

FACULTY COUNCIL OF DEL MAR COLLEGE

Meeting Minutes

December 2, 2005 – Barth Learning Center, West Campus

In Attendance: Ken Hanna, George Martin, Michael Potter, Tom Matula, Youssef Bet Shahbez, Anne Stewart, Rose Caballero, Manuel Flores, Ed Cohn, David Hattox, Alan Clark, Wayne Frederickson, Karl Kemm, Russell Long, Mary Thornton, John Crisp (Immediate Past Chair)

Absent: Ann Thorn, Judi Phillips

Guests: Stephen Ondrejas

I. Call to order:

Chair Ed Cohn called to order the December meeting of the Del Mar College Faculty Council at 2:06 p.m.

II. Adoption of Minutes:

Rose Caballero asked for a revision to the Grievance Committee Report to indicate that she was waiting for Dr. Carlos Garcia to provide names of additional Grievance Committee members. Anne Stewart made a motion to adopt the minutes of the November 4, 2005 meeting as revised. Rose Caballero seconded the motion.

In Favor: Rose Caballero, Ed Cohn, Ken Hanna, George Martin, Tom Matula, Anne Stewart, Youssef Bet Shahbaz, Manuel Flores, Susie Crowson, Wayne Fredrickson, Russell Long, Ed Cohn

Opposed: none

Abstentions: Michael Potter

Motion carried.

III. Chair's Report:

Chair Cohn mentioned that information concerning the Fellowship program had been distributed to members. He expressed concern that he had not been informed of the program's development until it was near completion. Cohn mentioned a faculty query about whether the Board of Regents would meet on the South campus. Cohn explained that no decision had been made. He also assured the council that the rumor circulating concerning a reduction in summer pay is without foundation to his knowledge but that he would check on it. Cohn distributed copies of a letter Dr. Garcia received from Jay Knioum, APT Advisory Committee Chair. The letter suggests some changes to the Voluntary Modification of Employment proposal including the creation of a committee of administrators to "approve or deny each proposal for rehires" under the proposed plan. Cohn reported that Richard Rupp and the credentialing committee would be

attending the SACS conference to gather more information. Cohn mentioned that the By-laws Committee continues its work. He explained that the committee will prepare background information to distribute along with the changes when they are sent to the faculty for review.

IV. Grievance Committee Report:

Rose Caballero reported that President Garcia has named a committee consisting of Mike Westergren and Rose Caballero (co-chairs), Dusty Finch, Lenora Keys, Donna Strong, Jose Rivera, Teresa Cox, Susie Crowson, Meeting tentatively set for Dec. 8 but conflicts with finals may require a change. She reported that the co-chairs had asked Sam Ramirez the Director of EEOC of TAMU-CC to serve as an advisor to the committee.

V. Policy Review Committee:

Anne Stewart reported that approximately 2/3 of the proposed Fellowship positions have been postponed for further consideration. She explained that some of them will be advertised as Full-time faculty positions. She mentioned that the Affirmative Action Committee with Irma Woods as Chair brought forth the proposal to administration to reinstate the Fellowship Program. She explained that the administration is committed to the program, but will consider revisions. Stewart iterated concerns from faculty members that the Fellowship program would replace long term faculty members with fellows who probably would not have any permanent attachment or commitment to the college.

Cohn clarified that the current list of open positions currently does not include Fellows, but the administration plans to hire the fellows for the Fall 2006 semester. He mentioned that the policy does not reduce the minimal education requirements for faculty members but limits the number of years of teaching experience the applicants can have. He clarified that the program's intent was to build commitment to the college. Cohn explained that the president hopes to fill the Fellow position for Fall 2006, and that the program is only one part of administration's plan to restore Del Mar College's ageing faculty.

VI. Financial Concerns Committee:

Committee Chair Manuel Flores reported that a need has been identified for a seminar to explain how the program works. Committee Member Stephen Ondrejas recommended that the workshops include TRS, ORP, Social Security officials, ERS, health insurance agents, and Medicare specialists to inform interested faculty members. (See attachment for the Benefits Workshop Proposal.) He also recommended that the workshops be conducted annually.

Flores reported that the application and timeline for sabbaticals had been developed with input from administration, the Financial Concerns Committee, and the sabbatical committee. Flores reported that the Sabbatical Committee has been fully charged with developing the selection criteria and Faculty Council has been charged with developing training session for applicants. Flores mentioned

that the administrators have suggested that the training session occur on January 9 following Convocation.

Flores reported that Pay for Performance will be addressed during the Spring Semester. He mentioned that they lacked a clear definition of Pay for Performance and planned to poll the chairs to clarify the definition of the Pay.
In Favor: Rose Caballero, Ken Hanna, Michael Potter, George Martin, Tom Matula, Anne Stewart, Youssef Bet Shahbaz, Manuel Flores, Susie Crowson, Wayne Fredrickson, Russell Long
Opposed: none
Abstentions: Anne Stewart, Ed Cohn
Motion carried.

