

FACULTY COUNCIL OF DEL MAR COLLEGE

Draft of Minutes

October 7, 2005 – The Teaching and Learning Center, White Library, East Campus

Members Present:

Ann Thorn, Rose Caballero, Ken Hanna, Michael Potter, George Martin, Tom Matula, Judi Phillips, Youssef Bet Shahbaz, Susie Crowson, Wayne Fredrickson, Russell Long, Ed Cohn, Anne Stewart, Manuel Flores

Members absent: David Hattox, Mary Thornton, Alan Clark, Karl Kemm

Guests: John Crisp, Carlos Garcia, Joe Dudek, Bruce Olson, Carolyn Mauck, Jose Rivera

I. Call to Order:

The October meeting of the Del Mar College Faculty Council was called to order by Chair Ed Cohn at 2:03 p.m.

II. President Garcia

Dr. Garcia discussed some of the challenges and opportunities facing the college including a the disposition of the Ingleside Base; land acquisition opportunity in Driscoll, Texas; the phased retirement plan; a congressional initiative concerning a single definition of higher education encompassing for profit institutions and non-profit institutions; repaving parking lots; SACS credentialing requirements; implementation of a sabbatical policy including funding and using sabbaticals for faculty to complete SACS credential requirements; institutional efficiency committees which will produce reports in February; and technology issues.

In response to questions from members and guests, Dr. Garcia added that the report submitted by the Class Load and Size Committee is still in Dr. Rosie Garcia's hands and that the report still contains several contentious recommendations; that no plan was currently in place for updating Memorial Classroom building but that any future bond proposals would address dated buildings on East campus; that signage issues have been addressed for West campus and that similar signage will be put in place on East campus; that he would entertain proposals concerning renting space to universities if they wished to have signage in our student center; and that a health clinic was in the budget for the improvements on West Campus.

III. Class Load and Size Committee

Dudek provided a summary of the work completed last year by the Class Load and Size Committee. He urged Faculty Council to reiterate their interest in the disposition of the committee's report.

IV. Approval of Minutes

George Martin made a motion to adopt the minutes of the October 5, 2005 meeting as printed. Judi Phillips seconded.

In favor: Ann Thorn, Rose Caballero, Ken Hanna, Michael Potter, George Martin, Tom Matula, Judi Phillips, Anne Stewart, Youssef Bet Shahbaz, Manuel Flores, Susie Crowson, Wayne Fredrickson, Russell Long

Opposed: none

Abstentions: Anne Stewart, Ed Cohn

Motion carried.

V. Approval of Minutes of May 14, 2004 meeting.

Ann Thorn made a motion to accept the minutes as revised. Anne Stewart seconded.

Anne Stewart suggested an amendment that includes mentioning of discussion of the motion.

Crowson proposed an amendment to include the word *perceived* in relation to violations.

Crisp noted that the phrase “remarks were made” is offensive language and that the statement “no provisions for further consideration of the points were developed” contradicts reality since further actions have been taken.

No vote was required to accept the amendment according to the parliamentarian.

VI. Chair’s Report:

Cohn postponed the chair’s report in the interest of time.

VII. Committee Reports

A. Rose Caballero reported that the Grievance committee had met and is actively considering issues related to the grievance policy. She noted that Dr. Carlos Garcia will be submitting names of additional committee members to Chair Chon.

B. Anne Stewart, Chair of the Policy Review Committee, clarified a proposed change to A6.4.3, B6.13, and B6.13.1 of the Policy Manual concerning leave of absence policy.

C. Financial Concerns Committee Chair Manuel Flores reported that John Mastenbrook, Bruce Olson, and John Crisp were working with Vice President Jose Alaniz on the phased retirement plan. Important contentious issues yet to be resolved, according to Flores, include the compensation, course load, and length of commitment retired faculty members would receive during their Voluntary Modification of Employment (VMOE) period. Flores asked that the council ratify the points that have been settled and charge the Financial Concerns Committee to continue to negotiate the remaining points. He also requested that an informal survey be taken to estimate how many faculty members might take advantage of the phased plan in the next 5 years.

