

# DEL MAR COLLEGE FACULTY COUNCIL

## MINUTES

**May 14, 2004 – Teaching and Learning Center, White Library**

1. A specially called meeting of the Del Mar College Faculty Council was called to order by Chair John Crisp at 3:00 P.M.
  
2. Attendees:
  - a. Present: John Crisp, Eric Moller, Donna Hamil, Mac Aipperspach, Stephen Ondrejas, Sue Crowson, Joe Dudek, Bob Long, Mike Dunton, Anne Stewart, Michael Potter, Ann Thorn.
  - b. Absent: Paul Bissell, Mary Thornton, Lisa Welch, Laura Parr, Chuck McKinny, Rita Orchard.
  - c. Guests: Vickie Natale, Jim Pierce, Rosie Garcia.
  
3. Reports:
  - a. Chair's Report:
    - i. Sabbatical Committee: Crisp reported that the Sabbatical Committee had been elected but that there may not be any work for the committee until the fall semester. A question arose about the wording in the policy establishing the committee which said "balanced by division". Stephen Ondrejas stated that he felt a 3-3-3 committee, providing equal number of representatives from the College's three divisions, would be more equal. The committee selected was balanced as to the total number of fulltime tenured faculty in each division which resulted in Arts & Sciences having the largest representation. Ondrejas questioned what was the original intention when the policy was written.
    - ii. Budget Committee: Crisp reported the Budget Committee had not yet met but that it would be involved in the creation of a budget during the summer. He reported that step increases were being considered, increasing the number of steps from 16 to 20. Also under consideration was a phased retirement and a six to eight percent wage increase.
    - iii. Student Grievance Policy: Crisp noted that a letter had been sent asking that the policy be reworked in response to the decision made by the Faculty Council on April 30<sup>th</sup>.
  - b. Load and Class Size Committee: Joe Dudek told the Council that the Load and Class Size Committee had voted 8-to-5 (with about 7 or 8 members missing) to accept a recommendation that a full load was 15 lecture hours per semester or 18 to 21 contact hours. He said the main "hang up" was determining lab hours because some committee members felt "an hour is an hour" whether lab time or lecture. The larger number of hours required, when lab hours, was considered by some as not being fair. Dudek said a second vote was to be taken to reflect the committee's will.
  - c. Faculty Grant Committee: Ann Thorn said the Faculty Grant Committee was planning on meeting to award approximately \$4,000 that remained available. The

deadline to request funds was noted as June 15th with the monies to be spent by July 31st.

d. Distance Learning Committee: The Distance Learning Committee was planning on sending out letters of thanks for the support given during the academic year.

e. Committee on Committees: It was reported that the data base being planned to ease the creation of college-wide committees was given tentative approval by August Alfonso from IT. The creation of the data base was perhaps going to be delayed because of time limitations and for the coming academic year paperwork might be required once again.

#### 4. New Business:

a. Policy B5.44 Grievance Resolution Policy for Employees: Jim Pierce told the Faculty Council that constituency support was being sought for the proposed policy. He said the College's Board of Regents was pushing for the policy and that the Council of Chairs had reviewed the policy. Pierce said the proposed policy was to be widely distributed and to be sent to APT and Classified employees. It was reported that a subcommittee of the Board of Regents appeared to be the most resistant to the proposed policy.

The number of steps involved for the policy as to the handling of a grievance was to be lessened but that not all groups would have the same number of steps. Pierce stated that some felt the Board of Regents should be the final step in all cases. He went on to say it was more important what the constituency wanted rather than the board. Pierce also felt confidentiality would be compromised if too many people got involved in the grievance policy's steps.

Vickie Natale, referencing the policy, said not every one in the APT and Classified areas had seen the proposal. She also noted in the proposed policy that the Dispute Resolution Service, a local organization, was to be one of the steps in trying to settle a grievance before it moved further in the process.

Bob Long moved that the acceptance of the policy be delayed until more people had a chance to review it. Michael Potter gave a second. The motion was approved by Long, Potter, Hamil, Aipperspach, Ondrejas, Crowson, Dudek, Dunton, Moller, and Thorn. Steward† abstained.

b. Subcommittee Report on Campus Civility: Mike Dunton said that "lines had been crossed" when it came to "freedom of speech" on campus. He was referencing public forums at which students charged faculty with racism and nepotism. Dunton said that the Del Mar College Board of Regents also needs to follow Robert's Rules of Order in an effort to maintain proper decorum. A rough draft of a letter created by Dunton's subcommittee was presented and a motion was made to send the letter to the proper individuals. A suggestion was made to also have it published in "The Foghorn" a couple of times. When discussing what else could be done to promote campus civility Dudek moved that the Vice-President of Student Development should report as to what had been done since the referenced incidents occurred and show how similar situations would not happen again. Specifically, Dudek asked for the vice-president to provide in detail how the incidents began, where did they lead to, and what had been done to avoid such incidents in the future. A second was given to the motion. Voting in favor of the motion

were Dudek, Ondrejas, Potter, Stewart, Long, Dunton, Moller, Aipperspach. Voting against the motion was Thorn. Abstaining were Hamil, and Crowson.

Later in the meeting Thorn moved to invite Vice-President of Student Development Jose Rivera to come to a Faculty Council meeting to discuss the student issues on campus civility. Dudek gave a second and the motion passed unanimously.

5. Faculty Council Officers' Elections: Anne Stewart made a motion to discuss concerns about the Faculty Council officers' elections held April 30<sup>th</sup>. She presented a list of 10 concerns. Initially the motion appeared to die for a lack of a second and was so declared by the chair. Dudek then made a motion to review the concerns and Stewart gave a second. The list, handed out to Council members, raised a main issue as to whether or not a Faculty Council chair can have two terms in succession. Used in the argument was Article 1, Section 2 of the Bylaws which states that the immediate past chair of the council shall continue to serve for one year as an officer. No action was taken.

The specially called meeting of the Del Mar College Faculty Council adjourned at 4:53 P.M.