

MINUTES
HCC FACULTY SENATE
February 14 – 1:30 pm
Central College – LHSB-100

I. Call to Order – Mikki Novak

1:32

II. Special Guests: Board Chair Neeta Sane and Trustee Adriana Tamez

Chair Sane 1:33 – 1:35

Questions and Answers 1:35 – 2:10

Trustee Sane: New trustees are bringing fresh perspectives. Most important task is Chancellor Search. Everyone on Board will serve on Search Committee. This is in institution of shared governance. Feel free to contact Trustee Adriana Tamez.

Trustee Tamez: Citizens have much trust in us and we have work to do. Trustees must be able to work with faculty and staff. Ran for trustee because big priority is Workforce. Not all students are meant for four year degrees. Students need to be well trained. HCC needs to feed into the economic needs of city. Not about keeping things the way they've been done. More outcome oriented. What needs to be different, including faculty? Looking at new ways of doing things. Must move forward with Workforce. **Chancellor Search.** A committee comprised of 3 board members which sets the tone for the 29-member committee, which is a very large committee. A large committee enables more perspectives to be brought forward. A roster of members is available. Will meet Feb. 21. to look at applications. Committee will be sequestered. Candidates want confidentiality to be assured. Candidates must be experts in leadership, academics and administration. On Feb. 28 (29-member committee) interviews will take place. Some in person, some on video conference. In March, the Board will interview the top 5 recommendations. The Committee is there in an advisory capacity. In March, the finalists interview. By the end of March hope to have a candidate selected. Committee is taking search very seriously.

S. Goll: Would any candidates be put forward that had not been vetted to 29-member committee?

A: Yes, that could be possible. We don't want the process to keep us from hiring the best. And if the best isn't in the group, then we need to wait.

Q: The position is open until filled?

Trustee Tamez: There is a date where applications won't be taken. But if someone comes in at the last minute who is well qualified, then we shouldn't shut off an opportunity. We need to be able to bend the rules. They would have to go through the process but there would be adjustments to the timeline.

L. Comte: When will the candidates visit the colleges?

Trustee Sane: Plan is being put in place now.

D. Wilcox You went to budget workshop in January. How did it go?

Trustee Tamez: Still learning, but was taken aback by a couple of situations, like the budget.

Trustee Sane: At the last budget workshop there was no sign of shortfall or deficit. Met with Vice Chancellor of Finance, and looked expenses for the next five years but where was the revenue? We must take into account how we will increase enrollment, distance ed, partnerships and other means of generating revenue. How do we bring revenue in? Also concerned about new buildings. Let's look at the big picture. Have almost \$80-90 million in reserve.

Trustee Tamez: Need to make sure we have strong systems in place to ensure that we have sound financial health.

Trustee Sane: It's a matter of how we look at finances and what's coming up next year. We aren't in a dire situation. It's a great team. Seeing some change in the Board.

M. Page: Two bad weather days. Did not receive any notice about it. EVERYONE else was closed. Was told that administration was working on it. Faculty can't wait until the last minute to find out. Many people must drive a long way. Why are we the last to make an announcement? Told Thursday night that the Board was working on it.

Trustee Sane: This is strictly administration's decision. Board wasn't involved.

Trustee Tamez: Do we have access to disaster preparedness plan? Will take this to administration to find out why.

D. Wilcox: We do have a disaster plan but not for public consumption because it contains security information. Presidents and other key personnel have it. Closing due to weather is not an emergency situation.

G. Schulz: This is my fourth Chancellor. My experience is that when we get a new chancellor we get a whole new administration. Will this happen? How quickly will they start hiring at 3100?

Trustee Tamez: It is their prerogative to formulate a team because they are responsible. But there is not a green light to hire a 100 positions. A new chancellor has the right to make hiring decisions.

Trustee Sane: We will get input from candidates about that.

L. Comte: Board welcomes input from faculty and staff, yet the current administration has put out word that we are not to have interaction with board members. This hasn't gone out to everyone. Was told by people at 2 different colleges, that if they have conversations with board members they might be terminated. And that they are not to answer any questions that might be put to them by board members.

Trustee Sane: Will have a word with current administration.

