Cabrillo College Faculty Senate

Tuesday, February 14th, 2012

3:00 – 5:00 pm

Sesnon House

In Attendance: Winnie Baer, Cheryl Barkey, Arturo Cantu, John Govsky, Steve Hodges, Calais Ingel, Brian Legakis, Jackie Logg, Michael Mangin, Lenny Norton, Ekua Omosupe, Jo-Ann Panzardi, Beth Regardz, Dan Rothwell, Pam Sanborn, Deborah Shulman, Sylvia Winder, Eva Acosta, Marcy Alancraig, Rick Fillman, Renee Kilmer, Chris Steele

Guests: Paul Harvell, James Weckler, Georg Romero, Dennis Bailey-Fougnier, Barbara Schultz-Perez, Margery Regalado, Isabel O'Connor, Sesario Escoto, Kathie Welch, John Graulty

Note Taker: Kayla Sikes

1. **Call to Order**
   1. The meeting was called to order at 3:07 pm.

2. **Minutes**
   1. Tuesday, November 29th, 2011
      1. Revisions.
      2. Motion to approve, second.
         1. Approved.
   2. Tuesday, January 31st, 2012
      1. Revisions.
      2. Motion to approve, second.
         1. Approved.

3. **Standing Reports**
   1. President (Michael Mangin)
      1. Introductions.
      2. At CCFT, approved that there be a joint council w/3 reps from each body to draft a statement of position on how we feel about student success, task force and legislation.
         1. Hoping to get 3 people to prepare a short statement the Senate and CCFT can endorse and edit further.
            1. Michael, Winnie, and Brian volunteered.
         2. Suggestion that group also try to craft a sentence of how success is defined at Cabrillo, as a springboard for the conversation.
   3. CPC report- Craig Hayward is moving forward with college master plan revision. There will be an all-college forum on Wednesday, March 14th, 2-5 pm.
      1. Taking five broad categories of planning and subsuming them in two statements of belief. Goal A, increase student success, Goal B, enhance college effectiveness.
      2. Also discussed budget issues and impending cuts. Specifics aren't possible right now, but before next senate meeting, may see some classified positions and managers considered for elimination.
         1. Trying to find an appropriate way for the classified voice to get into the process
early enough that it can lead to better decisions - difficult to find the right mechanism but CPC is working on it currently.

2. Vice President (Steve Hodges)
   1. Committee opening for SLRB, looking for replacement.
      1. Next meeting is in April, meets a few times during the semester. Meetings are on Friday mornings, usually 9-11, conflict with Steve's department meetings, would like to resign.
      2. When faculty apply to go on sabbatical, committee reviews reports, approves them, and sends presentation to the governing board to show results of sabbaticals.
      3. Volunteers can send an e-mail.

3. Secretary and CCFT (John Govsky)
   1. Secretary - 2 new pages on website - one is documents on student success task force, one is documents on reduction/elimination task force.
      1. Will be keeping updated as new documents come out, located in one easy to find place now.
   2. Updated membership roster. New BELA and HAAS reps.
   3. CCFT - major push to get a millionaire's tax on the ballot.
      1. Tax on people who make over a million dollars, goes to public education.
      2. Governor's proposal sunsets in 5 years, this tax doesn't sunset and is slated for education.

4. Treasurer (Lenny Norton)

5. CCEU (Rick Fillman)
   1. Would like input about vacancies and new hires, appreciate support from senate reps.
      2. CPC has been working with CCEU reps to create a mechanism that addresses work reduction plans. In the short term, members are concerned about jobs, how and how fast is this process going to happen?
      1. Interested in continuing dialogue with faculty union about evaluating the bottom line and how close we are. Valuable for both unions in the past, look forward to more.
      2. May be some ways of being less strict on minimum qualifications. On-the-job training, institutional knowledge - district should have flexibility on these areas.

6. Watsonville (Eva Acosta)
   1. Bookstore has services from 9-11 and 4-6, Monday-Thursday. Now in Admissions and Records.
   2. Won't have access to internet networks or phones at all, the Friday before the last day students can sign up for classes.

7. Student Senate (Chris Steele)
   1. This week is Welcome Week, clubs out in the quad, encouraging students to be involved with extracurriculars.
   2. 7 new positions opening up in Senate. Concerned about upcoming cuts, student senators would like to be involved with all decisions if possible, offer a unique perspective.
   3. Faculty and students encouraged to support the African-American History Month presentation happening on the quad next week.
      1. Essay-writing award of up to a $500 first-place scholarship. Encouraged to attend and invite students to go. Noon on next Wednesday.

8. SLO Assessment Coordinator (Marcy Alancraig)
   1. People were surprised because in the ACCJC’s report, only 4 schools got accreditation with no conditions. Many were put on probation, warning or show-cause.
      1. In reports, looking for examples of how SLO assessment has led to change of
college policies.
1. When English department had flex departments on cheating, led to honor code. Will be stressed in report.
2. Will pull random self-evaluations and see if SLOs are mentioned.
2. Want college mission statements to define the students they are serving. Can't say “all” students, have to define who those students are. Ex, transfer students, CTE students, etc.
3. If anyone else has examples of things on campus that have arisen from SLO assessment, let Marcy know so it can be included.

