Cabrillo College Faculty Senate

Tuesday, February 5\textsuperscript{th}, 2013

3-5 P.M.

Watsonville Center, Room 150


Note Taker: Hillary Cleary

Announcements

1. Bookstore
   1. Linda Cullens will be the new bookstore manager this semester.
      1. She possesses a 20 year background managing community college bookstores, at Fresno State, SCUMB, Stanislaus, and University of the Pacific.
   2. Any forthcoming changes to the store will be in the fall semester.
2. Cabrillo Reads
   1. Flex event 2/6 405 10-12 in preparation for the big event on Sherman Alexie.
   2. Main event March 14\textsuperscript{th} in room 450 on the Aptos campus
3. Honors Symposium
   1. 6\textsuperscript{th} Annual Bay Honors Consortium Honors Research Symposium will be held on May 4\textsuperscript{th} at Stanford University.
   2. Students who are interested in the honors program should consider applying.
   3. The deadline to submit and application is February 18\textsuperscript{th}. Check the Los Medanos College website for more details.
4. Cabrillo students will be performing at the Tannery on the evening of the 16\textsuperscript{th} of February, as well as a lecture series on Thursday the 27\textsuperscript{th}. Both begin at 7 P.M.
   1. Themes of performances include creativity, spirituality, and social justice.

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

2. Minutes
   1. December 11\textsuperscript{th}, 2012
1. Revisions.
2. No revisions.

3. Standing Reports
1. Vice President (Steve Hodges)
   1. One of the highlights of vacation was the meeting of the reduction elimination task force.
      1. This committee originally met to determine criteria for the creation of numeric rankings used to rank programs, but it seems the budget is flattening out and we’ve gotten through the worst.
      1. There is question as to whether or not these numeric rankings still have use. The next round will be released in about a month. The task force has continued to meet to review criteria such as community support for metric five.
   2. Given that program elimination is not terribly likely, the utility of the meetings is being questioned. How can this taskforce be useful in helping planning processes at the college?
      1. Data could be useful to other programs in their planning cycles, as well as things like the Fact Book.
      2. In the program planning workshop Rick showed the new website setup for program planning with templates for data so we can add things like fill rate for this matrix.
      3. No determination has been made yet on points listed. The group will meet in approximately three months to review questions and see what the process will be and where data is going to go.
   3. The reduction elimination task force is not a good name for this committee. Let’s try to think of a new one.

2. Secretary (John Govsky)
   1. Seats that are filled and seats that have not been filled on the senate need to be recorded by division.
      1. HASS, no election yet.
      2. HAWK, no election yet.
      3. NAS, no seat.
      4. VAPA, open seat.
      5. Counseling, Arturo has been reelected.
   2. All minutes handouts are online ahead of time so you can follow along without printing a thing.

3. Treasurer
   1. Nothing new to report. We have money!

4. CCFT
   1. We’re all happy that Prop 30 passed.

5. CCEU
   1. We are in support of additional faculty for growth and stabilizing enrollment.
      1. More advanced discussions will begin when we know more about the budget.
   2. 25 CCEU members have recently retired so our staff is low.
      1. This opens the door to allow our full potential to make changes that we’ve
been wanting to see.
3. There is discussion of the creation of a classified senate, however we’re not sure if we’d be able to sustain two organizations at once.

6. Watsonville
1. Waiting for 4.2 for more updates.

7. Student Senate Rep
1. Welcome week is the first week of the semester for the Aptos campus, and the second week on the Watsonville campus. There will also be pizza for Scotts Valley.
2. Feb 27 there will be free lunch on the Aptos campus at noon to commemorate MLK.
3. For the first time in history of the Student Senate there will be a Cabrillo talent show.
   1. More auditions will be held this coming semester.
   2. The Student Senate wants to promote the Student Activities Card, so the show will be free for students with cards.
   3. The Student Senate is also holding spots for faculty and staff to participate if you know anyone talented!
4. Student elections are coming quickly there always spots to be filled for next year.
   1. Please spread the word, involvement in the Student Senate is a great way to meet peers and faculty.
   2. More details to come when elections get closer.

8. SLO (Marcy Alancraig)
1. The SLO website has been updated.
   1. Tell your divisions that there is a tab for program chairs and a handbook. All forms are now on the website and are color-coded.
   2. Take a look, what other things would you like to see on it?

