

MINUTES

HCC FACULTY SENATE

June 14, 2013 – 1:30 pm

Central College – LHSB-100

I. Call to Order – Mikki Novak

1:34

II. Approval of May 24, 2012 Minutes – Suna Ridouane

Approved

III. Treasurer's Report – Jennifer Graves

No change. .70 interest earned

IV. Standing Committee Reports

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

5% increase. 4% in the fall and 1% in spring. No details yet. Hope that it's a 2% adjustment to salary and 2% step. Nothing confirmed. Approved foreign teaching experience. Will get adjustments based on years of service. May be money available this summer. \$1.5 million in "some" fund was to be dispersed to faculty at some point. Nothing clear and definitive. 3 years ago we were still behind market by 10%, so while it's good to get a raise, this still isn't acceptable. Will be an on-going discussion.

Comment: M. Page: staff will be getting 4%, as well in the fall.

Comment: W. Anthony: Saw that staff would only get 2%.

b) *Finance Committee* – Jennifer Graves

No report.

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

Have had first Bedichek-Orman meeting. Still looking for volunteers. Any help is appreciated. M. Puccini will no longer be doing conference and has resigned the Senate. L. Comte has mentored in the past. Please volunteer; otherwise, it may go away. Teaching Excellence: have been working on getting the teaching award up and running. Handouts distributed to Senators for review and comment: evaluation rubric and congratulation letter also distributed.

d) *Educational Affairs – Ritu Raju*

No report. Haven't lost any committee members.

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

Anyone who wants to work on retooling developmental handbook please contact M. Miller-Waters. Also, if you work at Coleman and have access to procedures on disruptive students, please forward.

f) *Student Success – Marilyn Douglas-Jones*

No Report.

g) *Graduation – David White and Mannie Bloemen*

3100 Main and Grad. Committee met June 3 to review online survey. Fac. feedback was good. Students by at least a two to three margin were pleased. Student complaints were similar to faculty, i.e., food and parking, which are both beyond HCC control. Scheduling conflicts also beyond HCC control.

V. Special Committees and Caucuses

a) *Faculty Conference Committee – Linda Comte*

Conference will continue, even though L. Comte technically is not faculty.

b) *Past Presidents – Linda Comte*

Working on AC Chancellor and sent out an email to past-presidents to meet about this.

VI. President's Report – Mikki Novak

• **Senate Cabinet – Report on June 6th, 2013 Meeting**

• **Board of Trustees –Special Meeting (Budget Workshop) June 5th, 2013**

- Overview of the 2012-2013, 2013-2014, and 2014-2015 Budgets
- Trustee Sane and Dr. Tyler have agreed to a 5% raise for Faculty, 4% in September and 1% in February.
- With new faculty hires for the ensuing budget cycles, Dr. Tyler informed the board of the necessity of a tax increase by 2014-2015, probably 2%.

• **Meeting with AC Byas May 31, 2013**

- Revisited FAS resolutions; support for AC Byas (Board moving forward with search for interim chancellor), Height, Weight and physical characteristics res. is at the Diversity Council, who will present to the Board; foreign teaching experience compensation was approved by AC Byas, sent to HR for implementation; WF restructuring; a response from Dr. Cook has been

received, and meeting is to be scheduled soon with Dr. Cook, Dr. Burillo, Tod, Mikki and David Wilcox.

Question: M. Page: Shouldn't AC make a response to resolution?

Comment: A. Ainsworth: WF Faculty should be brought into discussion.

No response on Core Curriculum resolution at this time.

A plan submitted to Board to reformat program coordinators and their responsibilities. Plan is that each program should have its own program coordinator. Will be 1 release time in spring, fall and summer. Hasn't been voted on yet. This item is part of the overall budget. 4 programs have to be ongoing for 12 months. (EM, Fire, police and automotive). This is essential.

Question: What was the criteria for moving these programs to 12 months? Why isn't faculty being included in making these decisions?

Currently, Coleman is not necessarily included

Why are they paid for 12 months for 10.5 months of work, with salaries of upward to \$70K?

W. Anthony: Requests that CBW Committee be included in these discussions.

M. Novak: PP Committee needs to be included:

S. Whitebird: There must be an equitable resolution for pay among/across all faculty groups.

- **Vice Chancellor of Instruction's Office-ACV Steve Levey**
 - Presented PC restructuring and WF faculty to 12 mos. contract to Board Budget meeting on the 5th. Well received.

