FACULTY SENATE
March 16, 2004
3:00pm to 5:00pm, Sesnon 1804

Present: Jamie Abbott, Caroline Bliss-Isberg, Nancy A. Brown, Laura Dickie, James Durland, Carlos Figueroa, Paul Harvell, Bill Hill, Steve Hodges, Sue Holt, Jay Jackson, Geneffa Jonker, Andre Neu, Rory O’Brien, Dan Rothwell, Deborah Shulman, Topsy Smalley, Mary Ellen Sullivan, Marcy Wieland

Guests: Jack Turner, Barbara Schultz, Mavel Armijo

Staff: Adam Cohen

1.0 Call to Order
The Meeting was called to order at 3:05 pm.

2.0 Minutes – Review and approve minutes of February 17th and March 2nd meetings.
February 17 Minutes:
Page 2, Paragraph 6: Delete “Nancy noted there will be a lot of pressure to lessen the amount we received from the state.”.
Page 4, 7.0: Change “Plagiarism is not in the Cabrillo Catalog or the Students Rights and Responsibilities pamphlet.” to “Plagiarism is not in the Cabrillo Catalog including the online sections responding to Students’ Rights and Responsibilities.

March 2 Minutes:
Page 1, Guests: Add “Shirley Flores-Munoz”.
Page 2, 4.1, Paragraph 1, Sentence 3: Change “Rory suggested we distribute a survey” to “Rory suggested we distribute an additional survey”.
Page 2, 4.1, Paragraph 2, Sentence 1: Change “defended” to “defending”.
Page 2, 4.1, Paragraph 6: Change “Mavel” to “Mavel and other members of the diversity committee”.
Page 3, 5.3, Paragraph 2, Sentence 1: Change “student senate” to “Student Senate”.
Page 3, 5.3, Paragraph 2, Sentence 1: Change “where” to “were”.

3.0 Reports – including: Officers, Governance, Committees and Liaison
Vice President – Nancy A. Brown.
Nancy discussed attending the Board of Governors meeting on Sunday and the March on Monday. She met with John Laird and talked about the Prop 98 split. John Laird has proposed a spot bill, AB 2727. They’ve suggested making the split 10.6% and the community colleges will actually get the 10.6%.

President’s Report – Rory O’Brien
Rory talked about the March, he found that it accomplished the goal of gaining recognition for the students and community colleges.
4.0 Information Items

4.1 Math and English Standards

Rory suggested setting up an *ad hoc* committee to research and talk to colleagues about the Math and English standards. There are three main questions to answer:

1. Does Cabrillo support the move to the new standards?
2. What does Cabrillo want to do about it?
3. Do we want to direct the President and Vice President to vote at the meeting of the state organization to go along with this?

Mary Ellen Sullivan, Jay Jackson, Deborah Shulman, Sue Holt, Geneffa Jonker, Nancy A. Brown, and Carlos Figueroa volunteered for the committee.

Andre Neu shared that the BELA Division voted in support of the proposal to bring the standards to include English 1A. He added that Diane Putnam said, “As long as we realize the increasing difficulty this will bring, it’s a good idea.”

Rory pointed out we should find out what extra needs the English department would have.

Mary Ellen Sullivan added that many community colleges have English 1A for their AA degree requirement, but that not many other schools have raised their math requirements to elementary algebra. We have two AA degrees, one that is a non-transfer degree and one that’s transferable.

Geneffa Jonker pointed out that more and more students have been transferring into English 1A and the classes are already feeling the impact. Also, Library 10 has been feeling the impact and already doesn’t have enough faculty.

Nancy A. Brown suggested looking at non-senate faculty in math and English to work with the committee.

4.2 Senate Scholarships

Bill Hill was contacted by Nancy Moody from the foundation to discuss the Faculty Equipment fund. The Senate has $490 in that fund to spend. There is also a Faculty Senate scholarship fund with $528.

Nancy A. Brown remembered that last year the senate decided not to use the funds because of the low interest rates. She also pointed out that in the early 90’s the scholarship was for students who were interested in going into teaching. Paul Harvell’s the delegate of the senate scholarship committee.

