

## DEL MAR COLLEGE FACULTY COUNCIL

### MINUTES

**August 8, 2003 – Room 434, White Library**

1. A specially called meeting of the Del Mar College Faculty Council was called to order by Chair Laura Parr at 12:06 P.M.
2. Attendees:
  - a. Faculty Council Members:
    - i. Present: Laura Parr, John Crisp, Mac Aipperspach, Bob Long, Joe Dudek, Paul Bissell, Donna Hamil, Chris Tetzlaff-Belhasen, Mary Ann Williams, Jackie Bailey, Rita Orchard, Stephen Ondrejas, Mike Dunton.
    - ii. Absent: Eric Moller (proxy given to Bob Long), Anne Stewart (proxy given to John Crisp), Chuck McKinney, Lisa Welch, Walter Thieme.
  - b. Guests: Dr. Elias Villarreal, Pam Pudelka, Roel Carmona, Benjamin Morin, Jose Rivera, Dr. Rosie Garcia, Dr. Ken Weatherbie, Justin Shirley, John Rodriguez, Edwin Vasquez.
3. TASP: Pam Pudelka told the Faculty Council that on September 1, 2003, TASP would cease to exist but that Del Mar College would continue to require an assessment of incoming students. Taking the place of TASP is the Texas Higher Education Assessment which Pudelka said was TASP under another a new name. She said the REM levels would also continue to be used. Pudelka said a change under the new guidelines will allow a student to continue attending courses even if one were to drop a remedial (developmental) class. The drawback, she said, would be that the student would not be able to move on to other courses if the developmental class needed to be passed. Pudelka noted some students with the new guidelines might bypass certain courses, such as Math, until near the end of their Del Mar College studies causing potential delays in graduating.
4. Minutes: Joe Dudek moved that the minutes of the specially called meeting of the Faculty Council on July 18, 2003 be approved as presented. Donna Hamil gave a second and the motion passed unanimously.
5. Chair's Report:
  - i. Blue Umbrella: Parr reported that the Blue Umbrella sessions would continue even though Dr. Gustavo Valadez Ortiz was no longer employed by Del Mar College. She said various college administrators would participate.
  - ii. College Hiring Interviews: Parr told the Council that rather than the College's President interviewing potential employees that acting President Joe Alaniz has passed that responsibility to the interim Vice-President of Learning and Academic Affairs.
  - iii. Guest Speakers Policy: Parr said the College's ISD Council was intending to review the proposed policy by Regent Guy Watts relating to the appearance of guest speakers on campus. The review is to include a representative from each college division as well as a Faculty Council representative.
6. Class Size and Faculty Load: Interim Vice-President of Learning and Academic Affairs, Dr. Rosie Garcia, spoke to the Faculty Council concerning a review of class size and faculty load. She said that the College needed to hold to policy or if the policy is not followed then the policy needs to be changed. As the policy reads now, Garcia said, a fulltime faculty member must have 21 contact hours or 15 equivalent hours. Garcia said if exceptions are to be made then there must be a greater openness and noted the "past will not dictate (the) future." She called for a fair and open discussion of the issue and requested a representative from the Chairs' Council, Faculty Council, and Deans to be on a committee yet to be named. She said course load for the Fall semester would remain as it has been in the past.
7. Budget Committee: Stephen Ondejas presented a three-page document that reviewed the approved Fiscal Year 2003 budget and the proposed Fiscal Year 2004 budget. He noted that the difference between

the two budgets was \$55,425,974 for FY 2003 compared to \$55,072,020 for FY 2004. Breaking down the figures further, Ondrejas noted that the General Contingency fund proposed for FY 2004 was \$1,425,000 versus \$138,000 for FY 2003. He said this was above the reserve funds so there was some flexibility. His report showed that faculty promotions, step increases, and educational increases were to be funded but that step increases for APT, office, and support staff was not to be funded. If the \$250,680 amount for the non-funded step increases were to be funded Ondrejas said it would have to come from the contingency fund. Noting what salary increases might cost the college, the document broke it out as 1-percent (\$282,629), 2-percent (\$565,258), and 3-percent (\$847,887). Those increases, if they were to take place, would also have to go against the remaining contingency funds.

8. Vice-President of Learning and Academic Affairs Search: Vice-Chair John Crisp gave the Faculty Council an update on the search for a VPLAA. He said the search was currently at a standstill and that no changes had yet been made on the job description for an ad. Crisp said acting President Joe Alaniz was seeking direction from the Board of Regents on the search but that the requirement of a doctorate and administrative experience was still necessary. Crisp added that a look was needed as to how to handle searches for a VPLAA and a president.

9. Public Comments: Benjamin Morin, during public comments, noted that during previous searches for academic vice-presidents the requirements were for greater experience than the most recent unsuccessful search. He said the ads in 1994-95 asked for 10 to 12 years of experience as an administrator rather than the three or four in the recent search.

10. Grievance Policy Review Committee: The Council, by consensus, agreed to recommend Chris Tetzlaff-Belhasen and Anne Stewart to be named to the Grievance Policy Review Committee.

11. New Business:

a. Board Policy B.5.17 Health Insurance Benefits: Due to an action by the Texas Legislature, Texas colleges would not receive funding to cover medical and hospitalization insurance for the first 90 days of a new employee. Discussion noted that some colleges were going to cover the costs but the legislation had been so written that a college would not be allowed to use any state funding if it wanted to cover the cost. The estimated cost, it was pointed out, would be approximately \$1,000 per employee per month and the number of new employees per year could range between 10 and 50 according to Vickie Natale. Ondrejas moved that Del Mar College cover the anticipated costs with Mike Dunton giving a second. During discussion the thought was expressed that if Del Mar covered such costs it could be used in recruiting. Interim Vice-President Garcia said such an effort most likely is a non-issue since other colleges may do the same thing. Voting for the coverage were Ondrejas, Dunton, Bissell, Crisp, Aipperspach, and Stewart by proxy. Voting against the motion were Hamil, Williams, and Tetzlaff-Belhasen. Long, Dudek, Bailey, Orchard, Parr, and Moller by proxy abstained.

b. Board Policy B.5.25 Teacher Retirement: The Texas Legislature also passed a bill that would not provide state retirement funds for new employees during their first 90 days of employment. Ondrejas moved that Faculty Council not approve a change in the College's policy to go along with the legislation to not fund the retirement and that Del Mar College cover the cost. Bob Long gave a second. Interim V-P Garcia observed that other community colleges were most likely looking at the same problems as to covering the costs or not. Discussion continued that the Council would reserve the right to look again at a later date as to the issue. Voting for the motion were Ondrejas, Dunton, Long, Crisp, Bissell, Bailey, Orchard, and Stewart and Moller by proxy. No one voted against the motion but Parr, Williams, Tetzlaff-Belhasen, Hamil, and Aipperspach abstained.

c. Guy Watts Guest Speakers Policy: Joe Dudek and Mike Dunton were asked to serve on the committee to review the request from Board of Regent Guy Watts as to developing a policy on having guest speakers on campus. Dunton was asked to be the temporary chair pro-tem.

d. Review of IDEA: Ondrejas was asked to report at the next Faculty Council meeting as to the use of IDEA for faculty evaluations. Anne Stewart was also suggested as a possible resource in reviewing the process which resulted in the selection of IDEA.

12. The specially called meeting of the Faculty Council adjourned at 2:09 P.M.