**Committee Name:** Faculty Senate  
**Date:** 02/02/2016  
**Time:** 3:00 pm – 5:00 pm  
**Facilitators/Location/Chair:** Sesnon House, Room 1804

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<tbody>
<tr>
<td>Guests:</td>
<td>Wanda Garner, Ian Haslam, Isabel O’Connor, Margery Regalado, Georg Romero, Claire Thorson, Jim Weckler, Terrence Willett</td>
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<tr>
<th>Topic, Time on Topic</th>
<th>Discussion</th>
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<td><strong>Call to Order</strong> 1 min.</td>
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1.0 *Call to Order*  
• Meeting convened at 3:06 p.m. |
| **Approval of Minutes** 3 min. |  
2.0 *Approval of Minutes (from 01-19-16 meeting)*  
• Motion to approve the 01-19-2016 minutes  
• Faculty Senate (FS) unanimously approve minutes |
| **Public Comments** |  
3.0 *Public Comments*  
• Welcome to our 2 new FS members, Michael Pebworth (HASS) and Kelly Horner (NAS) |
| **Standing Reports** 20 min. |  
4.0 *Standing Reports*  
President (Robin McFarland):  
• Our theme for this week’s meeting is, “Cross Roads”  
  - Pivotal point for us to move forward and help students become “unstuck” in their goals  
• Equity meeting  
  - Received feedback from students – helpful for students  
  - Faculty are motivated but sometimes there are tensions  
• Grateful for state money Cabrillo has received but there is concern about utilizing the 15-16 funds in time  
• Key leaders won’t be at Cabrillo forever so it would be beneficial for us to begin developing new leaders now  
• New faculty mentoring and professional development  
• Pleased that we will be able use some of the state money for professional development conferences  
• Want to work hard to make sure that all faculty feel engaged – professional development is meant to be for all faculty, not just full-time faculty |
• A lot of discussions this spring regarding equity, PETL, pathways (Bakersfield), the bond, professional development
  - Future of Facilities Dept. needs (e.g., technology, classrooms)
  - Forums will be listed on their website and are as follow:
    o Feb 5th 11-12 p.m., Room 609
    o Feb 10th 12-1:30 p.m., Room A130
    o Feb 18th 2:30 – 3:30 p.m., Hort Bldg.

Vice President (Skye Gentile):
• Pre-meeting for Bakersfield Pathways Field trip Summit at 2 p.m. in Cabrillo cafeteria on February 10th
  - Will discuss how to best utilize the people that we are sending to the Summit
• Retirement Committee
  - Doodle Poll ready to go
  - List of folks retiring
  - Invite someone from your division (not on FS)
  - HASS: Rory and Nancy

Secretary (John Govsky):
• New sign-in sheet
• BELA is in the middle of election

Treasurer (Marcus Watson):
• Nothing to report

CCFT (Barbara Schultz-Perez):
• We are beginning election
• Nomination open next week until the 24th [February]
• Want to make sure folks get out there and vote
• There will be a whole new leadership in CCFT
• Pleased to be able to attend professional development conferences
• CCFT and FS benefit from sharing ideas

CCEU (Lori Amato):
• Not present

Watsonville (Rudy Puente):
• Ribbon cutting is being held in Building A for Digital Nest, Thursday, February 11th at 5:00 p.m.
• Working hard to increase enrollment in Watsonville
ASCC (Essy Barroso-Ramirez):
• Not present

SLO Coordinator (Marcy Alan Craig):
• Cabrillo is at an accreditation cross roads
• The Chancellor’s Office will be selecting another accrediting agency
• The transition plan will not be a quick process and Cabrillo will still be accredited by ACCJC
• There will be a transition team for the new team
• Special Administrator for ACCJC
• Academic Senate task group to look at draft which will be presented to the ______
• SLO Coordinator will be in on a conference call regarding using grades – will report that back to FS
• It will take about six years for the process to be completed
• Work load might be lessened if we go with WASK Senior
• Transition plan does require ACCJC’s cooperation
• Financial concerns about the transition that have not been answered as yet
• Still working with CurriUNET re: new SLO module – has not happened as yet
• FS Comments:
  - Marty Block may be interested in being the next Chancellor

Vice President of Instruction (Kathie Welch):
• First draft of the midterm report for ACCJC will go to IE in February and then on to FS in March
• SP16 enrollment shows a 4% decline at this point
  - Watsonville’s enrollment has increased
  - Wellness Education Center can help to increase enrollment and help mitigate decline
5.0 Unfinished Business

5.1 Faculty Hiring Money (25 minutes):
• Have had a lot of conversations regarding what we’re going to do with the 15-16 funds
• Professional development funds are available for full-time and adjunct faculty to utilize

5.1.1 Faculty Discipline-specific conferences (10 minutes):
  o Want people to share the information they learn through professional development conferences and/or workshops with their divisions, at other college meetings, Faculty Senate, etc.
  o FS comments:
    ▪ Conference nuggets
    ▪ Equity funds
    ▪ For 15-16 some funds are left which could be rolled over

