

FULL-TIME FACULTY SENATE
Minutes of June 26, 2009
HBC 411 1:00 p.m.

President Dan Dydek called the meeting to order.

Agenda

Professor Domingo Alba moved the agenda be approved. Motion passed.

Minutes

Professor Devorah Feldman moved the minutes be accepted. Motion passed.

President's Report

President Dydek stated:

- The Early College Start report had just been received from the Academic Affairs Committee and would be placed on the Senate Agenda for 2009-2010
- The Senate Officers met with Dr. Kinslow and the PLT on June 22 and discussed the question of co-chairs for the Shared governance review Council. A resolution will be found later in the Agenda under Other Business
- The Ad Hoc Committee of Deans' Accountability used the open Records Act to obtain three years of upward evaluations of the Deans.
- President Dydek thanked all of the Senators and the Senate Officers for their service over the past year.
- The Senators thanked Dr. Dydek for his outstanding service as President of the Faculty Senate for 2008-2009.

Salary & Benefits Committee

Professor Domingo Alba reported that at the last BOT meeting, Gerry Tucker presented documentation to the BOT supporting a 1.8% salary increase for all employees for 2009-2010. However, there was a mathematical anomaly in the Faculty Pay Scale for Level 5 Step 7 that will need to be addressed. The 1.8% pay raise does not keep employees current with the increasing cost of living in Austin. In addition, at a BOT work session several BOT members felt a 3% employee pay raise would be possible.

Professor Alba made a motion requesting that President Dydek formally request a 4.0% salary increase for employees from the BOT at the next BOT meeting. Motion passed.

Freedom of Expression

Professor Ann Palmer reported that the Administrative Services Council met June 18, 2009 and Gerry Tucker said that ACC did not have a policy on the display of political material and it was agreed to allow the ASC to determine if a policy was needed. In the meantime Professor Palmer proposed the following statement adapted from the Student Handbook: "Faculty at the college have the rights accorded by the U.S. Constitution to freedom of speech, peaceful assembly, petition, and association." A motion was made to adopt this statement. The motion passed.

Ad Hoc Committee on Deans' Accountability

Professor Domingo Alba proposed a resolution that the results of the Deans' Upward Evaluations be disseminated and that the faculty have an active role in the selection and re-selection of Deans together with a formal system of commendations and sanctions. A copy of the resolution is found as Attachment 1. The resolution passed.

Distance Learning

Dr. Al Purcell explained that the Distance Learning Committee had voted on several proposals concerning Distance Learning training and workshops that many of the faculty members at the Committee meeting thought were advisory and recommended but not mandated. The Distance Learning Office distributed minutes of the meeting implying that these actions were in fact mandated or required of faculty teaching distance learning courses. A resolution was proposed that reiterated that SACS left "primary responsibility for the content, quality, and effectiveness of the curriculum with its faculty." Therefore, decisions regarding training, workshops, or any certification efforts are not in the purview of the Distance Learning Office but must be left to the faculty within the department offering the course. A copy of the resolution is found as Attachment 2 to the Minutes. The resolution passed.

Sick Leave Maximum Accumulation and Conversion

Dr. Al Purcell mentioned that the current Administration Rule (#6.10.002) caps employee accrual of sick leave at 1200 hours and that upon separation from the College, the employment may be paid at 50% for any hours in excess of 960. Thus, the employee may not be paid for 120 hours at their full salary. A proposal was made for the (a) Faculty Senate President to meet with the officers of other employee associations to see if they would be interested in lifting the sick leave accrual cap and payment of all sick leave at time of separation and (b) asking the Salary & Benefits Committee to investigate the financial implications for both employees and the College associated with removing the sick leave accrual cap and paying the employee for all sick leave accumulated at the time of their separation. The motion passed.

OIEA and the Upcoming Student Success Initiative

Dr. Al Purcell substituted for Dr. Mariano Diaz-Miranda who was out of town due to a death in his family. OIEA unilaterally informed the Student Success Committee that an Student Success Initiative was being undertaken even though their had been no prior notification or invitation to participate given to the faculty or even the Deans in direct violation of the SACS The Principles of Accreditation sections 3.4.10 and 3.4.11. In addition the Chair of the department of English was told that that Department would serve as "guinea pig" for this program. The OIEA process of implementation completely violated the twin principles of Shared Governance and Servant Leadership. A resolution was introduced denouncing OIEA's actions and that in accordance with the SACS statement, that any such study should be requested, planned, implemented, supervised, and evaluated by the faculty. A copy of the resolution in found as Attachment 3 to these minutes. The resolution passed.

Update on Proposed split of ACAC

President Dydek substituted for Dr. Becker. The Faculty Senate already voted to split the Academic and Campus Affairs Council into two separate bodies: one for academic affairs and the other for campus affairs. The Faculty Senate wanted a faculty majority on the Academic Affairs Committee. The ACAC had questions and wanted to consider the proposal again.

