



ACADEMIC SENATE

Adopted Minutes

December 1, 2014

ASSC 1421

2:30 pm – 5:30 pm

1. Call to Order	President Michael Wyly called the meeting of the Academic Senate to order at 2:34 pm.
2. Roll Call	<p>Michael Wyly, President</p> <p>Mark Berrett; Sabine Bolz; Curtiss Brown <i>ex-officio</i>; Thomas Bundenthal; Nick Cittadino; Lue Cobene; Dale Crandall-Bear <i>ex-officio</i>; Joe Conrad; Erin Duane; Les Hubbard; LaNae Jaimez; Julia Kiss; Amy Obegi; Narisa Orosco-Woolworth; Terri Pearson-Bloom; Andrew Wesley; Ken Williams</p> <p>Connie Adams, Admin Assistant</p> <p>Absent/Excused: Susanna Gunther <i>ex-officio</i>;</p> <p>Guests: Jerry Kea, Shirley Lewis, Maurice McKinnon, Leslie Minor, Maire Morinec, Jocelyn Mouton, Diane White, John Yu</p>
3. Approval of Agenda	The minutes are waiting on final editing and will be moved to the December 8 th agenda. Moved by Senator Williams and seconded by Senator Duane to approve the December 1, 2014 agenda as presented. Motion carried unanimously.
4. Approval of Minutes	Deferred (see Item 3)
5. Comments from the Public	No comments
6. Action Items: 6.1 Faculty Development Committee Forms/Process	President Wyly reminded Senators that this was the work of a Senate identified taskforce to develop a peer reviewed process for faculty to solicit available faculty development funds, to be able to link those processes to the Finance Office and to disperse funds in a fair and equitable way. Moved by VP Jaimez and seconded by Senator Bolz to approve the forms and process as presented. Motion carried unanimously. President Wyly will meet with VP Ligosio sometime this week to have the forms and process linked to the existing fund and find out the balance.
6.2 Correspondence Course Packet Review Form	The Academic Senate has reviewed the Correspondence Course Packet form at past meetings. This is the process the Distance Education Committee will use to review individual course packets in the same manner that individual online courses are currently reviewed. Moved by Senator Bolz and seconded by Senator Conrad to approve the form as presented. Motion carried unanimously. President Wyly will inform the DE Coordinator that this process has been approved and he will ask IVPAA White to place this as an information item on the Shared Governance agenda.
6.3 Basic Skills Committee: Expand Name and Charge to Include Learning Communities	The Basic Skills Committee's November report to the Senate shared the recognition that the Committee was subsumed by First Year Experience and Learning Communities. The report proposed changing the title of the Committee to Basic Skills/First Year Learning Communities (BS/FYLC) and to expand the charges of that Committee to the planning pertaining to the scale-up of First-Year Learning Communities. President Wyly pointed out this action, as a change to the Bylaws, requires a two-thirds vote of approval. Moved by Senator Berrett and seconded by Senator Duane to approve the changes as presented. Motion carried unanimously. He will inform the Basic Skills Coordinator of the approval and he will ask IVPAA White to place this as an information item on the Shared Governance agenda. FYLC will likely be one of the breakout sessions at the ASCCC Academic Academy.
7. Information/ Discussion Items:	President Wyly had proposed the Senate lead the faculty with respect to the Completion Agenda and the Senate discussed targeting spring graduation, working with students, and committing to grass roots efforts.

