

**APT Advisory Committee (APTAC)  
Meeting Notes  
September 11, 2003**

**Members Present:**

Diana Barrera  
Sheila Cudd  
David Andrus  
June Broadstreet  
Denise Simpson  
Vicky Andrews  
Jimmy Knioum, Jr.  
Barbara Thompson  
Mary Elena Pena

**Nonmembers Present:**

Patti Biro  
Don Endress  
Julia McLaughlin  
Bill Lofton  
Blandina Costley  
Kevin Murphy  
Homer Ramos  
Jim Robertson  
Henry Garcia

**Meeting called to order at 12:00 p.m. by Denise Simpson.**

**ISSUE 1: Policy changes (step increases and contract renewal notice for APT and Classified employees)**

- At the time of the meeting, David Andrus reported that he wasn't aware of any further progress on these issues; Vickie Natale hadn't been available to provide input.
- Issue of policy changes should go next to the President's Council, and if the issue is not blocked there, then it will go to the Board of Regents unless the President's Council decides to seek input from another committee.
- Faculty leadership have endorsed an across-the-board step increase for all DMC employees, or nothing.
- The budget committee is in the process of voting to amend budget to put step increases in. Changes in Board policy are also being discussed.
- Although step increases will go into effect for this year, there will be no cost-of-living increase. The Faculty Council will revisit salary schedule increases in December. Although there is reportedly a \$1.4 million surplus, use of this money must be substantiated.

- On contract renewal, the 02-03 year saw the longest wait for contract renewal in recent memory. To avoid this in the future, APTAC advocates a similar deadline to that enjoyed by faculty; APT employees must be notified of (non)renewal of their contracts by March 15 of the year in which the contract will be (non)renewed.

### **ISSUE 2: Voting procedures for APTAC members**

- Diana Barrera had noticed after the recent election of APTAC members that the newly elected members also happened to be the first five names on the ballot, which were listed in alphabetical order. The theory is that many voters just check off the first five names they see.
- In an effort to make the election fair, Diana suggests listing the names in random order, and possibly numbering the ballots so that duplication is avoided.

### **ISSUE 3: Open discussion of APTAC position on Joe Alaniz continuing as interim or acting president until search for a full-time president is completed**

- The most recent Board meeting involved a closed session to discuss the issue of an interim president, or a president that will serve until the presidential search is completed.
- Joe Alaniz, acting president at the time of this meeting, is seeking APT input on the issue.
- Denise Simpson opens the topic for discussion.
- One issue discussed is that of credentials. While many advocate Alaniz as more than capable of running the College in an interim capacity, some feel that Alaniz' lack of a doctorate-level degree may be detrimental to the College's image, even if he has the necessary experience.
- General agreement that Joe Alaniz' presence as acting president has had a calming effect on the DMC faculty and staff, a "balm" of sorts after the recent upheaval and change in leadership. There is also agreement that Joe brings intricate knowledge of the College budget to the table, as well as a deep understanding of how DMC operates.
- Discussion of position shuffling; issue that a new Vice President of Business and Finance may be needed if Joe remains acting/interim President.
- General consensus that whoever serves as acting/interim president should be unable to apply for permanent position as president.
- Suggestion is made that the College could go to AACC and request they send an individual to come and serve as interim president; this action has many precedents in community colleges across the country. There are individuals in AACC who build their careers doing just this sort of thing; serving as interim president during searches. The benefit of such an action is that the individual is not connected with DMC and would bring no vested interests into the job.
- The AACC solution could take months to enact, but it is on the table.
- The possibility of other community leaders - local, but not DMC - filling the interim position - is another consideration brought forth.
- As for Joe's opinion of the matter, it is reported that although he's fairly close to retirement, he would be willing to serve if called upon.
- Question is asked: why can't the acting/interim president apply for permanent position. Answered that this would seem unfair to the rest of the candidate pool; this issue was at the heart of recent debate over Rosie Garcia's appointment as the Vice President of Learning and Academic Affairs.

- Discussion ensues on how to go about communicating APTAC's recommendations. Among the topics discussed is Joe's need to delegate authority to other DMC administrators for the purpose of seeing to DMC's interests in legislative and community arenas.
- APTAC agrees to put together a statement listing all qualifications required of an interim president, and then endorses Joe Alaniz for the position based on his experience, skills, and ability to delegate authority to other administrators to make sure no legislative or community issues go unaddressed.
- **ACTION: Denise Simpson agrees to get that statement to APTAC members for their signatures, and then to Susie Kaspar for placement in Board packets for the next meeting.**

### **ISSUE 3: APT position evaluations**

- Suggestion is made regarding polling APT employees on when their positions were last evaluated.
- Original concept behind these evaluations is that a certain number of APT positions would be reviewed every year on a rotating basis. The positions would be evaluated and possibly re-classified based on any increase in responsibilities since the last evaluation. This is not an evaluation of employee performance, but rather the demands placed on a given position.
- To the best of APTAC's knowledge, no positions were evaluated over the past year, at least.
- Warning is made against hiring an outside consultant to run the evaluation process. As an example, TAMUCC hired Anderson Consulting to overhaul all staff positions, and most of them "ended up worse off" than they were before the evaluations.
- Denise Simpson agrees to ask Vickie Natale about the status of position evaluations.

**Meeting adjourned at 12:58 p.m. by Denise Simpson.**

**Meeting adjourned at 1:00 p.m.**