Cabrillo College Faculty Senate
Tuesday, February 16, 2010
3:08 PM – 5:10 PM
Sesnon House

In Attendance: Eva Acosta, Leanne Albers, Marcy Alancraig, Dave Balogh, Rick Fillman, Becka Fortune, Jean Gallagher-Heil, John Govsky, Steve Hodges, Renee Kilmer, Michael Mangin, Lenny Norton, Francisco Ponce, Beth Regardz, Dave Reynolds, Dan Rothwell, Adirene Saxton, Letitia Scott-Curtis, Deborah Shulman, Topsy Smalley, Kayleb Spencer, Alex Taurke, Sylvia Winder.

Note Taker: Diana Fleming

Guests: Andrew Dinh of the US Census Bureau

1.0 Call to Order
   1.1 The meeting was called to order at 3:09 PM.

2.0 Minutes
   2.1 December 1, 2009 meeting minutes reviewed. The Senate moved, seconded and approved the minutes of the December 1, 2009 meeting.

3.0 Reports
   3.1 President (Steve Hodges)
      3.1.1 – President Steve Hodges discussed the issue of signing documents without full prior perusal. He related a recent experience precipitated by a trusted colleague pressing him to sign a grant application that revealed, on closer inspection, to be a document whose wordage might be interpreted to question the effectiveness of the Student Learning Outcomes program. While this particular application was subsequently amended to resolve the problematic section, the issue of close scrutiny of documents, including those that are presented as requiring urgent processing, is both prudent and vital.
      3.1.2 – The Accreditation Institute is having a meeting March 19-20, 2010 at the Newport Beach Hyatt focusing on core elements and issues that need to be addressed in college self-assessment and the 2012 proficiency rubric for SLO accreditation. Registration deadline is Feb. 22.
3.2 – Vice President (Letitia Scott-Curtis)
   3.2.1 – BELA is in the process of recruiting a senator to replace Virginia Coe’s vacated seat.

3.3 – Secretary (John Govsky)
   3.3.1 – Work on revising the Cabrillo Faculty Senate website is underway. John won’t be using the templates designed for the new Cabrillo website as they have some severe functional issues. Those who might have suggestions to share about website modifications are asked to contact him.

3.4 – Treasurer (Dave Reynolds)
   3.4.1 – Faculty Senate funds are presently satisfactory. A number of traditional requests for faculty senate fund donations (i.e., graduation, end of year party, etc.) are anticipated in the coming months.

3.5 – CCFT Liaison (John Govsky)
   3.5.1 – Preliminary CCFT negotiations are underway with a first meeting being held last week to reach agreements as to contents and format of negotiations. Formal IBB processes will be initiated to address contentious issues. There are weekly meetings in progress and negotiations are hoped to be resolved before Peggy leaves.
   3.5.2 – Dave Reynolds observed CCFT meeting minutes website postings do not appear to be current. John Govsky responded that there will be an effort to see the CCFT’s website meeting minutes are updated.
   3.5.3 – John Govsky related there are reported discussions of a merger between the CFT’s CCC, and the CTA’s CCA.
   3.5.4 – The CCFT has established a new committee to focus on the issues of part-time faculty.

3.6 – CCEU (Rick Fillman)
   3.6.1 – Eighteen people have lost Classified Staff positions this year, the equivalent of five full-time positions. CCEU is considering the possibility of negotiating work without contracts. The CCEU’s position in negotiations is that given the health of the institution, Cabrillo should not expect employee take backs or further layoffs.

3.7 – Watsonville (Eva Acosta)
   3.7.1 – Eva Acosta related an issue of potential conflict with high school students re-taking classes at Cabrillo that they failed in high school. This may potentially be a contravention of state education regulations. High school counselors may have issued release forms for students who are as such not eligible to take college level classes. The burden of proof of a student’s eligibility has conventionally been the responsibility of the high school. The question arises whether this responsibility for qualification verification may be shifted onto the college. Is Cabrillo going to require transcripts for these students? Particularly in current circumstances where places are extremely limited for qualified students, the possibility of non-qualified students enrolling merits further discussion.

3.8 – ASCC (Kayleb Spencer)
   3.8.1 – The Student Senate held its first meeting of the semester. There are
two senator-at-large positions open with a future possibility of three more senate-at-large-positions.

3.8.2 – Current ASCC activities include encouraging students and faculty to participate in the “March in March” (protesting government cuts to college funding) to be held March 20, 2010 in Sacramento.

3.9 – SLO Assessment Coordinator (Marcy Alancraig)

3.9.1 – Cabrillo will likely meet or exceed the Accrediting Commission for Community Colleges Rubric for 2012. Cabrillo’s early involvement with SLOs (since 1990) has established an implementation precedent. Since our process has been in place for some time, perhaps it is time for the Faculty Senate to re-examine our process with the thought that improvements might be made based on our experience.

3.9.2 – One area that might need attention in the process of policy evaluation is in Student Services.

3.10 – VPI (Renee Kilmer)

3.10.1 – Kristin Fabos has been hired as the new Director of Marketing and Communications. It is hoped a reception may be organized to introduce her to the Faculty Senate.

3.10.2 – It is anticipated two new Title V categorical faculty positions will be filled this week.

3.10.3 – Human Resources says no FSA for annual/contract positions.

3.10.4 – Two new community college campuses have been added to the California Community Colleges system. Both campuses are in southern California.

