

ACADEMIC SENATE

Adopted Minutes

November 17, 2014 **ASSC 1421** 3:00 pm - 5:00 pm

1. Call to Order

President Michael Wyly called the meeting of the Academic Senate to order at 3:06 pm. He introduced and welcomed Julia Kiss to the Senate as the new representative from Nursing/Health Sciences.

2. Roll Call

Michael Wyly, President

Mark Berrett; Sabine Bolz; Curtiss Brown ex-officio; Thomas Bundenthal; Nick Cittadino; Lue Cobene; Dale Crandall-Bear ex-officio; Joe Conrad; Les Hubbard; LaNae Jaimez; Amy Obegi; Narisa Orosco-Woolworth;

Terri Pearson-Bloom; Andrew Wesley; Ken Williams; Connie Adams, Admin Assistant Absent/Excused: Catherine Cvr; Erin Duane; Susanna Gunther ex-officio;

Guests: Jowel Laguerre, Diane White, Annette Dambrosio

3. Approval of Agenda

Moved by Senator Obegi and seconded by VP Jaimez to approve the November 17, 2014 agenda as presented. Motion carried unanimously.

4. Approval of **Minutes**

Moved by Senator Orosco-Woolworth and seconded by Senator Wesley to approve the October 6 minutes and table the October 20 minutes. Motion carried unanimously.

5. Comments from the Public

No comments

6. President's Report Plenary Report

At the Fall 2014 Plenary, SCC was well represented thanks to the service of LaNae and Melissa. Not surprisingly, one of the key topics of this plenary was the three technology initiatives related to the recommendations of the Student Success taskforce, Common Assessment, Educational Planning and Online Education. (The latest for the OEI can be reviewed at

http://www.asccc.org/sites/default/files/Online Ed Initiative Breakout Fall 2014 Final.pdf>.)

Common Assessment

This calendars for the implementation of common assessment and for common multiple measures are moving ahead as aggressively as ever although the proposed calendar for common assessment has been slightly modified: the pilot process is now scheduled for Fall 2015 with the full roll-out to occur in Spring 2016 and Fall 2016. The Academic Senate will continue to seek input on the Common Assessment Initiative. Per previous updates, the initial feedback survey deadline is now past due although interested faculty may still review the posted preliminary assessment competencies at <cccassess.org>. Moreover, there will be future opportunities for review of which we should take advantage, especially as vendors are identified/selected for the platform design. In January, Senate past-President Susanna Gunther will provide the College with an update to better inform the campus community of developments on this front as well as Common Multiple Measures.

As this presentation will also be of interest to ESL, counseling, and possibly other faculty, President Wyly sent an email today asking for a sense of faculty who might be interested in participating/attending. He suspects Common Assessment will affect College culture dramatically regarding outreach and assessing incoming students. President Wyly asked Senators to speak with colleagues. Interested faculty should respond to President Wyly by the December 1st Senate meeting for appropriate planning as the Senate may need to secure a larger venue, the interest of the College community depending.

One key resolution passed by the ASCCC was the advocacy for human readers in the review of written assessments in English and ESL. President Wyly noted that this resolution was heavily debated and won by only a few votes. President Wyly was an advocate for the use of human readers in common assessment: President Wyly was surprised at the amount of faculty comfortable with the written portion of assessment being graded electronically and he argued and voted against that part.

Gender Equity & Title IX Also at Plenary was an excellent panel discussion on Gender Equity, including Title IX. Some issues identified in this discussion included the continued provision of child care for students who are parents, as well as gender and agender identification and thinking about privilege, bias and hegemony in the classroom. It is President Wyly's intent to agendize items of this conversation for the Senate to consider, including the completion agenda as well as looking ahead to next fall's Flex Cal.

ASCCC Resolutions

Finally, President Wyly will be forwarding to all Senators the results of the Saturday session and its resolution voting.

In the coming week, President Wyly will be working with Melissa and LaNae to disseminate information garnered at Plenary. That said, Senators may still review the session program at asccc.org, and they are encouraged to do so.

