

**Minutes of the Faculty Senate
October 18, 2007
Central Campus**

Faculty Senate Attendance:

Senators (20): Maria Bernal-Dobek, Robert Brasco, Blaine Brown, Damon Davis, Ed Erazo, Ellen Glazer, Terry Hayes (for Kate LeGrand), Teresa Hodge, Barbara Klemm, Jim Lansing, Catherine Leisek, Neil Linger, Leah Lyons, Angela Michaels, Barry Mowell, Debbie Nycz, Greg Reeder, Daniel Rieger (for Susan Oldfather), Gloria Scheff, and Steve Watnik.

Guests (28): Russ Adkins, Patti Barney, Irmgard Bocchino, Lois Bolton, Barbara Bryan, Edna Chun, Denese Edsall, Scott Feaster, Donna Henderson, Jackie Henning, Cathleen Horne, Candice Hunter, Pam Katzir, Jose Macia, Hank Martell, Joel Nydahl, George Masforroll, Angelia Millender, Bethzabeth Ordaz, Shouan Pan, Bill Pennell, Colleen Quinn, Dora Romero, Ken Ross, Dianne Ruggiero, L. Sahami, Pat Senior and B.G. Thompson.

01. **Call to Order.** President Leisek called the meeting to order at 2:37 p.m.
02. **Approval of the Agenda.** Several guests asked to be put on the agenda earlier than scheduled. Debbie Nycz made a motion to reorder and approve the agenda and Neil Linger seconded the motion. The motion passed.
03. **Approval of the Minutes.** Debbie Nycz made a motion to approve the minutes of the September 2007 meeting. Damon Davis seconded the motion. The motion passed.
04. **Old Business**
 - A. Diversity Presentation. Edna Chun presented a series of slides, "Diversity in Hiring" in response to a previous request from the Faculty Senate for clarification on BCC's Human Resources & Equity position on diversity. She began by explaining that three federal government sectors require our attention: 1) U.S. Equal Employment Opportunity Commission enforces federal anti-discrimination statutes in addition to Title VII, ADA and ADEA; 2) U.S Department of Labor has their Office of Federal Contract Compliance Programs; and 3) U.S. Department of Justice enforces Executive Order 11246 (Affirmative Action Plan) of 1965. Federal contractors are required to develop an affirmative action plan when federal contracts exceed \$50,000.00. Our affirmative action plan entails five main statistical analyses: organizational profile, job group analysis, availability analysis, comparison of incumbency to availability, and placement goals.

The plan identifies underutilization and goals for women and minorities by job group and by campus using census data. BCC has four affirmative action plans, one each, for Central, North, South and Downtown WHC. By comparison, BCC's Equity Plan uses Broward County demographics for all age groups as its data source. It combines all campuses and has goals by three categories: faculty, administration and PTS. U.S. Census estimates indicate that we will be a majority minority population by the year 2050. Our student population at BCC is mostly minority, yet this is not mirrored in the number of administrators and faculty at BCC, who are classified as mostly White Non-Hispanic. Our demographic analysis shows BCC actually increased from 60% to 67% from 2004 to 2005 and 2006 for White Non-Hispanic college-wide tenure-track faculty hiring.

Diversity has a three-dimensional frame of demography, diversity and democracy. Dr. Chun stated that BCC is trying to create a climate that embraces diversity and a celebration of diverse interests. BCC wants to provide access to opportunities, resources and decision-making in an environment promoting true diversity and inclusion as well as to provide for the mentorship of minorities and women. Dr. Chun then said, she would respond to faculty questions, starting with those from Scott Feaster.

- B. Faculty/Staff Development Plan & Diversity Goal #1. Scott Feaster asked Dr. Chun for clarification on a few points. It is commonly believed that the College has quotas in hiring. Dr. Chun said there were no quotas at BCC. Scott stated that it seemed that there was more spin than facts from the upper level on diversity. Race and ethnicity seemed to be the focus of searches at BCC in recent years. Dr. Chun responded that diversity and quality are synonymous; the terms are not exclusive. Catherine asked to end the question-and-answer period since we had other agenda items.
- C. Senate President's Report. Catherine Leisek reported that she did not have good news for us. There is a culture of distrust at the BOT meetings. The BOT is disrespectful to both administrators and faculty. Catherine has been attending the policy and procedure meetings.

