

Minutes

HCC FACULTY SENATE

April 12, 2013 – 1:30 pm

Central College – LHSB-100

I. Call to Order – Tod Bisch

1:30

II. Approval of March 8, 2012 Minutes – Suna Ridouane

Approved

III. Treasurer's Report – Jennifer Graves

Received quarterly updates. Some changes because of scholarship funding.

Guest Speaker: Trustee Yolanda Flores 2:05 - 2:50

Trustee District 1. Assumes we want to know what's going on with system. Many uncertain areas within the institution. In 2009 there were some issues and concerns about pay, how people were being compensated, and about leadership at many levels. In Feb. 2010 the situation changed. Some concerns about possible conflicts of interest. Does not support Qatar. Questions about how people will be selected. Again, possible conflict of interest. Many faculty may know the situation and know what happened. Feb. 2012. No wrong doing proven and DA case dismissed. May 2012, HCC resolution and censure, which was widely disseminated. Will be moving on from this situation.

Will be new leadership coming. Committee forming in May. Expect faculty to have input in selection. When faculty was taken off agenda, Flores advocated for faculty engagement and involvement. Board needs to take heed of faculty. Faculty now back on the agenda. It's important that we hear faculty voices.

Still working on counselor situation. Sent D. Pino a long list of questions. A very easy question and answer format so that some very hard questions can be answered. Has been told by AC Byas counselor pay will be on May agenda. Trustee Flores will be a voice for faculty.

Is up for re-election and doesn't expect it to be an easy one.

QUESTIONS

M Page: L. Koefel approached Flores and asked about quartile and step. Flores enabled this conversation to happen.

A. Ainsworth: Buyout of Chan. Spangler and serious amount of money to do so.

Trustee Flores: She received what's on contract and vacation pay. Entitled to housing and car allowance.

D. White: Why was she paid to retire?

She wanted to retire and many Board members agreed that she should. There have been other buyouts. Ideally, it would have been better if she had walked away. Board didn't want to risk complications and felt buyout was in the best interest of the institution.

L. Lacroix: Does Senate have input on selecting IC, or does the board make the decision?

L. Comte: When we get to Chancellor search, we need to have faculty voice. Ruth Burgos-Sasscer was hired after a thorough search that took a long time. After that, searches have been less inclusive. Hope that Board will look at past processes and consider inclusion.

Trustee Flores: Board is open to suggestions and recommendations. Problem is that we don't hear enough of what the issues are. Faculty welcome to come to Committee of the Whole.

Comment: In the past this hasn't been always the case, especially after 2007.

Trustee Flores: Faculty has right to freedom of speech and they can't be stifled. Their voice must be heard. It's their first amendment right.

L. Comte: More discussion with Chancellor about Workforce reorg. If something is brought to Board in future about this reorganization. Flores should be made aware of this.

Trustee Flores: Board sometimes receives a very pretty picture, unless told otherwise. Faculty must have input so the Board know what's going on.

M. Page: Clearly stated to faculty that even presidents couldn't have communication with trustees. If this happened, people were called in about it. "No dialogue" policy. Board won't be able to act on behalf of faculty and students if Board members aren't aware of what's going on. Make sure Trustees know what's going on.

Flores: Faculty is also a constituent and should be able to talk to trustees.

Question: What do you think about the OFI survey?

Trustee Flores: Don't know anything about this. Trustees can be inundated with information. Plus time is short.

Question: Will you make it a point to review data? The OFI surveys are every other year, 1 year the colleges and then the next year, 3100 Main.

L. Comte: Faculty must attend meetings so that there is an exchange of information between trustees and faculty. Board depends largely on summaries and presentations. We must be engaged.

Trustee Flores: Thanks to M. Page and L. Comte, never failed to acknowledge me. Felt supported and welcomed. Was a source of strength.

Comment: Integrity and power has been taken away from faculty. Academic freedom also being taken away. Feels like it's important to be careful what is said and to whom at meetings. Instead of meetings with Deans and Department Chairs, why not meet with faculty once or twice a year?

Trustee Flores: Will sponsor a meet the faculty luncheon. Give a date and she'll schedule it.

