

DALLAS COLLEGE FACULTY ASSOCIATION



MEETING MINUTES

Attendees	Date & Location
Andrew Tolle (EFC, DCFA Pres.) Joshua Rose (BHC, DCFA VP) Erin Kelley (RLC, DCFA Sec.) Keith Baker (NLC, DCFA Treas.) Denise Griffin (ECC) Stacy Vasquez (MVC) Jennifer Siemantel (CVC)	April 21, 2023 Zoom

Agenda Items

Agenda Item	Notes	Action - Responsible Party - Due Date
Council Activity Updates	<p>May Term Contract Pay: Email had gone out saying that there would be lump sum payment at the end of June but it was based on a non-existent operational calendar, which Council brought to executive admin's attention. Council was able to remedy the contractual pay back to the two payments in May and in June that were used in prior years.</p> <p>Extra service/adjunct contracts: Administration outside Academics decided to get rid of contracts. This means there is just an extra amount in Workday Payslip. Council pushed on this as well b/c many faculty cannot discern their extra pay in Workday. We have not received an official announcement, but contracts should be coming back. Faculty are encouraged to contract their campus Presidents if they receive a contract b/c</p>	<p>1:35 PM Andrew Tolle moves to refer the Shared Governance document to IGAF to make any edits/updates/comments by Tues. 4/25 at 12:00pm. Erin Kelley seconds. Motion passes.</p> <p>Josh will refer to IGAF and request comments by Tues. 4/25 at 12:00 pm. (Update: this was sent to IGAF a few hours after the meeting.)</p> <p>Facilities Work Order Requests: facilitieshelpdesk@dallascollege.edu; 972-860-5445</p>

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	<p>Board Policy states that faculty should receive contracts.</p> <p>Parental Leave Policy: Council & W&B Committees have been working on this for 2.5 years. New policy passed that doubles original time (now 8 weeks) with a 12-month waiting period (previously 36 months).</p> <p>Tornado Safer Zones designation in faculty offices and labs (RLC). Dr. Sharon Davis in the Office of Business Continuity said these designations were in error and the situation should be rectified this week.</p> <p>Custodians leaving faculty office doors open and unsupervised. This caused FERPA concerns in addition to security concerns. If this happens, please file a facilities request and let them know.</p> <p>“Camera Ready Dress Code” document. Originally provided overtly biased, sexist language. With collaboration from Dr. Terry DiPaolo, the Council was able to remove and revise the document to make it inclusive and to support our DEI initiative.</p> <p>Shared Governance Statement: IGAF Committee, Council, and Academics are collaborating to</p>	

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	<p>create this document. Council is ensuring that everyone follows SACS requirements of shared governance and the Board's "policy on policy development." Council is making sure we document our draft, their edits, and the final document.</p>	
Compensation (Segal Review Action) Updates	<p>Phase 1: Raise minimum salaries for all faculty ranges. Going to Board committee for presentation on May 2 to adjust minimums. (Using funds set aside in the last budget cycle).</p> <p>Phase 2: Attempt to address existing compression and newly-created compression from raising minimums. Will occur in the middle of next year (with funds set aside in the next budget build).</p>	Council will ask for information about retroactivity for mid-year changes.
Evaluation Concerns - Procedures	Council has made Provost aware of the inconsistencies that faculty have reported to us. If you experience issues related to evaluation, notify your FA president and they will use the reporting and compilation processes developed in consultation with the Provost.	