

D R A F T

**DELTA COLLEGE DISTRICT
BOARD OF TRUSTEES
DINNER MEETING**

September 8, 2009

Delta College Planetarium, Bay City, Michigan

Board Present: R. Emrich, K. Higgs, K. Houston-Philpot, K. Lawrence-Webster, J. MacKenzie, E. Selby, R. Stafford, D. Wacksman

Board Absent: T. Lane

Others Present: J. Goodnow, T. Brown, P. Clark, C. Curtis, L. Govitz, P. Graves, T. Grunow, D. Halog, A. Hill, G. Hoffman-Johnson, M. Ibanez, T. Kubatzke, D. Lutz, J. Miller, S. Montesi, M. Mosqueda, L. Myles-Sanders, G. Przygocki, L. Ramseyer, D. Redman, S. Romer, P. Seidel, J. Stahl, T. Stitt, A. Ursuy, B. Webb, K. Wilson

Press Present: J. Hall, WSGW

Chairperson K. Houston-Philpot called the meeting to order at 6:20 p.m. She introduced the topic of the meeting, the Senate policy regarding Resignation, Suspension and Release of Faculty. Scanlon Romer, Committee Chair, was present, along with committee members Chris Curtis, Gail Hoffman-Johnson, and Tamie Grunow.

Scanlon Romer introduced the topic by first identifying three different Senate policies having to do with termination of faculty. Senate policies 3.060, 3.061, and 3.062 describe regular annual evaluation of faculty, special evaluation of faculty, and termination for ineffective teaching. Senate policy 3.020 III describes the process for termination due to financial exigency. The draft policy under discussion this evening is 3.020 II, involving suspension or termination due to misconduct.

Scanlon gave an overview of the areas in which the current policy 3.020 II is deficient and an overview of the major changes currently proposed before beginning the discussion of each section of the policy. Mr. Higgs inquired who decides to initiate the policy and G. Przygocki referred him to the introductory paragraph. Dee Dee Wacksman said that multiple people make the initial decision to suspend.

Dr. Emrich said that it is common to suspend a person with pay pending further investigation of alleged misconduct. He asked whether the committee had reviewed their proposal with an employment lawyer, and Ms. Romer said the committee would be open to such a review. Mr. Selby inquired about a situation in which a person might be demonstrating on behalf of a cause or point of view, intending to be arrested. Ms. Romer said that that would be a free speech rather than a misconduct issue.

Ms. Romer mentioned that the policy had been reviewed with L. Myles-Sanders who recommended against the proposed FEC review and against inclusion of counsel in the process. Chairperson K. Houston-Philpot said that legal advisors should not be part of an internal process.

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Mr. Higgs inquired about the role of the Senate President in the process, and Ms. Romer and David Redman explained that the Senate President facilitates the process, making sure deadlines are met and so forth.

Ms. Romer pointed out a key change in the proposed process, which is that the President would make the final decision. She also pointed out that the timeline for the process had been shortened and that although theoretically it could be completed in a day and a half, the maximum time from start to finish is 35 days. Dr. Emrich asked the committee to make a list of the issues they felt are near and dear to the faculty. K. Houston-Philpot said that the goals should be to simplify, get external review, and expedite completion.

There being no further business, the dinner meeting was adjourned at 7:20 p.m.

Respectfully submitted,

Leslie Myles-Sanders, Board Secretary