Faculty Council Meeting Minutes  
May 5, 2006  
Barth Learning Center, West Campus, Del Mar College

Present: Rose Caballero, Ed Cohn, Susie Crowson, Wayne Fredrickson, Ken Hanna, Karl Kemm, Ann Thorn, Russell Long, Youssef Bat Shahbaz, Manuel Flores, George Martin, Tom Matula, Judi Phillips, Michael Potter, Anne Stewart, Mary Thornton, Alan Clark, John Crisp Immediate Past Chair

Guests: Marivel Gonzales Hernandez, Neil Flory, Ruby Estrada, Stephen Ondrejas, Dee Salmon

Chair Cohn called the meeting to order at 2:07 p.m.

Rose Caballero made a motion to adopt agenda.  
Mary Thornton seconded.

In favor: Youssef Bat Shahbaz, Rose Caballero, Alan Clark, Ed Cohn, Manuel Flores, Wayne Fredrickson, Ken Hanna, Karl Kemm, Ann Thorn, Russell Long, George Martin, Tom Matula, Judi Phillips, Michael Potter, Anne Stewart, Ann Thorn, Mary Thornton, Alan Clark, John Crisp Immediate Past Chair

Opposed: none
Abstain: none
Motion carried.

I. Presentation on Grants by Dee Salmon
Salmon, Grants Administrator for Del Mar College, informed the council of the process of acquiring grant announcements, receiving assistance in proposing and writing grants, and administering grants that have been funded.

II. Public Comments
A. Chair Cohn read a comment from Joe Dudak concerning the Rangel report. 
See Appendix A.

III. Adoption of the Minutes from March meeting
George Martin made a motion to adopt the minutes from the March meeting as printed.  
Michael Potter seconded the motion.

In favor: Youssef Bet Shahbaz, Rose Caballero, Alan Clark, Ed Cohn, Wayne Fredrickson, Ken Hanna, Karl Kemm, Russell Long, George Martin, Tom Matula, Judi Phillips, Michael Potter, Anne Stewart, Ann Thorn, Mary Thornton, Susie Crowson

Opposed: none
Abstentions: Manuel Flores

IV. Adoption of the Minutes from April meeting
Rose Caballero pointed out a spelling error. Susie Crowson mentioned other spelling errors.

Rose Caballero made a motion to adopt the minutes from the April meeting as modified. Mary Thornton seconded the motion.

In favor: Youssef Bet Shahbaz, Rose Caballero, Alan Clark, Ed Cohn, Wayne Fredrickson, Ken Hanna, Karl Kemm, Russell Long, George Martin, Tom Matula, Judi Phillips, Michael Potter, Anne Stewart, Mary Thornton, Susie Crowson

Opposed: none

Abstention: Ann Thorn and Manuel Flores

V. Chair’s Report
Chair Cohn noted that his report had been sent out via email. He highlighted that his position on the Rangel report. Cohn noted that the Chair’s council passed a motion similar to table discussion of advising the president to appoint the interim VPI to the position permanently. He also noted that the recent ISD meeting produced information on the Report on Load and Class Size Study. Cohn mentioned that items such as Rangel report, Load and Class Size Study, and the Credentialing Committee work may be causes to call a meeting of the council during the summer. He noted that the Executive Committee would continue meeting with President Garcia during the summer. Chair Cohn suggested that a potential item of business would be a motion reminding the administration that the Faculty Council would like to be informed before any actions are taken on the issues of concern.

VI. Committee Reports:

Bylaws Committee:
Chair Cohn reported that the By-laws Committee had finished the revision of the by-laws and has sent it to Laura Lusk Montemayor to post on the faculty website.

