



ACADEMIC SENATE

Adopted Minutes

December 5, 2011

Board Room 626

3:00 pm –5:00 pm

1. Call to Order

President Watkins called the meeting to order at 3:11 pm

2. Roll Call:

Thomas Watkins, President

Abla Christiansen, Nick Cittadino, Susanna Crawford, Joe Conrad – *ex officio*, Tracy Fields, LaNae Jaimez, Richard Kleeberg, Lou McDermott, Amy Obegi, Scott Parrish, Melissa Reeve

Absent/Excused: Dale Crandall-Bear – *ex officio*

Guests: EVP Reyes, Betsy Julian, Jeffrey Lamb, Maire Morinec, Terri Pearson-Bloom, Erin Vines

Connie Adams, Interim Admin Assistant

3. Approval of Agenda – December 5, 2011

Motion to Approve – Senator McDermott; Seconded – Senator Crawford

Discussion: President Watkins requested the following changes: Item 9.1 to be rescheduled to the January Flex meeting to allow more time to cover policy and procedures that need review and potential changes; Move Item 9.2 to follow Item 3, and; S/P Laguerre’s report deferred to the next meeting.

Senator Crawford recommended that a Union representative be invited to the January flex meeting.

Motion to Approve the Agenda as amended – Senator Kleeberg; Seconded – Senator McDermott; Passed – Unanimous

4. Approval of Minutes – October 3, October 17, and November 7, 2011

Motion to Approve as a group – Senator Kleeberg; Seconded – Senator Cittadino

Discussion: Senator Jaimez pointed out a correction to the Nov. 7th minutes - Joe Conrad is ex-officio and not addressed as “Senator”.

Passed as a group, Nov. 7th amended - Unanimous

5. Comments from the Public

6. President’s Report

President Watkins gave the following report:

- The Accreditation Committee pointed out that the Solano College Governing Board has a code of ethics, but the College does not. S/P Laguerre would like two faculty members, one as co-chair, to serve on the new Code of Ethics Committee. Gale Anderson will chair the Committee.
- On May 2, 2012, the Senate will have a dinner meeting with the Board of Trustees. The Senate will choose a topic of common interest to discuss with the Board. Senators should forward ideas from their constituents to President Watkins.
- Because today’s meeting will cover Faculty Hiring, the joint January Flex meeting will not be necessary. Senators agreed to schedule the regular Senate Flex meeting on January 17th in the afternoon.

7. Reports

7.1 Superintendent/President Jowel Laguerre

Report deferred to allow time for Item 9.2

7.2 Sub-Committee Reports

7.2.1 Basic Skills – Melissa Reeve

The Center for Academic Success (CAS) Coordinator position needs to be filled. Without benefit of the CAS leadership, the Basic Skills Committee has continued to work on Success Workshops which will be scheduled through next semester.

7.2.2 Curriculum – Joe Conrad

No report

7.2.3 Distance Ed – Dale Crandall-Bear

No report

7.3 Treasurer’s Report

No report

8. Action Items

8.1 None

9. Information/Discussion Items

9.1 Faculty Hiring Policy/Procedures – Sandra Dillon, Interim HR Director & Charo Albarran, HR Manager

Deferred to January meeting

9.2 Faculty Hiring – EVP Reyes and Deans

Hiring Criteria EVP Reyes distributed the list of rankings and opened the discussion. In the interest of timely planning and advertisement for positions that will be selected, he requested completion of the final ranking as January is a good time to start the advertising which will allow selection and screening of applicants to occur before the end of spring semester. The process was: deans, in consultation with faculty chose which positions to bring forward to the dean group; deans discussed, prioritized, and ranked to develop list; EVP Reyes moved anthropology to #6 to have at least one full-timer to represent the discipline, and: presented to the Senate for ranking today.

The Deans gave brief presentations on their selections for the top eleven ranked positions. Hiring criteria documents were emailed to Senators and hardcopies are in the Senate office.

#1 & #5 / **English** / Dean Lamb – The department has put a new focus on Basic Skills offerings and new pathways. Two new full-time instructors will provide more new ideas and pathways and allow the consistency full-timers provide.

