

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

Members Present:

June Broadstreet
Denise Simpson
Jimmy Knioum
Mary Pena
Barbara Thompson
Vicky Andrews
David Andrus

Members Absent:

Shiela Cudd

Nonmembers Present:

Julia Mclauchlin
Peggy Werkmeister

Meeting called to order at 12:05 p.m. by Denise Simpson.

ISSUE 1: Presidential Search

- Jimmy Knioum, the APT representative to the Presidential Search Committee, reports that the first meeting of the Committee has taken place. During the meeting, the wording for the search brochure and advertising was finalized and approved. Advertising would commence in major metropolitan newspapers across the state, as well as periodicals relevant to the higher education community (Chronicle of Higher Education, Community College Week, etc.)
- Applicants will be reviewed by the committee after the application deadline in January.

ISSUE 2: Grievance Committee

- Denise Simpson and June Broadstreet report on progress thus far on the Faculty/Staff Grievance Committee.
- The purpose of the committee is to re-tool the faculty/staff grievance policy.
- At a recent meeting, a representative of the Nueces County Dispute Resolution Center (NCDRC) spoke to the committee about their services. NCDRC is an all-volunteer service that provides mediation to local firms for purposes of resolving employee grievances prior to a formal process.
- Currently, DMC policy mandates that the aggrieved party meet with the respondent and grievant's supervisor in an informal setting before a grievance is officially filed. This policy is reportedly not followed in most instances; instead of attempting an informal resolution, a

formal grievance is immediately filed. One implication of this is that grievances may be filed not with the intention of actually solving the stated problem, but with an eye for monetary compensation or other settlement (lateral moves within the College to another office, etc.).

- The solution currently being discussed in the Faculty/Staff Grievance Committee is to utilize an outside, third-party dispute resolution organization to hear the dispute. Once done, it will be decided whether the grievance will proceed to mediation or peer review. Failing any resolution at any of these points, the College President will have the final say over the issue.
- One objective of this proposed solution is to spare the Board of Regents from having to adjudicate employee grievances.

ISSUE 3: Policy Revisions

- The Board of Regents has requested that representatives from APTAC be present at the next meeting of the Board Policy Review Committee to speak on behalf of proposed revisions to DMC policy regarding mandatory notice of contract (non)renewal and annual salary step increases.
- At the meeting, Denise Simpson will deliver a statement advocating the policy revisions during public comments, and other members of APTAC will on hand to lend support.

Meeting adjourned at 1 p.m. by Denise Simpson.