

FACULTY COUNCIL OF DEL MAR COLLEGE

MINUTES

December 3, 2004 – Barth Learning Resources Center, West Campus

Members Present:

Rose Caballero, Ed Cohn, John Crisp, Sue Crowson, Joe Dudek, Wayne Fredrickson, Donna Hamil, Russell Long, Eric Moller, Stephen Ondrejas, Michael Potter, Ann Thorn.

Members Absent:

Manuel Flores, Bob Long, Chuck McKinny, Cynthia Perkins, Judi Phillips, Mary Thornton.

Guests:

None.

I. Call to Order

- A. The regular December meeting of the Del Mar College Faculty Council was called to order by Chair John Crisp at 2:05 pm.

II. Approval of Minutes

- A. The minutes of the 10/08/04 regular meeting of the Faculty Council were reviewed. Chair Crisp asked that the statement explaining Robert's Rules as it relates to the chair's ability to vote a tie be removed. Michael Potter noted that the vote count on the motion from section VI, item D was indicated that the motion passed, but the motion was reported as failed. Secretary Thorn said that she would review the notes (and the meeting tapes if necessary) and correct the minutes accordingly. A motion to approve the minutes as corrected was made by Donna Hamil and seconded by Sue Crowson. Voting for the motion: Caballero, Cohn, Crowson, Dudek, Frederickson, Hamil, Long(R), Moller, Ondrejas and Potter; voting against: Thorn. Crisp abstained as chair. The motion passed.
- B. The minutes of the 11/05/04 regular meeting of the Faculty Council were reviewed. A motion to approve the minutes as presented was made by Joe Dudek and seconded by Sue Crowson. Voting for the motion: Caballero, Cohn, Crowson, Dudek, Frederickson, Hamil, Long(R), Moller, Ondrejas and Potter, voting against: none, abstaining: Thorn. Crisp abstained as chair. The motion passed.

IV. Reports

A. Chair's Report

Chair Crisp distributed a card from the Classified Committee, thanking Faculty Council for their advocacy in the request for a pay raise. He recognized and thanked Russell Long for his work on the Faculty Council webpage. Crisp discussed the correspondence he received from AAUP requesting participation in a survey that they are planning to distribute. He asked for Council members to respond to him directly if they wished to participate. He noted his intention to respond to the survey personally.

Crisp discussed the meeting that the officers (Crisp, Moller, Thorn, Hamil was absent) held with President Carlos Garcia. He noted that the officers discussed the importance of the phased retirement program with the president, and asked that the president keep the issue on the front burner. Crisp stated that the officers and the president discussed the issue of administrative titles at DMC and the importance of reconsidering DMC's organizational chart toward a more efficient and flatter organization.

Crisp reported on the Student Grievance Policy Review Committee, noting that Brian Hart had reported to him that the committee is about two thirds of the way through their review process. Crisp reported that the Public Speech Policy Committee is reviewing the policy. He noted Faculty Council's lack of enthusiasm for that policy, adding that the Council's concerns have not been officially articulated, although Crisp attempted to articulate to the committee, unofficially, what some of the FC concerns were. He reported that there is a split among chairs about whether arena registration should continue or not, and that the administrative plan for arena registration is that it will be gone by Fall 2005.

Crisp reported on the discussions that he and Assistant Chair Eric Moller have observed during their attendance at the various President's staff and ISD Council meetings. He noted the topics that have come up recently at those meetings are discussion about the expansion of the college's tax district, a discussion of unacceptable student behavior (brought up Dean Ann Lopez), and a discussion about rejuvenating Del Mar College's Academic Fellowship program.

B. Distance Learning Ad Hoc Committee

Sue Crowson reported that the position for Director of Distance Learning had been posted, the deadline for submission had passed, and that the screening committee had begun meeting. She reported that the committee was making good progress and planned to meet again the following Thursday.

C. Committee to Review the FC Constitution and Bylaws

Crisp reported for Cynthia Perkins, who was absent, that the committee had met once with Crisp and that Perkins may ask Faculty Council for suggestions on needed changes. The findings of the committee will be presented to FC at the regular February meeting.

D. Financial Concerns Committee

Stephen Ondrejas reported that there are three items being monitored by the committee. They are: additional step increases to include 18, 19, and 20 over the next three years; expediting the Phased Retirement Program; and a general discussion of merit increases.

Donna Hamil had questions about how travel funds are allocated under zero-based budgets, particularly in regard to CE's. She asked how additional CE opportunities are funded after the budget for travel has been allocated.

Crisp reported that John Mastenbrook had spoken about benefits in the Phased Retirement Program, including the fact that there was talk about benefits not being part of the package. Crisp stated that benefits and compensation should be considered early in the budget process.

E. VPI Search Committee

Sue Crowson reported that the VPI search had been opened externally and that it would close on January 13th. She stated that the committee felt there was an insufficient pool in the internal search to forward the minimum three names that Dr. Carlos Garcia has requested for this search.

F. Other Reports

None.

V. Public Comments

- A. No public comments were made.

