CBS Faculty Senate Meeting Minutes  
Friday, March 28, 2014  
11 a.m.  
BE Elam 115, AL 205, PL 139, KV 131

Sign-In Senators and Visitors  
See Attached

Public Comments  
No one signed up for public comments. However when the agenda item was announced several visitors spoke out regarding concerns. Many expressed their concern and asked Rose to comment on her non-renewal, and asked her if it was retaliation for her Senate activities. Rose briefly explained what she had been told.

Sean asked the Senate to consider writing a letter or something in support of Rose, many of the visitors concurred.

A point of order was called that the matter should be addressed by the Benefits Committee or the Academic Freedom committee. The matter was referred to the Benefits Committee after much debate.

Call to Order  
Meeting was called to order at 11:20 a quorum was verified and the Agenda was approved.

Approval of Minutes from 2/28/2014 Meeting  
Minutes were not distributed in time to Senators to read for approval. Minute approval Tabled

President’s Report  
Rose reported on the faculty survey results. (See attached)

Discussion ensued on the even split between those favoring retaining a senate and those favoring a returning to an association model.

Discussion ensued on the comments that being a senator made you a target by the administration and people fearing the loss of their jobs. With our own Faculty Senate president being non-renewed and the targeting of the Faculty Senate Secretary and the Faculty Senate Parliamentarian, many expressed the concerns were legitimate.
Committee Reports

Elections Committee

The election committee reported that they did not have a full slate of candidates and we needed to get more people involved prior to the deadline.

By-Laws Committee

No Report

Academic Freedom Committee

Sean Herlihy reported that he believes he may be being non-contracted for his work as the Chair of the Academic Freedom Committee. His timeline suggests that membership in the committee may play a role in his non-renewal. He once again expressed concern that actions against Rose appears to be retaliatory in nature and asked Rose to step aside and let someone chair the meeting so that the Senate could act on her behalf. A point of order was made that the matter had already been assigned to the benefits committee.

Members did comment that the actions against Sean were disturbing to all faculty members because college policies, practices and procedures were not followed, and the PIP process was not followed.

Benefits Committee

Subcommittee Report

A Benefits Committee Sub-Committee is working on a study for TCCTA regarding state wide trends. Becky reported on preliminary findings\(^1\) that shed a disturbing light on Coastal Bend College including the fact that CBC is the only college not paying a multiplier of contact hour revenue towards instructional cost. She pointed out the following preliminary findings:

- CBC is near the midpoint (~$7,000) in overall dollars per student spending
- CBC is well below the midpoint in instructional dollars per student (~$1,700)
- CBC is at or near the bottom of percentage of overall budget being spent on instruction with only 22% of the CBC budget going towards instruction (instructors, library, counselors, supplies, overloads and adjuncts). The average of the 30+ colleges data currently available is ~ 50%\(^2\)

\(^1\) Some data is available for all of the community college districts in Texas, but only 60% of the colleges have complete data. (30+ colleges)

\(^2\) Becky pointed out to the faculty members present, that as recently as 1999/2000 the CBC budget was 50% going towards instruction. The downward trend accelerated under Dr. Brockman. The trend reversed under Dr. Baynum, but was significantly accelerated under Dr. Espinoza. With this year’s budget actually having administrative expense exceed instructional cost as a percentage of budget.
CBC is the very bottom of the 30 + institutions who have reported data on percent or multiplier of contact hour revenue going to instruction.

When asked to explain what that means, Becky stated that for example:

Coastal Bend College gets $500,000 in contact hour funding; it budgets $500,000 towards instructional costs. (Instructors, library, counselors, supplies, overloads and adjuncts) Or stated another way CBC spends a multiplier of one times contact hour revenue on instruction or 100%.

The next lowest as a multiplier of the 30+ colleges that the complete data was available for spent 1.36 times contact hour revenue on instruction. Or at that institution for every $500,000 it receives for contact hour revenue it spends $680,000 on instruction. (Instructors, library, counselors, supplies, overloads and adjuncts)

The top college so far spent 3.11 times the earned contact hour revenue on instruction. So for every 500,000 of contact revenue earned that institution spends $1,550,000 on instruction. (instructors, library, counselors, supplies, overloads and adjuncts)

**Committee Concerns**
Phyllis who is assisting with the statewide study pointed out that it is clear that the Benefits Committee findings are important and need to get out to the Board members.

Requested direction for whether the committee should pursue negotiations with Dr. Espinoza for increased benefits for next year. Members expressed concern that it would be pointless, that it may trigger additional retaliation and that asking for a raise or anything may turn the public and community against us.

Becky countered that she believe Dr. Espinoza broke faith with the Senate because at the meeting with the Benefits committee in January she had made assurances that no additional faculty cuts (positions) would occur prior to a future discussion with the Benefits Committee. She has eliminated 2 librarians and 1 Cougar Course instructor, and has never agreed to meet with the committee again.

A member pointed out that negotiation does not have to be only for salaries.

Phyllis motioned that the Benefits committee enter into negotiations for some benefit such as increased personal days, vacation days, step increase ect…; the motion was seconded and carried unanimously.

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3 A meeting to request presenting the budget study to the board.
Old Business

Select (volunteer) committee for Faculty Evaluation Form

New Business

Elections

The election is scheduled but the ballot is not filled; additional members needed.

By-Laws change: send to CBC Board as minute order

Minute order was produced for the Senate to review the text of the modification to the Senate Bylaws. Toto motioned to approve the minute order as presented, motion was seconded; motion carried. (See attached)

Items for Future Agenda

VONC (Vote of No Confidence) – A group of concerned faculty from various campuses have requested that the Senate hold a Vote of No Confidence in the current administration. A document has been turned in for editing. – Many expressed concern that the science department faculty will not be on board with the vote. Every senator was directed to poll their constituency for support or non-support of the measure. It was agreed that the VONC would be a discussion item only.

Adjournment

The meeting was adjourned