Trustee Tamez: Dangerous to circumvent protocol. Administration is responsible for running the system, but faculty have ideas on how to make the institution better.

N. Smith: What does it mean to be the best chancellor? What are the characteristics?

Trustee Tamez: Group of 3 won't override the group of 29 and will prepare the findings of the 29-committee for presentation to the Board.

Trustee Sane: The smaller committee isn't about selecting someone but making recommendations to the Board.

W. Anthony: HCC is closed in. We need land, parking garages. Concerned about how funds are distributed when it comes to capital purchases.

Trustee Tamez: Doing lots of homework about decisions that we made in the past. Also thinking about what you've said and taking it into consideration.

W. Anthony: Distribution of funding is a concern.

Trustee Sane: Had an analysis done on how to fund projects. You're right on target, but there was a process where needs were defined and this was factored into the funding.

D. Johnson: Who are the three trustees heading the search?

Trustee Tamez: Trustees Tamez, Mullins, and Glaser

L. Comte: There have been changes made with respect to Bond issues. For example, Pinemont and Acres Homes. When voters ask about this, what should I say? What was said and what is actually happening are different.

Sane: These projects are approved by the Board. There is nothing that should be changed. If something isn't happening according to plan, this is serious and needs to be taken up with the administration.

Trustee Tamez: It's about communication. Unless I hear differently, it should proceed as planned.

Trustee Sane: We aren't allowed to change plans.

III. Approval of January 2014 Minutes – Suna Ridouane

Approved

IV. Treasurer's Report – Jenn Graves

No change.

V. Standing Committee Reports - 2013-2014 Committee Chair

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

D. Wilcox: Met Feb. 14. Will meet Mar. 21. Hardworking committee. Discussed “newsy” items. Involved in a search for a Director of Payroll. Committee finished work about two weeks ago and passed on a few names. Also, Exec. Director of Compensation names were also passed on. Will have people names in both of those positions. Budget Workshop of 1.5 hours, by Tom Estes. Suggested that there are challenges in terms of funding for coming years. Hoping for restored benefits and increased compensation. One slide compared property taxes and tuition of major community colleges. HCC is on the low end. Our tuition is fairly low. Informative ratios that show the value of our instruction per cost of tax dollar, HCC is competitive and is in fact much lower than other urban community college. Room for property tax increase. This is a possibility. Many issues, including TRS, need addressing. System had submitted name of vendors who might do salary survey, which will be done by Fox and Associates. Discussed most recent salary survey (TCCTA.org), go to publications, click, click on salary survey button to see data. Data is instructive and informative. Trying to make sense of it. Have identified Alamo, Dallas, Austin, HCC, Lone Star, San Jacinto and Tarrant County. HCC is at the bottom.

b) Finance Committee – Jenn Graves

Will meet in March to discuss auction. Will provide meeting date later. Auction is Oct. 24, 2014. Remaining donated items were donated. New year, might

consider having a flea market – SE has one every spring, \$20 for table. Looking for a new leader to take over the Bedichek-Orman Auction. The event planning service has helped quite a bit. Awards haven't been sent out. Foundation is making decisions. Hope to announce by Tuesday. Thinking about revamping the awards. Any suggestions about how to make awards more useful or competitive are welcome.

L. Comte: Was there trouble in having faculty read award applications. This is problematic to have the Foundation involved.

J. Graves: This is non-competitive, so it's a matter of first come, first served. If it becomes competitive again, faculty should be involved.

c) *Professional Development – Mikki Novak*

Sent out final documents. M. Golden worked on flyers that will be distributed to every campus. Deadline is March 17. If you didn't receive email with electronic application, please let M. Novak know. Will be convening committee together to develop rubric. Will be a competitive award. One workforce one academic from each college. Funding from Bedichek-Orman Auction.

d) *Educational Affairs – Ritu Raju*

Laurel Lacroix: First subcommittee for Instructional Technology met. Trying to determine main issues faculty are having. Will meet again Wed. Feb.19 at 3:00, 3100 Main. C. Cook may attend. R. Raju will confirm C. Cook's attendance. If interested please show up.