Credentials Committee:
Susie Crowson explained that a recommendation had come down from the Developmental Education Committee to Interim VPI Garcia concerning the minimum qualifications for instructors of Developmental courses at DMC. Significant in the recommendation that Crowson explained was that qualified teaching experience must come from institutions other than DMC if it is to be used as a credential for teaching developmental courses. She noted that in addition to externally validated teaching experience, graduate level course work in developmental education or secondary school teaching certification could also be used as qualifying credentials for developmental instructors. Crowson clarified that SAC’s rules concerning developmental course instructors have been interpreted to mean that experience at one’s employing college, or “on-the-job training,” should not be considered as valid credentials since the employing college would benefit in determining that their own instructors are qualified. She noted that only one year’s experience at another college is required to be deemed qualified to teach developmental courses. Chair Cohn added that development education is not simply a subject matter issue also an issue of ability to educate. Crowson noted that
developmental instructors could complete a 100 hours of professional development hours or a combination of 3 graduate course hours and 50 professional development hours to achieve the credentials. She added that, these professional development hours will be offered in the TLC by DMC. Crowson noted that the expense of graduate course work would be the financial responsibility of the instructor desiring the credentials. She noted that public school certification was acceptable as credentials because of the 12 hours of Education Courses in theory and pedagogy are required in the course work.

VII. Anne Stewart made a motion to suspend the regular meeting to conduct the officer elections for the 2006-2007 council. Michael Potter seconded the motion.
In favor: Youssef Bet Shahbaz, Rose Caballero, Alan Clark, Ed Cohn, Manuel Flores, Wayne Fredrickson, Ken Hanna, Karl Kemm, Russell Long, George Martin, Tom Matula, Judi Phillips, Michael Potter, Anne Stewart, Ann Thorn, Mary Thornton, Susie Crowson
Opposed: none
Abstentions: none

VIII. The meeting was called back to order at 2:45 p.m.

Grievance Committee:
Rose Caballero reported that the Grievance Committee has been meeting regularly concerning confidentiality from all sides of a grievance. She asked that anyone with input come to her.

Financial Concerns Committee:
Manuel Flores summarized the actions of the year including pushing through the Re-employment after Retirement Policy which was approved by the Board on April 25 and the revival of the Sabbatical Leave Policy. Chair Cohn explained that although Faculty Council had recommended a 5 year employment requirement rather than the 10 year requirement that was put in policy, they could not make the argument that 5 years experience at Del Mar College was enough years of service to merit the difference in pay that a re-employed person would get and the adjunct rate. Cohn explained that employees with fewer than 10 years of service could still be re-employed but under state of Texas rules rather than under the Re-employment after Retirement policy. Flores noted the need to work with Administrative Services to publicize this benefit via brochure and other methods.

Flores announced that two faculty members had been approved for sabbatical leave for the 2006-2007 year and that applications for the 2007-2008 would be available in the Fall. He mentioned that the committee plans to advocate for relaxed timelines for applications.

Flores reported that the committee would meet soon with VP Alaniz soon concerning budget and faculty salary structure. He noted that the proposal under consideration revolves around a phased increase of base salary for all faculty, an annual increase based
on CPI or a similar index, to increase the Steps to 19. He explained that a movement was 
affront to maintain the step increases at 18 for parity with the other employee groups, but 
that the committee would advocate for an increase of the step amount for $690. Flores 
speculated that the public school teachers would likely get a $2500 increase in base, and 
that the committee would push for a phased increase to keep pace with the public school 
salary.

Concerning “pay for performance” plans, Stephen Ondrejas explained that the council 
had voted against supporting any recommendations to put a performance based pay 
system in place. He reminded the council that it had supported advocating and increase in 
faculty grants or other incentives for those who are performing additional duties or 
working on special projects. Manuel Flores added that bonuses for certain activities such 
as club sponsorship, councils, or special committees had been discussed. He noted that 
the next council would need to follow up on these ideas.

Committee on Teaching Assistants: 
Tom Matula reported that he had been in contact with Dean Sloan and other officials, but 
the committee has not met.

Math Committee: 
Youssef Bet Shahbaz reported that the committee had not met.

Committee on Committees: 
Ann Thorn stated that the committee selection report would be ready soon. She also 
noted that the online system of requesting committee assignments is working well and 
simplifying the process.