K Overton: What is Art Tyler's role?

Trustee Flores: Deputy to a chancellor who is no longer here. Will be looking for an IC, will start search in May. Definitely need and want faculty input.

S. Goll: When will this role end?

Trustee Flores: no comment.

K Overton: Is he in Saudi Arabia?

Trustee Flores: He was out of town, but not sure where.

QUESTIONS FROM PRES. BISCH

How does the Board plan to support enrollment?

When we have real data, Questions need to be asked about it and how it will be implemented. When answers are forthcoming will know more about enrollment.

D. Wilcox: Do you think information is accurate?

Trustee Flores: Not sure if process is most effective.

L. Comte: Colleges have been stripped of resources that could be used to enhance enrollment. We need to get resources and funding back out in the field.

Trustee Flores: Board needs to meet more with presidents. So much going on that Board hasn't gotten to that point. Board really wants to begin dialogue on these issues and meet with presidents.

Comment: AC Byas said she would be visiting colleges unannounced. Board needs to meet with all shareholders, from top to bottom.

Trustee Flores: Absolutely, everyone needs to be included from top to bottom.

QUESTION FROM PRES. BISCH

What is the Board's position with respect to ensuring HCC's salaries are competitive?

Trustee Flores: No official board position. Always looking to make sure that salaries are competitive. What happened with counselors is unfortunate. Of course, it always has to do with budget. There is considerable waste in the system. Faculty who haven't been paid need to be considered. Board spending money has to change.

Comments: Hiring administrators before hiring faculty. This is problematic. Too many administrators.

M. Tlass: How can this be shaken up? The institution is too top heavy.

Trustee Flores: I say the same thing. How and why does this happen? QUESTION FROM PRES. BISCH

What is the Board's position with respect to the change in the grad. ceremony?

Trustee Flores: Not aware of this.

D. White: Maybe invite Trustee to graduation committee meeting.

Question: Why divide ceremonies between workforce and academic? Gives perception that one is less important than another.

Pres. Bisch: Decision was made jointly with administration and workforce.

CLOSE OF TRUSTEE FLORES' Q&A

IV. Standing Committee Reports

a) Compensation, Benefits, Workload Committee – Wes Anthony and David Wilcox

Met with IC Byas, who was very receptive. Receptive to goal #1 (Complete the salary adjustments from 2008-09 by giving faculty with foreign teaching experience credit for their years of teaching, placing them on the correct step and crediting them with back pay.)

Positive reaction to goal #2 (Increase the entire faculty salary scale by 10% for the next year to adjust for inflation and the market.) May not be 10%. Hasn't been adjusted for 6 years. Good reception to the possibility. State may take as much as 18 million, which would have an obviously negative impact on HCC's budget and faculty raises. Nothing definitive. Hope to have some kind of raise adjustment once legislature is settled. Want pay scale adjusted because it affects new hires and those stuck at high end of the step. Even 2-4% will help. Meeting was helpful in arranging priorities.

AC seemed positive about step increases and hiring new faculty with 10.5 contract. Restoring ORP benefits and long term insurance will not happen. 9 month going to 10.5 for new hires. Likely this will happen. Little has changed with compensation since Fox Report.

Comment: Loss of some benefits was the result of budgetary constraints within HCC.

b) Finance Committee – Jennifer Graves

No Report

c) Professional Development – Mary Puccini-Jenn Graves-Mikki Novak

Will change BO application process. Will be non-competitive, but will up amounts to \$350 and \$600. Will change the wording so that other professional development is eligible. Will cap number of awards to 10 per semester. First come first serve, with preference given to completed apps and to those who have never received an award.

Reinstituting teaching excellence. This will be system wide award. In days past, the submission requirements were onerous. Now a teaching philosophy, 3 letters of nomination, 3 assessments. Will start drafting apps and rubrics. Will have money attached to it. Will approach IC Byas for 10K to spread across the district for awards. Will also ask Charles Cook, and Presidents. Hope to give significant award money. TLE program has another initiative. IF TLE certified. Only need 1 more course, develop an

online shell and you get a stipend. 250.00. This in line with strategic plans. Significant number of apps for Salzburg

d) *Educational Affairs – Ritu Raju*

No report.

e) *Policies and Procedures – Melissa Miller-Waters*

No report. Continuing work on Advising.

