Cabrillo College Faculty Senate

Tuesday, May 15th, 2012

3:00 – 5:00 pm

Sesnon House

In Attendance: Winnie Baer, Cheryl Barkey, Arturo Cantu, Steve Hodges, Calais Ingel, Brian Legakis, Denise Lim, Jackie Logg, Michael Mangin, Ekua Omoupe, Beth Regardz, Dan Rothwell, Pam Sanborn, Alex Taurke, Deborah Shulman, Sylvia Winder, Eva Acosta, Marcy Alancraig, Rick Fillman, Chris Steele

Guests: Wanda Garner, Rhea Leonard

Note Taker: Kayla Sikes

1. **Call to Order**
   1. The meeting was called to order at 3:05 pm.

2. **Minutes**
   1. Tuesday, May 1st, 2012
      1. Revisions.
      2. Motion to approve, second.
         1. Approved.

3. **Standing Reports**
   1. President (Michael Mangin)
      1. Council of Instructional Planning Committee- praise to the programs that developed their program plans to be very useful.
         1. Most exemplary- Physics and Nursing.
      2. AMGEN race- very little mention of Cabrillo on national TV, thanks to everyone for cooperating for the event.
         1. If they do come back to Cabrillo one day, we should debrief with faculty about what was learned from the experience.
         1. Survey will be sent out.
      3. Thanks to Kayla for the note taking and Deb Shulman for her years of service on the Faculty Senate.
   4. Marcie Wald in Counseling working with Letitia Scott-Curtis, effort will be ongoing in the fall to put together a Q&A handout on the parent's role in community college.
   5. Plan for Classified Week- May 20th-26th- stick around after the meeting if anyone has ideas for how to participate.
   6. Thanks to Isabel O'Connor, Jim, Wanda, Kathy, John as deans.
   2. Vice President (Steve Hodges)
   3. Secretary and CCFT (John Govsky)
      1. Council meeting next Monday for CCFT, elections are over, contract was ratified and will be going to Board.
      2. Worried about next year financially- even if the tax initiatives pass, still large financial issues for next year.
3. Quick survey is out that can give timely info to the negotiating team about our priorities.

4. Treasurer (Lenny Norton)
   1. If the past CCEU has helped contribute to Grad Night, should we contact treasurer of CCEU?
      1. Rick can take it to the CCEU board, issue has dropped below the radar recently.
      2. Lori said a check is on the way.

5. CCEU (Rick Fillman)
   1. Solidarity Bash- thanks to everyone who helped.
   2. Thanks to CCFT leaders- at a recent Board meeting, CCFT spoke up in favor of keeping elected union leaders in place- in reference to chief steward and president's positions being targeted for layoffs.

3. Classified staff is concerned about the state of labor relations- excerpt from a letter that Stephanie sent to all classified staff yesterday. The district has sent another newsletter regarding negotiations with CCEU.
   1. From letter- saddened to be in the position of responding to another message from the district which seems to be a thinly veiled effort to apply public pressure to CCEU in negotiation process. Adopts a tone of educating the Cabrillo community objectively, but is fostering a divisive atmosphere among college employee groups. Public posturing bent on placing CCEU in a defensive posture. Classified staff is saddened by strategy of district and shows labor relations at a new low. Sound reasoning supporting why negotiations should take place behind closed doors. CCEU negotiations team will insist upon equity. Hopeful that the rest of the college community will join us in doing so. To use the budget difficulties to eliminate aspects of the CCEU contract which were bargained in good faith is wrong.
   2. Comments from classified staff- “I find these updates totally distracting and disturbing from my workday.” “District doesn't know us or value us and doesn't care.”

4. District letter has sent out a message that they have no confidence in the classified staff.

5. The audience for that update wasn't the classified staff, but the faculty. Putting aside motivations of the writer of the update and thinking about effect on the audience, message is that classified staff are overpaid. Glad that Rick is here to give some perspective. A fair and factual response might be appropriate.

6. Why is the district legally able to disclose things about negotiations?
   1. Not the same set of ground rules, were not agreed upon by the negotiating team. Asked to have an equal voice, district said no.
   2. Bad faith bargaining.

7. Opportunities for faculty voice and opinion to be expressed at upcoming CPC and Board meetings.
   1. If this is a warning shot as to what might happen to faculty, a vote of no confidence may eventually be appropriate.

6. Watsonville (Eva Acosta)
   1. Friday- S4C visits- 3,000 fourth graders from around the county.
      1. Several teachers of the fourth graders were former Cabrillo students.
      2. Impressed by organization- first year of the event.

7. Student Senate (Chris Steele)
   1. Election results this Thursday, last meeting in Watsonville will announce new president and other officers for next year.
   2. Commend faculty here for working hard to help students succeed.
   3. A lot of stress for students- finals coming up, combined with raised fees and less classes
for next semester.