Other Business

Professor Devorah Feldman stated she had met with other Employee Association Presidents and they too supported the free election of Co-Chairs for the Shared Governance Review Council. They support two co-Chairs elected by the members of the Council. Professor Feldman offered a resolution to this effect. The resolution is found as Attachment 3 to these minutes.

Professor Kelly Petkus asked that next year's Faculty Senate examine the process for full-time faculty hiring.

Professor Frank Cronin spoke about the Orientation Process and mentioned that with the completion of some new videos, the new orientation Process would be substantially changed from last year's.

Professor Domingo Alba stated that the Administrative Services Council had voted to authorize a new position: Coordinator of Administrative Rules to clarify AR's and avoid duplication. This new position would serve as the central point for AR's.

Adjourn

Professor Kelly Petkus made the motion to adjourn. The motion passed.

Senators Present:

Domingo Alba, Lynn Beaman (for Karry Evans), Valeri Bond (for Dorothy Barnett), Steven Bradley, Frank Cronin, Daisy Diaz-Aleman, Dan Dydek, Devorah Feldman, Paige Fletcher, Sylvia Owens, Ann Palmer, Kelly Petkus, and Al Purcell

Submitted by Al Purcell, temporary Acting Secretary, Full-Time Faculty Senate

Attachment 1

Deans' Accountability Resolution

WHEREAS, The Faculty Senate views the promotion of collegiality between the administration and faculty as central to the achievement of the mission of the college,

WHEREAS, towards that end, the Faculty Senate supports policies and procedures which will facilitate the accountability of the deans to the faculty members they represent in order to enhance shared governance and academic freedom,

BE IT RESOLVED, In order to promote this aspect of collegiality, shared governance, and academic freedom at ACC, the FT Faculty Senate hereby requests full dissemination of Upward Evaluation results, full faculty participation in the selection and renewal of Dean positions, and the adoption of a formal system for commendations and sanctions.

Attachment 2

Distance Learning Resolution

Whereas The Commission on Colleges, Southern Association of Colleges and Schools' *The Principles of Accreditation* states:

3.4.10 The institution places primary responsibility for the content, quality, and effectiveness of the curriculum with its faculty. **(Responsibility for curriculum)**

3.4.11 For each major in a degree program, the institution assigns responsibility for program coordination, as well as curriculum development and review, to persons academically qualified in the field. In those degree programs for which the institution does not identify a major, this requirement applies to a curricular area or concentration. **(Academic program coordination)**

Therefore, be it resolved that the Faculty Senate opposes any attempt by Distance Learning to impose "mandatory training (TBD) courses" or requiring "a certain percentage of Professional Development hours to be Distance Learning workshops" or establishing "certification requirements" since these matters are part of the responsibility for curriculum and academic program coordination areas specifically delegated to the academically qualified faculty in the particular field. Such decisions on Distance Learning courses must be left to the faculty within the department offering the courses.

Attachment 3

OIEA & Student Success Initiative

Whereas The Commission on Colleges, Southern Association of Colleges and Schools' *The Principles of Accreditation* states:

3.4.10 The institution places primary responsibility for the content, quality, and effectiveness of the curriculum with its faculty. (**Responsibility for curriculum**)

3.4.11 For each major in a degree program, the institution assigns responsibility for program coordination, as well as curriculum development and review, to persons academically qualified in the field. In those degree programs for which the institution does not identify a major, this requirement applies to a curricular area or concentration. (**Academic program coordination**)

Whereas, the Dean of Communication knew nothing of the initiative before it was announced in the Student Success Committee,

Whereas, the Chair of the English Department knew nothing of it until she was telephoned and told the English Department was selected as the "guinea pig" for a study on retention and was told to come to OIEA to be told "what was to be done,"

Whereas, the process used by OIEA violates both the concepts of collegial [shared] governance and Servant Leadership,

Whereas, any program would indeed involve the responsibility for the curriculum and academic program coordination,

Whereas the whole process violates the SACS' The principles of Accreditation,

Therefore, be it resolved that the Faculty Senate opposes any attempt by OIEA to impose a Student Success Initiative and/or Retention Study on the English Department or any Department without the express request of the faculty of the Department involved. Such a program might well be beneficial but it needs to be requested, planned, implemented, supervised and evaluated by the faculty of the Department involved.

ATTACHMENT 4

Resolution on Free Election of Co-Chairs for the SGRC Passed unanimously by the Full-Time Faculty Senate on June 26, 2009

TITLE: Free Election of Co-Chairs for the Shared Governance Review Council

SUBMITTED BY: the Full-Time Faculty Senate

WHEREAS the scope of the Shared Governance Review Council encompasses that of all college-wide councils and committees; and
WHEREAS the Shared Governance Review Council serves to uphold Board Policy C-5's commitment to collaborative decision making; now therefore, be it
RESOLVED that the Shared Governance Review Council exemplify true shared governance itself through the democratic election of its own Co-Chairs.

BIBLIOGRAPHY:

<http://www.austincc.edu/sharegov/>

<http://www.austincc.edu/board/policies/c5.php>