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

Met last Friday. Discussed faculty transfers, uneven practices across the system. D. White looking at best practices of other institutions. Request from Dean's Council to add to PEP across the board: asking professors for EGLS3 response rate. They want more faculty to get more response rates. To document what faculty have done. No weight attached to it. But will get faculty to buy into the online evaluation. What means did you use to get students to participate?

K. Yip: Why is it on the heads of faculty to get high response rate? It's an institutional responsibility.

T. Bisch: Doesn't seem to be putting the responsibility on faculty. It seems that if my methods of getting students involved, good.

L. Lacroix; As soon as it's in the PEP, it will change. It CANNOT go into PEP. Grades must not be inflated as a means to increase student participation in EGLS3

T.Bisch: Do we want this to go through?

Senate body unanimously agrees that a non-weighted line item about EGLS3 evaluations should not be a part of PEP.

W. Anthony: It's good, but I don't need to be reporting it anywhere else. If administration think it's important, let admin. Pull it out

T. Bisch: Deans have as much access to data as faculty.

Per the P&P Committee: No written comments, only major categories posted on faculty evaluation. It is required by law that these evaluations have to be posted for 2 years. Running 2 year aggregate to mitigate strange anomalies.

Adjunct Evaluations: Mainly the same as full-time faculty. Three areas optional: advising, professional development and community/institutional service.

Adjuncts losing sections at the last minutes. Committee will examine how to mitigate these kinds of problems related to adjuncts.

M. Novak: Something might come down about faculty advising. P&P Committee has worked something up that will include compensation. Advising will be on a voluntary basis.

W. Anthony: Faculty advising can be problematic. Some faculty shouldn't be advising students for a number of reasons.

Q: Correct that faculty development not required for adjuncts?

S. Goll:

Adjuncts aren't compensated enough and should not be required to meet the same standards as full time.

f) Student Success – Marilyn Douglas-Jones

No report.

g) Graduation –David White, Mannie Bloeman

Will have two ceremonies. Don't have a speaker lined up yet, which has to go through Chancellor. Consensus on GC is that GED's should be separated. D. Pino warmed up to the idea. Most of the pushback is coming from the presidents with respect to separating GEDs. D. Pino will consult with trustees about having 1 or 2 ceremonies. RSVPs came up. Trying to streamline process. Working on

it. Issue about robes is under discussion. Will be pushing point about food service. Parking problem is beyond HCC control.

Academic will go in the morning. Workforce will go in the afternoon. Trying to keep ceremony as close to last year possible.

May 17 is graduation.

There is consensus that having academic in the morning is more workable.

Question: This is a fairness issue. Why is academic scheduled to go first?

D. White to bring this issue up at the next meeting of the Graduation Committee.

VI. Special Committees and Caucuses

a) *Faculty Conference Committee – Linda Comte*

Will be Feb. 22. Sign in starts at 8. Richard Moore of TCCTA will speak. Program will go to printer this evening.

b) *Past Presidents – Linda Comte*

Soon as conference is over, L. Comte will ask for a meeting.

VII. President's Report – Mikki Novak

Board of Trustees

Update on Chancellor's search – "sneaking" candidates in a serious point of contention. Cannot talk about candidates. When a chancellor is chosen, there is a 21 day waiting period, which is a legal requirement.

Meeting with AC Byas: discussed the Coleman issue. Meeting was interrupted by Trustee Sane

Report on TCCTA Legislative Update session: Friday night legislative session was very interesting. Discussed governor's and Lt. governor's races. Will be between Abbott and Davis. Davis is better in terms of favoring education, who went through the community college system. Non idea of who the front runner is. 4 major candidates for Lt. governor. May very well have a run off for Lt. governor.

If community colleges want to make a difference, this is the year to do it because many of candidates want the support of higher education.

K. Yip: Everyone knows about the ACGMs. Many programs have been added, changed or deleted and there are new SLO's. Required to teach with these SLOs so classes will transfer readily. Make sure you pay attention to the ACGMs so you're aware of changes being made.

Q: Do Workforce units ever transfer for academic credit?

M. Novak: No.

Report on HR meeting: Going to assume that faculty wants same type of contract. Will be a window of opportunity where you can designate the contract type of you want. To do the survey every year, costs, \$50K. M. Novak said she would present this to Senate.

