, Chair Communications Committee

2. Goal #2: Continue to address compensation issues.

This is and will continue to be a major emphasis of all councils.

This year the major emphasis has been to gain agreement and have action taken to have a compensation review by an external consultant. This has been accomplished. On October 21, 2013 an RFP was sent out by Ed DesPlas. A consultant will be selected for Board approval in December. Scope of work to be December 4, 2013-August 31, 2014.

Most importantly the RFP (scope of work) for the faculty compensation contained all of the elements identified by the Welfare and Benefits Committee (Tommy will report later.).

Of prime interest to you: Formula Pay. But also will include vertical and horizontal movement on the salary range, compensation policies, and entry level salaries.

3. Goal #3: Continue to clarify the role of LeCroy.

The two overriding objectives were to address: (1) The role of LeCroy---service provider, 8th college, product competitor and (2) the quality of service provided by Blackboard.

On the quality of service: Our continual prodding, questioning, and proposing of ideas resulted in eCampus support being outsourced to Blackboard.

It is a proactive strategy to head off grievances and legal issues.

Over the last year sessions with Deans and VPs were held at three of the colleges. The topic of Dean training and senior Faculty training is an agenda item for our meetings with the Academic Vice Presidents.

Economics and Faculty Welfare Committee Report:

Members Present: Dr. Tommy Thompson, Chair CVC; Lisa Ehrich, BHC; Ryan Pettengill, MVC; Andy Mungenast, CVC; Patrick Patterson (EFC), Bettie Tully, ECC; Dr. Fred Newbury, RLC and Enrique Chamberlain, NLC.

Economic and Faculty Welfare committee's jurisdiction:

- (1) Salary and benefits
- (2) Faculty schedule and work load
- (3) Faculty contracts

The meeting was called to order at 2:05 pm.

The committee focused on specific compensation elements and a strategy to approach the elements.

The primary elements are:

1. A method to allow for adjustments to salary ranges
2. A mechanism to provide for vertical movement on the salary range
3. A method to allow for adjustment of summer compensation
4. A method to adjust the minimum salaries for all ranges
5. A policy to allow faculty to negotiate salary above the minimum of 10%
6. A policy change that allows any adjustments to entry-level salaries to include adjustments for faculty who have been hired prior to the new range
7. Investigate the reinstatement of the phased retirement program.

The District is scheduled to approve an RFP to hire a consultant to study global compensation. The consultant will have 60 days to make a report.

The meeting was adjourned at 3:45 pm.

Respectfully Submitted,

Tommy Thompson, Chair Economic and Faculty Welfare Committee

Political Information Committee Report:

Members Present: Jon D. Hickerson (ECC) , Jonathon York (MVC), Sherry Sharifian (NLC), Mike Garza (BHC), Jennifer Millspauch (RLC), David McCoy (CVC) Members Absent: Glenda Easter (ECC), Matt Hinckley (EFC)

DCCFA Constitution By-laws pertaining to Political Information Committee:

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

The meeting was called to order at 2:00 pm.

Charge: The political information committee seeks to build a database of members' personal emails and physical addresses to establish the capacity for DCCCD faculty to advocate issues of interest to association members and community college students at the local and state level.

Discussion: The political information committee and the communication committee had begun an effort to establish an up to date database of all DCCCD faculty association members. The project has not been totally successful in this effort. In an effort to re-launch this effort individual college representatives and their institutional division representatives will solicit all members to ensure their information is in the database.

Concern was expressed that information regarding trustee elections was not being

In addition, a bridge of communication has been built with Audra Barrett to work on the impact of changes, maintenance time, etc.

On the role of LeCroy: With the Chancellor retiring, it was a topic he did not want to engage in...despite our collective and individual efforts.

It is one of the items the Chancellor will give to new Chancellor Joe May, that needs to be addressed.

4. Goal #4: Promote understanding of the IAP by administrators and faculty

5. Goal #5: Engage in conversation about the place and role of online courses in the DCCCD.

On some campuses individual disciplines have initiated discussions on the balance of class offerings....classroom and online.

On another front---proctoring of online courses---The Academic Freedom and Instructional Goals Committee (report by John Wadhams to follow) will be initiating a dialogue with all Faculty.

6. Goal #6: Improve collaboration and transparency between the District Faculty Council and the Chancellor's staff, the Academic Vice Presidents, and college administrators.

The Council has made a major breakthrough this year by establishing a monthly meeting with the Academic Vice Presidents. Our goal is to develop an environment where we can have honest, open discussion on mutual concerns.



disseminated to association members. The committee agreed to continue discussion in an effort to discover a means for best disseminating this type of information.

Action items:

Generate more awareness and interest within each college for association members to submit their individual contact information into the faculty association database.

Establish more contact with and interaction with the Communication Committee to make it easier for individual members to input their information into the database.

Continue discussions on how to make association members more aware of political actions and activity that directly affect them.

The meeting was adjourned at 3:35 pm.

Respectfully Submitted

Jon Hickerson, Chair Political Information Committee

DCCFA FACULTY COUNCIL

Brookhaven
Ray Attner, DCCFA President,
rattner@dccd.edu
972-860-4171

Cedar Valley
Dr. Tommy Thompson, DCCFA Vice-
President &
Chair, Economic and Welfare,
tommythompson@dccd.edu
972-860-8272

Eastfield
John Wadhams, DCCFA
Chair, Instructional Goals
& Academic Freedom
jwadhams@dccd.edu
972-860-7072

El Centro
Jon Hickerson, DCCFA Chair, Political
Information
jhickerson@dccd.edu
214-860-2612

Mountain View
Becky Heiskell, DCCFA
Secretary
bheiskell@dccd.edu
214-860-8777

North Lake
John Hitt, DCCFA Treasurer,
jhitt@dccd.edu
972-273-3543

Richland
Dan Dao,
DCCFA Chair, Communications
dandao@dccd.edu
972-238-6066

Spring 2014

<http://www.dccfa.info/>

We worked very hard to create the opportunity, took time to develop definitions, goals, and ground rules to create a foundation for discussions.

This fall we have discussed Faculty Search processes and Visiting Scholars. We are working to promote consistency and address concerns.

At the Chancellor's Staff meeting, I represent the Faculty viewpoint in discussions.

At the college level Cedar Valley has created meetings between the Deans and Faculty Officers---a practice initiated at other colleges.

7. Goal #7: Improve communication between the District Faculty Council and the colleges. We are trying (and you will have the opportunity to evaluate this when our organizational climate survey is sent to you).

Specifically:

- Minutes are done and posted in one week
- Faculty Association meetings are held on each campus
- Finally, we are dealing with issues when they come up and addressing them at the appropriate levels. Then communicating the results.
- Two Advances have been published this Fall semester
- Within the Council we have committed to meet our deadlines for newsletters and scholarships