3.10.5 – The Santa Cruz Sentinel recently printed an article purporting that Cabrillo students are selling places/add slips in courses to other students. The veracity of this is undetermined and it appears the article had misinformation. The protocol for faculty processing add slips is a separate issue (instructors need to fill in student names not just sign the slips) but the message for faculty is to be aware that if a member of the press contacts them to discuss this or other college issues, faculty should refer the press to Kristin Fabos, Director of Marketing and Communications.

3.10.6 – The Budget subcommittee met this morning (February 16, 2010.) The meeting included discussions about budget reductions and related issues. The details of the meeting are not posted. They will be available by the March 1 Gov. Board meeting.

4.0 Unfinished or Ongoing Business

4.1 – Library Information Resources

4.1.1 – Sylvia Winder spoke in favor of Faculty Senate endorsement of the previously reviewed California Chief Librarians’ resolution in support of Library Instructional (TTIP) funding.

4.1.2 – Alex Taurke opined that while he supports the California Chief Librarians’ resolution, the Faculty Senate should broaden its endorsements to include other departmental budget issues.

4.1.3 – A motion to endorse the California Chief Librarians’ resolution
was moved, seconded and passed.

4.2 – Faculty Retirement and Replacement

4.2.1 – Alex Taurke related that there was a large number of faculty retirements that were not replaced last year, and that there may be more faculty retirements this year. Steve added that there was some possibility of a large number of faculty retirements in the near future if there are negotiated “golden handshake” retirement incentives. The Faculty Senate continues to advocate one-for-one faculty replacement, but the soft hiring freeze that has been in effect for the past year or two has produced a problem wherein some departments are now critically under represented. Hiring has been based on “need”. At present there is no empowerment of the VPI to expedite prompt hires of crucial replacements. The VPI should be given authority by the Faculty Senate to argue for one-for-one replacement of critically needed faculty positions.

4.2.2 – Dave Reynolds expressed he is all for hiring more full time faculty but in the present budget crisis we need to look at where this fits in the 75/25 guideline.

4.2.3 – Renee Kilmer responded that we are presently at 67%, (down from 69% of two years ago), on the higher end statewide of meeting our requirement, and well over the FON requirement.

4.2.4 – Dan Rothwell expressed that, as a person who has spent significant time developing the process, he has significant concerns about suspending the regular established process, deferring our power and input to the VPI, and if we give up our role in this we may be in the situation of expediting abdication of power and the value of our input without which there is little criteria for the VPI to determine which positions are deemed critically necessary.

4.2.5 – Marcy Alancraig expressed her agreement with Dan Rothwell’s concerns and said there is value in the present process and in the “dog and pony show” that is a part of the evaluation of hires.

4.2.6 – John Govsky observed that in times of a shrinking budgetary pie, attrition is one of the least painful ways of reducing staff.

4.2.7 – Alex Taurke voiced that as there is not an expedited process set in place we are presently losing our best adjuncts who are being hired elsewhere.

4.2.8 – Michael Mangin suggested perhaps there needs to be some flexibility, such as making these expedited hires one year contracts for example.

4.2.9 – Renee Kilmer acknowledged she too has some reservations about the proposed change to the process and also pointed out one-year contracts have renewal and retroactive tenure accrual restrictions if held by the same person for more than one year.

4.2.10 – Dave Reynolds suggested there are two ways of hiring: tenured and temporary and suggests doing the faculty priority process now (it would normally occur in the Fall semester) and strongly advocates the Senate support VPI Renee Kilmer make temporary one-year hires because
she is aware of which departments need help the most. Individual departments are not aware of the overall departmental needs.

4.2.11 – Letitia Scott-Curtis expressed support for a change in the process, wherein Renee Kilmer has knowledge of the overall requirements but department representatives should be a part of the decision making.

4.2.12 – President Steve Hodges suggested the subject merits further debate and discussion and asked that there be an interchange of ideas via email between now and the next meeting.

4.2.13 – It was moved and seconded the discussion be tabled and brought forward to the next meeting.

5.0 New Business

5.1 – US Census. Andrew Dinh of the US Census Bureau spoke to the Senate about the upcoming (March 2010) census. He relayed the importance of the US census, its purpose and its confidentiality. He emphasized the census determines congressional representation, is available in 6 languages, and both documented and un-documented persons are to be counted. He noted that traditionally persons between the ages of 18 and 24 present the lowest percentage of census return and requested faculty encourage students to complete the census questionnaire.

5.2 – Kaplan University

5.2.1 – President Steve Hodges addressed concerns about Chancellor Scott having signed a MOU with Kaplan University (a private for-profit corporation) regarding CCC students taking classes in conjunction with Kaplan. A memo has been distributed to the Faculty Senate in advance of this meeting highlighting some issues of concern. Among these concerns are that Kaplan would be setting themselves up to decide that their classes are equivalent to ours, Kaplan is expensive, students who apply for financial aid at CCC not being able to get financial aid at Kaplan, etc.

5.2.2 – Mary Ellen Sullivan distributed copies of a February 11, 2010 email from Bob Quinn that addressed and clarified some of the concerns that have been expressed by CCC Articulation Officers. While we can not dismiss Kaplan because they are an on-line university, there are many issues that are not addressed.

5.2.3 – President Steve Hodges suggested the subject merits further input and research, asked for an interchange of observations via email between now and the next meeting.

5.2.4 – It was moved and seconded the discussion be tabled and brought forward to the next meeting.

6.0 Open Forum and Agenda Building

6.1 – No items

7.0 Adjourn

7.1 – The meeting was adjourned at 5:10 PM.