Cabrillo College Faculty Senate

Tuesday, May 21st, 2013

3:00 – 5:00 PM

Sesnon House

In Attendance: Winnie Baer, Cheryl Barkey, Arturo Cantu, John Govsky, Steve Hodges, Calais Ingel, Sheryl Kern-Jones, Brian Legakis, Jackie Logg, Michael Mangin, Robin McFarland, Diego Navarro, Lenny Norton, Ekua Omosupe, Jo-Ann Panzardi, Beth Regardz, Dan Rothwell, Patricia Stokke, Alex Taurke, Sylvia Winder, Eva Acosta, Marcy Alancraig, Rick Fillman, Darwin Constantino, Kathie Welch


Note Taker: Hillary Cleary

1. Call to Order
   1. The meeting was called to order at 3:03 PM.

2. Minutes
   1. May 7th, 2013
      1. Revisions.
      2. No revisions.

3. Standing Reports
   1. President (Michael Mangin)
      1. Presidential Hiring Committee
         1. Tomorrow and Thursday five finalists will be on campus.
         2. Encourage classified staff and faculty members to come.
         3. Candidates are unranked; all are equally likely to be selected.
         4. Alex will miss John’s dapper presence, there should be public acknowledgment and if nothing more a round of applause for our interim president.
      2. CIP (Council of Instructional Planning) has worked tirelessly all year on program plans.
         1. Jim Weckler directed our efforts, plowed through about 70 requests for funding.
         2. Various members of CIP voted. The Board will be receiving the top 1/3 recommendations listed in priority order of what CIP believed most important for the college to fund.
         3. Vicki Fabbri has volunteered for the “Great Teachers” seminar, this is excellent
for the college’s student success efforts.

4. MOOCs
   1. There was a fascinating article in the New Yorker about MOOCs.
   2. They’re definitely not going away. They will be in our lives, the degree to which universities embrace and adapt them is something to keep tabs on.
   3. MOOCs could deflate for-profit education—a silver lining?

5. Chinese language classes
   1. World Language faculty met several times and regretfully concur that temporarily, they will not offer Chinese classes.
   2. The Senate respects decision made by WLP, and respects decisions about offering specific courses informed by the input of program faculty and the program chair.

6. Thank yous abound!
   1. Thank you to everyone involved in the Faculty Senate.

7. Michael is the only person running for president for the next term.

8. Steve will not be VP and will not be on the FS next year.
   1. Steve loves the FS and highly recommends participation in the Senate to all Cabrillo College faculty members, especially new faculty.
      1. Steve will be serving as department chair for computer science beginning Fall 2013.
      2. He will be sure to come back and visit in the future.
      3. Michael nominated Calais Ingel for VP starting in the Fall. FS will vote to approve her or another nominee at the first meeting in the Fall.

2. Vice President (Steve Hodges)
   1. No report.

3. Secretary (John Govsky)
   1. There is a mountain of documents posted online; CC FS must be the most well-informed senate in the state!
   2. The committee’s page has been updated, people should look at this page to see if anything does not look right, let John know if you do.
      1. Good for accreditation.

4. Treasurer (Lenny Norton)
   1. No report.

5. CCFT (John Govsky)
   1. Still in negotiations.
      1. Getting closer to big issues like compensation.
      2. Meeting this Friday to encourage our council to solicit input on decisions they face.

6. CCEU (Rick Fillman)
   1. There are 24 retirees this year.
   2. We are excited about candidates vying for the president’s job.
   3. Classified appreciation ice cream social scheduled for May 29th at 1:00 PM by John and the cabinet.

7. Watsonville (Eva Acosta)
   1. On Thursday from 1-4 in flex week, the WVC will have emergency disaster training on earthquakes and active shooter scenarios, students will be helping us
with this.
1. You do not have to be teaching at WV to attend.
2. Encourage staff and faculty to use Kognito training online. It is a wonderful tool for learning how to work with difficult students or students that are having emotional problems. Online training can be completed within an hour and you get flex credit for it.

8. Student Senate Rep (Darwin Constantino)
   1. SS recently had elections for student body for next year. Laura Hunerberg was elected ASB President.

