

# Cabrillo College Faculty Senate

## Tuesday, September 8, 2009

### 3:00 PM – 5:00 PM

### Sesnon House

*In Attendance:* Eva Acosta, Winnie Baer, Dave Balogh, Janus Blume, Virginia Coe, Jean Gallagher-Heil, John Govsky, Steve Hodges, Calais Ingel, Renee Kilmer, Lenny Norton, Francisco Ponce, Beth Regardz, Dave Reynolds, Dan Rothwell, Adrienne Saxton, Letitia Scott-Curtis, Topsy Smalley, Deborah Shulman (*substituting for Mary Ellen Sullivan*), Kayles Spencer, Alex Taurke, Sylvia Winder

*Guests:* James Weckler, Wanda Garner, Margery Regalado, Kathie Welch, Jeff Vella

*Note Takers:* Steve Hodges

#### 1.0 Call to Order

- 1.1 — The meeting was called to order at 3:10 PM.
- 1.2 — Kayleb Spencer will be serving this semester as the ASCC representative.

#### 2.0 Minutes

It was moved, seconded and approved to accept the amended 05/26/09 minutes.  
It was moved, seconded, and approved to accept the amended 08/25/09 minutes.

#### 3.0 Reports

##### 3.1 –Presidents Report (Steve Hodges)

The Senate approved Steve’s appointment of John Govsky as Secretary for the 09/10 school year. Dave Reynold will continue to serve as Treasurer.

##### 3.2 – Vice President (Letitia Scott-Curtis)

Letitia thanked Paul Harvel for publishing the “why you couldn’t get into classes” document.

##### 3.4 – Secretary (John Govsky)

Newly appointed / No report

##### 3.5 – Treasurer (Dave Reynolds)

Dave delivered a budget report with the 08/09 results, and with a projection for the 09/10 year. Dave recommends that the Senate seek out 25 new members. The senate is planning a membership drive commencing at our October 6<sup>th</sup> meeting.

##### 3.5 – CCFT (John Govsky)

Health ballots in your mailbox now – in your main mailbox or division mailbox. Make sure to vote by Thursday end of the day. Severance package side letter has been signed for the two full-time faculty laid-off from the Children’s Center — \$10,000 cash or one year health care.

##### 3.6 – CCEU (Janus Blume)

Nothing new to report — they haven’t started negotiations yet. CCEU has a board meeting soon.

### 3.7 – Watsonville (Eva Acosta)

There will be an ACES orientation in October at the Watsonville Center. This event is designed for our basic skills students.

### 3.8 – ASCC

There was no report.

### 3.9 – VPI (Renee Kilmer)

Renee had three items to report.

- Regarding supervised tutoring: the Chancellors office has sent out letters changing the rules again (broadly interpreting the regulations.) This is good news for us as we don't need to be doing course changes, however LIBR501 and CG502 may be disallowed. Learning skills and study skills are okay. Renee will follow up with the Academic Council and report back to the Senate.
- A \$900K grant from Hewlett Foundation was awarded to DBA contingent upon DBA also receiving a \$2.5M grant from the Gates Foundation. A Gates Foundation grant is very prestigious and an announcement is expected soon.
- Enrollments are up 2% over this time last year, however we might still end up below last year. Often at census we have a drop. We are in the expected range. We have about 67 fewer sections that last fall. We'll know next week where we are.

## 4.0 Unfinished or Ongoing Business

### 4.1 – Group Photo

The senate adjourned for 10 minutes to take a group photo on the back steps of the Sesnon house.

### 4.2 – Budget Discussion

[At our last meeting on 08/28/09, we heard a budget workshop prepared by Pegi Ard, VPBS, and Victoria Lewis, Director, Business Office, and two reports concerning the budget, one from the Ad-Hoc Budget Group, and one from the Cabrillo managers. Dan Rothwell presented the report from the Ad Hoc Budget Group.]

After a brief discussion, it was decided to work through the proposals in sections, by topic.

### **Budget Augmentation**

It was moved, seconded, and approved to encourage the Cabrillo College Foundation to “support direct college donations for multiple purposes.”