VI. New Business

A. Adoption of the Agenda

Rose Caballero made a motion to adopt the agenda, seconded by Michael Potter. Voting for the motion: Caballero, Cohn, Crowson, Dudek, Frederickson, Hamil, Long(R), Moller, Ondrejas and Potter; voting against: none. abstaining: Thorn. Crisp abstained as chair. The motion passed

B. Discussion and Possible Action Regarding Proposed Policy B5.44 Grievance Resolution Policy for Employees

Crisp asked for a motion on Proposed Policy B5.44 Grievance Resolution Policy for Employees, reminding the Council that the policy could be designated as reviewed with recommendations or reviewed without recommendations since an additional B5.44 policy with the committee's current recommendations had been released today. Donna Hamil made a motion to adopt the policy as reviewed with no recommendations, seconded by Joe Dudek. A discussion followed. Rose Caballero stated that concerns from one of her constituents included the fact that the policy was not clear, difficult to understand, and could possibly be opening the door to legal action. Crisp suggested recommending that a clause be added to the policy stating that the policy pertains to "all matters except the following, which have in policy their own methods of conflict resolution. See exceptions below." Hamil and Dudek accepted Crisp's suggested amendment to the motion. Ed Cohn stated that his constituents felt comfortable with the policy as it is written and spoke in favor of the motion. Crisp noted that many of the changes were from B policy to A policy. He told the committee that the Policy Manual Committee (of which he is a member) is reviewing policy as a whole. He stated that the President and the Board would like to have shorter B policies, followed by more in-depth A policies. He cautioned the Council to be careful with those types of changes. The difference is who can change policy. He noted that faculty have certain rights covered by the Board, such as the Dismissal for Cause Policy, that can't be changed by the President, can only be changed by the Board. He asked if we want to change large portions of B policy to A, or should we defer that to the larger policy committee? He stated that to approve this policy as it is written is to approve all the changes stated in it from B policy to A policy. Cohn suggested that the Council be understood that this action (recommending the policy) is not a precedent for future actions regarding policy. Cohn asked Crisp if it would be better for Faculty Council to defer its decision to the larger Policy Committee. Crisp suggested endorsing the policy, but deferring to the Policy Manual Review Committee whether or not the policies should be A or B. Cohn made an amendment to the motion to include the language suggested by Crisp. Dudek accepted the amendment to the motion. Hamil accepted the amendment to the motion. Caballero accepted the amendment to her amendment. Crisp stated that, if the motion passed, he would take the issue to the President's Staff meeting on Monday morning to convey it for the Council. Voting for the motion: Caballero, Cohn, Crowson, Dudek, Flores (proxy to Ondrejas), Frederickson, Hamil, Long (B) (proxy to Crowson), Long(R), Moller, Ondrejas and Potter; voting against: Thorn. Crisp abstained as chair. The motion passed

C. Other New Business

Stephen Ondrejas discussed his concerns about the potential elimination of arena registration and the negative effect it would have on students. He mentioned that Faculty Council may have to call a special meeting in January in order to keep the issue in the forefront of administration's focus before the Fall Schedule is printed. Ondrejas asked for arena registration to be an agenda item on the next FC meeting. He mentioned his concern for students who fall through the cracks. Ed Cohn also expressed his concern for the students who fall through the cracks and need the opportunities provided to them during the arena registration process. Sue Crowson asked what the plans were for future registration Crisp stated that administration wanted to switch registration to the web and eliminate the amount of work that is required to set up arena registration. Ondrejas noted that arena registration is needed to help students who fall through the system by no fault of their own and stated that arena registration is needed to keep enrollment up. Cohn noted that many students who register during early registration are removed from the system before they get their funding. Arena registration is a solution for those students. Cohn mentioned that trying to eliminate a fail-safe before a better system is in place is dangerous. Crisp suggested that FC members take their concerns to the chairs, who have been very active in this discussion. He noted that the ISD Council is also discussing arena registration. Crisp volunteered to talk to Linda Ard, Chair of Chairs, to see where the decision stands.

Ondrejas discussed the fact that Faculty Council reviewed and recommended adoption of the Sick Leave Policy for members who had used up all of their sick leave. He suggested that we re-invigorate our support for the Sick Leave Policy. Crisp noted that he was not sure what action Chair's Council had taken on it, but he believed their reaction to it was negative. He thought administration had withdrawn the policy. Michael Potter stated that he did not know where the policy had gone, either. Rose Caballero reported that she served on the Insurance and Benefits Committee and that legal issues had precluded the policy, although the committee submitted their recommendations. Ondrejas suggested that the issue be put on the Faculty Council agenda for the next meeting. Eric Moller described his understanding of the policy and the fact that the way that it was suggested left some room for abuse.

Ann Thorn asked for a timeframe on the arena registration decision as it related to the printing of the Fall Schedule in early Spring. Crisp stated that a decision would be made by Monday at the President's Cabinet meeting and by Wednesday by the ISD Council. Ondrejas made a motion that Faculty Council recommend that arena registration not be eliminated in the Fall in toto, seconded by Joe Dudek. Crisp restated the motion "that arena registration not be eliminated in the Fall completely. Ondrejas accepted the amended motion, Dudek seconded. Dudek further stated that his constituents are concerned about the large population of students that would be eliminated without arena registration. Russell Long suggested that web registration be left open until the end of regular registration. Dudek suggested registration in the departments. Voting for the motion: Caballero, Cohn, Crowson, Dudek, Flores (proxy to Ondrejas), Hamil, Long (B) (proxy to Crowson) Long(R), Moller, Ondrejas, Potter; Thorn; voting against: Frederickson. Crisp abstained as chair. The motion passed

VI. Announcements

- A. No announcements.

VII. Adjournment

- B. Stephen Ondrejas made a motion to adjourn, seconded by Joe Dudek. The meeting adjourned at 3:30 pm