Cabrillo College Faculty Senate
Tuesday, March 2, 2010
3:08 PM – 5:10 PM
Sesnon House


Note Taker: Diana Fleming

Guests: Donna Mekis, Francine Van Meter, Nan McAden

1.0 Call to Order
1.1 The meeting was called to order at 3:10 PM.

2.0 Minutes
2.1 February 1, 2010 meeting minutes reviewed and amended. The Senate moved, seconded and approved the amended minutes of the February 1, 2010 meeting.
2.2 February 16, 2010 meeting minutes reviewed and amended. The Senate moved, seconded and approved the amended minutes of the February 16, 2010 meeting.

3.0 Reports
3.1 President (Steve Hodges)
   3.1.1 President Steve Hodges relayed that he delivered the Faculty Senates’ endorsement of the California Chief Librarians’ (from our last meeting) resolution to the appropriate parties.
   3.1.2 Steve Hodges has reserved Sesnon House for the evening of Graduation Day in anticipation of the end-of-year Faculty Retirement party.
3.2 Vice President (Letitia Scott-Curtis)
   3.2.1 Letitia Scott-Curtis addressed the end of year party which she will be organizing again this year. She invited anyone who might have suggestions and ideas to contact her, and she will be asking people who have helped in the past to contribute their valued help again this year.
   3.2.2 BELA is in the process of recruiting a senator and is delighted to have an excellent candidate, a great advocate for students, who should be confirmed shortly.
3.3 Secretary (John Govsky)
   3.3.1 When the attendance sheet is being passed around, please check it for names and positions and update or correct any discrepancies.
3.4 Treasurer (Dave Reynolds)
   3.4.1 Faculty Senate funds are presently satisfactory.
3.5 CCFT Liaison (John Govsky)
   3.5.1 CCFT negotiations are continuing and recently held initial discussions about a proposal addressing limiting class overloads.
   3.5.2 CCFT is contacting part-time faculty members to survey their interest having deductions made for State Disability Insurance. Currently, Cabrillo’s part-time faculty have no disability insurance. A new State law effective January 1, 2010 allows for part-time faculty to elect to enroll in SDI. Preliminary survey results show considerable support among the part-time faculty
for SDI enrollment.
3.5.3 – The latest issue of the CCFT newsletter is online and a paper copy will be distributed to faculty mailboxes as usual.
3.5.4 – Thursday, March 4 will be a “Day of Action for Education”, held throughout all educational systems in California. A rally will be held at Cabrillo at the quad at noon. In Watsonville, a rally will be held at 4:00. A rally will also be held at the Santa Cruz Clock Tower at 4:00.
3.6 – CCEU (Rick Fillman)
3.6.1 – Rick Fillman read aloud the names of 20 colleagues who have recently been affected directly either by layoff’s or reductions.
3.7 – Watsonville (Eva Acosta)
3.7.1 – Eva Acosta reported Watsonville is also seeing the effects of budget cuts. Four staff recently received pink slips.
3.8 – ASCC (Kayleb Spencer)
3.8.1 – Two Student Senators recently resigned.
3.8.2 – Current ASCC activities include installing surveillance cameras in SAC West and Admissions building where two large screen monitors were stolen last semester.
3.8.3 – The ASCC discussed setting a $35 mandatory fee to include both parking and unlimited bus passes.
3.8.4 – The ASCC has allocated 2 buses for the “March in March” on March 22. Lunch will be provided for everyone who participates. There are seats available. More information is posted at SAC East building.
3.8.5 – The ASCC spent $15,000 on new patio furniture for the Student Activities building.
3.9 – VPI (Renee Kilmer)
3.9.1 – Renee Kilmer reports the process of budget cuts has been devastating but thanked people, both classified staff and faculty, who have dealt with this professionally and have understood cuts made are not a reflection on them personally.
3.9.2 – On March 22 there will be a special study session for the Governing Board to discuss Basic Skills programs, focusing on big issues such as success.
3.9.3 – The campus Health and Wellness Center will be opening at the end of April.
3.9.4 – The Graduation Ceremony will be held Friday June 4 at 6:00 PM at Carl Conelly Stadium. Faculty are encouraged to attend. In recent graduation ceremonies, faculty attendance has been modest and it is hoped more faculty may be encouraged to attend.
3.9.4.1 – Alex Taurke asked if there was any way the ceremony could be held any earlier than the Friday of final exams week.
3.9.4.2 – Beth Regardz asked if Flex Credit could be given for attending graduation.
3.9.4.3 – Steve Hodges posed the idea of the Faculty Senate creating a financial incentive for faculty to attend – for each faculty member attending a proportional dollar amount will be made available for scholarship funding.
3.9.4.4 – Eva Acosta commented on the emotional aspects of attending. When the faculty line up at the graduation ceremony it means so much for students to see their faculty.
3.9.4.5 – Steve Hodges concurred, recalling one of his early years of teaching, at graduation one of his students wanted to take a photo of the two of them and students introduced him to their families. Attending graduation ceremonies is a fabulous experience.
3.9.4.6 – Letitia Scott-Curtis remarked that with all these positive stories about attending graduation, one way to encourage other faculty to attend might be for us to write briefly about personal positive experiences so these can be forwarded on to the faculty by email via Steve Hodges.
3.9.4.7 – A senator added graduation is the one time of the year when the community sees us. Lack of faculty attendance is very public.
3.9.4.8 – Deborah Shulman commented that at another community college where she worked some years ago, faculty attendance was mandatory and said she appreciates that at Cabrillo we get to go because it means something to us.
3.9.4.9 – Dave Balogh suggested that faculty sit in every-other seat at graduation.
3.9.5 – Renee Kilmer reported the campus Proctoring Center as it now exists will close. The Proctoring Center will move to the Assessment Center. While the DSPS budget has been cut, this will not preclude proctoring.
3.9.5.1 – Adrienne Saxton asked if there has been anything else cut there that will directly affect instructors and students.
3.9.5.2 – Renee Kilmer replied students that have a learning disability may have less immediate access to staff and services.
3.9.5.3 – Adrienne Saxton responded students need to be aware of these changes as well.
3.9.5.4 – Renee Kilmer added these changes will be effective Spring 2010-11.
3.9.6 – Renee Kilmer reported the Stroke and Acquired Disability Center is moving to a new building and changing how we service students. A new curriculum is being written, with reduced hours and staff but there will be a program for these students.

