

FACULTY SENATE
February 4, 2003
3:00pm to 5:00pm, Room 1804

Present: Nancy A. Brown, Christy Vogel, Rory O'Brien, Terry Fetterman, Andre Neu, Robert Ziglar, Helene Jara, Jay Jackson, Mario Garcia, Kim Belliveau, Dorothy Nunn, Sylvia Winder, Sue Holt, Steve Hodges, Debbie Analaren, Bill Hill, Dan Rothwell, Noreen Romero, Topsy Smalley, Laura Thompson-Dickie, Donna Mekis, Celia Rabinovitch, Nancy K. Brown, Ed Parrish, Alex Taurke, Merritt Tucker, David Balogh, Claire Biancalana, Jennifer Lee, David Douglass, Debora Bone, Ron Milhoun

I. Call to Order and Introduction of New Senators

The meeting was convened at 3:05pm. Nancy introduced the new Senators: Terry Fetterman, Dan Rothwell, Christy Vogel, Sue Holt, Mario Garcia and Topsy Smalley.

II. Minutes

Delete the additional "t" from "Abbott" to read "Jaime Abbot". Include Andre Neu as present at the December 3, 2002 meeting. Sue moved to approve the minutes. Dorothy seconded the motion. The minutes were approved unanimously.

III. Reports

A. Technology Committee-Steve Hodges

There was no report as the meeting had been cancelled. Steve will provide a full report at the next meeting.

B. Treasurers Report-Steve Hodges

"We have money". Steve will provide a full report at the next meeting.

C. SEIU- Helene Jara

There are 15 retirees and 14 positions that have been frozen for a total of 29 positions. Helene reported that Stephanie Stainback is looking forward to continuing work with both the CCFT and Faculty Senate Presidents. Stephanie sent her personal thanks to the Faculty Senate for dropping the full time faculty obligation from 8 to 6.

D. Tutorials- Helene Jara

Helene distributed copies of the letter sent to faculty regarding the reduced services in tutorials and remarked that Student Development was meeting today at the same time as Faculty Senate. Helene reported that 18 out of 35 tutors have been cut, 80 classes have been cut and there are 12 tutors remaining. Tutoring will now take place in groups of students in the Spring Semester.

IV. Action

A. Course Mapping-History 39M to Political Science- Nancy A. Brown

Nancy A. remarked that Cherie Barkey and Rosemary Brogan are requesting the mapping for History of the Middle East. They have found an instructor with a Doctorate in Political Science, but with no History degree. Andre moved to approve the mapping. Nancy K. seconded the motion. Terry clarified that all Political Science teachers could now teach History 39M. The motion was passed unanimously.

V. Old Business

A. California Master Plan For Education- Nancy A. Brown

Nancy A. distributed a handout, remarking that Master Pan proposed changing California Community Colleges to public trusts and was now trying to standardize curriculum and Learner Outcomes. She asked the Senate to look at the entire plan on the web.

In response to Topsy's question as to what this directive regarding adjunct faculty reporting was about and why the Legislature was involved, Nancy A. responded that the Master Plan is a guide to the Legislature; presumably they needed this data to make a recommendation about Adjunct Faculty. Nancy noted that Chris Starr had raised the discussion about what the duties of Contract Faculty in the California Community Colleges are to find out the pro rata pay of Adjunct Faculty to find out if the Adjunct Faculty is performing some of the same duties as the Contract Faculty. Steve questioned if by justifying to the Legislature as to what duties are reserved for full time, then differentiating between the faculty, if the language could be moving toward "getting rid of full time and only hiring Adjuncts". Nancy A. responded in the affirmative, "It is a possibility...it could make Tenure obsolete". Sue questioned how the Administration would accept Adjuncts making Administrative decisions in the departments.

Nancy A. read the relevant sections aloud, commenting, "It's a seamless curriculum from preschool to graduate school that they're trying for, with measurable goals". Nancy A. noted that Learner Outcomes are reiterated through out the document. Rory questioned remediation in 12th grade. Nancy A. responded because of high school testing, there is less need for remediation for college freshman. Claire commented that tests show that fewer students are passing exams when tested their freshman year.

Referring to Page 2, 2nd paragraph, 2nd sentence, Nancy A. commented that the Academic Senate "likes" this language. Referring to the first sentence of the same paragraph, Nancy A. questioned what this would do to Curriculum Committees. Steve, citing IMPACT, noted that there were already organizations facilitating discussion without reporting to the Legislature. Celia stated that MLA, CAA and ACLS all have standards and accepted understanding of curriculum, so it would be redundant to recreate at the State level. Nancy A. noted that this language had already been passed. Claire commented that nothing would happen until the Legislature is enabled to implement this and that the rumor is that Dede Alpert would pull it.

