

## College Council Minutes

Tuesday, April 5, 2011

2:30 p.m., Karas Room

College Council Members: Doug Garrison, Carsbia Anderson, VP Acad. Affairs (vacant), Michael Gilmartin, Steve Ma, Julie Bailey, Gary Bolen, Steve Morgan, Mark Clements, Nancy Goehring, Brenda Lee Kalina, Stephanie Perkins, Fred Hochstaedter, Adria Gerard, Alan Haffa, Lyndon Schutzler, Loren Walsh (CSEA Rep.) Suzanne Ammons, ASMPC Pres. (vacant), Will Adams, ASMPC

Absent: Brenda Lee Kalina, ASMPC Pres. (vacant), Will Adams (ASMPC)

Guests: Laura Franklin, Gail Fail, John Anderson, Tom Logan

### Campus Community Comments:

- Adria Gerard was introduced as the new Faculty Representative.
- Gary Bolen announced the showing “Grease” featuring Carmel High School and MPC students. The performance will held over the next two weekends and promises to be a great show.
- Stephanie conveyed that the March in March (3/14) trip to Sacramento was very well attended by students and effectively conveyed the current budget’s impending impacts to community colleges.
- Lyndon reported that the March 30 CCCAA/COA Hall of Fame was a success and included a heartfelt acceptance speech given by Mel Mason, former student and the first MPC athlete to be inducted.

1) **Minutes – March 15, 2011:** Approved as recorded.

2) **Action Items (see available handouts):**

a) **Prioritization of Full Time Faculty replacement positions (from AAAG) *Second Reading:***

The conversation held at the March 15 meeting was revisited as was the issue of the one vote differential held by the Chemistry (66) and the Child Development Ctr (67) positions, respectively. A motion was made that the “List” be forwarded to the President with the caveat that College Council sees no relevant distinction between the ranking of the Chemistry and the Child Development position. This motion did not receive the additional support needed to go forwarded. AAAG voted several times with the same outcome and even after having reviewed its tabulation process, felt the one vote difference distinguished it from a tie.

*College Council recommends the approval of the **Faculty Replacement Positions 2011-12**, and the ranking as noted therein, and that this document be forwarded to the President.”*

The motion was made, moved, seconded, and carried with 10 in favor, 1 opposed and 3 abstentions.

b) **Resolution on “Hiring Faculty in a climate of Economic Uncertainty” (*additional discussion*):** Discussions and comments were shared relevant to the effort to fill vacant positions amidst the potential layoff or RIFs (reduction in force) notices issued. Alan invited input, and comments/input received included the following:

- Should AAAG be the source generating a recommendation/resolution relative to hiring faculty in a climate of uncertainty (Julie Bailey)?
- In actuality, we have 18 faculty positions---the 12 RIFs and the 6 positions undergoing prioritization in preparation for potential hiring (Julie Bailey).
- “Staff” should be eliminated from the verbiage and faculty inserted where applicable; staff (classified personnel) will be utilizing a different approach. (Loren Walsh)
- Business Area supports a resolution to not hire new (replacement) faculty while layoff notices have been issued as long as it makes sense and the well being of the students is first. It is believed that not all positions have the same priority (Nancy Goering).

- It is believed that the Creative Arts Division is in favor of the resolution as is; it believes filling positions at a time of layoffs is unethical (John Anderson).
- Over the last 20 years, while RIF notices have not been issued, the institution has frozen several vacant positions, while others were filled. The division chairs have met and support the notion that we not hire new positions while engaging in reductions in force (Lyndon Schutzler).
- Current economic times are likely to worsen before they improve. The presumption is that the PVP did look at labor market data and programs which prepare students for jobs when they made the decision on the RIFs. Given the fact that we have some programs that do not prepare students for jobs, the institution may need to take a broader view of all campus programs and decide whether it can maintain the three main core missions (values): Career Technical Education, Transferability, and Basic Skills, while also supporting all other programs. (Gail Fail).
- The hiring process costs money (advertising, interviewing).
- Is College Council the shared governance body which should approve positions, or do we also recommend downsizing? The process used to get the 12 RIFs was through the PVP. Should that be the role of College Council (Loren Walsh)?

Alan indicated that the role of College Council is a later discussion in this meeting's agenda. For now, he will make revisions to the verbiage of this resolution and forward it to Academic Senate for its Thursday, April 7<sup>th</sup> meeting.

- c) **Institutional Goals 2011-14 (2<sup>nd</sup> / final reading following public forum of 3/15):** Alan informed the group that while the March 15 Public Forum featured College Council's recommendation on its 2011-14 Institutional Goals, it was intended to invite public comment, and input for College Council to review, followed by a 2<sup>nd</sup> reading by College Council.

*College Council recommends the approval of the **Institutional Goals 2011-14** and that this document be forwarded to the President."*

The motion was made, moved, seconded, and approved with 1 abstention.

**3) Board Policy Revisions:** <http://mymnpc.mpc.edu/Committees/PACC/default.aspx>.

- BP 2130-Purchasing (1<sup>st</sup> reading):** The policy was presented as a first reading.
- BP 2132-Bids and Contracts-(1<sup>st</sup> reading):** The policy was presented as a first reading.
- BP 2206-Non-motorized vehicles (1<sup>st</sup> reading):** The policy was presented as a first reading. Some comments indicated concern for pedestrian safe (as with the current status of bicycles on campus) especially at blind corners.

**4) Information Items (see available handouts):**

- Life Science Program Review (Gail Fail):** Gail presented the Life Science Program Review as a powerpoint presentation also available on the CC web page.
- College Council membership terms:** For future review.

- c) **Shared Governance and Institutional Planning and Budgeting:** Alan opened the discussion indicating that since members of the Board believe that the 12 RIFs went through the shared governance process, it has prompted several questions for discussion:
- Should College Council be involved in determining the elimination of positions? It is understood that members of the bargaining units should not be involved in decisions that could result in layoffs of their represented units.
  - AAAG provides input on faculty positions, however, programs and program review discussions could have a determinant impact on program discontinuance and/or elimination of positions.
  - How should faculty and staff positions move through the College Council process?
- d) **Academic Senate for CA Community Colleges Accreditation Institute (Fred Hochstaedter):** Deferred to a future meeting.

**5) Discussion items for *future*:**

- a) Equipment Refreshment needs campus-wide:

**6) Other:**

- a) **Committee Reports-**  
Next meeting—(April 19).