M. Novak. At NACADA, many are advocating student peer mentoring programs. One program, Kansas State, has a good program we can model. Hire student/peer mentors. They'll be hired after meeting certain requirements. Students would be assigned student peer mentors for a year. This program would work in conjunction with faculty. Kansas gives students 2 t-shirts. A two year waiting period. HCC recommends that students have an iPad to enhance communication. Faculty could be in charge of mentors at each college, and might be given a stipend. Maybe fold something like this into service learning. Will helpful for students when enrolling in 4 year institutions. Forward to D. Pino for budget concerns

f) *Student Success – Marilyn Douglas-Jones*

Met with Askonline. Not getting enough inquiries from students. Please encourage students to participate. Visit Askonline's website. An excellent retention tool. Please use it.

g) *Graduation – David White and Mannie Bloemen*

Two ceremonies, divided between Academic and Workforce in the second slot. Will be a hard count on number of attendees, including faculty. If we hit cap for 1st ceremony, everyone will be moved to the second. 1000 students or more at morning ceremony, everyone else at 2nd. 200 Faculty will go to 1st ceremony, 200 will go to 2nd. 193 faculty assigned to 2013 ceremony. Nothing has ever been discussed about what happens if faculty don't attend. In theory, a supervisor could take some sort of action (PEP, pay docking). Faculty RSVP will be forthcoming soon, from Pres. Bisch. T. Bisch has been asked to split faculty among Workforce and Academic. Proposing that entrance be made quicker. Reliant says we can open curtains. Procession will be different. No more waiting in the hallway. Everyone will be back stage. Dramatically improves entrance time. Hope to have ceremony down to 2 hours. GC has been working with Paul Donaldson. May even get Aramark to open concessions.

V. **Special Committees and Caucuses**

a) *Faculty Conference Committee – Linda Comte*

No report.

b) *Past Presidents – Linda Comte*

Met with AC Byas 3 times. Had substantive questions. Workforce reorg. was covered and is moving forward. A new advisory committee being formulated. WF faculty did not have sufficient input. April 25 meeting, 2:00 - 4:00, 3100 Main in auditorium, also

will be available at gotomeeting. This is faculty's chance. Please attend and give input. Byas made clear that people must be paid. Presidents do have contingency funds to cover these salaries. If you have money and it's not showing up, AC Byas will get this cleared up. Now is time to move on Board receptions.

VI. President's Report – Tod Bisch

- **Senate Cabinet – Report on February 28, 2013 Meeting**
 - Proposed Faculty ADA Accommodations Guidelines
 - Proposal to merge the Graduation committee into the Student Success Committee. Resolution to amend the By-law to be introduced at the May FAS, to be voted on during the June FAS.

- **Board of Trustees –Board Retreat March 23, 2013, COTW April 11, 2013**
 - Accepted the resignation/retirement of Chancellor Spangler
 - Passed Method of build-out Alief Bissonnet Campus
 - Passed purchase of Electronic Citation System
 - Accepted a donation from Datavox-additional video surveillance equipment
 - Passed Program Management Services-Broadus & Assoc.
 - Passed Project Management Services-Freese & Nichols, Inc.
 - Passed closing of LaBranch Street-Upgrade Switch Gear electrical, resurface as pedestrian walk way.
 - Authorized real estate transactions-Acres Home near W Little York; Alabama/Almeda-Central; SE at Rustic

- **Chancellor – No meetings as she has retired.**

- **Meeting with AC Byas**
 - Scheduled meeting was postponed to April 18th.

- **Vice Chancellor of Instruction's Office-ACV Steve Levey**
 - Begun discussions regarding restructuring of Program Coordinators; one PC per program, additional release time based on certain factors. Also, this committee to work with Dr. Burillo, on moving certain WF programs back to 12 mos. contract for Faculty.
 - Core Curriculum committee seeking faculty participation for reviewing course inclusion presentations. Review training immediately following FAS has been rescheduled for April 19, 3100 Auditorium.
 - WorkForce Restructuring Faculty Advisory Committee-Delegation Chairs to seek WF faculty volunteers.