Jim Lansing attended a BOT meeting in Catherine's place, while she was out-of-town. He reported that there had been some review of policy, but mostly student services were discussed. Business intelligence is being used to track student success. He said, it was nothing at all controversial.

Catherine said there was a new search underway for three (3) new administrative positions with additional secretarial staff, too. This may not be the best year to hire new administrative positions. Russ Adkins clarified that one of these positions was a replacement for Sharon Parker.

There had been a question about the limitation of 70 years of age for open enrollment, Catherine stated. Faculty should ask Lloyd Rhodes or email Debbie Nycz about this.

Lastly, Catherine reported that Barbara Pippen would have college allocations on October 19, 2007. We would know then.

- D. Block Scheduling. Hank Martel reported that the faculty survey had gotten excellent suggestions. The survey would go out to the faculty after the end of October. The “Faculty Survey on Scheduling Options” is at:

<http://www.broward.edu/survey/facultysurveyonschedulingoptions.htm>

As far as the student forms, student focus groups are in charge of them by campus. Copies of “Student Schedule Survey_2007” are available at the entrance table. One thousand student responses are being collected.

- E. Professor of the Year. Dianne Ruggiero. Nothing more to report, Dianne said. They were done.
- F. Professor Emeritus. Edna Chun reported that there would be two levels: retired and retired with 20 years or more of service. The list of benefits will be available soon. Other selection criteria are still being considered.

Debbie Nycz commented that there has been a BCC precedent for granting Emeritus status. Maureen Dinnen’s sister was given BOT Emerita status.

- G. North Campus Resolution Update. Teresa Hodge reported the successful resolution of the classroom problem on North Campus. After Catherine sent a letter to the Provost on the North Campus, they all had a meeting to discuss the events and the miscommunication among the top academic team. Desks that did not fit the room have found new homes. Teresa ended by saying that the Math Faculty members are happy with the resolution of the problem. Associate Dean Avis Proctor and the Provost should be commended for all of their efforts in resolving this problem.

05. New Business

- A. Current Student Success Initiatives. Angelia Millender and Jose Macia reported that several initiatives at BCC were underway. There was an “Achieving the Dream” Student Success Summit held in early October. There is a handout on learning communities available as well as the 2007-2008 goals for learning communities—a handout is available at the entrance table. There are four directors, one per campus, plus one more director, who serves college-wide. They concluded by stating that they would keep faculty informed of these initiatives.

- B. New Senator Nomination. Catherine Leisek asked for nominations to replace Senator Tom Green, who retired. Ed Erazo nominated Sharry Kimmel, who had run for the senate a few years ago. Neil Linger seconded the nomination. Sharry Kimmel was appointed by acclamation, pending her acceptance of the rest of Tom Green's term, which ends with the 2006-2007 academic year. Catherine said that she would ask Sharry Kimmel right away if she would accept this faculty senate appointment.
- C. Foundation. Debbie Nycz asked us all to remember the Foundation drive and that it was not about the specific dollar amount of the donations, but more about a high percentage of faculty participation in the campaign.
- D. United Faculty of Florida Report. Debbie Nycz stated that the policy and procedures are still being worked on. She had stated at these meetings that many proposed changes must be bargained since they involve the working conditions for faculty. They must be part of negotiations, not just changed.

Debbie stated that we were at impasse and we would now go to a special master. Seven names had been provided. She added that we live in a right to work state, we have a Faculty Union, and we can file grievances. Our UFF chapter also has legal representation in Tallahassee. Please let your UFF representative if there are any issues or problems. We need to know about them as soon as you do. Read the contract. Debbie ended by saying, things had been quiet until now, but things were going to get busy.

- E. Student Block and Standard Schedule Survey Draft. Irmgard Bocchino reviewed all of the questions on the survey and she took suggestions from faculty.
- 06. **Announcements.** Debbie Nycz reminded faculty that we are now working to contract. The situation is unfortunate because, ultimately, students lose out.
 - 07. **Adjournment.** Debbie Nycz made a motion to adjourn the meeting and Rosa Gaskins seconded the motion. The motion passed. Meeting adjourned at 3:55 p.m.

Next Meeting is Thursday, Nov. 15, 2007 at 2:30 p.m. on South Campus, 69/133.