4.0 Unfinished or Ongoing Business
4.1 – Kaplan University
4.1.1 – Steve Hodges remarked at the last Faculty Senate meeting discussion about the recently signed Kaplan University MOU was tabled. From those discussions, it appears the Senate is not particularly happy about this agreement and the faculty should not take any action to engage Kaplan.
4.1.2 – Topsy Smalley asked if we know anything about the process of the Chancellor’s agreement.
4.1.3 – Steve Hodges replied that the Chancellor apparently said it was an issue of access.
4.1.4 – Alex Taurke suggested the Senate pass a motion that the position of the Faculty Senate is that it will take no action at this time to engage Kaplan.
4.1.5 – Francine Van Meter remarked this is an issue of harvesting our students. If a student cannot get into your class, they can take it at Kaplan. This MOU is unique in that it offers Kaplan an opportunity to take away students. Also there are courses offered by Kaplan that may not be accepted at UC.
4.1.6 – Renee Kilmer remarked this is an issue that needs to involve articulation officer Mary Ellen Sullivan. Mary Ellen looks carefully course by course to make sure they articulate.
4.1.7 – Alex Taurke amended his earlier comment to include that a motion should not restrict our Articulation Officer from single course evaluation.
4.1.8 – Moved, seconded and approved “The Senate recommends that the college take no action regarding the MOU with Kaplan if they approach us. This motion is not intended to interfere with our articulation officer and the current practice of single-course articulation.”
4.2 – Faculty Retirement and Replacement
4.2.1 – Steve Hodges remarked that, in regard to the Faculty Retirement and Replacement discussions begun at the last meeting, it appears there are three main points that we are talking about and it is better to keep them separate. These three points are: a confirmation that we are going to have our regular prioritization process in the Fall, the issue of numbers of fulltime faculty replacement, and the increased use of temporary or part-time contracts.
4.2.2 – Alex Taurke responded: It is great to have a separation of the issues and my interest is regarding issue number two – the issue of numbers of fulltime faculty replacement – and the damage to programs if we are not replacing these positions. Some programs have just one faculty person in the program. We have not had any managed hiring process to address losses in our departments. This coming fall there is the potential to hire fulltime faculty to replace people who
have retired this year. When I think about the shared decision process I have felt that if we can push in the right place at the right time we can get something done. But I feel we have already missed the time for next fall. I am worried that we are in no way capable of replacing our faculty for this fall. The right time has passed by.