This letter would be sent out before June. Window would be last two weeks of March.

G. Schulz: Can we confirm to make sure it's right?

M. Novak: Will check on this. Will make sure that independent confirmation is possible.

Many adjuncts apply for unemployment. If there's a reasonable expectation that they will be offered work the next semester, they really aren't eligible. Now it's starting to cost quite a bit of money. As part of packet adjuncts get, HR wants to include an acknowledgement letter, adjuncts in good standing, and that there is an expectation of continued employment. So that when you claim, this letter will be presented.

L. Lacroix: Problematic. Fall semesters are much bigger. This opens the door for lawsuits.

S. Goll: Recordkeeping is already a serious problem.

M. Novak: Adjuncts might think this is a guarantee of a job.

D. White: Need a different kind of approach.

S. Goll: Move that we do not support inclusion of this acknowledgement letter in the record.

Unanimous approval

VIII. Old Business

Closed session

Anyone who is non faculty is asked to leave.

Update on Coleman Issue

Coleman situation has become worse. Have been receiving all kinds of emails and calls from faculty, staff and students. M. Novak met with B. Young. Had Ms. Engels there. Wasn't a productive meeting. Wasn't willing to have faculty involved in decision making policies. Her meetings, her management style and is not willing to have faculty be a part of it. B. Young does not use team captains for pro-gram related duties. They do special assignments she gives them. Program Directors need release times so they have time to do their jobs, B. Young needs to stop interfering in hiring. Met with C. Cook and B. Young. Team captains work her special projects, according to B. Young. As a result of this meeting was sent that release times are being taken away and smacks of retaliation. Have no place to go, have had meeting with AC Byas and B. Young. D. Wilcox has agreed to push issue. AC Byas requested a retaliation workshop, Coleman was to be the first. Byas was under the impression it was for faculty. Situation is at an impasse.

M. Douglas-Jones: Aren't these EEOC and accreditation issues?

M. Novak: Won't be enough class rooms. So B. Young is requiring that class limits be raised.

Comment: Raising the caps on some of these classes is against the law. Didn't have the minimum number of students passing, so B. Young had students had retested or gave them different grades.

M. Page: A situation of retaliation. Was told that Coleman personnel needed to register a complaint. Have received calls about having trouble getting students enrolled. Some faculty have not even been paid. B. Young says it's HR's issues. Overloads have not been paid. AC Byas gave two written reprimands to two College presidents, and B. Young was not one of them. The letters have not been signed so they aren't finalized. But B. Young was not one of the presidents who was reprimanded. We keep trying to get this issue resolved for our Coleman colleagues but nothing has yet been done.

IX. New Business

Resolution as Submitted

WHEREAS Dr. Betty Young became President of Coleman College in April 2009; and

WHEREAS since that time the Coleman College's programs have measurably suffered, and specifically the NCLEX pass rate has dropped to the point where Coleman College's national accreditation has come into question; and

WHEREAS Coleman College under the leadership of Dr. Young has been formally censured for failing to follow national accreditation program guidelines; and

WHEREAS under the leadership of Dr. Young, the Coleman College has engaged in questionable hiring practices, for which it has been criticized; and

WHEREAS at the same time, the Coleman College has experienced an unusually and unacceptably high level of employee attrition; and

WHEREAS Dr. Young has demonstrated a long and continuing history of ignoring shared governance and faculty/staff concerns; and

WHEREAS Dr. Young has more than once publicly and unprofessionally held up Coleman College employees to ridicule and threats; and

WHEREAS the Coleman College faculty and staff believe that the future of the College's programs and the professional progress of the students are in jeopardy as long as Dr. Young is in a position of executive leadership;

THEREFORE BE IT RESOLVED that the Faculty Senate joins the faculty and staff of Coleman College in expressing NO CONFIDENCE in the continued leadership of Dr. Betty Young, and calls upon the Board of Trustees to immediately take up the matter of Dr Young's continued employment in her current capacity.

