

FACULTY COUNCIL OF DEL MAR COLLEGE

MINUTES

September 10, 2004 – Teaching and Learning Center, White Library

Members Present:

Rose Caballero, Ed Cohn, John Crisp, Sue Crowson, Joe Dudek, Manuel Flores, Wayne Fredrickson, Donna Hamil, Bob Long, Russell Long, Chuck McKinny, Eric Moller, Stephen Ondrejas, Cynthia Perkins, Judi Phillips, Michael Potter, Ann Thorn, Mary Thornton.

Members Absent:

None.

Guests:

Phillip Davis, Vickie Natale, Mary Ann Williams, Eva Muniz, Benjamin Morin, Maria Salinas, Barbara DuFrain, John Johnson, Becky Flores, Susan Upshaw, Anne Stewart, Dolores Huerta.

I. Call to Order

- A. The regular September meeting of the Del Mar College Faculty Council was called to order by Chair John Crisp at 2:06 pm.
- B. Special Announcements:
 - 1. Susan Upshaw gave the Council a report on the Faculty Council summer gathering to honor FC members whose terms were expiring. Upshaw reported that the event was well-attended and quite a success, with several administrators participating. She circulated a photo album with pictures from the event. She concluded with an announcement to the Council of the upcoming Come Home to Del Mar event, planned for October 1, 2004. She noted that the Del Mar College Foundation was looking for volunteers for the event, and that everyone was encouraged to attend and support it.

II. Speaker: President Carlos Garcia

- A. Dr. Garcia introduced himself with a discussion about his educational and professional background. He talked about the outstanding faculty at Del Mar College and how we touch more careers and people than the other institutions of higher learning in the area. He believes that diversity is handled well here at Del Mar and that local support of us is good. He stated that the business community recognizes our value and supports us.

He asked for help with several items: that decisions made should take into account their affect on teaching and learning; that funding for programs should be performance-based; that our policies and procedures be re-vamped; that the missing piece from our initiatives, evaluation, be included to determine success or failure of the initiatives; that we find efficiency in scheduling our classes so that the students can graduate on time. He encouraged everyone to be risk-takers.

He stated that what happens to the economy of our area depends to a large degree on what we do. National data suggests that 75% of jobs require the skills we teach, 20% require baccalaureates. We need welders, mechanics, and health care, among others. Del Mar College can be the engine that drives economic diversification and growth.

He wants a performance-based budget and he wants us to take an objective look at what generates income. He wants the local community to know the truth about taxes, that

property values are increasing, not the property tax rate. He wants to see more creative revenue streams. He believes that we are doing a good job and we need to blow our own horns, that we need to be better champions of the institution and advertise what we do. We need to annex other counties, to talk to outlying areas, and to convince the Board of Regents to build another facility in the out-of-district area.

He has given Del Mar his support. He knows that we need to be more efficient, more effective. He encouraged everyone to talk to him with their ideas. He needs our help to do better. He has enjoyed his time here so far.

Dr. Garcia then took questions from the group. Questions and discussions included: the college's relationship with the Board and the appropriate role of the Board as regards administration of the college; the main issues with which he needs our help (efficiency, reducing bureaucracy, flattening the organization, finding more resources); the VPLAA search and the potential to cast a wide net for internal candidates; the status of VP positions on campus; whether or not there is a need for Deans' positions in non-academic areas; the rationale behind programs that teach skills for which there are no local jobs; whether or not there is a need for 2 academic Vice Presidents; the fact that administration is growing faster than faculty; the idea that administrators should teach a class and not charge the college to teach it; the need to focus on bringing manufacturing into the local job market; the idea of working with local ISDs to do vocational training; the appropriateness of the content of the student newspaper as regards content, direction, and published items about faculty and staff.

Dr. Garcia offered to come back to Faculty Council any time and thanked John Crisp and Eric Moller for their participation so far.