9. SLO (Marcy Alancraig)
   1. Thank you to everyone who filled out SLO survey from ARC.
      1. Over 200 people responded. We are always surprised by how positive the feedback is.
   2. ARC will put something together we can give to the accreditation team when they visit in October.
   3. Big thanks to all departments who were asked to take on extra SLO assessments.
      1. Hopefully we can move our numbers up from 61% now.
      2. All were done but 3 classes, hopefully this will move us up at least 10%.
   4. Cabrillo has purchased an electronic SLO module to score and complete our forms.
   5. Dale and Marcy will work together over the summer to make the CurricUNET fit Cabrillo’s needs; one of the vice presidents of CurricUNET will be coming to help.
      1. During the Fall 2013 semester the Economics, Music and MA Departments will be piloting the module.
      2. Hopefully all departments will begin using the module in Spring 2014.
      3. Much better for reporting and accreditation.
      4. Shout-out to Marcy for all her work on this!

10. VPI (Kathie Welch)
    1. VPI is conducting second-level interviews for new faculty.
       1. Most interviewees are very young.
       2. Very excited about student success, bringing new energy and life to the campus.
    2. HAWK dean recruitment committee is reviewing the expanded app pool, 10 additional candidates on hopeful list.
    3. Reviewing student stories that faculty have sent to me for graduation.
       1. It will be difficult to decide. Those who don’t get mentioned will be put in instruction highlights.

4. Unfinished Business
    1. Academic Calendar for 2014-15
       1. Academic Calendar was distributed at the last FS meeting.
       2. It has been around as the same iteration since March.
       3. It replicates 13-14 in terms of the basic outline.
       4. CCEU has approved it.
       5. Spring semester will be starting early next year.
6. The college is also hoping to have a more robust summer schedule.
   1. Expressing support for possible 8 week session.
   2. No Memorial Day, this helps a lot in the spring.
2. Retirement – End of the Year Party (Steve Hodges)
   1. It has been a stressful couple of weeks.
   2. Problems getting legislative certificates, finally came through Senator Monning and Assembly Member Stone to get certificates made.
      1. List of full timers came from HR.
      2. Long-term adjuncts will also be honored who do not officially retire.
3. Working with Sunny’s for catering.
   1. Full service.
   2. The main change from last time is dessert, same basic setup and service but with dessert.
   3. We got money from CCEU.
   4. CCFT chipped in a 980 dollar unofficial request, Paul informs the FS that it is being given all due consideration.
   4. Invites will be done by the end of the week which can be emailed out and printed out to be put in mailboxes.
   5. Michael will be in charge of stories and anecdotes.
6. The CCEU will be handling presentation for staff members, FS will handle faculty members.
7. Authorization needed for more expenses to include dessert and decorations.
   1. Dessert will add an extra $500, if we get $1000 from CCFT this should not be a problem.
   2. Talk to Peter in Horticulture about flowers.
8. Tentative motion for Steve’s $700 request?
   1. Motion to approve.
      1. Second.
9. It’s going to be a great party, after graduation which you better be at too!
3. Clarification of BP 3070
   1. Cosmetic clarifications in the Board policy – changes in format, not content.
2. Special Topics
   1. These courses are developed to provide an opportunity to experiment with the development of new material. These special topic courses are primarily used in fields that change rapidly. After a special topics course is taught once or twice, a permanent course may be developed.
3. Independent Studies (at Cabrillo, sometimes called Special Studies - Form 80S, 80SB, 80SC, & 180S)
   1. This is course work beyond the scope of the regular curriculum. This provides an opportunity for students to do an independent or special project with the guidance of a faculty member.

5. New Business
      1. Michael and Dale are here to tell us about our third approval of work that the CC
did this semester.
2. 12 new programs offered, most of them skill certificates.
3. Finally changed the name of “medical assistant” to “medical assisting.”
4. 41 modifications to programs, each and every one of them gets to go to the chancellor’s office this summer.
5. 4 deletes, good to see things getting cleaned up.
6. Dance and kinesiology worked very hard to save and rebuild their programs.
7. All but 5 have been approved, all of these 5 are non-credits.
8. AT-Ts and AS-Ts
   1. 9 of them done during flex and are in various stages of development.
9. This was a big semester for us; next year will be a little lighter.
10. There were 800 course modifications and many new courses this year, everyone worked extremely hard.
   1. Really good quality work being done here, I am never embarrassed to send our work to Sacramento.
11. Move to approve.
   1. Second.

2. Fall 2013 Flex Calendar (Francine Van Meter)
   1. Too long for a paper copy, you can find it online.
   2. We do have to approve the calendar as it is proposed.
   3. Nice changes, Monday is the “all-college” day.
      1. Staff development committee has wanted to do this for a really long time.
      2. Thanks to John and the VAPA group.
      3. We wanted something that started the week that stated that THIS is the beginning of the semester.
   4. Move to approve.
      1. Second.