Questions/Comments/Responses:

Will new faculty only teach basic skills classes? Dean Lamb: There are enough instructors to teach most, but the application questions will lean heavily towards BSI courses to have efforts focused there. The job description will be specific this year.

Senator Crawford: Basic skills instructors are hired and two to five years later they are not teaching much basic skills. EVP Reyes: Ultimately the deans should place faculty where they need to be. Contractually they can’t be expected to stay there forever, but if the application specifies it, instructors that want to work with basic skills will apply. President Watkins: the concern is that next year the need for another basic skills teacher will be brought up. Senator Reeve: Valid concerns have been raised, but there are many faculty who prefer to teach basic skills courses. Highlight basic skills as a responsibility and attract those who are qualified, who will want to teach basic skills without denying the opportunity to teach transfer level classes. Senator Kleeberg: It may be possible to take a middle position, rather than leave open or make mandatory, by making 60% of the course load BS English. Dean Lamb: We would need to investigate the contractual part of that. His sense is that the English department will back basic skills, which many are very interested in

#2 & #7 / **Math** / Dean Julian: Many of the math sections are developmental; down three instructors in recent years, and; finding qualified adjuncts and effective instructors in this field is particularly challenging.

#4 & #9 / **Nursing** / Dean Morinec: Down three full-time faculty; losing one additional faculty member; faculty now need to cross over semesters to teach mental health and can no longer stay in their specialization, and the Nursing Practice Act requires a faculty Maternal Child Health Content Expert, which we don’t have. It

hasn't worked to use adjuncts as content experts because: they do not routinely attend division or program meetings and are not paid to come to them; adjuncts primarily teach in lab setting in hospitals, averaging 15 hours per week; they are over the limit if they do more than one rotation, and: it is difficult to have an adjunct even for one semester. Dean Morinec strongly advocated #3 and #9 be filled and be able to offer OB in the fall. #4 / **Auto Body & Repair** / Dean Morinec: The instructor retired; the position is filled with a temp full-time instructor, and; 10-unit courses can't be filled by adjuncts, On a visit to Cerritos College, it was suggested the 10 unit courses be changed to lower unit classes. EVP Reyes: the program has changed and emerged as a highly respected program in the community and the shop is greatly improved.

#6 / **Anthropology** / Dean Julian: This is a dynamic department without a full-time instructor; very popular with students; fulfills various global, cultural, and degree requirements; has the potential to become a powerhouse here, and; a goal would be to add a lab. Courses offered are general so it would be good to add global, multinational, cultural religion, and cross-cultural courses. The position advertisement would include physical with an emphasis on social anthropology. Adjuncts are currently teaching the six courses which are always filled early. Adding a full-time instructor and approval to schedule more courses could easily double that. EVP Reyes: Anthropology, like sociology and psychology, provides access to many students.

7 / **Math –General** / Dean Julian: Every student has to take math and the decision was made to leave one position a more open general math, partly to see the applicant pool diversity, and; there are 20 sections of the one stats course and qualified instructors are needed who are excited about teaching stats.

Questions/Responses/Comments:

One problem with statistics, which is a main course for transfer and other departments, is that an instructor can teach math or statistics and there are many unqualified people. If hiring two math instructors and one is specifically developmental, it is truly important they are a specialist. Should emphasis be put on stats? Dean Julian: the general consensus is to leave it open and see the applications.

#8 / **Biology** / Dean Julian: the College has a pretty strong biology department, but most faculty are aimed specifically at pre-health occupations, with no one who has ownership of the non-major GE biology, and that impacts many students; general biology is one of the most popular science electives; currently not meeting those needs, and; no one has that as their passion and no development of curriculum or revamp of the non-majors lab..

Questions/Responses/Comments: Maybe botany could be connected with horticulture. Dean Julian: there are whole areas in biology that are fascinating

#10 / **Political Science** / Dean Lamb: The argument for political science is similar to anthropology; have a high efficiency with 50 cap classes; foundational for many transfer degrees; should offer real breadth of program which can't be covered without a full-timer; dialogue and improvement is difficult with only one full-timer, and; provides important courses for students.