4.2.3 – Letitia Scott-Curtis: You don’t feel a one-year position will fill the problem we are facing now? Is that because of the applicant pool? I need more of an explanation. If we could get a one-year position filled, we would have the time to review.

4.2.4 – Alex Taurke: I think a temporary fulltime placement might not address the concerns of small departments, but I’m not the one to ask. We should survey small departments.

4.2.5 – Letitia Scott-Curtis: In my discipline - English - professors are plentiful. In these economic times isn’t it possible someone might come for a one-year hire?

4.2.6 – Calais Ingel: Speaking from the point of view of small programs, the importance of replacing staff – when there is possibly just a staff of one - is a matter of sustaining the program or losing it. As a stopgap measure, hiring short term may save some programs.

4.2.7 – Dave Balogh: If you will recall, we were out a football coach for one year. I would have argued there for an earlier temporary one-year hire. Each department could advise the minimum number of positions needed to sustain programs.

4.2.10 – Renee Kilmer: The problem is the budget. How do we get replacements when PCN’s are gone. When faculty have left, the PCN’s were eliminated. In order to replace faculty, you have to come up with new PCN’s.

4.2.11 – Letitia Scott-Curtis: How do we retain PCN’s?

4.2.12 – Renee Kilmer: Once the decision is made not to replace, the PCN’s goes away.

4.2.13 – Steve Hodges: In regard to evaluations, if you recall last year when we knew budget cuts would preclude any replacements, we suspended the regular evaluation process meetings. This semester there will likely be further retirements, so think that it is important that the campus know that we intend to go through our regular Faculty Prioritization process in the fall.

4.2.14 – (unknown senator) I support replacements should be automatic when a small, single person department, loses that person. That person’s replacement should be automatically initiated. Cabinet should support Renee doing emergency hires. It is not ideal but it is good. In the current situation adjuncts, seeing the possibility of full-time temporary positions possibly leading to tenure positions, would see it as a positive opportunity. One-year temporary hires would not circumvent the process of review.

4.2.15 – Calais Ingel: The minimum number in the case of small departments is one. That should bump them to the top of the priority list. If not, it will shut down programs.

4.2.16 – Dave Reynolds: People have asked if there is a qualified pool of applicants. All of the normal pool is there. As someone who was hired on a temporary contract, when I finally got a tenured job, the fact I had been a temp was part of how I got a tenured job. A temporary job is a big deal.

4.2.17 – Alex Taurke: To clarify, in considering a program with a minimum of one, the replacement is to insure retaining the program. I would like to know if there even exists the possibility at this time to hire fulltime tenure track positions for Fall 2010-11.

4.2.18 – Renee Kilmer: The policy for full time tenure positions involves a national search, screening, specified periods of time, and so on.

4.2.19 – Alex Taurke: I think we have to take the issue off the table, remove the motion of two weeks ago.

4.2.20 – Steve Hodges: Perhaps we need to change wording to express the faculty senate strongly supports encouraging Renee to expedite the hire of full-time temporary replacements, especially those departments with only one full time person, for the Fall 2010-11 academic year, with stipulation that the normal review process will resume in the Fall and not be suspended again.
4.2.21 – Moved, seconded and approved: “The Faculty senate strongly supports the hiring of full-time-temporary faculty in areas of critical need—especially in areas with only one full-time faculty who is retiring or where there is a vacancy.”
4.2.22 – Moved, seconded and approved: “The Faculty Senate hereby notifies the campus community that the regular Faculty Hiring Priority Process will be conducted in Fall 2010.”