1. Many students who are working to pay for school will be heavily impacted.

8. SLO Coordinator (Marcy Alancaig)
   1. Great program plan work, CIP was thinking of ways to recognize good work.

9. VPI (Wanda Garner)

4. Unfinished Business
   1. Graduation
      1. Gave deposit to caterer, still communicating on the details.
      2. Certificates for everyone there- contacted HR for their list and Dean's list of long-time adjuncts expressing interest in retiring.
         1. Two people that have put in retirement letters for the fall- 7/1/2012 for both of these- will be honored in the fall.
         2. List passed around, make suggestions.
      3. Meeting to work out themes and decorations. Put out initial flyer based on last year's flyer.
   2. Withdrawal Date Deadlines
      1. Recap: census date will be the date at which one gets a W for dropping. This is due to state legislation.
      2. There will still be the third week add option, college will not get paid for adding a student on or after the census date.
      3. Tama working on communication plan with students regarding the withdrawal date change and the change in the number of attempts.
      4. If a student adds that very Monday after census date, they will be backdated.
      5. Faculty accepts the withdrawal date changes.

5. New Business
   1. Educational Master Plan
      1. MASS Company started today with first interviews, met with five groups so far, will be here tomorrow also.
      2. Will pass around a schedule. One change- won't launch online survey until school comes back in the fall- will use information from interviews.
      3. Also doing a facility master plan- will start with educational plan first.
      4. Open time slots today and tomorrow if anyone wants to stop by and share information that might be helpful- 8 am-3 pm, contact information is on the schedule.
         1. Can contact consultants over the summer.
         1. Difference between actively reaching out to faculty and telling them they can get in touch with you if they so desire.
         2. Can set a better block of time to interview faculty since there seems to have been not enough communication.
      5. Will create a link on the college's website and post sections of plan as they start to be developed, invite your input.
   6. Last plan was in 1992, so too much time has gone by since last review. Timetable is fluid, trying to get a sense of the best way to get feedback between now and the end of the semester.
      1. At last college, interviewed 100 people in one-on-one interviews- can set a schedule and find days that work best for you, whether in summer or fall.
   7. Master plan is intended to link all planning documents at the college together- accreditation, technology, facility, enrollment and growth projections, trends in
workforce in the area, demographics in service area.
1. Projections for the future- 5, 10, 15 year lookout.
2. Holistic approach- not telling Cabrillo what to build or how to use its space, but looking at the space available and suggesting how to utilize it.
3. Not a strategic plan but a look at where Cabrillo stands with about ten long-term recommendations to work toward.
8. Want to align college's methods of planning with MAAS’s traditional plan so they aren't approaching planning from cross-purposes.
1. Document is for Cabrillo’s use as a college, so it is crucial to have input from Cabrillo faculty.
9. Students from 20 years ago are very different in their needs from students today- will you take student input?
1. Yes, meeting with students tomorrow. Have a lot of demographic data already.
   Some of the best recommendations for the plan come from students.
10. Will also be valuable to speak to program chairs- about fifty of them, will be here for most of the summer, and will be very helpful and hands-on.
11. Can schedule a few days this summer, flex week might be too full, so scheduling time a few weeks into the semester might be better.

2. Curriculum
1. Looked at 14 programs- some are new associate degrees, some are new associate for transfer degrees. Carolyn will gather pieces together and send them up to Chancellor's office. Unfortunately, can't be in the current catalog.
2. 35 modifications to various courses. No particular trend, just clean-up and concision.
3. 5 deletions, 4 were Skills Certificates not being used.
4. Next year if you'd like to clean up more, happy to do that with you.
5. Motion to approve Curriculum Committee Report.
   1. Second, approved.

3. Flex Calendar, Fall 2012
1. 51 workshops plus an event the week before.
2. Announcement about Precision Physical Therapy open house at the Stroke Center.
   Targeting faculty during flex week.
3. Motion to accept the Calendar.
   1. Second, approved.

4. Academic Council
1. Approved several courses, heard two student petitions.
2. Motion to approve, second.
   1. Approved.

5. BP and AR 3300 and 5105
1. BP and AR 3300- update of what's currently in practice at the Library, nothing that really changed.
   1. Motion to approve, second.
      1. Approved.
2. 5105- Faculty Search and Selection Procedures
   1. AR 5105 is in HR for review because when it was written there were positions in place that no longer exist, so those kinds of procedural changes need to be made within the AR.
   1. When the AR is finished, would really encourage the Senate to take a careful look. Was jointly worked out over many meetings between Faculty Senate and Administration.
2. A good policy, has worked well. Cleaning up of things that are outdated, not a major overhaul.
2. BP 5105 motion to approve, second.
   1. Approved.

6. **Open Forum**
   1. Diversity training has not been discussed on campus for years, and it has not outlived its usefulness- it fortifies us to be better servants of our community and better teachers.
      1. On the agenda for the fall.
   2. Over the summer, please email Michael with suggestions for the fall agenda.
      1. Will be addressing questions of budget and unity with CCEU among other questions in the fall, but welcome your input.
   3. Is it still a goal to have diversity on each committee?
      1. Yes, still a goal- when affirmative action was struck down it gave institutions the license to stop practicing it, Cabrillo may do it informally but since that time the diversity hiring has probably dropped significantly.
      2. Diversity training was much more useful than having a token “diverse” person.
      3. Campus rarely addressing the issue of diversity in age- Cabrillo rarely hires young contract faculty whereas universities often do. Tendency for Cabrillo to hire people in their mid-30s, for universities that doesn't qualify as a young hire.
         1. It may be that young people aren't applying for faculty positions.

7. **Adjourn.**