#11 / **Automotive Technician** / Dean Morinec: a new position; in process of renewing and getting program going again in partnership with Will C Wood high school; other high schools have expressed interest; funded with grant money for alternative fuel training, and; will provide the community with much needed qualified automotive technicians. EVP Reyes: many students are going to Sacramento and other places paying \$20,000 and more for courses that should be available here. Auto dealers have expressed interest. Dean Morinec: after visiting many programs at other colleges, we know to look at partnering with some major automakers and offer students some type of certification that is industry recognized. EVP Reyes: The \$50,000 grant will provide equipment and tools and help prepare the facility to offer those courses. The equipment, including two hydraulic lifts, will remain after the one-year grant ends

President Watkins: With local auto dealers behind this, students will have access to instant jobs. This is a great idea and program. EVP Reyes: The grant will provide training for future mechanics of Northern California and Will C Wood will provide the facilities.

Other Comments:

To comments on the great potential and job market for horticulture, Dean Julian promised that it will be moved forward next year in the direction of sustainable or boutique agriculture as a basis for a full-time instructor to work with.

Senator Fields pointed out the nursing positions were the top three and now there is a plan to fill with adjuncts.

The OB Nursing position was discussed and seemed most vital and a legal dictate to have the position filled.

EVP Reyes noted that with six retirements from last year, at a minimum, six positions should be filled. President Watkins stated he will argue for more at FaBPAC. Faculty promised two years ago were never hired. The faculty obligation number should be followed, even though there is a current waiver. Senators agreed to complete the discussion and decide on ranking now. Dean Vines initiated discussion on the need for one person, who could be a coordinator, to be first year experience support throughout a full year. Senator McDermott recommended moving Nursing/OB to #1. Dean Morinec responded that a content expert in medical/surgical nursing is needed. Only two positions were filled this year, welding and aeronautics, and OB was third on the list. It will become an issue when the Nursing Board comes to visit. The Nursing Program is down three instructors which will increase to four this year.

Motion to move Nursing/OB up to #1; Seconded – Senator McDermott; Passed – Unanimous.

Senator Obegi queried if the auto body full-time temporary hire will stay here another year. Dean Morinec replied that another person, possible a temp one more time, will need to be hired. She will work with HR to keep someone in that position at least on a short-term basis.

Senator Jaimez suggested political science, which has been waiting a long time for a replacement, be moved up above #8 - biology. Dean Julian responded that biology courses are pre-health and there are very huge schisms in the various courses. Though FSA may say they can teach another, that's not really the way it works and the general education part is really lacking. EVP added that is true in a lot of disciplines.

Senator Reeve noted the importance of political science and with only one full-time instructor it is hard to get the work done. Dean Lamb added the importance of faculty proficiency is significant in larger capped classes. Senator Reeve requested reversing the order of biology and political science, # 8 and #10. Senator McDermott agreed and added that it has been on the list for three years and never filled.

Motion to move political science to #8 and biology to #10 – Senator Reeve; Seconded – Senator McDermott; Passed 7:2.

Motion to move biology to #9 and nursing to #10 – Senator Crawford; Seconded - Senator Jaimez; Passed – 5:4.

Motion to accept the list as amended – Senator McDermott; Seconded – Senator Fields; Passed – Unanimous. EVP Reyes will bring the list to FaBPAC.

9.3 Computer Software/Hardware Policy Subcommittee

Committee members are still needed from CTE, DE, and Student Services.

9.4 January 12th & 17th Flex Meetings

The joint Academic Senate / Ed Admin meeting will not be needed (see Item 6) and the regular (flex) Senate meeting will be held on the afternoon of January 17th. A calendar invite/reminder will be sent to all Senators.

10. Action Reminders

11. Announcements

12. Adjournment

Motion to Adjourn – Senator Cittadino; Seconded – Senator Crawford

The meeting adjourned at 5:02 pm