5.0 New Business

5.1 – AP5075 Adds and Drops

5.1.1 – Nan McAden (Director of Admissions and Records): In a nutshell, we are proposing to shorten the time to add a course to the first week, rather than two weeks. The drop deadline would still be two weeks for a refund, withdrawal the same, and are reviewing the regulations for petitions for withdrawal.

5.1.2 – Michael Mangin: What is the rationale?

5.1.3 – Renee Kilmer: One of the issues is that when students add as late as the second week of the semester, their grades at completion goes down. Faculty don’t feel they can say no. At a time when we are so over-enrolled, the students who sign up for extra classes and then drop eliminate the possibility of an add by other students.

5.1.4 – Nan McAden: There is significant data that students that add during the second week are unlikely to succeed.

5.1.5 – Renee Kilmer: Students who enroll in many classes in order to shop around are also not as successful. The current process rewards procrastination.

5.1.6 – John Govsky: Concerning the add slips, there is a line that says “late adds” and that should be removed from the form.

5.1.7 – Dave Reynolds: I like the idea of reducing the time for adds, curtailing rather than prolonging the process.

5.1.8 – Letitia Scott-Curtis: What happens to the classes that meet but one time a week?

5.1.9 – Nan McAden: If the class only meets one time a week, it is still a week of instruction.

5.1.10 – Letitia Scott-Curtis: In on-line classes there is usually a high rate of attrition, and students applying to add on-line. Complications arise in determining whom to add. Would instructors end up soliciting adds?

5.1.11 – Jean Gallagher-Heil: In the case of one night a week classes, when students work full time, they would be obliged to petition rather than just add a class.

5.1.12 – Steve Hodges: This change would generate a lot more petitions for classes that meet once a week.

5.1.13.1 – Eva Acosta: If withdrawals are limited to a maximum of 4 times, with no option to petition, do students have to change colleges?

5.1.13.2 – Steve Hodges: The limits on withdrawals and repeatability come from state regulations enacted last year. Although not currently implemented by local college MIS systems, the ban on “too many” repeats and/or withdrawals from a course is system-wide. The intention of the legislation is that students will be barred from taking that (equivalent) course at any California Community College.

5.1.14 – Renee Kilmer: Few students will get to 4 withdrawals.

5.1.15 – Dave Balogh: Perhaps our student representative should speak to students and find out how they feel about these changes.

5.1.16 – Alex Taurke: Are third week students counted with EDS?

5.1.17 – Renee Kilmer: They show up as MIS-data.

5.1.18 – Steve Hodges: It appears there is interest in more discussion about this. Discussion will be tabled until the next meeting.

5.2 – Honors Transfer Program
5.2.1 – Donna Mekis, Director of the Honors Transfer Program reported of the success of the program on its two-year anniversary. Twelve honors students transferred in Fall 2009. Currently in Spring 2010 there are 141 active students in the program: 26% of the students in the program are students of color, 54% are from Santa Cruz County high schools with 3.5 or higher GPA, and 45% are from Cabrillo or another college with 3.3 or higher GPA. Honor students have a competitive edge in getting into universities. Over the past four years there has been a decline in the number of Cabrillo students transferring to UC and we are hopeful these students will pull up the numbers to what they were four years ago. Four honors courses were offered in Fall 2009. Three honors courses were offered in Spring 2010. The Cabrillo Honors program has already been awarded partnership with UC Berkeley. Berkeley is now coming to the campus five and six times a semester. We are in the process of applying for partnership with UCLA.

5.1.2 – Michael Mangin: It is close to a seminar scene in the classes and the students do the reading. It is real exciting and the students push each other to succeed. We’re really happy with their work ethic.

5.1.3 – Donna Mekis: We have held field trips to Stanford.

5.1.4 – Eva Acosta: It is great for the students to see Berkeley on campus, and to have Berkeley come to Cabrillo to recruit.

5.1.5 – Donna Mekis: Any student who want to take honor classes have to have a 3.3 or higher GPA. They can come from another College.

6.0 Open Forum and Agenda Building
   6.1 – No items

7.0 Adjourn
   7.1 – The meeting was adjourned at 5:10 PM.