HS Taskforce — Update & Looking for replies and leadership from Administration At the last meeting, President Wyly reported there were many faculty interested in becoming part of the High School (HS) Taskforce. S/P Laguerre made a recommendation to put together two groups: the Taskforce as initially envisioned to work with administration to create a template on how to work with HS partners; secondly an advisory group to work with Shemila Johnson (Outreach & Public Relations) toward current HS efforts. Those choices were vetted at the last Executive meeting before sending notice of selections. Some schools had more interest and, to not exclude anyone, President Wyly asked both committees to reach out and include additional faculty moving forward. Faculty have been appointed, initial emails have been sent to set up one meeting this term and he is now looking for some administrative leadership to serve on the HS Taskforce.

Peer Review Taskforce

The Senate voted to accept in broad strokes the proposal put forth by the Faculty Association. President Wyly, charged to put together a taskforce, will have more specifics to share soon.

Bachelor Degrees

This was another hot topic at Plenary. Previous to the Governor signing to allow bachelor's degrees at community colleges, ASCCC was not in favor. The Governor brokered the deal with commitment from the State Senate to work with their partners at the Chancellor's Office and four-year institutions to make it happen. A resolution was passed at Plenary about upper division general education. A number of senators at Plenary felt upper division GE shouldn't follow UC models; specifically CTE was referenced. After debate and vote, a resolution was passed to suggest any upper division GE patterns would work along the same lines as CSUs. Last Wednesday was the due date for the College letter of intent for a bachelor's degree per conversation at the last Senate meeting. President Wyly signed the letter of intent for applied engineering that would allow multiple foci such as water/wastewater management and aero tech. Should SCC's bid be successful, curriculum design, including upper division GE, will fall on the Senate and its subcommittees.

10+1 Agenda

President Wyly read the 10+1 agenda which was emailed to Senators today. Agenda items were Shared Learning, Accreditation, Completion Agenda, Hiring Priorities Status Update, HS Taskforce, Faculty Development Update and Budgetary Information, Baccalaureate Degrees, and Combined Committees for Student Success.

VPAA Hiring Committee – Request for Questions The hiring committee for the VP of Academic Affairs has requested that the Senate vet and submit four (4) questions for use at a forthcoming open forum.

President Wyly proposes that Senators solicit and submit these questions to the Senate President by the end of this week, Friday, November 21, at 3 PM. After review of the submissions, the Senate President would then take one of the following actions:

- 1. If only four (4) questions are submitted, submit the four to the committee.
- 2. If duplicate or near duplicate questions are submitted, combine these questions where possible and confirm the intent of any reworded question with its submitter/author.
- 3. If fewer than four (4) questions are submitted, to work with the Senate Exec Board to enough questions to meet the difference.
- 4. If more than four (4) questions are submitted, to work with the Senate Exec Board to prioritize the first four questions and to submit all other questions as additional questions to be considered should there be sufficient time.

Moreover, it is proposed that these questions would supplant the questions asked or composed on the day of the forum. They would be included with additional questions already submitted by CSEA and Local 39. Please share with me any input on this process which you would like me to forward to the committee.

Looking ahead: Jan. 10+1 Training Dec. meetings President Wyly has invited the ASCCC President to provide a 10+1 workshop on January 8th at the first spring meeting on Flex Cal. Formal training is justified and more details will be shared as this workshop is put together. President Wyly appreciated Senators' flexibility to work on completing Senate business for the semester. The December 1st meeting will be held from 2:30 – 5:30 pm; the first hour will focus on Senate items (President's report will be emailed in the interest of time); the Academic Deans will arrive at 3:30pm to discuss hiring priorities and work with the Senate on reaching consensus for a list to be forwarded to the President's Cabinet where final decisions can occur. The last meeting for the semester will be on December 8th. The Academic Senate approved the SSSP Report last spring. Although no substantive changes have been made, President Wyly requested the final iteration for Senate review for two reasons: the report was signed by the Senate President; it is an annual report to be resubmitted next October. The Student Equity Plan (SEP) is due in December. Since the last Senate review of the SEP there have been some changes and President Wyly will need Senate approval to sign the report. He is working to get the report to Senate by December 1st and Shirley Lewis, Chief of Student Services, and Jocelyn Mouton will attend the December 8th meeting to answer questions. Ideally SEP will be an action item on the 8th so he can sign it.