5.1.2 What to do with the rest of the money? – Vicki Fabbri, Nancy Phillips, Beth Regardz (15 minutes):
  o Adjuncts can apply for professional development
  o Increase contract hires to make progress on the long-stalled 75/25 state goals and make improvements in PT faculty equity deficits
  o Funds do not have to be expended by the 2015-16 academic year but may be rolled over
  o Individual discipline conferences
    ▪ Teams of ~10-12 people s/b sent to conferences
    ▪ Vicki has more info. re: spring/summer conferences that relate to student success
  o It might make sense to have a prioritization process involved so that we’re choosing professional development opportunities that benefit Cabrillo at a maximum
  o Follow-up on equity next steps from Veronica Neal’s visit
    ▪ Establish an ongoing relationship w/DeAnza College to learn how to put ideas into action
    ▪ Bring Singleton, author of *Courageous Conversations*, to Cabrillo campus to train key campus personnel to have conversations about barriers to equity including implicit institutional biases
    ▪ Equity and student success goals are the most important part of our institutional mission
  o Pay adjuncts for shared governance committees this semester which was previously denied
    ▪ CCFT made efforts to extend program to pay adjuncts
    ▪ Expand the pilot project that pays adjunct faculty to participate in shared governance work (e.g., Senate, department meetings, SLO discussions, divisions meetings, committee meetings, etc.)
Recommend allocating $50.00 per meeting
Give each division an amount to use (e.g., $5,000) and disseminate among adjuncts who have already been serving in these important ways.

- Roll over the remaining one-time money for FA16 temp contracts
  - Convert adjunct units in each division FA16 to full-time temp contracts
  - The bulk of the new funds for 2016-17 would be used to fund new contract faculty hires based on a robust and comprehensive prioritization process. Even if the college is not “growing” FTES, we can convert adjunct units to full-time contracts in the meantime
  - There seems to have been an increased workload on faculty since our contract. Numbers are down significantly and this could alleviate the stresses that have increased over the past few years.

- FS Comments:
  - Bring experts here to speak at Cabrillo – experts that know about Pathways
  - Have Singleton, author of *Courageous Conversations*, speak at Cabrillo
  - Expand the use of the money beyond the scope of disciple specific professional development
  - Whatever is not used, have it rolled over
  - FS moves and approves its support of the concepts in the task force’s proposal to expand the use of the money in addition to expanding it for the above items
  - Task force will go back and work out more details on the proposal with the help of a larger task force
  - Would still like to see 6 more hires take place using this money
  - Shift the funds available to FT hires in the future
  - Abbreviated prioritization process was mention by Vicki in November
  - Claire, Tera Martin, and Skye have volunteered to join this task force with Nancy Phillips acting as the convener

5.2. **Equity Update (30 minutes):**

- What FS has done so far:
  - Equity Institute
  - Equity Deep Dive
  - Why Equity Matters
- Top 5 Big Rocks:
  - Equity
  - Enrollment
  - 3 student success (two-way tie with...)
  - Increase effective communication (across components, leadership, community and board)
  - Faculty hiring
  - Professional Development
### 5.2.1 Veronica Neal (10 minutes):
- Follow-up on equity next steps from Veronica Neal’s visit
  - Establish an ongoing relationship w/DeAnza College to learn how to put ideas into action
  - Bring Singleton, author of *Courageous Conversations*, to Cabrillo campus to train key campus personnel to have conversations about barriers to equity including implicit institutional biases
  - Equity and student success goals are the most important part of our institutional mission. We are fortunate to have received equity and SSSP funds but this year’s funds have already been allocated; there is a lot more to do now, while we await the hiring of the equity positions.

### 5.2.2 Next Steps (20 minutes):
- FS has breakout sessions to discuss the “Next Steps”
- Topics from group sessions included:
  - Staff, students, administration
  - Pathways
  - Mothers matter
  - Equity (deep equity)
  - Focused training – courageous conversations
  - ASC
  - Singleton, et al
  - Disseminate information campus-wide – to Dept.
  - Equity practice
  - Classroom intervention

### 6.0 Learning Moments – Tobin Keller (10)
- Presentation about his sabbatical, travels, and why sabbaticals are important to faculty

### 7.0 New Business

#### 7.1 Student Multi-cultural Center – Tim Frank, Beth Regardz, Martin Vargas-Vega, Essy Barroso-Ramirez, and Austin Yungmeyer (5 minutes):
- Desire of students to create a student multi-cultural center
- UCSC has a thriving multi-cultural center
- DeAnza College began plans in 1996 – language of arts
- Austin presented at the Board of Governors
- Dr. Jones and Dr. Donohue had asked us to postpone our bringing this to FS - there was mention of the bond
- FS will hear more about this in the future
• We have some good models out there to use as examples

8.0 **Agenda Setting and Items from the Floor:**
- Need to appoint 2 faculty members to be on the hiring committee for the Equity Director position
  - Need FS input in develop a criteria that people can use
  - Please provide input and suggestions for criteria via e-mail to FS President
  - Dennis would like to have this ASAP but by the end of this week would be great
  - Would FS rather vote via e-mail? Executive board decision or secret ballot vote?
- Temp contract to permanent hire

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### Information Requested – Action Approved

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4.  

### Meeting Summary or Take Away:

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