- **Senate Cabinet – Report on February 28, 2013 Meeting**
 - Proposed Faculty ADA Accommodations Guidelines
 - Proposal to merge the Graduation committee into the Student Success Committee. Resolution to amend the By-law to be introduced at the May FAS, to be voted on during the June FAS.

- **Board of Trustees –Board Retreat March 23, 2013**
 - Accepted the resignation/retirement of Chancellor Spangler
 - Passed Method of build-out Alief Bissonnet Campus
 - Passed purchase of Electronic Citation System
 - Accept donation from Datavox-additional video surveillance equipment
 - Passed Program Management Services-Broadus & Assoc.
 - Passed Project Management Services-Freese & Nichols, Inc.
 - Passed closing of LaBranch Street-Upgrade Switch Gear electrical, resurface as pedestrian walkway.
 - Authorized real estate transactions-Acres Home near W. Little York; Alabama/Almeda-Central; SE at Rustic

VIII. Old Business

IX. FAS resolution on the retirement of Chancellor Spangler

**A Resolution
By The Houston Community College Faculty Senate
Introduced for Senate consideration by the 2012-2013 Senate Cabinet**

Whereas during the tenure of Dr. Mary S. Spangler as Chancellor of the Houston Community College System, the college has grown in Relevance and Opportunity, and

Whereas during Dr. Spangler’s tenure as Chancellor, the college has worked with the faculty to revise and fully fund an equitable pay structure for faculty, and

Whereas during Dr. Spangler’s tenure as Chancellor, the college has completed a set of buildings across the district that will serve students, faculty, staff, and the community, and

Whereas during Dr. Spangler’s tenure as Chancellor, the District passed the largest bond in its history to build the next generation of instructional facilities to better serve students in the 21st Century, and

Whereas during Dr. Spangler’s tenure as Chancellor, the college is in the process of restoring and renovating the historic San Jacinto Memorial Building of the Central Campus, and

Whereas during Dr. Spangler’s tenure as Chancellor, the college weathered a financial crisis due to economic recession and draconian state budget cuts, and did so without resorting to layoffs and furloughs, as so many other institutions did, and

Whereas during Dr. Spangler’s tenure as Chancellor, Houston Community College rose in status from being respected locally to being recognized nationally and internationally for its innovation and excellence;

Now therefore be it RESOLVED that the delegates of The Houston Community College Faculty Senate gratefully acknowledge these accomplishments and congratulate and send best wishes to Dr. Mary S. Spangler on her retirement.

D. Wilcox: Withdraw for revision

D. Ross: 2nd

A. Ainsworth spoke about writing resolution at request of cabinet and agrees with withdrawal of motion.

Resolution withdrawn

FAS resolution in support of AC Byas remaining as such until a new Chancellor is hired

**A Resolution
By The Houston Community College Faculty Senate
Introduced for Senate consideration by the 2012-2013 Senate Cabinet**

Whereas when called to serve Houston Community College as Acting Chancellor, Ms. Renee Byas took on the responsibility with seriousness and humility,

Whereas in her role as Acting Chancellor, Ms. Byas has been open and available to all communities within HCC, and

Whereas in her role as Acting Chancellor and in her previous capacity as General Counsel, Ms. Byas has been the modicum of integrity, and

Whereas Acting Chancellor Byas has seen to it that the general operations of HCC continue and the obligations of the Bond Issuance are met at a high standard,

Now therefore be it RESOLVED, that the delegates of The Houston Community College Faculty Senate offer wholehearted support to Acting Chancellor Renee Byas and express confidence in her ability to carry out her duties with capability and integrity.

M. Page: Not sure what kind of message sends to employees, system in general. Doesn't say anything about future disposition. M. Page questions advisability of this resolution based on the short tenures of her position.