III. Approval of Minutes

- A. The minutes of the 04/30/04 specially-called meeting of the Faculty Council were reviewed. A motion to approve was made by Bob Long and seconded by Mary Thornton. The motion passed with 9 votes for, 0 against, and 4 abstentions.
- B. The minutes of the 04/30/04 regular meeting of the Faculty Council were reviewed. A motion to approve was made by Bob Long and seconded by Mary Thornton. The motion passed with 13 votes for, 0 against, and 0 abstentions.
- C. The minutes of the 05/14/04 specially-called meeting of the Faculty Council were reviewed. A motion to approve was made by Mary Thornton and seconded by Donna Hamil. The motion passed with 7 votes for, 0 against, and 0 abstentions

IV. Reports

A. Chair's Report

John Crisp welcomed the new Council members and encouraged them to read the Constitution, By-Laws, and Housekeeping Rules. He discussed the short version or Robert's Rules that he prepared for use at the Council meetings. He acknowledged his neutrality except when there is a need to break a tie. He recognized and thanked Ken Weatherbie, Robert Bridwell, Stephen Ondrejas, and Eric Moller for the time they spent on the Financial Concerns Committee. He acknowledged their work and accomplishments.

Crisp appointed Donna Hamil as Parliamentarian and officer of the Council. He reported on the meetings that he and Eric Moller attended during the summer. He reported on the Phased Retirement Program, salary and budget, the need for volunteers for the Financial

Concerns Committee, and the need for volunteers for the Fundraising Policy Committee chaired by John Johnson. He reported that the Employee Grievance Committee was making some adjustments to their proposed policy. The Student Grievance Policy has been referred back to a committee and the Council will need a representative on that committee. He reported that the Sick Leave Pool Committee had backed off their policy for technical reasons. The Class Size and Load Committee will resume its meeting schedule beginning September 17th. Dr. Garcia and the deans are reviewing the Release Time Committee's recommendations. He mentioned the evaluation of Distance Learning with a report that would follow the Chair's Report. He asked for a volunteer to maintain the FC website and Russell Long volunteered. Crisp discussed the action items in the agenda. He reported that the recommendation for the VPLAA Search Committee was to include 1 Classified, 1 APT, 1 executive staff member, and 8 faculty members to come from Faculty Council and Council of Chairs.

B. Report on Committee on Committees

Ann Thorn reported that the forms for committee choices for faculty were sent out electronically, gathered and evaluated by John Crisp and Donna Hamil, and the suggested appointments were forwarded to Dr. Rosie Garcia, Interim VPLAA. Faculty is to be notified by Dr. Rosie Garcia via email that the appointments are complete and faculty will go the DMC website to find out about their appointments.

C. Report on Financial Concerns Committee

Stephen Ondrejas reported that the committee's recommendation for phased-in step increases was accepted, that the recommended cost-of-living increase of between 6% and 8% became 4% for both fulltime and parttime employees across the board, not just on the base salary amount. He said the committee hopes to see the phased retirement program in place soon.

D. Report on Distance Learning Directorship

Ann Thorn gave a brief history of the position at Del Mar College, basically the salary range and the structure of the position hierarchically. John Crisp reported what he knew about the proposed structure of the new position. Stephen Ondrejas reported on the previous salary structure of the position.

E. Report on TLC Director's Position

Stephen Ondrejas reported that the position had been filled with an internal candidate and that the TLC Committee was pleased with that outcome.

F. Report on Release Time Committee

Mary Thornton gave a brief update of the Release Time Committee's actions and mentioned that they were discussing an appropriate meeting time for the new academic year.

V. Public Comments

- A. No public comments were made.

VI. New Business

- A. Adoption of the Agenda.

Bob Long made a motion to move Agenda item VI. E to a later date. A discussion followed. The motion failed with 4 votes for, 12 against, and 1 abstention.

A motion to adopt the agenda as presented was made by Bob Long and seconded by Donna Hamil. The motion passed with 16 votes for, 0 against, and 1 abstention.

B. Housekeeping Rules.

Chuck McKinny made a motion to strike HK rule #3 (Absences Notification), seconded by Rose Caballero. A discussion followed about how the statement in the Constitution regarding absences will affect it, whether or not the Council has ever made notifications of absences, and whether or not to modify the Constitution. The motion passed with 14 votes for, 2 against, 1 abstention.

Donna Hamil made a motion to strike the line in HK rules #5 that says “Commenters will be asked to use a card to supply their names and a brief description of their subject; cards will be provided by the Council”, seconded by Rose Caballero. The motion passed with 13 votes for, 0 against, 1 abstention.

Stephen Onderjas made a motion to retain HK rule #1, Proxy Voting, seconded by Mary Thornton. Onderjas noted that smaller divisions’ votes would be diluted if it were removed. Further discussion followed about whether or not the current proxy voting policy is specific or general, and that interpretation of the Constitution may indicate that proxy voting is in violation of the Constitution. The motion passed with 12 votes for, 4 against, and 0 abstentions.