9. VPI
1. Thank you to Wanda for serving as Co-VPI for almost a year.
2. Spring 2013 is opening a new chapter for Cabrillo and community colleges as a whole.
   1. We have many faculty retirements, an interim president, a new VPI, a presidential search, internal changes that are new, Prop 30 was passed, we also have a rich policy agenda, new changes with the Student Success Act, not sure with what will happen to non-credit and basic skills.
3. College enrollment is down by 3.5 percent.
4. TUs are also down by 3.5 percent, originally we planned for 6 percent had Prop 30 been passed.
   1. For summer 75 additional TUs planned, 143 for Fall 2013, perhaps more.
   5. In 2013/14 we hope to catch restoration money, restore and stabilize, and get growth/COLA money—stay tuned!

10. President (Michael Mangin)
1. Distributed flex forms.
2. Thanks to all working on accreditation, especially Rory and Rachel who have done an incredible job of bringing it together.
   1. Feb 25th there will be a college-wide review.
3. The “Muffins with Moss” Educational Master Plan report focused on facilities
planning and space as well as what demographics we are serving.
1. Santa Cruz and Aptos have a low growth potential for students; South County has a much higher growth potential.
   1. Future growth might be largely in distance education.
   2. The revision is that it should be a faculty driven conversation hinging upon what is best for us and our students.
4. There is a total of 8 total new faculty members being hired for next year.
5. There are many important initiatives this semester.
   1. Student Success Initiative.
   2. Big thanks to folks involved with proposed BP that would declare Cabrillo a non-public forum.
      1. We don’t have closure on this issue yet, we are trying to be as committed to academic freedom as we can.
6. There is a committee working on orientation for new faculty.
   1. Thanks Cheryl for the recent compilation you sent out.
7. For everyone interested in taking a more active role in the Faculty Senate, there is a Leadership institute workshop at Solano College happening March 1st.
   1. This is a great opportunity to see how other people around California are doing things.
   2. Need at least 2 to 3 Cabrillo College Faculty Senate members to sign up; contact Michael if you are interested.

4. Unfinished Business
   1. Watsonville Center
      1. Thank you for coming to the Center and holding the first meeting for the spring semester here. We really appreciate all the support.
      2. Enrollment Services Pilot
         1. For the past 6 months the Watsonville Center has been testing this pilot (restructuring of financial aid and admissions and records into one “Enrollment Services,” staffed by two faculty members cross-trained in both services) in an attempt to work smarter with the resources that the college currently possesses.
         2. There are concerns that the Watsonville Center could be being taken below the critical level of staff members it needs to run smoothly.
            1. Sometimes staff members at Enrollment Services in Watsonville do not feel comfortable taking a lunch because it is too busy.
            2. The service must be adequate for the population that it’s serving.
               1. Because South County is the growth area special attention should be paid to it.
               2. We need to take into account students from Watsonville speak primarily Spanish, and are from lower socioeconomic backgrounds, these students desperately need a functional Enrollment Services center that can assist them with financial aid, state paperwork, and graduation requirements.
            3. 60 percent of Watsonville students take classes at both campuses.
               However, many who are at both locations use the Watsonville Center’s
Enrollment Services and computer labs more often because it is the location that is closest to them.

4. One of the two Watsonville Enrollment Services staff members is also working at the Aptos campus, so a permanent replacement for the position needs to be filled.

5. The possibility of a third person working in the Watsonville Center’s Enrollment Services at high-impact times, such as the beginning and end of the semester, should be considered.

3. Concerns regarding safety and privacy have also been expressed by faculty at Enrollment services because the Watsonville Center is not in a “controlled” environment like the Aptos Center.
   1. Watsonville students have expressed they do not have enough privacy to discuss personal and financial matters with staff members because of the structural openness of the center.
      1. There are new demands with AB 540 students being awarded financial aid and ILC students who require help with their paperwork.
      2. The establishment of a secure location where students can talk comfortably should be discussed.
   2. Ultimately we need stronger student services at Watsonville. We want people to feel good about coming here.
      1. We need to prioritize for Watsonville.
      2. However, all campuses are currently stripped of staff, how can we support Watsonville more if all campuses suffering?

5. **New Business**

1. Appointment of executive officers for the Faculty Senate.
   1. Motion to appoint Lenny Norton to serve as Treasurer for another year, second.
      1. Approved.
   2. Motion to appoint John Govsky to serve as Secretary for another year, second.
      1. Approved.
      2. The changes to the website look good, he does a great job.
   3. Motion to appoint Steve to serve as Vice President for spring semester, second.
      1. Approved.
      2. Fall 2013 a different VP will need to be appointed, as well as a new CPC rep. Steve has a scheduling conflict and will be unable to take the position(s).

