

Faculty Affairs Discussion Notes

Stillwater concerns:

1. Would like NOC to establish a spirit store online for NOC gateway. We can work with someone like Dupree's and be able to have a variety instead of the same old t-shirt.
 - a. Approved by Stillwater faculty. Faculty would like to see something more Stillwater-specific like this.

We discussed ordering things through the NOC bookstore online, and Marsh is going to ask Jimilea about the online ordering options for Gateway Gear and about the possibility of display case to have in Stillwater.

2. Could full-time employees trade, or do less, advising in exchange for high school recruiting?
 - a. Stillwater Disapproved. Faculty in attendance instead proposed more quality training in advising/J1 system to increase faculty confidence when advising.

Diana asked Luke to reach out to faculty to see if there were specific topics, they would like training on. Gene mentioned wanting to see more of what the students see when they enroll, so we discussed a TED recap since faculty who participated in TEDs did see the enrollment process on MyNOC.

Tonkawa Concerns:

Main concern with Tonkawa at present: Status of Bus Drivers for activities/athletics etc.

Problems: Lack of CDL drivers for buses is requiring coaches/faculty to use multiple vans on trips. This is becoming a safety issue, besides lack of faculty/staff to transport. If an event requires a single bus, and no CDLs available, the solution is to use multiple vans. But, if not all faculty/staff traveling than employees would need to either miss typical assigned work or classes (if faculty). This was standard practice 20+ yrs ago.

Existing faculty/coaches, if they have a CDL, don't get compensated for driving a bus, they are expected to drive. Is that fair or part of their job description?

Safety issues can occur when coaches have to drive to event, coach event, and required to drive home. How many hrs are coaches expected to drive?

It is understood that a CDL driver shortage exists, along with the fact that NOC doesn't pay as much as other entities (ex. even local school districts). What is NOC doing to rectify the situation? Are there "hiring announcements" in place? If not, will there be, ASAP? Do we need to go back to the method of 20-30 yrs ago? If yes, how?

A meeting will be held with new physical plant director who begins duties on Monday October 9th. Anita Simpson, Jeremy Hise, Diana Watkins, Alan Foster, Jason Johnson, representatives from athletics, fine arts, ag, PLC, etc. will be invited to attend. Anita will be scheduling that meeting.

Enid Concerns

1. Faculty Parking:

The discussion centered around why parking was removed several years ago and no conclusion was reached, but there was much speculation. It was generally agreed that faculty parking should be made available. It was pointed out and agreed that faculty parking would be relevant to issue number four on the agenda that has to do with faculty appreciation. It was agreed that the faculty would be persistent on the issue until satisfied.

Jeremy asked Jerry to share a bit about the history of the issue & what faculty had to say about it. Discussed widening spaces might take care of many of the issues. Jeremy suggested he would explore.

2. Does Tutor.com meet our needs or does it create more harm than good?

Social Science faculty agreed that Tutor.com **does not meet** the needs of social science students and can do more to mislead students than help them. Math and Science people believed that **it may be helpful** to their students, but they would **prefer onsite** tutors. It was also noted that **students did not have enough hours** of use available.

It was discussed as to whether NOC **could pay** Tutor.com for Math and Science only **without paying** for the Social Sciences and Humanities. Further discussion centered around whether or not a cheaper, and perhaps better, online tutoring service could be found. It was agreed that having tutoring available was necessary and that HLC would expect if not require tutoring. Furthermore, we discussed the difficulty encountered in finding onsite tutors, and whether the money spent on the online tutoring service would be better spent on paying student tutors, adjunct faculty, and others a higher wage as an enticement to get them to work. It was noted that the Faculty Representative **would inquire about the cost of Tutor.com.**

Diana discussed the use of Tutor.com with Division Chairs on Tuesday and they provided positive feedback overall. She will get with Kathleen Swain about Tutor.com costs & is including usage info in Thursday Thoughts.

3. What is the role of the Retention Specialist?

They are part of the student success team along with the academic advisor. In addition to working with early alerts, the RS are currently going through transcripts for any student at our institution with a GPAs below 2.0. They also host (TED like) enrollment events for participation groups and assist with calling students during summer and on breaks when faculty are not available to contact their own advisees. S below a 2.0.

4. Other than a huge pay raise, what can administration do that would improve faculty moral and increase the sense of being appreciated?

After much discussion, it was the consensus that having an award for employee of the month, or rewarding faculty with other awards, were **not a good way to show appreciation** for the faculty by the administration. Such rewards were deemed to be either political, or something that was handed down to each member in turn, thus, rendering it meaningless.

Faculty agreed **that having a monthly, come and go luncheon, that could be alternated with a come and go breakfast**, would improve morale and bring faculty closer together. A very important factor was that **the college would pay for the food**, and that the **quality** of the food **must far exceed** what was provided at the beginning Fall faculty meeting in Tonkawa.

Another idea specific to the Enid campus was to have a **break room** with available ice, coffee and other items.

The college cannot provide meals for faculty using college funds. Tonkawa and Stillwater have pot lucks scheduled in October. Stillwater also hosted one in September. Announcements forthcoming from Enid social committee about October and November activities.

Jeremy is willing to explore if they thought it (break room) would be used.

An additional concern was expressed about dissemination of information following Division Chair meetings. Diana Agreed to provide copies of the minutes from Division Chair meetings with Thursday Thoughts going forward.

Next FA meetings:

Enid: Thursday October 19th 8:00am

Tonkawa: October 26th 3:00pm

Stillwater: Thursday October 26th 8:00am