9. VPI (Renee Kilmer)
1. College master planning process, 2 goals instead of 5- last master plan had GATEs- goal area implementation teams.
   1. Chairs are having final GAIT meetings later this month. Will go over things said originally and what was completed, try to bring closure.
   2. Will evaluate whether things that weren't accomplished fit into the 2 goal process. Meeting in mid-May.
2. In late January, neighborhood meetings done by component. Designed for people to give their own input, share concerns and ideas.
   1. Most faculty weren't here to participate, but often classified staff can't get away from their work once the students are here. Notes will be sent out soon to all.
   2. Are also pulling together anonymous survey because some don't want to speak up publicly. Also an opportunity for those who didn't go to the meeting to do feedback.
3. The matrix will be tweaked by Rick, may change rankings on 3 or 4 programs but not dramatically. Will get revised final version, will be revised on the website.
   1. Looked at top 12 schools that students transfer to, but if you can demonstrate that students in a particular program transfer to a certain school, it can be included in the considerations.

4. Unfinished Business
1. 6th Annual social justice conference- Saturday, Apr. 21st- group would like to ask for a donation from Faculty Senate. $200-300 if it's affordable. Want to put it out there for a vote.
   1. Motion to donate $250, second.
   1. Approved.
2. Student Success Task Force Next Steps
1. Arturo's report- not just a counseling/student services issue but a school-wide issue.
   1. IT issues become critical in this legislation- does Cabrillo have those resources to develop technologies so it can follow up and maintain the systems that are required of these programs?
   2. Community colleges have been doing this since 1986. Legislatures want to mandate it, but it comes at a bad time when funds and staff are being decreased, so they are asking for a major task.
   3. Students have been able to opt out of assessment, so there's a segment of the population that isn't assessed- you can go straight into basic skills without assessment.
   4. One of the big issues is mandating that everyone do the orientation- how will Cabrillo implement that?
   5. Cabrillo has been forward-thinking for years, developed a curriculum called “What's Next?” taught at high schools, couldn't be sustained because of funding issues, but students were highly prepared. Used to be at almost all schools including alternative
schools.

1. Students who took this class were starting off at a higher level of information with counselors. Students self-select whatever counselor is available, so continuity of planning is sometimes interrupted.

6. Funding issues- if Cabrillo requires every student to do a 1 unit orientation, it has to offer many orientations. Cabrillo has the tools, but are there the resources and person power to require/mandate it?

7. Discussion needs to take place via a task force that's inclusive of all components of the college.

1. Has to be decided- what is an educational plan, and what does the legislation think an educational plan is?

8. Students come in with transcripts from various schools, and research has to be done to figure out when they can transfer. It would be good if students were prepped ahead of time so they will look at the catalog and make necessary choices.

9. There aren't enough counseling hours to make it mathematically possible for every student to do an ed plan. That's why the legislation to mandate it comes at the wrong time- not enough funding.

10. Difference between depth level of questions- need a student intake process where they're sent to the appropriate resource. Counselors are flooded with questions and many of these do not need to be answered by a counselor.

11. Some students need a lot of hand-holding, a lot of time is spent working with students on things like how to login to WebAdvisor. These students need to be oriented in advance. Then counselors can start with questions like “What is your major?” instead.

12. Technology will have to be a major part of this. Cabrillo will have to use the tools it does have more efficiently, like Datatel.

1. In new module, students will be able to access a preliminary ed plan which would then be forwarded to the counselor.

2. What counselors don't want is a few thousand ed plans coming into their inboxes that they have to reply to the student. Student should do as much as possible on their own before meeting with a counselor.

3. Currently, only Cabrillo credit is counted when determining financial aid, starting in July, prior credit is also counted. Changes how much financial aid they can receive over their college career.

4. However, students won't be able to “ATM” an ed plan to capture all the variables and nuances of transfer to different schools.

13. Counseling office may not be communicating well enough to faculty regarding changes to TAG agreements, applying for a degree, etc. Publicized to students but faculty could use more information. Would prevent students being sent to the counselors when it's not necessary yet.

5. Difficult to summarize info in bullet points when it's detailed and complex. Detail is important so it may sometimes be cumbersome to digest.

6. Would be useful to have bullet points with a link to more info so it can be looked over when faculty has more time.

14. Doing flex workshops about various matters (Datatel, Financial Aid changes, Student Success Task Force, etc.) would be useful.

15. New legislation language talks about changes to the BOG waiver- satisfactory progress- important for faculty to examine/discuss, another consequence of the task force that affects how business is done on campus.

16. Professional status of counselors must be preserved and not chipped away at as
middle steps are implemented.

5. **New Business**
   1. **Faculty Titles**
      1. Several faculty members have raised the question of whether Cabrillo should continue using the term “instructor” or change to “professor,” “assistant professor,” etc.
      2. May not be the most crucial issue to talk about with other important changes going on.
      3. Controversy over using one term for all faculty. Solution could be to allow faculty to use either title, or to use different titles for different situations, such as addressing fellow faculty members at Cabrillo versus writing letters of recommendation.
      4. Communication with four-year universities may be cast in a negative light if faculty are called “instructors.”
      5. But “professor” is often linked with research, which community college faculty are not required to do.
      6. Could complicate contract language- would there be a tier system of titles?
      7. Seems to be consensus that Cabrillo faculty don't want gradations of “professor” titles.
      8. There is prestige value in the term “professor,” but “instructor” suggests that faculty is in the field of teaching and not professing.
      9. Should remind faculty to use whatever title is appropriate to their situation.

6. **Adjourn.**