VIII. Old Business

IX. New Business

X. Announcements

J. Graves: Challenge all Senators to bring one new faculty to the meetings.

M. Page: All faculty need to see all announcements, including minutes

A. Ainsworth: Senate president has this capability to do this.

J. Graves: Senate has set up new website.

J. Graves: Encourage all senators to run for cabinet positions or at least chair or sit on a committee.

J. Graves: Not getting responses to many resolutions, plus many requests and tasks that seem to be done a whim. Too many changing expectations.

J. Graves submits resolution as follows:

A. Ainsworth: Trustee Mullins chairing board search for Chancellor. It was clear that there was confusion about what board wanted. Some want to search for full time, some want to search for interim. This meeting was about sending out qualifications to a head hunter. Supports this resolution. 5 trustees are up for election, most of which will have opposition. Ms. Feldman will not run. So at least one new board member.

M. Page: Really need to know what our business and priorities are. Over a billion in debt. Need someone who has no commitment to anyone in the college. Faculty should not have to be debating core issues. Should be looking to supporting board to appoint an interim and then pursue the fulltime search.

S. Goll: What is the nature of this debt?

M. Page: Bond added on.

J. Graves: Sees this argument about looking for an interim. Need to know where faculty stands.

S. Goll: Do we know what AC Byas' intentions are:

M. Page: Have not seen one email or notice about resolutions. Board has given her a list of goals to pursue which she has not done.

A. Ainsworth: Trustee Mullins directed procurement to find a firm that will ensure all stakeholders will be included.

L. Comte: Committee very concerned about including all stakeholders, and that process be methodical and considered. Was discussion about whether there should be an interim or move for a full time position. One firm would guide HCC through both processes.

M. Novak. Chancellor search won't be until after November elections. Too much at stake to not have an interim. Need an objective person to identify what's wrong/right with institution.

M. Bloemen: Why are we hiring another firm to hire an interim, which is not permanent. Hiring someone for only a few months. And then have to hire a full time chancellor with another search firm. What is the benefit of doing this?

M. Bloemen: Move to accept resolution.

No majority.

New resolution will be introduced.

S. Goll: Core issues. One more meeting this month. Several Senators have really pushed for expanding this discussion. There has been considerable “messiness.” Will meet June 26. Am. History, Government and Social Behavioral Sciences will present. Last meeting will be July 10. Will be discussing component area option. Last opportunity to submit courses. This is 6 hours that we institutionally can determine to some extent as to what courses can be used. Currently, it’s multicultural.

Courses have to meet certain standards to be in the component area option. Currently, one of the courses that might be included is a student success course, of which there are several. EDUC 1300, for example. Some question if these will be admitted by the Coord. Board. We have to present to CB by Nov. 1 – 30. CB will approve in Feb. New core will be implemented fall 2014. A list serve has been set up to facilitate discussion. All program coordinators should be on that list serve as anyone else who wants to. Contact Amy Tan or Susan Goll to be included on the list serve. By August courses should have been evaluated, but this doesn’t mean you’re officially in the core. This will require an expanded vote. What an expanded committee will look like has yet to be determined.

J. Graves: What if plan as submitted doesn’t work in actuality?

This is about justifying inclusion in the core, not about the actual class.

Question: What happens to those classes that go toward core but get denied?

Could reapply is the short answer. Reviewers should let program coordinators know if something needs correcting or tweaking. Can re-apply once a year.

Question: Ritu Raju: Is there a finite number of classes in the core?

No, not necessarily.

There is an application process with faculty review. An expanded committee will meet in August to discuss the many outstanding issues. The official rules are on the CB website, or email S. Goll for further information. Meeting in July is very important.

Core is 42 hours. No leeway about this.

Question: Is this workforce or academic?

It’s both for courses that will transfer to a 4 year institution.

Management Retention Committee needs to have more faculty representation. Concern is that faculty is not included on important issues such as enrollment and retention.

Question: When will lunch with trustee Flores be rescheduled?

Not yet decided.

M. Page: There's a new Exec. Director for HR. Was there any faculty input on hiring this person?

A. Ainsworth: It's a done deal.

Management Retention Committee needs to have more faculty representation. Concern is that faculty is not included on important issues such as enrollment and retention.

M. Page: Kelly Zuniga is leaving. We need to stay on top of this so Senate money is not diverted elsewhere.

A. Ainsworth: Maybe put together some resolutions about these issues with respect to the degree faculty is under-represented.

J. Graves: Draft a general resolution about faculty inclusion on all of these divergent areas.

Instruction day is August 23. Report back August 16th.

XI. Adjournment (no "second" required)

2:45

NEXT MEETING: July 12, 2013 – Central Campus, LHSB-100 @ 1:30 pm