### **Steps and Columns and Salary Cuts**

It was noted that the Ad-Hoc Budget Group suggestion was to freeze step increases for faculty, and freeze column increases for staff (the terms steps and columns have different meanings for staff and faculty.) This idea was compared and contrasted with a 2% salary cut for “everyone” or 5-day furloughs for classified, confidential and management personnel. Dave Reynold noted that Faculty (including himself) make significant resource investments to move from one column to the next, and that since column

increases come as the result of a specific effort and not automatically, as with a step increase, that columns should not be frozen for the faculty. Pegi Ard noted that she disagreed with the numbers in the Ad-Hoc Budget Group (and specifically in calculation the savings of a step/column freeze) saying she thought that \$500K was a better estimate of the savings. Winnie noted that, given the magnitude of the cuts from Sacramento, that she thought that cuts to pay or cuts to classes were inevitable. The 50% law is a concern to the campus if too many cuts are made in instruction, but Renee noted that the Chancellors office may be allowing waivers for schools that come close, but fall below the required 50%. It was noted that CSU just had a 9.3% salary cut, but that their situation is significantly different than ours. The senate was of the opinion that a step (faculty) and column (staff) freeze was the better of these various options, but did not make a formal motion.

### **Administration Hiring Freeze**

If we leave positions open (administration) who will do their work? This sounds like a good idea, but what is the reality? It was noted that some departments (for example Health Services and the Library) are having discussions where the faculty and administration collaborate to allocate the duties of a vacant administrator. There was some discussion about the vacant FTTW position. It was commented that FTTW should be notified of the types of discussions that are happening in other areas and to see if those ideas are applicable to FTTW.

### **Wintersession**

Some senators noted that they thought that 4 weeks is short for many departments to teach (pedagogically sound) courses. Dave noted that Wintersession was originally created to house travel abroad programs, and that if Wintersession were to be cancelled, we need to continue to leave a spot in the calendar to continue to allow for a window for study abroad. It was noted that even if Wintersession was cut, that some units would be preserved, and that there was no plan to cancel the successful study abroad courses. The 09/10 Wintersession is ~135TU, significantly down from ~250TU from the 08/09 Wintersession. About 40 of the TUs in the 09/10 Wintersession can not be cut, even if we decide to cancel Wintersession (this is due to program requirements such as dental exams, and pre-season sports.) Note that closing the campus (and resulting furloughs) are a separate discussion from just canceling Wintersession. It was estimated that canceling Wintersession would save about \$180K (this includes shutting the Library and other services, such as the Writing Center, but not including general furloughs for college staff.) It was noted that many students have worked the 09/10 Wintersession courses into their educational plans, and that science, math, and engineering students count on being able to take GE courses, outside of their majors during Wintersession in order to complete their degrees. Canceling Wintersession now could result in delaying their transfer to CSU or UC by a year, as they can't transfer if they haven't fully completed their courses. Given the enrollment situation at UC and CSU right now, it was observed that if some of these students don't get in now, they won't get in at all. The senate was of the opinion that canceling the 09/10 Wintersession was a bad idea, and that we should decide this semester on offering a 10/11 Wintersession, but no formal motion was made.

### **Scotts Valley Center**

Our lease runs through 2011 (?) Next year, we have the option of a ~\$30K buyout. It was suggested that the Yoga and Pilates classes there be moved to contract education. Another idea was to turn over the facility to contract education for scheduling their classes. Renee noted that much of the funding for the Scotts Valley center come from RDA funds, which couldn't be reclaimed into the general fund—these RDA funds can only be used for capital improvements or property leases. It would not be practical to sub-lease the site (restrictions, configuration, glut of retail space etc.) Conversation on the Scotts Valley Center will continue.

### **Sabbaticals and Conferences (5, 7, 8)**

Faculty receive \$150 per year to their individual conference funds. Proposals include freezing these funds, suspending future contributions, or giving up accrued balances. Another proposal is to freeze (“in place”) sabbatical leaves for faculty. There was some support for these types of concessions in preference to a salary cut, but no formal motion was made.

### **Support voluntary contract reductions**

It was reported that many faculty have said they would support a reduction from a 100% schedule if the district would maintain full benefits and maintain 100% service credit. At this time, there was no interest in further explorations of this concept as STRS won't allow this (possibly for faculty who are over 55 and have at least 10 years of service credit) and it would not be a cost-saving measure.

### **Management List Specific Items**

It was asked “who are the managers that wrote this?” The response was “all of us—all administrative and classified managers, instructional and non-instructional, about 30 of us, but not including cabinet (President and three VPs.)” They also noted that Brian had directed them to put together a document, but wasn't involved in the actual suggestions on the list—they were asked to produce the list for the flex week Governing Board budget study session. During the discussion it was noted that items #3 and #6 were troubling because they would result in new employees being treated differently than current employees, but several commented that this type of change has happened at Cabrillo before. It was also noted that suggestion #8 (relating to accrual of vacation time for classified staff) would be a change from current practice to what was actually specified in the contract.

## **5.0 Open Forum and Agenda Building**

6.1 – No items

## **7.0 Adjourn**

7.1 – The meeting was adjourned at 5:05 PM.