IX. Old Business: 
None

X. New Business

Ken Hanna made a motion for the Faculty Council to support the proposal to the board 
recommending that that the new radiation classroom and lab be dedicated to and named 
for Pat Paris. 
Anne Stewart seconded the motion.
In favor: Youssef Bet Shahbaz, Rose Caballero, Ed Cohn, Manuel Flores, Wayne 
Fredrickson, Ken Hanna, Karl Kemm, Russell Long, George Martin, Tom Matula, Judi 
Phillips, Michael Potter, Anne Stewart, Ann Thorn, Mary Thornton, Susie Crowson 
Opposed: none
Abstention: none

George Martin made a motion that Faculty Council advise the president to consult and 
dialogue with the Faculty Council before finalizing or adopting any recommendations 
flowing from the Rangel Report and its follow up committee efforts and the Work Load 
and Class Size study.
Mary Thornton seconded the motion.
In favor: Youssef Bet Shahbaz, Rose Caballero, Ed Cohn, Manuel Flores, Wayne Fredrickson, Ken Hanna, Karl Kemm, Russell Long, George Martin, Tom Matula, Judi Phillips, Michael Potter, Anne Stewart, Ann Thorn, Mary Thornton
Opposed: Susie Crowson
Abstention: none

Mary Thornton made a motion to thank Sue Upshaw and her team for her tremendous effort in planning and conducting the party for outgoing members.
Rose Caballero seconded the motion.
In favor: Youssef Bet Shahbaz, Rose Caballero, Ed Cohn, Manuel Flores, Wayne Fredrickson, Ken Hanna, Karl Kemm, Russell Long, George Martin, Tom Matula, Judi Phillips, Michael Potter, Anne Stewart, Ann Thorn, Mary Thornton
Opposed: none
Abstention: none

Announcements:
Anne Stewart thanked all of the faculty members for assigning Service Learning projects. She mentioned Manuel Flores and Ed Cohn as offering especially relevant projects.

George Martin made a motion to adjourn the meeting.
Ann Thorn seconded the motion.
In favor: Youssef Bet Shahbaz, Rose Caballero, Alan Clark, Ed Cohn, Manuel Flores, Wayne Fredrickson, Ken Hanna, Karl Kemm, Russell Long, George Martin, Tom Matula, Judi Phillips, Michael Potter, Anne Stewart, Ann Thorn, Mary Thornton, Susie Crowson
Opposed: none
Abstention: none

Meeting adjourned at 3:51 p.m.

Submitted by Susie Crowson

Appendix A

Statement from Joseph Dudek read by Chair Cohn
The efficiency report has been submitted to the president with the statement that the document is a “tool” to be used to change the culture of the college and “somewhat” flatten the administration.

To quote the author of the report, “the college culture was oriented toward employees and running the college and not the student.” A surprising statement since this is based on thirty hours of interaction with internal committees made up of Del Mar College employees. Am I to believe that all of us are focused on ourselves and not the student? Am I to believe that the exorbitant amount of time spent at the college is used not improve practical projects, lectures, solicitation of manufacturers and suppliers to donate
materials to various programs, writing yearly budgets, obtaining equipment pricing, self-
evaluations, research on projects within programs to keep students aware of new
technology, advising, registering, grading tests, updating test, and exercises etc… One
should be cynical at best with the results of the so-called “efficiency report”, since it was
late being submitted and the cost to results ratio it produced lacked substance.

I have long championed the reduction of administrative positions (do not confuse this
with administration bashing) to reduce costs. Remember the business of the college is
students and in order to make money the students interact with teachers and not
administrators. Administrators play a large role in the day-to-day function of the college
but they and their staffs are a large expenditure (overhead).

If this document is to be taken seriously and used as a tool, reorganization is inevitable as
long as it does not include more administrative positions, which translates to higher costs.
I have a great amount of faith in the college population (faculty and administration) to
make the right decisions. Although, one decision that should not be revisited is
outsourcing more internal reflections of the college. I believe as a group we can come
together to find solutions, which would be more cost effective.

This document is far from being courageous; at best if published among the college
populace it would be a divisive tool. Del Mar College needs leadership, which brings
unity and cohesiveness among its employees.

Joseph Dudek
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