

FACULTY COUNCIL MINUTES
DRAFT

Regular Faculty Council Meeting
Friday, November 6, 2006; 1:00 p.m.
East Campus White Library, Room 432

AGENDA ITEM	INFORMATION	PERSON RESPONSIBLE/ ACTION
I. CALL TO ORDER	1:05 p.m., White Library, Room 432	S. Ondrejas
II. OPENING	FC Members Present: AS 1: Clark, Day-Brown, Gonzales-Hernandez; AS 2: Flory; Kemm AS 3: Betshabaz, Phillips, Stewart; AS 4 Fredrickson, Long; Business: Cohn, Hattox, Ondrejas; Occ Ed/ Tech 1: Martin, Matula; Occ Ed/ Tech 2: Caballero, Estrada, Hanna FCM Absent: none	
III. PUBLIC COMMENTS	<u>Guests:</u> Robert Bridwell, M.A. Williams Mr. Bridwell spoke about his concerns regarding lack of responsiveness to faculty questions. He asked that the FC pursue clear communications with the administration and all faculty members.	R. Bridwell
IV. APPROVAL OF MINUTES	October 6, 2006 minutes.	Approved as corrected.
V. REPORTS FROM OFFICERS	<u>Chair's Report</u> – 4 meetings 1. Regents meetings – chair will address Regents following their swearing-in ceremony regarding maintaining communication. At the Forum for Regents' candidates, the FC chair stated to all that the FC is available to pursue issues with	S. Ondrejas

	<p>them.</p> <p>2. ISD meeting – ideas are being sought for more involvement of faculty in graduation ceremonies.</p> <p>b. Policy changes regarding mandatory direct deposit of paychecks is being reviewed. The TLC will be asked to develop courses on money management. New faculty will have to have paychecks deposited electronically.</p> <p>c. SACS preparation is ongoing.</p> <p>3. FC Officers with President and VPI Three motions from the October FC meeting were shared and discussed extensively.</p> <p><u>Assistant Chair’s Report</u></p> <ol style="list-style-type: none"> 1. Next FC meeting will be on the West Campus, HS Building 2, Room 220, at 1:00 PM. 2. Today is the last time to correct/ update FC directory before it is posted. 3. The Grievance Committee co-chairs are going to wait for further discussion until the new EEOC person is hired. <p><u>Secretary’s Report</u> Met with Dean Lopez regarding associate dean issues. Arts and Sciences will have their own task force to consider the positions of Associate Deans. Regarding the consolidation of four departments, that discussion is on hold until program reviews are completed for all four and their content can be considered.</p> <p><u>Past Chair’s Report</u> Met with VPI.</p> <ol style="list-style-type: none"> 1. Sabbatical leaves <ol style="list-style-type: none"> a. 2 were awarded for this year. b. 4-6 are expected for next year. c. Music chair reported leave is well worth the effort. 	<p>Caballero</p> <p>Stewart</p> <p>Cohn</p>
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	<ul style="list-style-type: none"> d. English chair reported no problems – faculty member will be on leave in the Spring. e. Ray Saenz will forward information for this year’s applicants to the faculty. <p>2. Credentialing</p> <ul style="list-style-type: none"> a. To upgrade standards administration and faculty have to work together. b. The committee is working through departments. Dean and chair will meet privately with faculty members needing further documentation and/or course work. c. The committee expects to be finished with evaluation of full-time faculty members’ credentials next month (December). <p>Statement by Fredrickson: members of the mathematics, social sciences and English departments have reported feelings of abandonment by the Faculty Council. They believe that there is great disparity in what is being accepted as appropriate preparation for teaching developmental courses. Note: see Appendix..</p> <p>Chair Ondrejas reported that faculty can all look forward to a forum on the subject of credentialing later this academic year.</p>	
<p>VI. REPORTS BY STANDING COMMITTEES</p>	<p><u>Administrative and Staff Evaluations</u> An IDEA Center report was circulated with sample forms and feedback sheets. Clark pointed out that this system has greater credibility in evaluating chairs and deans than many other systems. All FC members are to look over the material and then share their responses and questions with the committee.</p>	<p>Clark–chair, Gonzales-Hernandez, Hattox</p>

	<p><u>Faculty Evaluation and Academic Promotion</u> The committee found no inconsistencies in their examination of Board and Administrative policies. Chair Ondrejas asked that the committee be prepared for further discussion.</p> <p><u>Financial Concerns</u> Eric Moller has been invited to join the committee. One major concern is the disparity of exempt employees receiving a 2 ½% pay increase each year versus the struggle for faculty pay increases each year. A major concern is finding jobs/ salaries for faculty comparable to those of exempt employees as they relate to the Waters Report.</p> <p><u>Promotion Appeals Selection Committee</u> Comments and recommendations are coming in. Note: term of service for the committee is specifically 1 year – not 2. FC will be asked to approve the process as part of Agenda Item 9.</p> <p><u>Committee on Rules Review</u> It was proposed that policies and procedures regarding selection of the Promotion Appeals Selection Committee be included in the FC Housekeeping Rules rather than being included in the Constitution or Bylaws. See Agenda Item 9..</p>	<p>Long–chair, Estrada, Flory</p> <p>Cohn–chair, Day-Brown, Hanna</p> <p>Fredrickson-chair, Martin</p> <p>Hattox–chair, Martin, Mauck</p>
<p>VII. REPORTS BY AD-HOC COMMITTEES</p>	<p><u>Reassignment (“release” time)</u> A draft report will be coming to FC from Committee Chair M.A. Williams. It will cover definition, cost, benefits of release time over stipend. Note: Chair Ondrejas asked that the Financial Concerns Committee examine the benefits included in that report and get together with the Benefits</p>	<p>Clark-chair</p> <p>Cohn</p>

