

NORTH HARRIS COUNTY COLLEGE UNITED FACULTY

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THE ADVOCATE

NHCC United Faculty
April, 1988

Edited by Olin Joynton
Secretary, NHCC UF

Union Member Wins Teaching Excellence Award

Congratulations to Reba Kochersperger, English Instructor on the South Campus, for joining the elite group of faculty who have received the Teaching Excellence Award. As an institution that emphasizes teaching above all else, the College can bestow no higher honor.

The NHCC United Faculty prides itself in the high percentage of its members who have won this award. Though our membership comprises only about ten percent of the fulltime faculty, it has included at least one recipient since the start of this award.

100% Success Rate on State Certification Exam

Congratulation also to union member Bliss Mayberry, Instructor of Cosmetology on the East Campus, whose most recent group of students to take the State Certification Exam all passed with flying colors.

Letter to the Editor

The South Campus biology faculty believes that the Administration has departed from promulgated hiring procedures in its effort to fill the biology position at the Tomball campus. As we understand the situation, in order to obtain a commitment from a qualified veterinarian to head the newly created Vet Tech program, the Administration has agreed to employ the veterinarian's spouse to initiate and head the biology department in the new campus. Such tender of employment was extended unilaterally by the Administration without the customary input and participation of the biology faculty. While it is not our intent to disparage the credentials or abilities of this individual, we, the biology faculty of the South Campus, do feel compelled to voice our collective concern over the usurping of our right to participate effectively in the selection process.

(over)

"Education for Democracy — Democracy for Education"

Additionally, because present full and part time faculty have shown an interest in the Tomball campus position, we feel it unconscionable to deny such faculty the right to compete on at least equal terms with applicants from outside the college system.

The policy of NHCC regarding the hiring of faculty is enumerated in Sections 310-319 of the College manual. While the Administration may have shown some compliance with the provisions stated therein, its actions have apparently served only the form of the requirements while avoiding their substantive purpose.

For example, Section 310.03P a. vi. imposes a duty on the College to announce publicly the availability of positions to be filled by the District. Such announcements are ostensibly required to allow all qualified parties the opportunity to be considered. While the College did in fact initiate a Position Vacancy Announcement, such compliance was of little significance because the offer had been previously been extended and presumably accepted.

Similarly, Section 311P a. expressly outlines the procedures for faculty participation in faculty selection. In compliance with this provision, the Administration requested selected faculty to review the credentials of this individual. The purported purpose of such a review was to ascertain whether her academic and professional background was compatible with the courses taught by the department. However, any opinions, positive or negative, that faculty might have voiced during the review would have been moot because the Administration was evidently intent on proceeding with its predetermined hiring decision.

College policy requires that an effort be made to hire the most qualified applicant for every faculty position (Section 311.04). We do not feel that this lofty aspiration should be reduced to a mere point of negotiation to facilitate hiring in another department. While we are not unsympathetic to the difficulties encountered in attempting to fill highly specialized positions, such covert "deal making" by the Administration bodes a disturbing departure from accepted hiring practices that our reticence would only encourage.

Joe B. Anders, Jr. Carol Crowder
Travis Kenney James Abaine
Jane G. Cuvellette Brenda Williams
Thomas H. Harrison

Editor's note: The Board made formal the decision to hire the person in question during its meeting of April 14, 1988.