A. Ainsworth wrote this resolution at the request of cabinet in support of acting chancellor.

Motion passes by voice vote

FAS resolution to allow all stakeholders participation in the process of hiring a new chancellor

**A Resolution
By The Houston Community College Faculty Senate
Introduced for Senate consideration by the 2012-2013 Senate Cabinet**

Whereas the selection of a new Chancellor for the Houston Community College System will affect the communities HCC serves for many years, and

Whereas those entrusted with the selection of the new Chancellor can learn much from all stakeholders in HCC, including faculty, staff, students, and community members, and

Whereas all institutions are best served by transparency and community involvement,

Now therefore be it RESOLVED that the delegates of The Houston Community College Faculty Senate strongly urge the Board of Trustees to allow all stakeholders (faculty, students, staff, administration, community members) to participate meaningfully in the process of searching for and selecting a new chancellor for the Houston Community College System.

Passes unanimously

FAS resolution to place a hold on hiring administrative personnel

**A Resolution
By The Houston Community College Faculty Senate
Introduced for Senate consideration by the 2012-2013 Senate Cabinet**

WHEREAS the Houston Community College System prides itself on being an opportunity institution, and so is dedicated to serving all members of our community, and

WHEREAS the System has faced considerable budgetary constraints in the last two years, and

WHEREAS those constraints have forced the System to significantly reduce the number of classes available for students, both by schedule attrition and by implementation of a "hiring freeze" on needed classroom faculty, and

WHEREAS those same constraints have led to shortages on all campuses, including classroom supplies and other resources needed for instruction, and

WHEREAS the System has repeatedly cited those constraints to justify wide-scale reorganization of the leadership structures at the colleges level, with the result of severely increasing the workload on chairs to the detriment of both faculty and students, and

WHEREAS the System has been criticized by SACS as being severely top-heavy, and

WHEREAS the System nonetheless has continued to hire personnel who serve no immediate student population but rather add to the administrative level,

THEREFORE BE IT RESOLVED that the Faculty Senate adjudges the continued hiring of such personnel to be wasteful and counter-productive, doing a disservice to the stakeholders of the HCCS community,

AND FURTHER BE IT RESOLVED that the Senate calls upon the System administration to immediately place a hold on the hiring of any and all such administrative personnel, and to use funds instead to serve the needs of our students directly regarding class schedules, and other pressing resource needs.

D. Wilcox: proposed changes in first parts are minor. This resolution somehow was made available to administrators who questioned it. This has to do with cluster deans. We keep getting the name of our institution wrong. Many comments being made about all these layers of administrators being added. We need to know if this is factual. Need data to support this resolution. We should be careful and data driven.

M. Novak will gather data to support this resolution.

Move to table.

Motion tabled

**FAS resolution to add height, weight and physical discrimination to the HCC
Antidiscrimination Policy**

**A Resolution
By The Houston Community College Faculty Senate
Introduced for Senate consideration by the 2012-2013 Senate Cabinet**

Whereas, our existing policy does not protect people from discrimination based on height, weight, and physical characteristics, and

Whereas, discrimination based on height, weight, and physical characteristics has empirically verified physical, emotional, psychological, and social consequences, and

Whereas, successful lawsuits have been leveled against organizations and institutions who do not protect height, weight, and physical characteristics, and

Whereas, a number of other educational institutions have adopted policies that protect height, weight, and/or physical characteristics, and

Whereas, HCCS prides itself on being an "opportunity institution" and is dedicated to serving all the members of our community regardless of their race, color, religion, age, sex, gender identity, gender expression, national origin, disability, status as a veteran and/or sexual orientation, and

Whereas HCC prides itself on a desire for a diverse and inclusive and positive teaching and learning environment,

Now therefore be it resolved, that we, the delegates of The Houston Community College Faculty Senate request that the Board of HCCS amend the policies concerning Equal Employment Opportunities (C.2) and Discrimination and Harassment (G.1) to add "height, weight, and physical characteristics" to the classification of people protected.

D. White: Have there been cases of discrimination based on this.

M. Waters: Pre-emptive so that health care costs are not measured against these conditions. There may have been cases of soft discrimination.

D. Wilcox: motion to table

Motion to table withdrawn.

