Faculty Council Minutes-DRAFT
Regular Faculty Council Meeting
Friday, December 7, 2007
West Campus ET 124

Members Present:
Tom Matula, Amorette Garza, Renato Ramirez, Ruby Estrada, Kennith Hanna, David Hattox, Raquel Tapia, Laura Day Brown, Marivel Gonzales-Hernandez, Anne Stewart, Nancy Bednar, Neil Flory, Yossef Bet Shahbaz, George Martin

Members Absent/Excused: Alan Clark

Guests Present: Lisa Muilenburg, Merry Bortz, John Crisp, Mike Anzaldua, Marjorie Villani, Ed Cohn, Karl Kemm

I. Call to Order - 2:12 p.m.

II. Opening Ceremonies / Presentations

Introduction of new VPI - Marjorie Villani
Encouraged dialogue between Faculty Council regarding the insight of administration. Dr. Kirkland will be meeting weekly with all three VPs to help implement a governance model whereas all areas are represented at different levels. General and specific issues from the Deans are being addressed. Overall message is that input is being solicited, evaluated, and finally a decision will be made. Allow voices to be heard at all levels.

III. Public Comments
Karl Kemm - actions of one/inaction of another
We have an Interim President that has committed an act of intellectual violence.
Mike Anzaldua - Report from Council of Chairs.
Green Sheet - 12 Policies - 6 new, 3 old, 3 Ad Hoc Committee Policies-keep in mind these dates for response.
Yellow Sheet - Proposed Policy Revisions- slow down process
Blue Sheet- Memo from Marjorie Villani regarding dates for meetings that have been set.

Proposed Revisions:
A6.4.4 - Promotion and Tenure
B2.5 - Shared Governance-Memo from Chairs' Council dated October 17
Draft revision-dated November 26
Draft Proposal regarding B2.4 - Standing Committees, Cabinets, and Council - Chairs' Council does not concur
Ed Cohn- Input on some critical issues- His proposed changes in 14 point font.
Proposed Procedure Revisions- A7.12.4 - Complaint on Grades.
Standing Committees-B2.4 Standing Committees, Cabinets, and Council
Shared Governance-B2.5
IV. Approval of Minutes—Minutes from reconvened meeting from October 12th, 19th and regular meeting November 7. George Martin moved to accept minutes with noted changes. 2nd Nancy Bednar. Passed unanimously

V. Report from Officers—none

VI. Reports by Faculty Council Standing Committees
A. Committee on Administrative and Staff Evaluation—none
B. Committee on Faculty Evaluation—none
C. Committee on Financial—none
D. Promotion Appeals Selection Committee—none
E. Rules Review Committee—none

VII. Reports by Faculty Council Ad-Hoc Committees—none

VIII. Reports by Faculty Council College Standing Committees
A. College Standing Committees—none
B. Committee on Committees—none

IX. Old Business
A. Possible Changes to Faculty Council Constitution (ballot tabulations)
   George Martin reported total of 142 ballots 141 votes. Proposition A. approved 116 / opposed 25 passed
   Proposition B. approved 118 / opposed 24 passed
   Secretary will store ballots for one year

B. Policy Changes- Our comments need to be given to Interim President by Monday, December 10th
   B6.15 Faculty Sabbatical Leave—recommend that we concur with the changes made - motion by George Martin, 2nd by Amorette Garza. Vote passed unanimously

   A7.17 Del Mar College Education Plan—Chairs' Council and ISD Council concur
   Motion to concur by Marivel Gonzales-Hernandez. 2nd by Renato Ramirez - vote passed unanimously

   A5.13.2 Supervisors and Managers—Chairs' Council concurs
   Policy applies to all employees.

   A5.13.3 Professional Development
   Question regarding clarification of language as to what "professional development" is within each particular field. Motion to add language to provide distinction. Motion to accept policy as written.
   Yes—Tom Matula, George Martin, Amorette Garza, Renato Ramirez, Ruby Estrada, Kenneth Hanna, David Hattox, Raul Tapia.
8-yes / 7 no.  Vote passes - we concur

B6.5.3. Non-reappointment of Probationary Faculty
Motion by David Hattox not to accept this policy change. 2nd Nancy Bednar

No-George Martin
Motion passed.

A5.49 Progressive Discipline
Revisions recommended by ISD.
Anne Stewart moves that Faculty Council write our own recommendation.
2nd-Marivel Gonzalez-Hernandez.
Vote Passed:
Employees are responsible for their conduct in the workplace and work related environments. In the event an employee's conduct fails to meet with expectations, which are based on specific job descriptions, the College endeavors to use a progressive discipline process whereby employees are made aware of the problem and are given a reasonable opportunity to take corrective action. The administrative guidelines for the progressive disciplinary process are published and distributed by the office of Human Resources. This progressive disciplinary process is intended to be used in situations other than where an employee's actions are of such a serious nature as to constitute willful misconduct which warrants more serious or immediate discipline up to and including termination. The process does not apply to at-will employees. Administrative guidelines for supervisors and managers are provided from the office of Human Resources.

A7.12.4 Complaint on Grades
Chairs' Council does not concur. We do not have revision from Jose Rivera and Marjorie Villani at this time.
Motion by Nancy Bednar that Faculty Council does not concur.
2nd- Marivel Gonzalez-Hernandez. All in favor- unanimous
Moved by David Hattox that Ed Cohn's revisions be included in any proposed revision including the timeline of the Dean. Tom Matula 2nd. Vote passed unanimously.

C. Retirement Buy Out
Ask Financial Concerns Committee to look at this. Members channel suggestions to this committee
D. Credentialing Process
Read the pink document thoroughly from Exie Hall regarding SACS.
Do we need to take a stand? Do we want to ask this representative to come to Del Mar?

X. New Business
A. Petition on Vote of No Confidence-Chairman met with petitioner to reconsider calling this meeting. Need more time than 3 days to consider something this serious. Recommended that we wait until the BoR meeting in January to re-evaluate issue.

B. Presidential Selection Criteria
Faculty Council think about this and be ready to address this issue.

XI. Announcements
Meet Thursday, January 3rd, 11 am - ET124 to construct policy revisions to present to Interim President.
Marivel Gonzalez-Hernandez moved to propose Policy B6.4.2
2nd by Kennith Hanna

XII. Adjournment- 4:51 p.m.