

Blinn College

Council of Divisions

Minutes, Regular Meeting, October 16, 2009

IVC – Brenham and Bryan

PRESENT AT THIS MEETING:

Brenham: Mark Wilkening, Doug Pierce, Ken French, Robert Grande, Larry Campbell, Gary Ivy, Greg Phillips, H. F. Poehlmann, Martha Kline, Mary Barnes-Tilley

Bryan: Nancy Wright, Leslie McGinnis, Ron Hammond, Twila Miller, Eric Miller, Catherine Wickes, Bill Nix, David Corkran, Jean Ricciardeilo, Michael Schaefer, J. Garcia, Linda Bow, Dennis Utley, Dwight Bohlmeier, Lee Don Bienski, Blanche Brick, Linda Richardson, Marcelo Bussiki, Thena Parrott

WELCOME AND INTRODUCTION OF GUEST, DR. DAN HOLT

Mary Barnes-Tilley called the meeting to order at 1:30 p.m. Mary Barnes-Tilley introduced Dr. Dan Holt, Blinn College President who was invited to speak and field questions on division chairs “term limits/rotation”.

Dr. Holt stated that the reason that this issue was brought forward in executive council was that I thought everyone deserved a chance at this leadership position (division chair). The idea of rotation started a couple of years ago. Dr. Holt stated that at Lone Star, they had a system of rotating division chairs and that was what I was familiar with. He just thought that others should have a chance to be lead.

Responses/Questions from the Council:

Division Chairs are open applications (applicants from within the institution and outside the institution may apply). So, division chairs are hired for their positions.

There are 24 plus duties a Division Chair does in addition to the list in the *Faculty Handbook*.

The way the division chair positions have grown at Blinn College, we would compare to dean positions at other community colleges.

Division Chairs are evaluated three times (students, faculty, and Academic Dean).

If everyone should have a chance to lead, wouldn't that same system apply to all positions at Blinn College, specifically executive council?

Dr. Holt's comments throughout:

No one has ever told me, but now I understand that the Division Chair is like the Dean at Lone Star.

I did not realize that division chairs were hired positions.

When I originally discussed this issue, I was thinking a rotation every five or six years, not every two or three years.

Do all of you feel that we should not have rotations/terms limitations? If you are not doing your job, three different evaluations should take care of problems.

What this group is saying is that they would benefit from secretarial help.

The executive council would not make a decision and hand it down. We don't do that. We want you to come up with a proposal.

Dr. Holt discussed titles and stated that he is in favor of titles; however, faculty titles, term limits/rotation, if you can't come to an agreement then administration will make a decision for you.

Dr. Holt's last statement: "I will leave it up to you all. I would like to see you have term limits/rotation but in light of what you all have said today –going outside the college for Division Chair applicants, multiple-evaluations, all show this job in a different light. It is in you all's hands—bear in mind you all are the division chairs."

Other comments by Holt (not related to the rotation of division chairs):

Dr. Holt went on to state that he is working on a 30 million dollar bond to build on to the band hall in Brenham, build dorms, a science building; in Bryan he will build more parking, a Fine Arts Building. Athletics is being reviewed by the board.

After Dr. Holt left at 2:25, Mary Barnes-Tilley spoke to some inconsistencies between what was reported by Grady Hendricks and Bob Brick from the June 2nd executive council meeting and what Dr. Holt stated during this meeting. Specifically, the concerns expressed by the Council of Divisions in May was provided to the executive council during this June 2nd meeting.

OLD BUSINESS

Division Chairs Term and Duties presented by Larry Campbell

Suggestions for review and terms of division chairs

(revisited/revised Monday, Oct. 12th 3:45 – 5pm)

Committee members: Larry Campbell – chair, Doug Pierce, Greg Phillips, Blanche Brick, Marcelo Bussiki, Jennifer Garcia

1. We recommend that Division Chairs be appointed to five year renewable terms.
2. The division faculty will evaluate division chairs and submit to the appropriate dean annually.
3. Appropriate Dean will evaluate the Division Chair annually.
4. After the first term (5 years), an administrative panel of **three** appointed by the appropriate Vice President will evaluate Division Chairs & make recommendation to the appropriate Vice President for renewal or non-renewal. Under exceptional circumstances the panel may meet prior to the 5 yr interval to consider non-renewal.
5. Only 1/3 of the divisions should implement the review during any one year to maximize continuity within the Council of Division Chairs.
6. Similar academic divisions on the Brenham and Bryan campuses should not undergo the review in the same year in order to maintain an experienced division chair at all times.

Proposal stands as a motion. Marcelo Bussiki seconded the motion.

Discussion: Blanche Brick stated “It is not a term limit proposal to restructure some things. How many times has a division chair been replaced?” Marcelo Bussiki stated “Review our re-structure and dig deeper but this is separate from this issue.” Robert Grande stated, “Our organizational structure has changed and does need to be reviewed.”