	<p>Committee.</p> <p><u>SACS Core</u> VPI Garcia is working on a place for questions/ responses rather than dmcalls.</p>	<p>Gonzales-Hernandez</p>
<p>VIII. REPORTS BY COLLEGE STANDING COMMITTEES</p>	<p><u>Committee on Committees</u> It was reported that the Precellas have requested that they be reappointed to the Insurance and Benefits Committee and have volunteered to serve as co-chairs of the committee. A request was made to appoint Marcus Myers to the Cultural Programs Committee as per his request. <i>Recommendation proposed</i>, discussed and agreed upon to approve both requests. Phillips is to notify all concerned.</p>	<p>Phillips – chair, Gonzales-Hernandez, ?</p> <p>Stewart</p> <p>Phillips</p>
<p>IX. OLD BUSINESS</p>	<p><u>Proxy voting.</u> <i>Motion</i> by David Hattox: I move that all proxies must be presented at the call to order. A member who designates a proxy other than the division alternate must have his or her absence from the faculty council meeting approved by the divisional dean. Proxies for a division which has no designated alternate may be cast by another council member designated by the absent council member. Seconded, discussed and passed to change Housekeeping Rules as designated in the motion. Note 1: Having provision for proxy representation in our Housekeeping Rules permits representation for faculty members when their FC member must be absent, Note 2: FC members agreed to attend meetings when they accepted nomination/ election to their posts. They need to be present at Faculty Council meetings. Also, they need to send a copy of the DMC travel request form approved by the Dean of their division to the chair of FC.</p> <p><u>Promotion Appeals Committee Selection</u> <i>Motion</i> made by Wayne Fredrickson to</p>	<p>Hattox</p> <p>Motion passed.</p> <p>Hattox will update the Housekeeping Rules.</p> <p>Comments by Martin</p> <p>Fredrickson/ R. Long</p>

	<p>include all Promotion Appeals Selection Committee policies and procedures in the FC Housekeeping Rules. Second by: Russ Long. Discussion. Motion passed.</p> <p><u>Direct Deposit Policy/ Procedure</u> Reviewed without recommendation.</p>	<p>Motion passed.</p> <p>Ondrejas</p>
<p>X. NEW BUSINESS</p>	<p><u>Associate Deans</u> VPI Garcia has asked Chair Ondrejas for a formal/written response to her/ Dean Sloan’s recommendations for the Associate Deans positions.</p> <p>Ondrejas reported that, as he sees it, there are 7 major discrepancies between content of the AD’s job description and process for selection presented in the summer and those being distributed this Fall.</p> <ol style="list-style-type: none"> 1. Originally announced as “Associate Dean of the Faculty” - now, “Associate Deans of Divisions”. Job description was – give broad range of assistance to the faculty; now, give assistance to divisional dean regarding special projects. 2. Reassigned time was 90%, is now 40%. 3. Remuneration included stipends for Fall, Spring and Summer semesters; now, no stipend is being included. 4. A written job description was to be shared with FC; none has been. 5. A selection committee was to be formed; none has been. 6. A longer term assignment was to be provided in support of the “learning curve” experience; now, the appointment is considered to 	<p>Ondrejas</p>

	<p>be for 1-2 years.</p> <p>7. There was not to be another level of management; now, there is.</p> <p>Past-Chair Cohn, who was on the Summer Committee, verified that changes had been made from Summer (VPI Garcia’s report) to Fall (Dean Sloan’s report). There has been no response to Cohn’s email to Dean Sloan requesting a copy of the promised job description. The task force never considered 40% release time from teaching for the position. Dean Sloan announced to the task force that the Associate Deans would be provided with sixty percent release/ reassignment time at their meeting, the agreement of task force members was never sought.</p> <p><u>Motion</u> by George Martin: I move that our response to this (request from the Vice-President) be the listing of the concerns Stephen (Ondrejas) has and a request for clarification on all these points before we take any action. Second by Russ Long. Motion passed.</p> <p>Chair Ondrejas will take this motion to the Chairs’ meeting on Monday to discuss it with them.</p>	<p>Cohn</p> <p>Martin/ R. Long</p> <p>Motion passed.</p> <p>Ondrejas</p>
<p>XI. ANNOUNCEMENTS</p>	<p>VPI Garcia delivered her report on the Faculty Fellows Program to Chair Ondrejas during the meeting today. He will share that report with the FC Officers and then with all FC members.</p> <p>“Asset Building: The Peaceful Integration of Immigrants” with state demographer Steve Murdock and Campus Compact senior scholar Ed Zlotkowski was held in November 14 and 15. All who attended found the conference to be very instructive and valuable.</p>	<p>Ondrejas</p> <p>Stewart</p>

	<p>Summit III is on hold.</p> <p>The next meeting of FC will be December 1 at 1:00 PM in Health Science Building 2, Room 220. <u>NOTE: WEST CAMPUS.</u></p> <p><u>Consider coming to the next FC meeting as a team for curricular development.</u></p>	<p>Caballero</p> <p>Ondrejas</p>
XII. ADJOURNMENT	3:00 p.m.	Ondrejas