Celia, referring to the language on Pages 1 and 2, remarked upon the waste of public funding and questioned who would make the distinction between researchers and teachers. Dorothy questioned who would do the data collection. Nancy noted that in the last 5 years, there has been a rapid accumulation of research and data personnel. Laura questioned what would happen to continuity of faculty in the classroom. Nancy A. stated that this needs to be thought about and you need to contact your Legislators.

Topsy commented that this reflects a "terrible distrust of our profession", and this is coming from business oriented minds and if the curriculum is all the same, then to Topsy it sounded like a For-Profit. Sylvia connected that to the push for concurrently enrolled students. Claire noted this was due to the actions of Orange County who were concurrently enrolling athletes in community college courses, but the students never attended the classes.

Nancy A. asked that the Senate read Recommendations 9, 10, and 10.1 on Page 3. Regarding 10.1. Nancy A. commented that it is "hard to unilaterally do something about grade inflation. This needs to be discussed at some point." Regarding Recommendation

#10, Nancy A. noted that this means “slightly more interference in matters that are negotiated.” If this passed the Legislation, it would supervene the Union.

Claire remarked that groups need to let the Legislators know that we cannot do this. In response to Celia’s questions as to what would be the most effective way to respond, Nancy A. commented that unions and the Senate had written to Dede Alpert without success; Hoke Simpson had written a long letter. Nancy A. noted that it was still worth it to send more letters to Dede; Claire remarked that the UC’s and Cabrillo College could join together. Nancy A. encouraged Senators to join FACCC, the only Community College lobbying organization and PAC in California. It costs \$10.00 to \$15.00 per month to join; Nancy A. will distribute enrollment forms to Senate mailboxes.

VI. New Business

A. Budget Problems

Nancy A. distributed copies of the budget planning timeline. Nancy A. reminded the Senate of 2 pieces of the crisis, 1) the mid-year cuts and 2) the 2003-2004 cuts. Nancy A. noted Vice President, Pegi Ard had given a range of planning assumptions for next year, 4.0 million to 4.9million. CPC, under the guidance of John Hurd had agreed to a target and to land in the middle. Nancy A. remarked that the problem was how to get a Fall Schedule out and what to cut out of the Schedule. Nancy A. reported the Fall Schedule needs to be reduced by FTES 6.3%, 6.5 in the spring and 8.5 in fall 2004.

Claire commented that the \$13.00 per credit hour fee increase had been looked at, but the increase is still unknown. Claire noted there would be less cut in the fall than in the spring; the fall would only be a 6.5 reduction and “we can add or cut later”. Claire remarked that 6.5 is a “good starting point”. Nancy A. distributed a time schedule for the budget process noting that the dates on the columns correlate with what has been discussed on each date of CPC meeting. Claire noted the college might find out the 03-04 reductions at Halloween. Regarding the cuts, Claire believes that CPC will go by the traditional percentage targets to components.

Nancy A. remarked that she did not believe that CPC could allot those targets to components. Nancy A. believes that CPC will go college wide first and then break it down; Nancy A. remarked that there would be support teams available for those that are laid off; the academic contract faculty and administrators had to be notified by March 15 of layoffs. Claire commented that some colleges are giving “blanket” notices to administrators and faculty for flexibility. Claire stated, “Cabrillo will not be doing this”.

Nancy A. referring to the upcoming Division and department meetings, and the Program Chair meeting during Flex Week, commented that everyone who is a faculty member needs to look at their programs and ask questions about how their program relate to majors, transfer and GE’s and ask “What is low enrolled?” Nancy A. commented that we might be scheduling fewer offerings to enable students opportunities to meet transfer requirements. Claire remarked, “We want to keep those that are essential for students to get jobs and transfer as major requirements”.

Nancy A. referring to the handout noted that Union issues could come up regarding reassign time and class size. The faculty obligation number is 6, the Senate that supported 8 positions, but 8 cannot be afforded so the number is now at 6. Nancy A. commented that this meant that there was no real plan to “pink slip” faculty, so the burden would fall on the Classified and “hopefully on Administrators”. Claire remarked that with the Schedule changes, \$960,000.00 was cut. In response to Jay’s question concerning suspending 1725,

Nancy A. responded that the law could not be suspended, but the number could be suspended and the number cannot be changed unless the college paid a fine or the Faculty Senate agreed to the change.

