

MINUTES
HCC FACULTY SENATE
July 12, 2013 – 1:30 pm
Central College – LHSB-100

I. Call to Order – Tod Bisch

President-Elect Novak standing in for President Bisch
1:35

II. Approval of June 14, 2012 Minutes – Suna Ridouane

Approved

III. Treasurer's Report – Mikki Novak

Treasurer's Report submitted by M. Novak. No change.

Visit by Trustee Herlinda Garcia. Introduced by M. Novak. 1:58 - 2:39

As lifelong educator understands how important faculty is. Believes that educational environment is only as strong as faculty. Faculty must have all resources and tools needed to be successful. Through experience, knows that faculty will be successful only if supported. One very important issue is faculty salaries. Was successful in getting the general counsel at HCC and Dr. Harding to offer support in the past. But now, everything is different. Still, students and faculty are important. If faculty is expected to increase enrollment, faculty must have support to do this. This is a major issue. PR Office needs to understand this. A PR firms helps promote HCC.

Board issues: increase enrollment. AC must provide all the essential tools to college presidents and faculty.

Retention is another big issue. Faculty must be motivated to retain students. Still faculty needs support.

College is in a time of transition. Ready to begin chancellor search. Will go forward with either an interim chancellor or a chancellor. Whatever best benefits the institution.

There should be a moratorium on hiring administrators. In a time of transition we need to be careful on how we move forward.

Student Success is a top level priority. In a transition period, and need to make wise decision during this time. How do we best move forward and help faculty make students successful? Senate had a resolution submitted before Board. There is a definite role of Board members and administrators. Believes in accountability and expects that from

either the interim chancellor or chancellor, at this point it's AC. Board delineates objectives and how they can be achieved, then specific personnel must be accountable

End of comments Trustee Garcia's comments. 2:07

FLOOR OPEN TO QUESTIONS FROM FACULTY SENATE

Question: W. Anthony

Thanks board for raise. A study reveals that faculty is about 10-15% behind industry standard salaries. Is Board aware that administrator pay has kept up with times, while faculty pay still lags behind?

Trustee Garcia:

Very forceful about representing faculty. This institution will not be where it needs to be without faculty. Must be rational and informed, but as we move forward it will be fixed.

Question: D. White

Thanks trustee for coming. Appreciate comments on structuring a bottom up organization. This body has serious concerns, especially with regard to shared governance. Faculty should have critical role in shaping policies and student success. But elements in administration have persisted in top-down management, i.e., workforce reorg, debate of core, debates about degree plans are three examples. Faculty wants a voice in these initiatives. Yet, the message from administration remains top down, and directive. Can faculty count on Board for support with respect to faculty involvement?

Trustee Garcia

Will work hard to address this issue with the Board. Talking about shared governance, curriculum issues that must have faculty involvement. Need at least 4 other board members for support. If WF has not had faculty input, this is a concern. A large amount of funds invested, must make sure everything is being done to meet need of constituencies. In the past, faculty has had an active part. Some of you remember this. Will definitely bring this before the Board. The point person is the chancellor. As goals and objectives are being developed faculty voice must be heard. Don't want faculty to be the vulnerable group. Trustee returned to Board because her experience will make a difference.

Comment: M. Page

Two points: 1. Institution no longer has a Chancellor. 2. Address subcommittee to evaluate chancellor.

Trustee Garcia

Yesterday decision was made to go in to effect Aug. 1. Chairman wants to asses current AC who has been acting for 6 months. Board chairman felt an evaluation was necessary. This will be a very involved and detailed process. Nothing is definitive now. Sandy Mullens chairs search committee. Will AC remain? Move forward with interim? Or to save time, move on with a chancellor search? Nothing definitive at this point.

Question: M. Page

When evaluating AC, who will the Board be talking to. Several resolutions haven't been acted on. Information flow is slow and confusing. How will board conduct this evaluation and to whom will report findings be directed?.

Trustee Garcia

Requires big decisions that aren't yet made.

Question: L. Comte

Will we have similar process when we look for a Chancellor? Want to make sure faculty is included in chancellor search.

Trustee Garcia

Definitely the faculty and administrations should have input. There are ways of doing this. Search committees are large committees. The 1996 search was very inclusive. Everyone had an opportunity to participate, where everyone feels represented. Process must be inclusive and will be diligent in making sure that faculty in included, as it was in the past. All colleges must be included. Candidates will visit campuses to meet communities. Faculty input is embraced.

Question: M. Page

Over the last 2-3 years, Board has approved hiring of certain employees. Now a situation has arisen where an HR director has been hired, and she has baggage. Serious concern over the institution hiring someone like this. How did this happen? Everything changes so quickly and now we have a situation where decisions are made at the top level.