Bill added that both the faculty equipment fund and the scholarship fund are both non-endowed, but there is also something called the endowed scholarship fund.

Rory suggested bringing this up at the next meeting.
4.3 Plagiarism Policy
Rory stated that a plagiarism policy needs to be published somewhere.

Marcy Wieland looked at the Ed. codes and Title 5’s and plagiarism is in neither of those places; neither is cheating or copying. There is an area in the Ed. code that discusses suspending or expelling students for a good cause, it also says that students can be disciplined for other reasons upon a vote from the Board.

Laura Dickie said that the Students’ Rights and Responsibilities pamphlet list Administrative Code 41301(a), however it does not define plagiarism.

Sue Holt talked with Sesario Escoto to find out what’s in the works. Sesario said that the pamphlet is currently being revised; they are changing the definition and changing the word academic to instructional. Sue then passed around a handout that gives examples of plagiarism and talks about how to avoid it.

Laura said that she understands we’re trying to keep the schedule small, but it’s a publication that gets sent out to all the students and plagiarism should be atleast briefly mentioned.

Mary Ellen stated that if we really want the students to get the information it needs to get into instructor’s syllabi and if we want every student to see it, we need to put it in to the schedule.

Rory O’Brien, Nancy A. Brown, and Topsy Smalley will work to put together a definition for plagiarism and then possibly put it on as an action item.

5.0 Action Items
5.1. Diversity Training
5.1.1. Report from Sue Holt
Sue Holt distributed a handout “Concerns Regarding Diversity Training Practices”. In the handout Sue noted specific problem areas she found while participating in a workshop she recently attended.

Geneffa Jonker mentioned that the English department discussed this issue and found the diversity training helpful for hiring. The English department wants diversity training to be seen in its original context where it may help with instruction.

Nancy pointed out that originally this was about equal opportunity and hiring practices. The problem is what ought to be a prerequisite to being on a hiring committee and why?

Jay Jackson added that we seem to have two completely different views on what’s going on. He heard that an outcome was to help people realize their biases. He suggested that we need to decide what the desired outcome is.

Dan Rothwell made a motion for diversity training to include only two items: 1) What does the laws permit? and 2) How do we expand the pool of underrepresented groups.
Steve Hodges remembered thinking the hiring workshops were going to discuss legal ramifications of hiring, but now it seems that two different ideas have been pushed together. He suggested suspending the requirement while figuring out what has happened and what we should do about it.

Caroline Bliss-Isberg suggested removing diversity from the name of the training. Sue Holt suggested calling it Equal Opportunity and Hiring.

Deborah Shulman stated that we owe an explanation to the facilitators, they were getting conflicting messages and that caused a lot of frustration. She added “we need to acknowledge that we understand why they were doing what they were doing.”.

Paul Harvell asked if this proposal is telling the current committee to do this now, or is this for future committees.

Dan replied that this is talking about the College’s policy on the issue, how the college will handle the training will be up to them.

Dan repeated his motion that the hiring workshop shall only include what the law permits and how to expand the pool of underrepresented groups; and the name of this workshop will be Equal Opportunity and Hiring.

All but two Senators voted for the motion.

5.1.2 Follow-up Survey
Rory pointed out that the follow up survey was created by members of the diversity committee and would only be for faculty members that had previously attended the diversity workshops.

Jay Jackson suggested that we can work with the diversity committee on the survey. He also suggested changing the survey to reflect when they had gone through the diversity training because the training has changed over time.

Rory will send out an electronic copy of the survey sometime over the next two weeks.

5.1.3 Recommendations to the Diversity Committee

5.2 Membership Drive

6.0 Reports Continued – if necessary and time permitting

7.0 Agenda Building – 3 Minutes

8.0 Items from the Floor – 5 Minutes

9.0 Adjournment
   Dan Rothwell moved to adjourn. Bill Hill seconded the motion. The motion was approved unanimously.