Resolution passes unanimously by voice vote

FAS resolution on Academic Freedom as it relates to Core Curriculum

A Resolution

By The Houston Community College Faculty Senate Introduced for Senate consideration by the 2012-2013 Senate Cabinet

Whereas, SACS mandates that the primary responsibility for the content, quality, and effectiveness of its curriculum lies with faculty (3.4.12), and

Whereas, the AAUP provides that faculty should decide how to teach the course for which they are responsible, and

Whereas, the AAUP further establishes Academic freedom as a faculty member's right to remain true to his or her pedagogical philosophy and intellectual commitments, and

Whereas, the AAC&U maintains that Faculty are responsible for establishing goals for student learning, for designing and implementing programs of general education and specialized study that intentionally cultivate the intended learning, and for assessing students' achievement, and

Whereas, the THECB has stated that Faculty develop and select courses for the new core curriculum, and Whereas, HCCS administration has stated publicly and in writing that all decisions about HCC curriculum will be made by HCC faculty as members of a common (singularly accredited) program or discipline., and

Whereas, HCCS has stated that Academic freedom for *individual* faculty members entails the rights and responsibilities in terms of *how* a curriculum is determined and courses are taught – the calendar, the assignments, the readings, the grading components, etc., and

Now therefore be it resolved, that HCCS allow each discipline at HCCS is to make the sole decision regarding curriculum within the discipline including but not limited to choice of textbooks, assessments, syllabi, and “model courses”, and that the core curriculum be decided by faculty in those disciplines rather than by the administration.

D. White: offers amendment to language of resolution. Current resolution is insufficient. Administration is trying exercise top down control of curriculum. Essential that this point be made clear.

Call to question: acceptance of amended version.

Passes as amended.

Amended to read:

A Resolution

By The Houston Community College Faculty Senate

Introduced for Senate consideration by the 2012-2013 Senate Cabinet

WHEREAS the SACS mandates that the primary responsibility for the content, quality, and effectiveness of its curriculum lies with faculty (3.4.12); and

WHEREAS the AAUP provides that faculty should decide how to teach the course for which they are responsible; and

WHEREAS the AAUP further establishes academic freedom as a faculty member’s right to remain true to his or her pedagogical philosophy and intellectual commitments; and

WHEREAS the AAC&U maintains that faculty are responsible for establishing goals for student learning, for designing and implementing programs of general education and specialized study that intentionally cultivate the intended learning, and for assessing students’ achievement; and

WHEREAS the THECB has stated that faculty develop and select courses for the new core curriculum; and

WHEREAS the HCC administration has stated publicly and in writing that all decisions about HCC curriculum will be made by HCC faculty as members of a common (singularly accredited) program or discipline; and

WHEREAS HCC policy has stated that academic freedom for *individual* faculty members entails the rights and responsibilities in terms of *how* such curriculum is taught – the calendar, the assignments, the readings, the grading components, etc.; and

WHEREAS of late there have been multiple attempts by District administration to ignore these policy rules and statements, and instead impose a “top-down” implementation of curricula and methods, without faculty control and in a way contrary to the letter and spirit of academic freedom; and

WHEREAS such moves are unprecedented, not only within the Houston Community College but within the State of Texas itself, and in contravention of the wishes of the State Legislature;

THEREFORE BE IT RESOLVED that the Houston Community College Faculty Senate calls upon HCC to abide by its own policies and reaffirm to each discipline their exclusive rights regarding curriculum, including but not limited to: choice of textbooks, assessments, etc.; and that standard assessments, syllabi, and “model courses” be left to each discipline, not the administration.

X. Announcements

Safe zone Programs to each college. A program where people can go to someone if they are being bullied. UH has it. Is working well there.

Vice Chancellor got approval that there will be 60 new faculty hires before 2015. There's a list by college and programs. Will be an inclusive analysis to include all 35 interns who are currently with the system.

Jamaica foundation is having reggae event in Galveston

XI. Adjournment (no “second” required)

3:41

NEXT MEETING: Friday, May 10, 2013 – Central Campus, LHSB-100 @ 1:30