Trustee Garcia

As we move forward, we will be able to address these kinds of issues and will take corrective action. It is the Board's responsibility to take action. Maybe AC should address Senate on some of these issues. Must be careful on administration recommendations with respect to top level positions. Will listen to concerns and will

move forward. Board's responsibility to advise chancellor of these issues. Omission and neglect are unacceptable

Comment:

Presents article about the hiring of HR director Janet May. When looking for a chancellor, must have a group visit the campuses and talk to people who have worked with the candidate. The way HR candidate was vetted is a serious concern.

Trustee Garcia

Processes are important. If we have a problem with our processes, we have unhappy employees. Can tell people are concerned. Can read between the lines and will convey this message to the appropriate people.

Comment: Dr. Harmon

Served on screening committee. Was a strong pool of candidates for that position. Screening committee must vet and determine if candidates' mistakes would hinder a transition to HCC. 1-2 individuals rejected the position. Only 1-2 people were involved in the final decision. The concerns should not have been a deal breaker.

Trustee Garcia

Processes and policies must be in place so problems are minimized. Learn from the past and correct for the future.

Comment: M. Page

Deputy Chancellor will be leaving institution. Big voids in leadership.

Trustee Garcia

Dep. Chancellor in place until Aug 1. AC has to take responsibility. Her charge to figure out what will be done in the meantime.

Question: S. Goll

This position (Dep. Chancellor) was created under Spangler. What is the status of this position?

Trustee Garcia

Decision has not been made. Administration will have to present this to Board. Now, too early to tell. Still time to look in to this. Personally, must be cautious as we move forward with respect to any high level hiring. No need to rush to a decision.

Comment: Dr. Harmon

Can understand apprehension about top leadership of institution. Board is a policy making body. But colleges still have the power to implement these policies. Many people don't know much about what happens at 3100. At other institutions, faculty and students were represented on Board, not as voting members. Is this something that could be recommended to Board?

Trustee Garcia

Trying to get a student on the Board has been entertained. This is a good recommendation. Issue is that faculty is concerned about how something happened so fast. Chancellor has to make decisions. This isn't happenstance. Should consider putting faculty and student representatives on the Board. It will go forward. A very sensitive issue on the hiring of the HR director. Trustee has questions just like faculty. Acknowledges our concerns and will do everything possible to get other Board members to listen to these concerns.

Comment: Dr. Harmon

Trustee Garcia has been very supportive on Central and thanks trustee for her support.

END OF Q/A 2:39 pm

IV. Standing Committee Reports

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

3% now, 2% in Spring. Plus a one-time lump stipend of 1.5%, in an off cycle disbursement.

b) *Finance Committee –No Report*

c) *Professional Development –Mikki Novak*

Sent out all documents for review, but got no comments. On August 23, will make announcement that award will be reactivated. Will visit presidents and AC for money. Please let M. Novak know if any questions.

d) *Educational Affairs – Ritu Raju*

No report.

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

No report. D. Dylla: Looking over Disruptive Student manual from Coleman. Have not yet met to fully discuss

f) *Student Success – Marilyn Douglas-Jones*

No report

g) *Graduation –No Report*

V. Special Committees and Caucuses

a) *Faculty Conference Committee – Linda Comte*

Met before today's FS meeting. Have a couple of potential dates and will start process immediately.

b) *Past Presidents – Linda Comte*

Met with AC Byas on Tuesday and brought forward several issues. Many people are new to the idea of the Senate. But people also need to understand why there's a Past Presidents Council (PPC). Many people don't know what it means to be Fac. Sen. president until they do it. This position is really on the job training; President needs significant support. PPC was founded to support FS President.

One function is to support FS president and to be 2nd level voice for issues important to Senate especially on difficult issues. Also an advisory group to Chancellor to discuss what isn't working. Many issues go to PPC that aren't brought to the Senate floor. PPC will then forward as relevant. PPC does NOT replace Senate body.

Two issues that have been asked to go forward: Faculty Conference (AC will give \$ maybe 10 or 15K). Had good meeting with Chancellor. Also, have talked about hosting a Board reception. Proposal is that we will do this on August 23. Instructional Day. We are positioned for this body to take its rightful place. In the past, faculty has enjoyed a place at the table (1990s). Faculty Senate was solicited for input. From at the table we are now under the table. This body has a voice that can be heard. Use it.