Stephen Onderjas made a motion to adopt the HK rules as amended, Ed Cohn seconded. The motion passed with 11 votes for, 4 against, and 0 abstentions.

C. Policy Revision.

Mary Thornton made a motion to approve the change in B6.16.1 to A6.16. with proposed revisions, Manuel Flores seconded. The motion passed with 14 votes for, 0 against, 1 abstention.

D. Constitution and Bylaws.

Mary Thornton made a motion that Faculty Council officers establish a committee to review the Constitution and Bylaws, seconded by Manuel Flores. A discussion followed about the need to have a balance of divisions on the committee, with representation from each division on the committee, since any change in the Constitution requires a vote by all faculty members. The motion passed with 16 votes for, 0 against, 1 abstention.

E. Co-sponsorship of SGA Forum.

Ed Cohn made a motion that Faculty Council co-sponsor the upcoming SGA Forum for Board of Regents candidates, Manuel Flores seconded. A discussion followed about whether or not all candidates would be invited, whether or not to appoint a liaison to the SGA, and whether or not SGA should make a presentation to FC before committing to co-sponsorship. The motion failed with 5 votes for, 9 against, and 2 abstentions.

F. Committee on Committees.

Judi Phillips made a motion to accept the process and names sent forward by the Committee on Committees for faculty assignments this academic year, seconded by Bob Long. The motion passed with 16 votes for, 0 against, 1 abstention.

G. Distance Learning Directorship.

Ann Thorn made a motion that FC form a sub-committee to participate in the dialog associated with the creation of the position of DL Director, Judi Phillips seconded. The motion passed with 15 votes for, 0 against, 0 abstentions.

Manual Flores suggested that FC officers write a letter to administration in support of the position. No motion followed.

H. VPLAA Search.

Judi Phillips made a motion that FC recommend to the president that the VPLAA Search be both internal and external, Wayne Fredrickson seconded. A discussion followed that the president is hoping for a big pool of applicants, that an internal pool could be good if the qualifications are relaxed, that the standards should not be relaxed too much, that promotion from within is good for the institution, and that the president had asked for our support. The motion failed with 6 votes for (Crowson, Fredrickson, Ondrejas, Perkins, Phillips, Thornton), 11 against (Caballero, Cohn, Dudek, Flores, Hamil, B. Long, R.Long, McKinny, Moller, Potter, Thorn), 0 abstentions.

Michael Potter made a motion that FC recommend to the president that the VPLAA search be internal, Rose Caballero seconded. The motion passed with 13 votes for, 3 against, 0 abstentions.

Bob Long made a motion that FC recommend a review of the original requirements made by the FC subcommittee for the previous VPLAA search, Ann Thorn seconded. A discussion of the previous job description followed, including why the position would require a PhD, the fact that a PhD is an academic degree, and that the position really requires administrative experience. The motion passed with 16 votes for, 0 against, 1 abstention.

Judi Phillips made a motion that 5 members of the VPLAA Search Committee be appointed by Faculty Council and that 3 members be appointed by the Council of Chairs. Stephen Ondrejas discussed that the distribution of the appointments should be across divisions so that every division is represented. The motion passed with 16 votes for, 0 against, 1 abstention.

Stephen Ondrejas made a motion that, of the five Faculty Council appointees on the VPLAA Search Committee, there be at least one from each division. The motion passed with 16 votes for, 0 against, 1 abstention.

Joe Dudek made a motion that FC officers draft a letter to the president of the college recommending that, at the time the VPLAA position is filled, the Vice President of Student Affairs be merged with it into one position, seconded by Rose Caballero. The motion failed with 7 votes for (Caballero, Dudek, Fredrickson, R Long, McKinny, Potter, Thorn), 8 against (Cohn, Crowson, Flores, Hamil, Moller, Ondrejas, Perkins, Thornton), 2 abstentions (B Long, J Phillips).

I. Regular meeting times.

Mary Thornton made a motion to adopt the regular meeting time of 2pm on the first Friday of every month with the exception of the October meeting, and to alternate the

meetings between the East and West campuses, seconded by Cynthia Perkins. The motion passed with 14 votes for, 2 against, and 1 abstention.

J. Other New Business

No other new business.

VII. Announcements

A. No announcements.

VIII. Adjournment

A. Judi Phillips made a motion to adjourn. Bob Long seconded. The meeting adjourned at 5:07pm