Cabrillo College Faculty Senate

Tuesday, December 11th, 2012

3-5 pm

Sesnon House

In Attendance: Winnie Baer, Cheryl Barkey, John Govsky, Steve Hodges, Calais Ingel, Sheryl Kern-Jones, Brian Legakis, Jackie Logg, Michael Mangin, Robin McFarland, Diego Navarro, Ekua Omosupe, Beth Regardz, Dan Rothwell, Pam Sanborn, Alex Taurke, Sylvia Winder, Eva Acosta, Marcy Alancaig, Rick Fillman, Wanda Garner, Kathy Welch

Guests: James Weckler, Georg Romero, Margery Regalado, Isabel O’Connor, Carolyn Jackson, Dennis Bailey-Fougnier, Paul Harvell, Rhea Leonard, John Graulty

Note Taker: Kayla Sikes

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

2. Minutes
   1. November 27, 2012
      1. Revisions.
         1. Division Report was from HAWK, not NAS.
         2. Motion to approve, second.

3. Standing Reports
   1. President (Michael Mangin)
      1. Renee's party was a success. Thanks to the Senate for making the key part of it happen-you all showed up and got other people to come. Astonishingly well-done, great spirit in the room.
         1. Steve pulled off the heavy lifting at the end. Rory worked out many of the details. Thanks to Marcy and Cherie as well. And special thanks to Beth Regardz.
      2. Despite Prop 30 there is still a structural deficit.
         1. Added 45 sections for spring and 15 to summer- quite a turn around.
         2. Enrollment numbers are soft for the fall, getting to cap and getting growth funds.
            1. Encourage students to be persistent in getting into their classes. Trying to maximize enrollments as much as possible for the spring.
   3. Board approved six faculty position hires.
      1. Unknown what the FON from the state will look like. Still in a frozen state, but possibly could change dramatically to a change of 20 more faculty positions.
         1. Should get some word on that this year.
   4. Education Master Plan will come out via e-mail. Flex session is now named Muffins with Maas (company that's doing the master plan).
      1. Stan Rushworth will lead a lot of the discussion. Flex activity for it.
      2. Letitia Scott-Curtis is spearheading this.
3. Last year it went really well, you are encouraged to read the book over break.
6. Thanks to Rick for running numbers on Reduction/Elimination Taskforce.
   1. Compared to last year, less of a sense of immediate impact.
7. Vice-Presidential Search Committee
   1. After Board meeting last night, meeting with Senate reps about the VPI hiring process and concerns that Senate members had.
   2. Felt that hiring committee will retain primacy in the process.
   3. Brian will supplement and work with the committee, but there were assurances that the process will have legitimacy.
   4. Not certain whether Brian should have a role in the selection of the new VPI.
   5. Committee is made up of 14 people - including 5 faculty and 2 classified staff. Student body president will join for interviews.
   6. Uncomfortable with beginning of meeting, but came away from meeting feeling like committee can function and do what they need to do.
      1. Began with quoting the regulation- said final decision is in hands of president. Cabrillo will only have a president until Feb. 1st and won't have a permanent president again until the search process is complete.
   7. If the final choice is against the consensus of the committee, that is a cause for concern.
      1. Committee can apply pressure to make sure the final decision matches the committee's wishes.
      2. Make sure the Board would understand that a very difficult transition would occur if the final decision didn't match the committee's consensus.
8. Presidential Search Committee
   1. Hoping that it won't be a prolonged process like when John Hurd left.
   2. National search for Brian's replacement will have the goal of a new president to start around July 1st for next academic year.
   3. Board proposed a committee to perform both functions, choosing an interim and a permanent replacement.
      1. One VP, one manager, CCFT rep, CCEU rep, Faculty Senate rep, Student Senate rep, community rep, 3 Board members.
   4. Our responsibility today to appoint a Faculty Senate rep and an alternate in case the original person can't do it- the alternate will go through the entire process except for voting.
      1. Proposed for Michael to serve as FS rep with Steve as alternate.
      2. Might make more sense for Michael to just give Steve his notes, though Board proposed having the alternate as up to speed as possible.
      3. Role of alternate needs to be clarified once committee gels together. Don't remember the alternate stepping in unless the primary person can't serve.
   5. Motion to nominate Michael to be representative and Steve as alternate.
      1. Second, approved.
   6. Motion to undo the former decision so further discussion can be had.
      1. Second, approved.
   7. Nominate Alex as either main rep or alternate.
      1. Wouldn't say no, but wouldn't necessarily be eager to do it.
   8. Thought that the future college leadership should be the alternate because they can get experience for the future, but primary should have the most experience.
   9. Thought that we should have different representatives for the VPI and President hiring committees.
1. Alternate can give input but main rep makes the final call.