Three Resolutions:

The Senate may choose to propose/support three resolutions that were brought forward to President Wyly.

a. Childcare

Proposed resolution in support of the Childcare Center. This is timely given the Title IX discussion at Plenary. One item to consider is that it wasn't placed in the budget. Part of a resolution might be to budget for the Childcare Center. It will need to come to the Academic Senate on December 1st for discussion and on December 8th for action.

b. Thank you

Proposed resolution to thank Annette Dambrosio for her hard work as Accreditation Coordinator to complete the Accreditation Mid-term Report.

c. Graduation

Proposed resolution for Senate and graduation. President Wyly will ask for a resolution encouraging all Senators to attend graduation in May. In conversation with S/P Laguerre, Dr. Laguerre suggested that it might be helpful if faculty owned their own robes. The College could make a bulk purchase at a reduced rate so faculty could purchase robes. He also suggested that, if faculty do not want to purchase robes, the school could pay for rentals. President Wyly would ask the Senate to consider purchasing sashes for Senators to wear at graduation as it is important for students to see who the faculty leaders are. There are few faculty at graduation and, if the Senate is going to own the Completion Agenda, Senators should commit to attend and also send a strong message to subcommittees and colleagues. President Wyly also suggested celebrating faculty at graduation time and a pre-graduation gathering would go a long way to the inclusion of faculty. Senator Conrad suggested speaking with S/P Laguerre about the decreased role for faculty at graduation; for example, the Senate President has not been the Master of Ceremonies, and diplomas are not handed out by faculty. VP Jaimez acknowledged that students would like faculty to award diplomas. President Wyly will discuss this item with S/P Laguerre.

7. Superintendent-President's Report No report

8. Interim Vice President's Report

Faculty Hiring

IVP White reported the Faculty Obligation Number (FON), filed last week with the State, is 120.4 based on enrollment. This year there are 154 faculty, including ten pending retirements; two existing positions are funded by Perkins and would need to be folded into the general fund. She will call the Chancellor's Office to check if there is a way to fund current positions moving forward to three years out. Tomorrow IVP White will meet with heads of Finance and HR to discuss the current faculty and budget situation. Due to the tight budget, caution with expenditures is needed. VP Jaimez asked about the benchmark for FON. IVP White replied that 120 is the threshold and calculations on the 50% law and the 75:25 ratio need to be done and will be part of discussions with VP Ligioso and HR Manager Larson. Coming up short in any of those areas also brings fines. There are programs where it is very difficult to get adjunct faculty, there are new programs, and there are a lot of factors to weigh and take into consideration as well as the three State parameters in terms of hiring for next year. She will have more on that soon.

Positions, such as Accounting and Mechatronics, taken off the list last year, will have to be considered. We will have to determine what is going to happen to those as they were put on hold due to other obligations at the same time. We're well aware of what happened that round. Only new proposals are on the list you were sent; the others that are on hold and Perkins' funded have to be taken into consideration as well. Auto body and Graphics Design are currently Perkins funded and will be rolled into general funds.

Academic Calendar Some adjustments had to be made to the Academic calendars; there has to be three instructional days to compose an instructional week and adjustment was needed due to an optional day. The calendar is subject to collective bargaining and there is a Calendar Committee to work on it. IVP White distributed the calendar revision for the current year and she will forward next year's calendar. She pointed out a "dead day" on May 13, a day between the end of instruction and the beginning of finals. S/P Laguerre suggested using half of that day for faculty and the Assessment Coordinator to get together. The Academic Calendar with modifications through fall is scheduled to go to the Board of Trustees on December 17th. Senator Conrad agreed the later summer start will be better for high school students. IVP White asked Senators to send feedback to her or S/P Laguerre.