VI. President's Report – Tod Bisch

Senate Cabinet – Report on July 3, 2013 Meeting

- New Exec. Dir. for Financial Aid Director, JoEllen Soucier, started July 1, 2013
- New Exec. Dir. For HR, Janet May, starts August 1, 2013
- Effective Aug. 31, Art Tyler will no longer be with HCC

Board of Trustees –Regular Meeting June 25, 2013, Special Meeting July 11, 2013

- 2013-2014 and 2014-2015 Budgets approved.
- 5% Salary increase for both Faculty and Staff, 4% in Sept., 1% in February 2014. M. Novak: Actually it will be 3% in Sep., 2% in Feb. Lump Stipend is going to Deans and below.
- Approved one time stipend for full time employees; approx. 1.5%
- Approved 12 mos. faculty contract for 4 programs at NE.
- Approved restructuring of Programs Coordinators, one PC per program, 3 release times, one each semester.
- Approved Program and Project Mangers related to Bond funds.
- Renewed Lease for Pinemont Campus
- 3rd floor build out at Fraga Campus

Meeting with AC Byas June 25, 2013, July 9, 2013

- Revisited FAS resolutions; Requested response to Resolutions: Academic Freedom and WF Restructure. Hope to have a response by Monday. WF meeting with Charles Cook on Monday, also.

VIII. Old Business

Pres. Bisch: AC Byas says there will not be a COO position. Other institutions don't have these positions. Will be a transition team. Not really a void in leadership. A serious concern that faculty isn't involved in some of these high level procedures and decisions.

IX. New Business

M. Novak: At Dean's meeting yesterday, C. Cook submitted 7 associate degrees in certain disciplines. Some of these were done and submitted by specific disciplines, but the majority of them were created by Larry Markey and Mark Tengler. C. Cook expects to get final approval from deans in August. This does not follow SACS procedures. Many of the program coordinators were not even aware and were surprised at the meeting. Highly irregular. M. Novak intends to take this up with C. Cook. Faculty should discuss this with disciplines. The majority of the programs from yesterday's meeting were done at the behest of C. Cook.

M. Novak: C. Peters wants announcements made about disciplines that do not have faculty evaluators at all. Economics, Creative arts, Music (3), Languages. PHED, Geography. Need people who are willing to look at submission and fill out the forms. This needs to be done

quickly. If interested in doing so, contact M. Novak. S. Goll can give more details on what needs to be done. If you have agreed to evaluate, please get your evaluations in as soon as possible. Core Curriculum committee needs to look at forms and submissions.

S. Goll: Sept. 20 will be Core Curriculum meeting, an open forum. About 4 minutes where anyone can say what they want about the Core. Need to discuss with programs what the core should look like. On Sept. 27, Core Curriculum meeting to vote on plan for core, program coordinators will attend.

D. White: How are faculty senate presidents evaluated?

L. Comte: President is elected but still has instructional responsibility. Even with a full release time. Evaluated by dept. chair at their college (institutional evaluation). Salary comes from the same department. The last 203 years president is being evaluated by vice chancellor. Both Alan Ainsworth and Tom were evaluated by their departments.

T. Bisch: was evaluated by C. Cook. Past presidents and PP committee will entertain this issue.

L. Comte: Faculty president deals with chancellor only. There can be serious pressure on a Senate president. For years, president was evaluated by his/her department. Rarely is a president evaluated by an administrator at other institutions. In the past, there was significant interaction between faculty president and chancellor 24/7. Over the years, this has gradually changed. Currently, process is under debate. What's been done in the past, worked well. Spangler made some significant changes that have hurt faculty. Used to have long, weekly meetings, where faculty had significant input.

S. Goll: Senate should have something definitive to say, perhaps a resolution.

T. Bisch: Should go to PP committee to undertake this issue. Have some official document that can be forwarded to chancellor, including a statement that faculty president will have a seat at the table. This year is an anomaly.

M. Page: HCC Board Policy a.8.2 new policy that senate president will be evaluated by upper level administrators.

T. Bisch: Will pass this on to M. Miller-Waters and PP Committee. T. Urban wanted to make ensure shared governance that somehow has transformed to something else, involving evaluations being done by administrators.

X. Announcements

M. Novak: New initiative called Safe Zone involving bullying and harassment. Involves a faculty or staff member who will offer a safe zone to students who are being bullied or harassed. Contact M. Novak if interested.

TOD: Wes Anthony asked how the 3% raise would effect “the step”. Basically, all fulltime faculty would receive the regular 1.9% step increase, then that amount would also receive a 1.1% increase. All would go to the base.

Those maxed out at 27 will they get 3%. Salary steps need to be adjusted up. Changes should be vetted, not edicts. This isn’t right. Faculty needs to be involved in these kinds of decisions.

Going from step to step is 1.9. Steps will be increased.

M. Page: The question needs to be asked directly to Karen Edwards. . There is considerable debate. Stipend is not part of the salary. \$1.8 was to go to faculty in Feb. 2014. Sane was pushing for 5% for faculty the entire time.

Comment: Information flow is limited and seems to have left out a vast number of faculty.

XI. Adjournment (no “second” required)

3:25

NEXT MEETING: August 23, 2013 – Central Campus, LHSB-100 @ 1:30 pm