Mary Barnes-Tilley called for a vote on the motion. In support of the motion were 3 from Bryan and 6 from Brenham; opposing the motion were 5 from Bryan and 3 from Brenham. The motion was approved by a 9 to 8 vote.

Discussion followed. “Duties” compiled by John Schaffer should be attached; however, teaching should be added as one of the duties and the current duties listed in the Faculty Handbook for the Division Chairs should be attached before everything is sent to Administrative Council.

Blanche Brick motioned, “I make a motion that with the ‘terms’ proposal we send the “Duties” compiled by John Schaffer and include teaching as one of the duties when sending everything to Administrative Council. Ask Administrative Council to consider reviewing the administrative structure and ask that they reconsider the duties of the Division Chairs.”

Ken French seconded the motion.

Thena Parrot amended the motion “to include the duties of the Allied Health Chair and attach the current duties as outlined in the *Faculty Handbook* for the Division Chairs.”

Greg Phillips seconded the amended motion.

No discussion.

In favor of adding the amended motion were 5 from Bryan and 8 from Brenham. Opposed to the amended motion were 2 from Bryan and 1 from Brenham. The amended motion carried.

Motion: With the ‘terms’ proposal the Council will send the “Duties” compiled by John Schaffer and include teaching as one of the duties and to include the duties of the Allied Health Chair and attach the current duties as outlined in the *Faculty Handbook* for the Division Chairs when sending everything to Administrative Council. Ask Administrative Council to consider reviewing the administrative structure and ask that they reconsider the duties of the Division Chairs.

In favor of adding the amended motion were 6 from Bryan and 9 from Brenham. Opposed to the motion were 2 from Bryan and 0 from Brenham. The amended motion carried.

Faculty Titles-Marcello Bussiki reported that the committee will be meeting next week.

CDC web page update – Mary Barnes-Tilley reported that these are being updated and send her any information.

Distance education subcommittee proposal update – Blanche Brick asked if we had any issues, and Bob Grande stated that there seems to be some organizational issues as some things are academic and others are technical. Mary Barnes-Tilley will get clarification.

Statement to Administration –

Discussion Mary Barnes-Tilley stated that she compiled the issues sent to her.

Motion: Ron Hammond made the motion “Ask administration to conduct the same or similar survey that was done a year ago and share it with all employees.”

Ken French seconded the motion.

In favor of the motion were 5 from Bryan and 8 from Brenham. Opposed to the motion were 2 from Bryan and 1 from Brenham. Motion carried.

Discussion continued in reference to the “statement to the administration”.

Marcelo Bussiki made a motion to not send the draft “statement to the administration” at this time.

Thena Parrott seconded the motion.

Mary Barnes-Tilley called for a vote on the motion. In support of the motion were 7 from Bryan and 5 from Brenham; opposing the motion were 0 from Bryan and Brenham; 3 abstained. The motion carried.

Motion: Blanche Brick made a motion that we create a committee to review the draft, address the draft and other concerns, and bring a statement back to the council.

Bob Grande seconded the motion.

Mary Barnes-Tilley called for a vote on the motion. In support of the motion were 6 from Bryan and 7 from Brenham; opposing the motion was 1 from Bryan and 1 from Brenham; 2 abstained. The motion was approved by a 13 to 2 vote.

The committee to revise and review the statement to the administration and address any other concerns will be Ron Hammond, Blanche Brick, Dwight Bohlmeier, Mary Barnes-Tilley, and Bob Grande.

Updated of CDC Constitution – Karen May, Jean Ricciardello, and H. F. Poehlmann are reviewing the constitution.

NEW BUSINESS

Instructional Lab Units, scheduling and pay – If you still have scheduling or pay issue, contact Dr. LaCour and Dr. Miller.

Ron Hammond asked, “Does Dr. Miller understand that they cut faculty pay?”

Nancy Wright asked “When will the policy be fully implemented, because there are immediate budgetary implications?”

Blanche Brick recommended that Ron Hammond lead us is asking Dr. Miller to address this issue again and to explain again the problems with pay cuts for faculty.

Faculty Evaluation according to IR&E will all be online next year, but what if we do not receive sufficient student evaluations from those online this semester?

ADJOURN

Motion: Doug Pierce made a motion the Council adjourn.

Ken French seconded the motion. The motion carried.

Upcoming meeting dates:

Nov 20

Jan 11 or 12 (Brenham campus, location and time TBD)

Feb 19

March 26 (only if needed)

April 16

Locations for meetings: Bryan E205B, Brenham BULL136, Schulenburg C-110, Sealy-108

Respectfully submitted,

H. F. Poehlmann