10. Being on these committees take such a large amount of political knowledge and are so difficult to navigate that the main rep should have a lot of experience.

1. Representative for the presidential committee needs to be able to see through falsities.

2. Every decision a person makes is “political” so to call these hiring committees especially political may not be applicable.

3. However, it does help to be in the loop so one knows such things as what time to reach out to a Board member.

11. Difficult because there are only two faculty members on the committee and it makes it hard to have underrepresented groups included, such as Watsonville center and Student Services.

12. During Brian's hire, there was a CCFT vote of No Confidence not in Brian but in the hiring process.

1. Concern because the consultant limited the number of candidates who the committee could interview.

13. This is the most important decision we can make and it's objectionable that there are only two faculty members on the committee.

1. In the last Presidential hiring committee, there were more than two faculty members. Because three out of four candidates were disqualified, the process was canceled and started over.

2. Senate can ask the Board to re-visit the policy. However, it may have been more appropriate to ask for a change before they voted on the composition last night.

14. Reservations about this motion because we are almost certain to lose. Last week the classified staff asked for another representative and lost.

1. However, it could be important for the sake of going on record as opposing the composition of the committee. There is not anything to lose because even if the recommendation is turned down we are just back to the original composition.

15. Could possibly express strong displeasure with the makeup of the committee rather than asking for an additional faculty member which sets us up to lose.

1. Should instead make the objection positive- asking for another faculty member rather than saying we didn't like what the Board did.

16. Motion to recommend to the Board an increased faculty involvement in the hiring process.

1. Second, approved.

17. Motion to nominate Michael as the main representative on the Committee and abstain from nominating an alternate until we hear back from the Board on the recommendation for a new faculty member.

1. Second, approved.

18. The committee will have a voice in the selection of the consultant.

1. The consultant advertises and does reference checks for candidates.

19. Is the Senate unified on its priorities for the hiring process?

1. Some priorities have already been addressed for the interim hire.

2. Need a more wide-ranging discussion of priorities for the presidential hire.

3. Consultant won't be hired until February, applications will come in March/April-so there is time to have the discussion in the future.

4. Agree to have this discussion at the first meeting of next semester.

20. Hiring a consultant is a fairly standard process.

2. Vice President (Steve Hodges)
1. If anybody has expenses from the party to submit, please do it ASAP so we can figure out where the final numbers are.

3. Secretary (John Govsky)
   1. Dates of next semester's meetings are on the website.

4. CCFT (John Govsky)

5. CCEU (Rick Fillman)
   1. Issues with furloughs were mostly resolved, though not necessarily to everyone's satisfaction. District showed common sense in dealing with people's unique situations.
   2. Plan to contract out management of the bookstore was put forth. Planned to keep existing employees in the bookstore.
   3. Fifteen retirements in classified staff who responded to incentives. Will honor these people a week from today in second half of the meeting (around 12:30 pm). CCFT members are all invited.
      1. 7-8 other retirements for a total of about 22.

6. Watsonville (Eva Acosta)
   1. Flex Staff meeting has been changed back to Wednesday.
   2. Enrollment service reduced from 6 to 1- a very important service. Gone for different reasons, including promotion, transfer, and layoffs.
      1. Because of budget cuts we've been told that these positions can't be filled, but positions are being replaced at Aptos.
      2. It has gotten extremely busy in that office and the remaining staff member was told by her supervisor that she should ask to be transferred to Aptos because in the future they might only be open for 2 days.
         1. Have over 2000 students- to be open for only 2 days is not tenable.
         2. She was incredibly busy- long lines, phone ringing, etc. Will certainly affect enrollment numbers and especially high-need students.
   3. In January, AB540 students will be able to apply for financial aid- won't know how to apply.
   4. Question of whether it's because Watsonville campus is out of sight out of mind, or because they are from Watsonville.
      1. Should be included on the list of the Senate's presidential hiring priorities. What is their commitment to diversity? What have they done in the past to promote diversity?
      2. A lot of students coming to Watsonville may not have good computer technology skills and language barriers. Personnel should be shifted to address those needs as the college shifts to electronic methods.
   5. Michael said that he would write a letter to the VP Student Services summarizing the concerns expressed about the Watsonville center.