Student Success

At the Student Success conference in early October, IVP White attended the inspiring Academy for College Excellence (ACE) workshop. It is a replicating model in many places throughout the country; not a program per se, rather a curriculum program designed to help students make intentional choices to take care of themselves and others, including how they perceive themselves. They've developed real specific curriculum. It is being used in an economically challenged area in Pennsylvania on how to perceive and use "flight or fight" mechanisms. Compared to learning communities such as Umoja and Puente, students who complete this curriculum have outperformed the other learning communities. It can be adapted and dovetailed to other programs in a very flexible approach. IVP White followed up and ACE conducted a webinar last Wednesday attended by ASC Coordinator Chuck Spillner, SS Chief Shirley Lewis, Professor Shawn Carney, Dean Minor, and Dean Kea. They were able to look at all the information in a compressed format that was presented in the workshop IVP White attended and they were as impressed as she was. ACE can present at the January 9th Flex and she would like the Academic Senate to consider that. Vallejo has suffered from neglect and this could invigorate the population being served there. IVP White would like to see Flex Cal held at Vallejo this year, with breakout sessions and lunch provided. She will send President Wyly information to share. Studies can be also be accessed through the RP website.

9. Action Items:

9.1 Part-time & Emergency Hiring Procedures – proposed revision

President Wyly provided a brief background. Last year we asked a joint Senate/Academic Affairs Taskforce to look at developing stronger procedures for part-time and emergency hires. It is currently weak with little for new deans to go on. The Senate accepted the language and recharged a Taskforce to put it in an appropriate format. Moved by Senator Cittadino and seconded by Senator Berrett to approve the Part-time and Emergency Hiring Procedures proposed revision.

Discussion: President Wyly noted, if the Senate votes to approve, he will forward the revision to Shared Governance, HR, the President's Cabinet, and the Board of Trustees.

Motion carried unanimously.

9.2 Proposed Bylaws Revision for Senate A/C President Wyly requested this revision to simplify the process when spending on small items, such as coffee for meetings. The revision read: When costs are \$50.00 or less the Secretary-Treasurer with approval of the Senate President can release the funds without requesting approval from the full Senate. **Moved by Senator Kiss and seconded by Senator Orosco-Woolworth to approve the revision as proposed. Motion carried unanimously.**

10. Discussion/ Information Items:

10.1:
Accreditation
Steering
Committee
- Michael Wyly

President Wyly reported that Accreditation Coordinator Annette Dambrosio sent out an initial email to arrange a steering committee. However, S/P Laguerre asked to wait on moving forward while he shared his input. He voiced his support of the basic model of an Accreditation Steering Committee that both President Wyly and Coordinator Dambrosio argued for. The idea is for one administrator and one faculty member to be co-chairs for each standard and the writer and VPAA would round out the main Committee. There may also be sub-chairs in standards where most involvement is needed and faculty should be included in every step of the process. There would be a total of eight co-chairs for the four standards, rounded out by the Accreditation Coordinator on the one side and the VPAA on the other. S/P Laguerre wants to ensure the new VPAA will be part of the conversation from the ground up which makes sense. There also might be the possibility of having some small release time for faculty chairs. President Wyly suggested the reality that it is a lot of work and when paid something to do it, it will be done on time. He hopes to have more details to share on December 1st.

ASCCC passed a resolution asking the State Executive Board to share with the Chancellor's Office and ACCJC the need for a set minimum of faculty involvement on visiting teams when they go to the various schools. One senator who presented information, pointed out that most visiting teams have only one or two faculty members, if any at all. That is not a sufficient number. The largest percent of faculty on a team was at Diablo Valley College at 41%. The resolution proposes 40% as the minimum. A key part of the argument was, if we insist State-wide on faculty inclusion, faculty have to volunteer. Currently there are far fewer faculty than would be required to meet that minimum. President Wyly's understanding of the process is that it tends to be a top down approach whereby the school president solicits faculty. Although he is not suggesting that it needs to start that way, faculty could also solicit involvement on their own. President Wyly opined it would be a benefit if the leaders assigned to accreditation would have the experience sitting on the other side. The Academic Senate could identify faculty of interest and maybe be firm about who the Senate wants to appoint and training should be made available for them.

President Wyly shared other opportunities: S/P Laguerre verbally agreed to send leaders to the ASCCC Feb Accreditation Institute to become well aware of standards and best practices. Plenary had a good breakout session co-aligning the new standards with the Student Equity Plan (SEP). He added that sharing best practices is pretty powerful. ACCJC has been slowly diminishing its presence in the last few years and is no longer participating in the ASCCC Accreditation Institute. ACCJC will have its own conference in April and the College needs to commit to sending leaders there as well.