2. The Senate needs to choose an alternate (to Michael) on the President Search Committee.
   1. Motion to nominate Yasmina, second.
   2. Motion to nominate Dan, second.
   3. Motion to nominate Alex, second.
   4. Motion to nominate Calais, second.
   5. Yasmina has taken her name off. Paper ballot vote taken.
   6. Calais Ingel has been chosen as the alternate.
3. Cabrillo College President Hiring Committee update
   1. An ambitious timeline has been outlined to get a president hired by June 3rd.
      1. This is 4 to 5 months faster than last process we ran through (including picking a consultant).
   2. Fran White of Community College Search Services has been chosen as a consultant.
      1. She is an ex-chancellor at Marin, and also worked at San Mateo for a time.
      2. The board chose her to oversee the hiring process and help the board direct their efforts regarding this matter.
   3. Michael will send out an email to Faculty Senate members in order to brainstorm about criteria that should be emphasized in Cabrillo College’s listing for the presidential position. What kind of president do you want to hire?
      1. The minimum qualifications will likely remain the same, desirable traits are open to suggestion and subject to change.
      1. Minimum qualifications are as follows: A masters degree from an accredited university, a minimum of 3 years of senior administrative experience—preferably at the community college level, a knowledge of teaching and learning processes at the college level, as well as a record of community service and community involvement.
      2. In 2004 desirable traits for the presidential candidate included: Ability to lead through collaboration and participatory decision making, visionary, willing to take unpopular positions when necessary, tolerance for ambiguity, well developed sense of humor, involved on campus, excellent communication skills/keen intellect/ability to engage critics effectively, has community college classroom experience, has experience working with diverse groups, can balance fiscal and educational goals, experienced with facilities planning and development, skilled in state local and political activities, wants to integrate the college into community, has pride in Cabrillo College and is invested in the college’s success long-term.
      3. More suggestions for desirable traits are encouraged, email Michael with specifics. Those discussed at the Feb 5th FS meeting are as follows:
         1. The candidate should have a history of new program development and increasing graduation rates.
         2. The candidate should have a history of providing support services to communities with lower socioeconomic statuses and groups who have been underrepresented.
            1. Specifics should be stressed here. What have they done to prove this?
         3. The candidate should be able to tolerate ambiguity.
         4. The candidate should be comfortable being challenged by Cabrillo College’s culture and possess the ability to tolerate the “Cabrillo way.”
5. The candidate should be able to openly and honestly speak from their heart.
6. The candidate should be comfortable presenting issues directly to students.
7. The candidate should be open, transparent, available, and possess the ability to communicate what they mean in a clear fashion.
8. The candidate should be truly invested in the future of Cabrillo College and the college’s long-term success.
9. The possibility of moving community college classroom experience to a requirement should be considered.
   1. This may eliminate a good candidate who has more experience with student services. The pool should also include people without teaching experience.
10. This president should not be elected by default.
    1. Consultants tend to bring in the same candidate every time.
    2. We as a college often get caught up in the homogeny of the same, perhaps it is time to really take an honest look at what changes we want to see at Cabrillo.
4. Feedback for more ideas should be emailed to Michael by Sunday, Feb 10th.
   1. Changes will officially be approved by the board on March 4th, so Monday Feb 11th is our last day to change the language.
4. Student Success Initiative
   1. SB1456 SS Act of 2012, real concern about success v. action agenda.
      1. Community college founded on the idea that everyone has access to education, and the reality is that this may not be fiscally viable anymore.
         1. Fear of watering down standards to make it easier to be successful.
         2. Fall term 2015, funding will be determined by completions, not on students who go through services.
            1. We will be required to upload a scorecard on our website looking at course completion of 30 units and degree certificate completion so students and parents can see how we’re succeeding.
   2. How can Cabrillo do a better job of helping students define and meet educational goals? What kinds of pilot programs can we create?
      1. Instructors need to encourage students to develop ed. plans. at the classroom level. We need to give students the tools they need to be successful.
      2. Better communication with our community through the collection of better data.

6. Open Forum
   1. The Cabrillo “Way”
1. What is the Cabrillo Way?—Notion of shared ambiguity.

2. Watsonville Center Staffing Issues Revisited
   1. Pilot needs to be reevaluated now that it has been active for a 6 month period.
   2. Motion for Michael to write a letter to the cabinet in support for a minimum of two staffing the Center during the pilot period, and to address the immediate concerns of staffing at the Center.
      1. Approved.