

NORTH HARRIS COUNTY COLLEGE UNITED FACULTY

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THE ADVOCATE

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THEME FOR THE YEAR: SENIOR FACULTY SHOULD NOT LOSE GROUND

PSRP Chapter Forms

During the past month a chapter of the Paraprofessional and School-Related Personnel (PSRP) was formed at NHCC. Members of this organization include secretaries, maintenance personnel, and campus police officers. The goals of PSRP are to achieve a combination of excellence in job performance, job security, and dignity for support staff. The PSRP organization will function as a chapter within NHCC United Faculty, and members will enjoy all the benefits of regular AFT membership. The initial response to PSRP has been very good, and the process of nominating and electing officers is now underway.

President's Column

by Alan Hall

The AFT presented its proposals for Step 16 faculty to the Board of Trustees at its March meeting. We have calculated the costs for these proposals to have been implemented for the 1989-90 academic year. These figures reflect a "worst case" financial analysis in that they assume every faculty member would participate in every option, an unlikely scenario. We calculate the maximum cost of funding Proposals 1 through 4 as \$114,674; Proposal 5 was not part of the analysis because it is so general in its present form. Realistically, not all Step 16 faculty would participate in all the options, bringing the cost well below \$100,000.

(over)

"Education for Democracy — Democracy for Education"

A. Basic Measures

1. That step 16 faculty receive a sufficient yearly increase to offset that year's increases in family health insurance coverage.

Cost for 16 senior faculty members for the year 1989-90:
 $16 \times \$1339 = \$21,424.$

2. That step 16 faculty also receive a sufficient yearly increase in base pay to keep up with inflation as determined by the U. S. Bureau of Labor Statistics.

Cost for 16 senior faculty members for the year 1989-90:
 $16 \times 3.8\% \text{ of } \$38,000 = \$23,104.$

3. That a step 16 faculty member be eligible every long semester for the equivalent of one course reduction in teaching assignment without loss of base pay to pursue an administratively approved professional development project. Reading, writing, taking additional courses, and mastering new technology in one's field are examples of projects that should receive routine approval, and the proposal for a project should state how the project could be expected to improve the faculty member's teaching.

Cost for 16 senior faculty members for the year 1989-90:
 $16 \times \$2450 \text{ (twice the adjunct rate for an M.A. in Category III to cover the classes the senior faculty member would otherwise have taught)} = \$39,200.$

B. Additional Measures

4. That step 16 faculty be automatically eligible every long semester to assume extra duties such as mentoring for junior faculty, student advising, teaching an additional course, community relations, curriculum development, and institutional research. They would be paid one course at the overload rate for each project.

Cost for 16 senior faculty members for the year 1989-90:
 $16 \times \$2450 \text{ (twice the adjunct rate for an M.A. in Category III)} = \$39,200.$

5. That step 16 faculty recognized for extraordinary service to the College by the Faculty Senate be eligible for special awards such as early retirement, phased retirement or reduced workload, a step increase every nth year, tuition waiver or subsidy for further study, special faculty development trips, extended sabbatical, paid retraining in a vocational area, professorship (new salary category), or an endowed chair.

Cost: undetermined.

COST TO THE COLLEGE (if every senior faculty member took advantage of every feature of proposals 1 through 4--an unrealistic assumption): \$122,928.

TO THIS ADD the cost of the College's increased contributions to the senior faculty members' retirement programs resulting from measures 1, 2, and 4 (at the rate of 6.5%): \$5,442.

TOTAL: \$128,370.

FROM THIS SUBTRACT the amount the College actually paid in raises to Step 16 faculty for the year 1989-90: $16 \times \$856$ (the amount for a Category III faculty member) = \$13,696.

"WORST CASE" GRAND TOTAL: \$114,674.

The AFT Executive Committee met on March 26 with Dr. Airola, Dr. Marsee, and Ms. Tyson to discuss these proposals and projected costs. Dr. Airola noted that he realized the need to keep senior faculty motivated and that the AFT proposals reflected some "innovative thinking." He was concerned that there is "not much that is measureable" in the proposals, indicating a desire for some sort of merit system. However, Dr. Marsee's Step 16 committee found that merit systems are problematic, and the national trend appears to be away from merit.

Dr. Airola indicated that NHCC has only \$800,000 for raises next year and that our proposals would use up a large portion of these funds for 35 faculty members. He added that parts of our proposals might be implemented given the restriction of available funds. However, he later added that if we had a program for Step 16 faculty, "we could find the funds."

The AFT believes that we have found a program that will work. If 35 faculty are at Step 16 for 1990-91, and if all other factors remain constant, the maximum cost for our proposals would be \$250,849. With less than 100% participation, the cost would probably be below \$200,000. NHCC's senior faculty salaries rank 25th in the state. Dr. Marsee estimates conservatively that health insurance costs for family coverage will be up 25% next year. Inflation trends during the first quarter of 1990 indicate a figure of 5% for the year. Implementation of the AFT proposals would be a step in the right direction--a step that would recognize teaching as the College's primary mission. It is time to find the funds.