T. Bisch: Call to question

D. Wilcox: Has a problem with resolution. Has there been a vote of NO CONFIDENCE at Coleman? We need to make sure we're fair and that we cover our bases. Maybe we should sit on this a while. This is said out of respect for Coleman faculty but out of deep love for the Senate. Coleman needs to have a vote of no confidence.

L. Lacroix: Is there a mechanism for votes of no confidence?

D. Wilcox: The Senate Delegation.

Comment: Understood that a vote of no confidence was off the table.

M. Douglas-Jones: Could the Coleman delegation make this resolution their own?

Comment: Coleman delegation said this vote of no confidence wasn't going to happen.

D. Jones: This meeting that he's referring to was about giving updates. There was no discussion of a no vote. Coleman is at an impasse. Morale is at an all-time low.

D. Baskin: Coleman came to Senate and asked what to do. They did it and nothing has worked. Why would we not support them when they have done everything they've been asked to do?

S. Goll: Maybe reword the language.

Resolution as Amended

WHEREAS Dr. Betty Young became President of Coleman College in April 2009; and

WHEREAS since that time the Coleman College's programs have measurably suffered, and specifically the NCLEX pass rate has dropped to the point where Coleman College's state accreditation has come into question; and

WHEREAS Coleman College under the leadership of Dr. Young has been formally admonished for failing to follow state and national program guidelines; and

WHEREAS under the leadership of Dr. Young, the Coleman College has engaged in questionable hiring practices, for which it has been criticized; and

WHEREAS at the same time, the Coleman College has experienced an unusually and unacceptably high level of employee attrition; and

WHEREAS Dr. Young has demonstrated a long and continuing history of ignoring shared governance and faculty/staff concerns; and

WHEREAS Dr. Young has more than once publicly and unprofessionally held up Coleman College employees to ridicule, threats, and the semblance of retaliation; and

WHEREAS the HCC Faculty Senate believes that the future of the Coleman College's programs and the professional progress of its students are in jeopardy as long as Dr.

Young is in a position of executive leadership, placing the reputation of the entire District at risk;

THEREFORE BE IT RESOLVED that the HCC Faculty Senate, on behalf of the faculty and staff of Coleman College, expresses NO CONFIDENCE in the continued leadership of Dr. Betty Young, and calls upon the Acting Chancellor and the Board of Trustees to immediately take up the matter of Dr. Young's continued employment in her current capacity.

Now discussing the amended version of resolution.

Comment: Currently on probation, Nursing Program. Were always at 94%, now at around 66%. B. Young has made changes that have caused good faculty to leave, good faculty have left and now have been required by licensing agency to do a self-study. Now when HCC is seen on the resume, students are not getting hired.

Comment: Coleman employees have been mistreated. Retaliation is common. But some employees are treated very well. Have lost 8 faculty. 3 different program directors. Rather than solving problems, problems were allowed to worsen and people were put in positions who simply said yes to anything they were asked to do. Faculty has gone along but at this point, enough is enough. Everything that is put forward is failing. B. Young is not honest, is not forthcoming, and does not try to solve issues. Has a totalitarian approach and has a history of doing this at other institutions. Cronyism is a problem. Directors were changes during the Christmas break. People who have no academic experience are being brought in as department heads. Nothing changes and this behavior is getting worse. She does not have the ability to change.

M. Douglas-Jones: Suggestions to the last two "whereas" statements.

D. Wilcox: BOT won't fire Dr. Young. Must include AC Byas. The intent is to send it to the AC. Some generalities that need to be more striking. Include significant statistics.

Comment: The first month I was hired, 4-5 people left which was astounding. My first day, 3 people resigned. In a little of a year, I'm very unhappy in my new job and am ready to walk.

Voting on the changes to the language.

Passes with 1 abstention.

Voting on passage of resolution.

Resolution passes with 1 abstention.

X. Announcements

Faculty Conference

Graduation – May 17 – go over policy. If not attended last year, you are required to attend this year..

Spring Break: 3/10 - 3/17 so next meeting will be 3/21

Next year, 2015, TCCTA will be in Dallas. Will be in Houston in 2016.

XI. Adjournment (no “second” required)

4:05

NEXT MEETING: March 21, 2104 – Central Campus, LHSB-100 @ 1:30 pm