7. SLO (Marcy Alancraig)

8. VPI (Wanda Garner)

4. Unfinished Business
   1. Articulation Issues – Carolyn Jackson
      1. Chancellor's Office has a goal of 100% of TMC degrees being in place by fall 2013.
      2. This 100% goal worksheet is due Jan. 31, 2013.
         1. Will probably end up with about 30 degrees that need to be certified.
         2. Column A looks at whether they have an active AA/AS that's TMC aligned, Column B looks at whether there's an active AA-T/AS-T.
         3. Ones that have a gray stripe are not recommended to submit.
1. Computer Science can't get a degree into 60 units, so it will have to be revisited.
2. Elementary Education doesn't have a combined Chem/Phys course taught on this campus. Might be able to use Engineering 3.
3. Geology doesn't have a historical geology course.
4. Journalism is lacking two core courses. Don't like the fact that the reporting course is tied to the paper.
4. In our favor to say we won't submit a large number of courses right now because there's a scorecard to which funding is tied. Can add more later.
5. Thanks to Carolyn for her hard work.
3. Updated statements for degree audit/e-advising and for catalog.
   1. Flex workshop on e-Advise on Wednesday 8-10. Recommend that you attend.
   2. Distinction between directives of the suggested model program and the use of assist.org needs to be stronger and more emphasized.
   3. When a student runs a degree audit, they're choosing a goal to transfer or not. If they're transferring but choose a non-transfer degree, they should get a message telling them to see a counselor.
4. Based on student worksheets, so GEs come before major prep.
   1. Having a numbered list may indicate priority. But counselors know that major prep is the priority and the IGETC on which this is based has been around for years.
   5. Also doing a flex workshop on transfer and how to advise transfer students. Things have really changed in last 4-5 years.
   1. Need to discuss why students make an ed plan and how to guide them. Will be on Tuesday the 5th, 8-10.
   2. Will be applicable to CTE as well.
5. Statement will be on every AA degree that's also transferable, but not CTE or STEM degrees.
7. Department input on where Core courses are located would be appreciated.
8. At what point do students see the alternate list? On Assist or only when they sit down with a counselor?
   1. Students are directed to go to another place to look at the options.
9. You can get an Associate's Degree without following the model program.
   1. Maybe the application for a degree should be integrated into the eAdvise process.
10. Process of transferring has become far too complicated for a student to figure it out on their own based on worksheets.
    1. Have had many students who think they are ready to transfer, but they aren't- and it's the first time they've seen a counselor after four or five semesters.

5. New Business
   1. Flex Spring 2012 Calendar
      1. One day shorter- now Monday through Thursday since Friday is a holiday.
      2. Motion to approve Flex Calendar, second.
         1. Approved.
   2. New BPs and ARs
      1. BP 3700 and AR 3700 deal with Distance Education.
         1. No major changes in either.
         2. Motion to approve BP 3700, second.
            1. Approved.
2. BP 3040
   1. Motion to approve, second.
   1. Approved.
3. Motion to approve all the rest of the BPs (3080, 3130, 3160, 3610), second.
   1. Approved.
3. NAS Division Update
   1. Meetings at the beginning of each semester start with program chairs describing what's going on in their divisions.
   1. Will give you a report on this next time.

6. Open Forum
   1. Bookstore
      1. Reservations about the bookstore being contracted out to Barnes and Noble.
      1. Probably won't result in cheaper textbooks but will hopefully keep the textbook sale program alive.
      2. Have had difficulty finding someone to manage the bookstore in the last few years.
      3. Will hopefully have bookstore services in Watsonville.