



Faculty Senate San Antonio College

Minutes

September 16, 2022

12:30 p.m.-2:30 p.m. via Zoom

Meeting called to order by Senate President Dr. Linda Robertson-Schule at 1:32 pm

Note taker: Dr. Patricia Portales, Senate Secretary

Senators absent: Meagan Shadfan

I. Approval of Minutes – Motion by Senator McGilloway; motion seconded by Senator Martin

II. Reports: August Board of Trustees Meeting –
Senate President Linda Robertson-Schule: BOT discussed the budget concerning renovations, HVAC systems, and renewable energy. The Board gave the Chancellor a charge regarding the Multi-Year Contracts which will be discussed at the Sept 27 BOT meeting. In response, EFC continues to push for tenure.

Report of Officers:

- Senate President Robertson-Schule: The EFC is reviewing Faculty Policies and Procedures regarding termination appeal for contractnew faculty since 2011 in comparison to tenured faculty.
- Senate Vice-President Eng: Updates: No additional report
- Senate Secretary Portales: Senators can sign up for Board meetings through Spring 2023

III. Committee Breakout Rooms – Name 2022-23 Chairperson

Curriculum and Instruction – _____, Chair

No report

Communication – _____, Chair

No report

Policy & Procedures – _____, Chair

No report

Research – _____, Chair

No report

Surveys and Elections – _____, Chair

IV. Topical Items

- Multi-Year Contracts and Survey:

Senator L. Menard asked for the definition of Multi-Year Contracts. President Robertson-Schule explained the 1+1+2+2 year period. After six years, the faculty member becomes eligible to apply for the 3 year rolling contract.

Senator I. Garcia stated that debate is not about compensation; it is about what tenure means. The EFC worked tirelessly on a tenure proposal; however, the chancellor and the board had no interest in hearing it. During the MYC Town Hall, Dr. Solis stated that there was no charge from the board to look at tenure. Senator Garcia added that tenure is about academic freedom and the respect and dignity of our peers. Senator Garcia also suggested that the SAC Faculty Senate write a letter stating that we do not agree with the MYC proposal.

Senator R. Martinez stated that EFC was charged with a New Era Tenure Proposal. After it was presented by the EFC, the board minutes showed—inaccurately—that the charge to Dr. Flores to continue with MYC was “informed by the EFC.” However, the EFC proposed that MYC include tenure; they were ignored.

Senator Eng stated that MYC, due to its monetary incentives, is more expensive, and that tenure was never just granted. We earned it.

Senator Garcia stated that MYC does not have to be approved by the BOT. Thus, it is a procedural change, not a policy change.

President Robertson-Schule stated Northeast Lakeview Senate has asked SAC Senate to distribute their three-question survey, “Faculty Opinion on the Multi-Year Contract Model Proposed by the Chancellor.” She declined to do so until she discussed it at this meeting. Senators agreed that we would create our own SAC Senate poll for full-time faculty. Senator Bruce Davis said the NLC survey assumes faculty know what MYC entails. Senator Martinez stated that UFS and each college is collecting their own data regarding MYC and that we can pay a statistician. She added that the Elections & Survey Committee would work on it.

V. **1:30-2:30 p.m.** - Visit from Dr. Solis and Dr. Lovato

At 42 minutes, Dr. Solis entered the Faculty Senate meeting. He stated that we should not conflate tenure with MYC. Tenure remains for those to whom it was granted before 2011. MYC applies to 45% of faculty hired since 2011. MYC means they would be eligible for a \$5k incentive. He said new faculty should consider: What is the procedure for separation? What does it look like for cause? He stated that we’ve only had 3 members of the faculty separated for the moral turpitude clause, not the academic freedom clause. He said the MYC is beneficial in a no-contract state like Texas. He said MYC has no impact on rank. Senator Caraway asked, “Is cause required for not renewing contracts?” Dr. Solis said no; it is not. However, he added that the district must pay out the rest of the three-year contract if the faculty member has reached that status.

Senator Powell asked how this would affect untenured faculty hired before 2011. He said they may apply for MYC.

Senator Martinez asked if a tenured professor could move to MYC. He said yes, but the faculty member would need to resign their tenure.

Senator Hochmeister asked if—in light of SAC move to offer more bachelor's degrees—new hires would stay only briefly and want to move to a more secure institution. Dr. Solis said many new hires came from tenured positions and wanted to move forward.

Senator Martinez asked about the evaluation process. The EFS will work with committee to create timelines. Dr. Solis said + probation, +\$5k incentive, +number of years, but no agreement on calling it MYC. He stated it was informed by faculty representatives. He said they agreed that the use of “tenure” as a term was not enough to keep it from moving forward.

Senator Rodriguez asked why the board has a problem with tenure since we've had it for most of our institutional life. Dr. Solis said it no longer aligns with tenure in the national discussion. It is also informed by the Lt. Governor's decision to move away from tenure. They also wanted something better than a one-year contract. MYC is not meant to create parity with tenure; it was not the intent.

Senator Caraway asked, “How would a three-year contract assure shared governance?” She said some faculty would be afraid to voice their opinions. Dr. Solis said administrators also have short contracts and that he does not see a lifetime contract in the future.

President Robertson-Schule asked if tenure is gone. Dr. Solis said yes; that happened with the board's decision on May 17. He said MYC is a win for the 55% of faculty who are currently on one-year contracts.

Senator Menard asked if professors can still apply for rank promotions. Dr. Solis said yes.

Dr. Lovato said she can send us info on applying for rank.

Senator Hochmeister asked about CRT and retaliation. Dr. Solis said he hopes that a new definition of academic freedom would build a procedure with which we're all comfortable. It will formulate security for faculty members. He reminded senators that we can still go to the Senate president with our concerns.

Senator Chavera asked for clarification: Can a person be terminated with no cause?

Dr. Solis said yes; however, we are not in the practice of doing that. He said district is careful about separating an employee from the college.

Senator Martinez asked if there would be a forum for faculty. Dr. Solis said we could have a forum in addition to the ones he already have had.

Dr. Solis stated that the tenure conversation is closed. Continued use of the term creates mistrust. He said we should ask what would we like to see in the MYC without bringing up tenure. He does not want the two terms to be conflated.

President Schule asked if the next town hall could have questions read. Dr. Solis said they cannot answer all questions. He asked, “How do we build a session that informs the audience?”

Senator Caraway asked if faculty could pose question anonymously.

Dr. Solis thanked us and said his door is always open. He said he wants complete transparency. He wants a place people feel they are respected for their work, and he

hopes they are fulfilling that. He reminded us that the MYC goes to the BOT on Sept 27. He said he cannot stop the process, but he can continue to inform the faculty. Senator McGilloway asked why Dr. Solis said it was “this body” that informed the MYC. Senator Martinez said in a meeting last semester, the president colleges asked for which parts were common and agree upon. Senator Martinez said no one ever said gave up on tenure.

Items Moved to October 21 Senate Meeting:

- Ruby Martinez, Anahita Lorestani, and Ryan Cabalu, Learning Enrichment Initiative
- Coordinator Hours and Pay
- Isabel Garcia, AlamoBooks+
- Jennifer Caraway, Science Labs
- Mahmud Yusuf, Diversity, Equity, and Inclusion Committee with Mona Aldana-Ramirez
- Dee Joseph, Year-Round Registration Meeting Report

VI. New Business/Announcements

No new business

VII. Adjournment

The Faculty Senate Meeting was adjourned at 2:25 p.m.