Comments/Questions: Senator Bolz asked how the Academic Senate can encourage faculty to go through the Senate and how to secure the opportunity to appoint faculty to visiting teams. President Wyly replied that administration would need to direct faculty to the Senate. The more interest from faculty the better. If there is a lot of interest, criteria, transparency and rigor will be important. President Wyly envisions the writer would be clear on how to inform how to put together information and the VPAA would be in charge of soliciting that information and ensuring it happens and the steering committee would be in charge of working on standards. At Plenary President Wyly saw the Long Beach City College Accreditation report and he appreciated the organization in a streamlined version. He remembered the last Solano College self-study identified co-chairs, then more people signed up on committees but few people did the work. He didn't believe anyone was compensated for their time and brings up a question of how much time people are willing to give. Mainly, structure needs to be developed and interested people found. We want to avoid empowering a single person outside of structure we establish. Senator Bolz asked how other colleges handle assigned tasks and how they budget accreditation. President Wyly said that was a good question and he will ask about a budget at the 10+1 meeting.

President Wyly reported that fifty per cent of schools ACCJC reviews are on some kind of sanctions showing there is clearly something wrong. On a related note, direct reference to ACCJC is likely going to be removed

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from Title 5; a specific accreditation agency shouldn't be specified. Too, ACCJC is essentially on show cause by the Department of Education and are therefore obligated to show systemic changes. In addition, a resolution was passed by ASCCC on Saturday directing the Executive Board to explore other accrediting bodies. All that said, although there was talk of the failures, ACCJC is still in charge of standards. Given our forthcoming self-study, SCC needs to be involved in spring accreditation conferences to be aware of best practices early on. A goal by the end of fall is to have ideas about what a steering committee and process looks like.

10.2: Faculty Hiring Recommendations to Deans

President Wyly reported deans are reviewing the same paperwork sent to the Senate today. He anticipated having the information last Friday, but it wasn't provided until this afternoon. President Wyly will continue to insist that the Senate be provided with the same information provided to the deans. Senators need to review the documents received in advance of the December 1st meeting when hiring will be discussed with the Deans. President Wyly offered to attend the Deans' meeting on Wednesday and present any concerns the Senate has about process at this point, not to argue prioritization. Via email he shared with Deans and IVP Wyly concerns about student success and retention being used as criteria. President Wyly was told by the VPAA that the Deans don't want him to present concerns in person. Senator Obegi noted that in Liberal Arts, although good to see Journalism on the list, Film and TV also have no full-time faculty and she was curious why not without having context for the rationale. Graphic Arts and Auto Body are rollovers from Perkin's but only Graphic Arts is on the list. Senator Obegi questioned if Program Review is being used to demonstrate need and, if so, how it is weighted. President Wyly could ask Deans to weight hires based accordingly on Program Review. Senator Berrett suggested that after Program Review goes through a complete cycle questions can be more easily answered. Senator Obegi felt someone has to be the voice for programs with only adjunct faculty. VP Jaimez suggested Senator Obegi could voice her concerns as Program Review Coordinator. President Wyly pointed out that the Senate should focus on criteria and process today, not specific positions/programs.

Senator Pearson-Bloom shared her concern that the process be equal for all and when Senate meets with the Deans, all faculty should be encouraged to attend as guests, not participants. President Wyly responded that not all deans attended the meeting last year and some faculty felt they weren't represented. He emphasized the importance of reviewing the proposals provided. Last year we had to rely on data at the last minute that wasn't verified. Senator Conrad said one problem is there is not idea of how criteria are weighted. Hiring can't be decided automatically because there is no full-time faculty in a program; it would depend on other factors as well.

VP Jaimez suggested retirement replacements need to be clear, and it would be good to know who is retiring. President Wyly noted Senate has the opportunity to contribute to the method and factors we want considered. Senator Pearson-Bloom stated the past five years of retirement should be shown for continuity. Many retirements from years back have never been replaced. VP Jaimez reported that Santa Rosa College wrote a resolution and they are guaranteed retirement and resignations numbers plus an additional position are replaced each year. Their argument is, if those faculty are not replaced immediately, the deficit is never cleared. They aren't guaranteed replacement of the same positions but at least the same numbers plus one.