Cohn commented that the plan has evolved from an early retirement to a phased retirement plan. He encouraged the council to charge committee to move forward with negotiations on the plan.

Bruce Olson reported that State of Texas already has in place an Employment after Retirement policy, and the phased retirement plan would simply codify the plan for Del Mar College retirees. He recommended the percentage method of compensation which would not lock in for perpetuity a flat rate of pay and which would allow some flexibility for the chairs to use personnel in different ways.

In response to a question from George Martin concerning the plan having no requirement for the college to hire full-time replacements, Olson noted that the ability to replace retiring faculty already exists. He conceded that if the chairs failed to do so, after five years under the phased plan, the college would have two vacancies and be further in the hole.

VIII. Adoption of agenda

Chair Cohn amended the agenda to include possible action on the Financial Concerns Committee Report and possible action concerning the Work Load and Class size committee report.

Rose Caballero moved the agenda be adopted as amended.

Youssef Bet Shahbaz seconded.

In favor: Rose Caballero, Ken Hanna, Michael Potter, George Martin, Tom Matula, Judi Phillips, Anne Stewart, Youssef Bet Shahbaz, Manuel Flores, Susie Crowson, Wayne Fredrickson, Russell Long

Opposed: none

Abstention: Ann Thorn, Ed Cohn

Motion carried.

IX. Anne Stewart made a motion that the council send forward the recommended policy change A6.4.3, B6.13, and B6.13.1 of the Policy Manual without recommendations. Ann Thorn seconds.

In favor: Ann Thorn, Rose Caballero, Ken Hanna, Michael Potter, George Martin, Tom Matula, Judi Phillips, Anne Stewart, Youssef Bet Shahbaz, Manuel Flores, Susie Crowson, Wayne Fredrickson, Russell Long

Opposed: none

Abstention: Ed Cohn

Motion carried

X. Appointments

1. Cohn announced that Rebecca Marez, Elizabeth Whitehurst, and Karen Williams have been appointed to the Student grievance review committee.

2. George Martin moved that Chairman Cohn's assignment of researching Pay for Performance and Differential Pay to the Financial Concerns committee be approved. Ann Thorn seconded.
In favor: Ann Thorn, Rose Caballero, Ken Hanna, Michael Potter, George Martin, Tom Matula, Judi Phillips, Anne Stewart, Youssef Bet Shahbaz, Manuel Flores, Susie Crowson, Wayne Fredrickson, Russell Long
Opposed: none
Abstentions: Ed Cohn
Motion carried.

3. Bylaws: The Bylaws Review committee recommended that the bylaws should be changed or clarified so that the chair cannot succeed himself or herself.
On behalf of Carolyn Mauck and the Bylaws Review committee, Judi Phillips clarified that the recommendation was that the chair not succeed himself or herself, but a chair could serve more than one non-consecutive term of office.
Second: Judi Phillips
In favor: George Martin, Tom Matula, Anne Stewart, Ann Thorn
Opposed: Youssef Bet Shahbaz, Rose Caballero, Ed Cohn, Susie Crowson, Manuel Flores, Wayne Fredrickson, Ken Hanna, Russell Long, Michael Potter
Abstain: Judi Phillips
Motion failed.

XI. Ann Thorn made a motion that the Council ask the Financial Concerns Committee to continue to negotiate the three points, in particular point #3 with the addition of the percentage method of determining salary rather than a per course flat rate currently suggested in the Phased Retirement Plan.
Second: Michael Potter.
In Favor: Ann Thorn, Rose Caballero, Ken Hanna, Michael Potter, George Martin, Tom Matula, Judi Phillips, Anne Stewart, Youssef Bet Shahbaz, Manuel Flores, Susie Crowson, Wayne Fredrickson, Russell Long, Ed Cohn
Motion carried.

XII. Rose Caballero made a motion to adjourn.
George Martin seconded.
Motion carried unanimously.

Meeting adjourned at 5:08 p.m.

Draft submitted by Susie Crowson