VII. By-Laws Committee

David Hattox reported that the committee had made changes to reflect the will of the council at the last meeting. He reported that Article 1 Sec. 2 adds the parliamentarian to the list of elected officers. He also confirmed that the language was modified to clarify that the immediate past chair position will remain vacant in the case of the chair's reelection. Article 3 Section 1 reflects the addition of the Rules Review Committee.

VIII. No public comments.

IX. Old Business:

George Martin reiterated his motion to propose to administration a policy authorizing all faculty be allowed to have a virtual office hour per week. Manuel Flores offered an amendment to include "on days when a faculty member has no class." Hattox seconded the amendment.

In favor: Manuel Flores, Ken Hanna, David Hattox, Tom Matula, Anne Stewart
Opposed: Youssef Bet Shahbaz, Rose Caballero, Alan Clark, Ed Cohn, Susie Crowson, George Martin, Michael Potter, Mary Thornton
Abstention: Wayne Frederickson, Karl Kemm, Russell Long
The amendment failed.

Martin restated his original motion "to propose to administration a policy authorizing all faculty be allowed to have a virtual office hour per week."

In favor: Ken Hanna, George Martin, Michael Potter, Tom Matula, Anne Stewart, Manuel Flores, Ed Cohn, Wayne Frederickson, Russell Long, Alan Clark, Susie Crowson, Mary Thornton, Karl Kemm
Opposed: Youssef Bet Shahbez, Rose Caballero
Motion carried.

John Crisp commented that the policy on office hours bears some additional consideration. He noted that the current policy appears to have a virtual office hour and half way through it qualifies that that virtual hour is allowed but will be

proportional to the percentage of courses taught through distance learning. He noted that the action taken by the council contravenes board policy.

X. New Business:

- A. Anne Stewart made a motion to forward Policy B5.5 College Academic Fellowship Program as reviewed without recommendation
In Favor: Ken Hanna, George Martin, Michael Potter, Tom Matula, Anne Stewart, Rose Caballero, Manuel Flores, Ed Cohn, Wayne Frederickson, Russell Long, Susie Crowson, David Hattox, Alan Clark
Opposed: Mary Thornton
Abstain: Karl Kemm, Youssef Bet Shahbaz
Motion carried
- B. Rose Caballero made a motion to conduct a benefits workshop on phased retirement as recommended by the Financial Concerns Committee. Mary Thornton seconded.
In favor: Ken Hanna, George Martin, Michael Potter, Tom Matula, Youssef Bet Shahbez, Anne Stewart, Rose Caballero, Manuel Flores, Ed Cohn, Wayne Frederickson, Russell Long, Mary Thornton, Karl Kemm, Alan Clark, Susie Crowson, David Hattox,
Opposed: none
Abstain: none
Motion carried.
- C. Anne Stewart made a motion to rescind the vote on Policy B5.5 College Academic Fellowship. David Hattox seconded.
In favor: David Hattox, Anne Stewart, Manuel Flores, Karl Kemm
Opposed: Ken Hanna, Michael Potter, George Martin, Tom Matula, Susie Crowson, Alan Clark, Wayne Fredrickson, Ed Cohn
Abstain: Rose Caballero, Youssef Bet Shahbaz, Russell Long
Motion failed
- D. Rose Caballero made a motion to add Michael Potter and Mary Thornton to the Financial Concerns committee with the task of studying Pay for Performance. Manuel Flores seconded.
In favor: David Hattox, Rose Caballero, Ken Hanna, Michael Potter, George Martin, Tom Matula, Anne Stewart, Manuel Flores, Susie Crowson, Alan Clark, Karl Kemm, Wayne Fredrickson, Russell Long, Ed Cohn
Opposed: None
Abstention: None

XI. Announcements:

Anne Stewart announced a forthcoming email from Campus Compact which is recruiting faculty members and students to help with cleanup of playgrounds and facilities in New Orleans.

XII. Adjournment

David Hattox made a motion to adjourn. Rose Caballero seconded.
Motion carried by acclamation.

Attachment 1: Benefits Workshop Proposal

- I. Human Resources surveys faculty and develops a list of questions to be answered during two workshops.
- II. Retirement Income Benefits Workshop
 - a. TRS Representative
 - b. ORP Agent
 - c. Social Security income specialist
- III. Retirement Health Benefits Workshop
 - a. ERS Representative
 - b. Social Security Medicare specialist
 - c. Health Insurance Agent
- IV. Both Workshops should be conducted annually
 - a. Forty percent of faculty (110 of 267) has an average age of 58.
 - b. An additional twenty percent (52 of 267) have an average of 52.