   1. New faculty orientation packet.
      1. We had a goal as a committee to make it live, linkable and friendly.
   3. 6 sections
      1. Welcome and college mission.
      2. Designing your course and preparing for the first class.
      3. The first day, week and month of class.
      4. Classroom management and resources for instructors and students.
      5. Students Learning Outcomes.
      6. The Core Four, Cabrillo College administrative Structure and governance.
   4. Salute efforts of committee.
   5. The brevity of the document is appreciated.

4. BPs 7090, 7100 – Civic Center, Alcoholic Beverages
   1. These two need to be approved.
   2. No substantive changes.
   3. 7090 – Work with consultant to look at BPs, this one will require additional attention.
      1. Rental by certain for-profit entities doesn’t fit in here.
1. Curious where does it fit. Is it still legal?
2. John has set up a contract with an outside specialist who will review all of them with accreditation guidelines in mind.
3. Obligated to make facilities available to the community, sometimes this is at a cost.
4. Able to negotiate a contract so that we can take a look at all policies and procedures so the college has no gaps from an accreditation perspective.
5. Plenty of time to look for any areas of omission or change.
6. Confusing because we are putting more than one subject here under one heading.
4. Move to approve.
   1. Second.

5. Maintenance Update (Joe Nugent)
   1. Fall 2013 custodians will be starting their shifts earlier.
   2. People can know their custodians. Hard to work in the middle of the night when no one is here.
   3. Assume this is also the case for the WVC.

6. Adjunct Faculty Report (Sadie Reynolds and Sharon Took-Zozaya)
   1. 387 adjuncts at Cabrillo College.
   2. Thank you so much for inviting us, we are really excited to be here.
   3. We conducted a large-scale survey of adjunct faculty this semester.
   4. 1999 was the last time CCFT did a survey of adjunct faculty.
   5. Issues surrounding adjuncts extends far beyond Cabrillo College across the country.
   6. There was a 37% response rate to an online survey sent out for adjunct faculty at Cabrillo College.
      1. 37% was an amazing response rate, however who were the 63% that didn’t respond? Why did those people choose not to respond?
      2. Perhaps over half did not respond because…why should they respond?
         Nothing is going to change because of the realities of the community college system in California, nothing ever has.
   7. 48% of our members have taught here for 10 years or more.
   8. 51% said Cabrillo was their primary source of income, 48% say they work only at Cabrillo.
   9. 41% said they had experienced unit cuts.
   10. Health insurance emerged as a large concern for adjuncts at Cabrillo.
        1. 28% have no insurance or pay out of pocket for it.
        2. Only 10% get their insurance from Cabrillo.
   11. Ancillary activities
        1. 74% participate in non coursework activities.
        2. Many felt that they were expected to do this type of work for no compensation.
   12. Overworking of contract faculty in the wake of SLOs.
        1. This represents a great opportunity to bring in adjuncts!
   13. Degree to which adjuncts feel included or excluded
        1. Most folks said they felt completely free to develop courses and give grades as they wish.
2. Faculty from some departments said they had been pressured to change low grades and pass students.
3. Over 1/3 didn’t feel included in decision-making within departments.
   1. Departments should find ways to include adjuncts more in decision-making.
4. Discrimination in hiring procedures including age, being labeled as “permanently adjunct” and other factors which are supposedly external to the hiring process.
   1. A number felt discouraged about applying for full time positions because they were stigmatized as “solely adjunct material.”
2. Relationship to CCFT
   1. 91% of members
   2. 4% are fee payers
14. We have a relatively good contract compared to other CA cc’s. We are using findings directly to inform negotiations.
15. Some adjuncts do not want more work, and some adjuncts do.
16. The real change happens in Sacramento.
   1. CFT does employ several lobbyists but most efforts seem abysmal, it is a slog to get money from Sacramento.
17. In terms of advocacy at Cabrillo College what can be done?
   1. It is astonishing how far ahead we are compared to other community colleges in terms of union development and the relatively friendly degree to which negotiations are carried out.
18. Parallels between adjunct faculty and minorities? Are more adjuncts Caucasian?

Open Forum
1. Grade input
   1. More time to input grades would be nice.
      1. Grades must first be cleared and transferred over to a permanent system until they are released on Web Advisor, this takes a little time.
2. Adjunct issues
   1. Currently 3 adjunct senators on FS, at the state level there is an adjunct caucus, could we establish one on CC FS?