President Wyly stated the need to look at the whole process that is accelerated for everyone, including the Deans. A more robust conversation will be needed about what we'd recommend for the hiring process next year. For now comments are needed to share with the Deans on Wednesday. Beyond that a resolution could be a good idea and conversation at the beginning of fall terms. Senator Wesley questioned the role of adjunct faculty. He felt when "faculty" is mentioned, it denotes just full-time. In some departments it seems like an "us vs them" mentality. President Wyly acknowledged that he heard the bigger argument but added that the intent is to include all faculty in all departments. Regarding adjuncts stepping up for new full-time positions, he would invite that conversation and added that ASCCC has been requesting more adjuncts at conferences.

Senator Bolz added it would be good to have some chronological awareness added to the list of positions left aside that might be considered for next year. President Wyly will compare Senate notes with his and send a summary to the Deans and copy to Senate. If something is inadvertently left out, let him know.

10.3 SLO Assessment Committee Rubric With remaining business that was more pressing, Senators voted to table this item.

Moved by VP Jaimez and seconded by Senator Cittadino to table until the next meeting. Motion carried unanimously.

10.4 Correspondence Course Packet Review Form

DE Coordinator Dale Crandall-Bear reported that approving Correspondence courses will be a two-step process. Step 2 on the DE level intentionally looks parallel to Curriculum so both Committees will be looking at it. The heart of the matter is the checklist items on the second page. The DE Committee has discussed the form and will vote to accept it on December 8th. The Senate will vote on by the same time.

10.5 Faculty
Development
Committee
Forms & Process

VP Jaimez, ASC Coordinator Chuck Spillner, and Senator Pearson-Bloom put together a draft process for soliciting faculty development funds. Today is an opportunity for discussion before being brought back for action on December 1st. VP Jaimez explained the list was taken from Title 5 and there are definitions on the instruction sheet. Senator Pearson-Bloom suggested attaching a brochure to describe the items on the list. President Wyly pointed out the list is a wide gambit of activities VP Jaimez added that there are many categories and she was surprised by the many activities that qualify. It is hard to imagine any issues if documentation for activities is provided. VP Jaimez can be the point person if anyone has other feedback before the next meeting.

10.6 Basic Skills Committee – Expand Charge or Reconstitute LC and LC Coord Role

President Wyly said the reality is that the standing Basic Skills Committee has subsumed Learning Communities. Conversations are occurring in the Basic Skills Committee meetings as part of First Year Experience (FYE) and the experience at the Learning Communities conference this past summer. One benefit already is that many instructors are attending the meetings and seeing the relation to Basic Skills from various disciplines. The Committee has suggested expanding the name with the expanded charge. President Wyly advocates the change as Learning Communities are more under the Academic Senate as anywhere else. Action will be taken at the December 1st meeting.

11. Reports

- 11.1 Subcommittees (written reports will be forwarded as received)
- 11.1.1 Basic Skills Melissa Reeve
- 11.1.2 Curriculum Curtiss Brown
- 11.1.3 Distance Ed Dale Crandall-Bear
- 11.1.4 Flex Cal Chuck Spillner
- 11.1.5 Program Review Amy Obegi
- 11.2 Other Committees
- 11.2.1 Accreditation Annette Dambrosio
- 11.2.2 Assessment Gene Thomas
- 11.2.3 Equity Shirley Lewis
- 11.2.4 10+1 Committee LaNae Jaimez
- 11.3 Treasurer's Report Les Hubbard

12. Action Reminders

A representative from Liberal Arts is needed on the Senate through Spring 2015; Program Review needs a student representative and could use another representative from Health Sciences.

13. Announcements

The next Senate meeting will be held on Dec. 1, 2:30 - 5:30 pm in ASSC 1421; the last Senate meeting of the semester will be held on December 8, 3:00 - 5:00 pm in ASSC 1421.

14. Adjournment

Moved by Senator Pearson-Bloom and seconded by Senator Williams to adjourn. The meeting adjourned at 5:03 pm.

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