In response to Topsy's question as to whether the target could be met without losing programs, Claire responded that it is an unknown. Claire noted that Sacramento is not even talking about next year yet. In response to Sue's question regarding ADA (FTES), Claire responded that most likely the apportionment and work measures would be lowered. Claire commented that they were trying to not cut the Schedule too much or they would fall into a "Jack Turner Spiral".

In response to Topsy's question as to where the college was going, Alex responded there has been discussion of the criteria and thought, but agreed with Topsy's point of where we will be. Claire remarked that we are trying to get the Schedule out first, and then focus on what we'll look like. Claire noted this would be discussed in Divisions, departments, CPC and the Board. Nancy A. remarked upon the directive from Sacramento to look at high value programs, but "we don't know what those are yet." David B. suggested that Senators ask their constituents to attend the Division meetings on Friday.

Regarding the determining Adjuncts, Nancy A. remarked take out a certain number of teaching units, so contract faculty have 30s and the rest picked up by Adjuncts. Claire stated the language is in the Contract to determine who gets assignments. Sylvia commented that the language is not specific regarding seniority for Adjuncts. Debora Bone noted that there is a length of service list. Debora commented that last fall, 2400 were taught by Adjunct or overload, and next fall 2100 will be taught, so 1/8th will not be taught by Adjunct.

Nancy K. remarked upon the need to look at our geographic area and whom we serve in the community; Nancy K. felt it would be helpful to bring the community into the discussion. Merritt, referring to the two high school closures, remarked that they had figured out the cost per student and had raised \$3,000.00 in 3 days and agreed with Nancy K. that the community should be looked at; Cabrillo College solely serves this community.

In response to Debora's comment that full time faculty at other colleges had agreed to not teach overload to free up units for Adjunct, Terry remarked that they had tried this in Social Science, but not everyone had agreed. Claire thanked everyone for the money given up at the end of last semester and informed that Senate that almost all the Instruction money had been given up and that only \$10,000.00 exists for emergencies. Nancy A. asked that everyone keep thinking about how to increase efficiency.

In response to Sue's suggestion that faculty teaching interdisciplinary courses could choose to donate while others choose not to, Debora responded that a Side-Letter would have to be written; decisions need to be made on an institutional basis. Claire stated that units assigned are presently based upon the Contract. Celia suggested passing a resolution to mandate that faculty give up overload units, Nancy A. responded that only a recommendation could be put forth, not a resolution. Nancy A. asked for Senate thoughts on this issue; this could be an agenda item. To Celia, Debora noted that overload is paid at an Adjunct rate in addition to their regular 30 unit pay and that we could not dictate to faculty regarding this, but this could be a department to department discussion to decide.

Steve remarked that this was also happening in business, people work less than full time or people have their salaries reduced so that others are not fired. Steve would support this

discussion as a suggestion, not as a recommendation. Terry noted that Senate representatives could raise this issue at Divisions discussions.

Christy remarked upon the lack of clarity in the media regarding the budget numbers and that some colleges have responded to the pressure by going public. Claire remarked upon the need for a marketing campaign to assure correct information in the media.

B. Media Committee

Debora remarked that she had received media training; Fred Glass from San Francisco had done a workshop. Debora stated that a decision had been made to form a committee; it is in the “embryonic stage” of planning. Debora commented that John Laird would come to the campus and the Student Senate was conducting a letter writing campaign and would have booths. Debora suggested getting *The Sentinel* editorially behind us. The committee will be meeting from 9:00am to 10:30am in Room 1508 on Thursday; “All are welcome.”

In response to Nancy K. suggestion to have a place where people could obtain the latest updates, Claire remarked that another committee had already been formed to do this and noted the need for community help. Laura suggested buttons reading, “I am a Cabrillo Student” so the community at large could identify with the issue as so many in the community attend or have attended Cabrillo College. Nancy A. remarked that she would love to see support and the community colleges have been cut because they have no effective lobby presence in the legislature; “Community colleges took the largest hit” while prison budgets were increased. Dan jokingly suggested that Cabrillo be made a prison in order to receive money.

VII. Reports Continued

There were no further reports.

VIII. Agenda Building

There were no further agenda items.

IX. Items From the Floor

David B. reminded the Senate that there would be a forum on Friday to answer budget questions.

X. Adjournment

The meeting adjourned at 4:45pm.