

MINUTES

**Louisiana Community and Technical College System
Academic, Instruction, Workforce Training and Student Affairs
Committee Meeting**

**Wednesday, September 13, 2006
8:00 a.m.**

**Baton Rouge Community College - The Louisiana Building
5310 Florida Blvd, Baton Rouge, LA 70806**

1. Call to Order by the Committee Chair

Supervisor Ann Knapp, Chair, Academic, Instruction, Workforce Training and Student Affairs Committee, called the meeting to order at 8:05 a.m.

2. Roll Call

Bonni Blouin, Coordinator of Board Services called roll and a quorum was established. The following committee members were in attendance: Ann Knapp, Chair; Ava Dejoie, and Cleo Norris. Also present for the meeting were Supervisor Kathy Sellers Johnson and Board Chair Brett Mellington.

Chair Knapp asked that Supervisors Mellington and Johnson serve as members of the Academic Committee meeting. (Supervisors McHenry and Stone arrived to the meeting at 8:23 a.m.).

3. Review of Tenure Policy for LCTCS

Dr. Walter Bumphus, President, LCTCS, provided a brief history on the development of the Tenure Policy draft. He stated that the LCTCS, as the newest system in the state, is the only state that does not have a developed tenure policy. He added that a committee has been working on the draft policy for three (3) years.

Dr. Toya Barnes-Teamer addressed the Committee and began by thanking the Tenure Committee for their excellent work over the past three years and for developing a comprehensive document that addresses the needs of all the colleges within our system. She stated that the proposed tenure policy was posted on the LCTCS website in July, 2006 with a letter from President Bumphus requesting that the colleges respond by September 1, 2006, regarding any concerns or comments that they would like to make regarding any aspect of the policy. She stated that comments were received from four (4) of the ten (10) colleges and a copy of the summary of the comments was provided to each committee member. The four colleges that

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responded to the request for information were Elaine P. Nunez Community College (Nunez), Delgado Community College (Delgado), Louisiana Technical College (LTC) and SOWELA Technical Community College (SOWELA). A copy of the Board of Regents' Tenure Policy was also distributed.

Dr. Barnes-Teamer reviewed each of the comments/concerns with the members of the committee. A question and answer session followed.

Dr. Bumphus noted that, if the Board decides to approve the Tenure Policy, it will be necessary for five (5) LCTCS colleges to develop a Rank & Promotion policy.

Dr. Barnes-Teamer noted that the Board of Regents' (BoR) policy does not state that a terminal degree for the community college or technical college is a Ph.D. She added that during discussions with Mr. Gerard Killebrew, Board of Regents, he acknowledged two facts: 1) the Board of Regents' policy was written thirty (30) years ago, and 2) the policy has not been revised since the inception of the LCTCS. She further stated that Mr. Killebrew indicated that the Board of Regents is waiting on the LCTCS Board of Supervisors to pass a tenure policy, at which point the BoR will revise their policy.

Dr. Barnes-Teamer concluded that the challenges that were brought to the attention of the Tenure Committee, by the colleges, have been addressed. She commented that in 2 of the 3 meetings attended by she and Dr. Bumphus related to tenure, there was a recommendation to separate tenure from rank and promotion. She added that she felt most of the colleges do not have an issue with a tenure policy, but they do have challenges as it relates to rank and promotion, and this should be a consideration of the Board members.

Supervisor Dejoie questioned how the comments/concerns posed by the LCTCS campuses would be addressed and what the process was for moving forward with the proposed tenure policy.

Dr. Bumphus stated that the LCTCS staff will make specific recommendations to the Board to address the concerns presented. He added that he hopes to provide the recommendations to the Board prior to the October 2006 Board meeting.

Dr. Bumphus asked Mr. Luther Davis, President, Faculty Senate, to come forward to provide his comments related to the proposed tenure policy.

Mr. Davis stated that he attended a meeting yesterday with Dr. Bumphus, Dr. Barnes-Teamer, faculty members and others to discuss faculty concerns. He stated that faculty at the technical college felt that the tenure track was slanted more towards the academic and community side of education and not to the LTC, because the LTC is more technical. He stated that faculty wanted to see a clear cut process that would allow them to obtain a tenure track and it revolved back to rank and promotion, due to

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the fact that no rank and promotion policy now exists. He stated that faculty is hopeful that a rank and promotion structure will be developed.

Dr. Bumphus stated that Mr. Jim Henderson and Mr. Jimmy Sawtelle will begin working with the LTC to create a Rank & Promotion Policy.

Dr. Bumphus asked Professor Laura Younger, Baton Rouge Community College, to come forward to share her experience related to tenure.

Professor Younger stated that she worked for the Louisiana State University (LSU) Veterinary School for fifteen (15) years before coming to Baton Rouge Community College (BRCC). She noted that she was a tenured faculty member at LSU prior to coming to BRCC. She added that as a tenured employee she appreciates that the system is addressing the tenure policy and appreciated the fact that each institution will have the flexibility to develop their own rank and promotion policy, as this was part of the difficulty that arose between the technical and the community colleges. She expressed concerns about the requirement for a terminal degree and the post-tenure review piece of the policy.

4. Other/Adjournment

Chair Knapp encouraged committee and board members to contact Dr. Barnes-Teamer for further discussion of any concerns related to the proposed policy.

There being no further issues to be considered by the Academic, Instruction, Workforce Training and Student Affairs Committee, on motion of Supervisor Johnson, seconded by Supervisor Norris, the committee adjourned at 8:54 a.m.

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