<p>7.1: Completion Report: AS Leadership for College Vision – Michael Wyly</p>	<p>At the 10+1 meeting he shared the bulk of that conversation with S/P Laguerre who was very favorable to the ideas. S/P Laguerre asked President Wyly to present a summary of Academic Senate plans. President Wyly will bring a Completion Agenda presentation to the Board of Trustees on Wednesday that will also be shared with the Senate via email. He felt it would be most appropriate to have a longer conversation at the next meeting to develop grass root strategies in cooperation with counseling and faculty to reach out to students in the classrooms. The results of the conversation could constructively inform some of the Senate goals in January.</p> <p>President Wyly intends to share the status of this semester’s goals at the next meeting. He asked if Senators are on board with a potential resolution to commit to graduation. Senator Pearson-Bloom suggested including Student Services and Counseling leaders in discussion on how to work together on graduation plans. President Wyly noted that SSSP and SEP, hallmarks of the Completion Agenda, will inform the conversation as well. VP Jaimez agreed to the importance of planning the graduation ceremony and getting faculty more involved. President Wyly suggested the best approach might be to break the topic into some distinct subgroups at the next meeting and also add graduation planning discussion to the January joint meeting. SS Chief Shirley Lewis noted one faculty member is on the Graduation Committee and she asked if the Senate appoints faculty to it. Committee appointments will be added to the discussion on December 8th.</p>
<p>7.2: Program Discontinuance Moving Forward – Michael Wyly</p>	<p>The Academic Senate and the Deans were looking at programs that would potentially be put through the Program Discontinuance (PD) process. President Wyly noted that the Senate had discussed this subject in a reactive way after the Deans met to discuss those programs without sharing information with the Academic Senate. His understanding was that conversation was subsequently halted. Moving forward, the question is how faculty can take some ownership of Program Discontinuance. The College has policy and procedures that were developed through painstaking and drawn out negotiations between the Senate appointed faculty and administrative representatives. The policy is a good one that went through the entire Shared Governance process and it should be a model on how to move forward. There are programs that could benefit from the PD policy by potentially being rethought and reinvented, e.g. interior design. President Wyly proposed that Program Discontinuance would benefit from faculty leadership so decisions are happening with faculty inclusion and do not take place over the summer. The policy has a calendar built into it and would have to be initiated at the beginning of fall term. Senator Berrett has volunteered to help take the lead in terms of working with a taskforce or subcommittee, as the Academic Senate decides. That body would work with faculty collegially to identify programs that could benefit from the PD policy and procedures. A goal for spring would be to identify one or two select programs that might benefit from the process, reach out to faculty towards a solution and then work with those faculty and their deans. President Wyly asked Senators to consider if they’d want to be involved and he suggested the Senate reach out to the Academic Deans as well. Senator Wesley volunteered to work with Senator Berrett. President Wyly would like to have one more Senator identified by next week to join the Taskforce.</p>
<p>7.3: SEP and SSSP Updates – Shirley Lewis</p>	<p>President Wyly turned this discussion over to Chief of Student Services Shirley Lewis. Chief Lewis thanked the Academic Senate for inviting her to talk about Student Equity Plans (SEP) and what has been happening on campus. She provided a Power Point presentation (emailed to Senate on Dec. 2) and highlighted and clarified its key points.</p> <p>SEP first focuses on core services to students including: orientation, assessment, education plans and follow-up services to at-risk students. SSSP funds have to be used specifically to ensure all new students, in particular, receive services within a reasonable time. The Student Equity Committee looked at student data before they even applied to the College and what the momentum points are in the student experience. Although Student Equity plans began in 2005, they fell off the radar at State level due to having no funding to implement plans. That changed with the Student Success Initiative and the College began planning in 2011. The Committee completed an update on August 25th. The task was to create the plan and to implement and monitor it. The goal is for students to define their educational goals and course of study early on and have a clear pathway thought out about how to get to transfer or graduation.</p> <p>Student Equity looks holistically at student success from the student view and focuses on identifying groups that have a disproportionate impact on receiving services. Services and instruction are to band together to ensure new and continuing students transfer or obtain degrees or certificates, basically addressing access.</p>

Both SEP and SSSP came from the Student Success Initiative that is close to being implemented. The Student Success Act of 2012 was created to regulate institutional responsibility shared between Academic Affairs and Student Services. The difference with SSSP now is that under the old matriculation program students weren't required to go through assessment, orientation, or ed plans; when things are optional few participate and many students weren't making it to completion. The State promulgated new registration requirements.

In order to get registration priority now, students must have assessed, gone through orientation, and created their ed plan. Many students aren't clear on the process. Next year funding will be based on a formula and what we report to the Chancellor's Office rather than enrollment. Funding is guaranteed at 80% of prior year funding for AY 15-16 and then at 50% for AY 16-17. Basically SSSP lays the foundation for student success. Chief Lewis explained the funding formula and noted the 3-to-1 college match, not met by most colleges, was changed to a 2-to-1 match.

Chief Lewis explained the Disproportionate Impact methodology compares successful students who are transferring or getting certificates and degrees to other groups; if less than 4/5 of 80% compare to the successful group, the other group is considered disproportionate. Students who complete 30 units are more likely to graduate. Persistence was the one area that showed no Disproportionate Impact (DI) among any groups. SPAR data widened the DI. The data used is from fall 2013 and back six years. Chief Lewis reviewed the lists of goals and activities determined by the Committee. Although foster youth services are mandated, she noted it is a group that can't be easily identified.

In June the Committee was asked to add more items to the plan to ensure coordination with categorical programs that include key players. Foster youth, vets and low income were new groups added to the plan. Although separate activities are being done for outreach to vets, they aren't included in the plan. The Chancellor's Office (CO) recognized the short notice they gave and a timetable will be sent to the CO for when the new groups will be included. The CO announced \$70 million is available State-wide for Student Equity funding in AY 14-15 and the Solano College allocation is \$400,000 plus. Conditions for the funds include: Agreement to implement: 1) BOGG Changes and Common Assessment; 2) Maintain a Student Equity Plan; 3) Student Success Scorecard; 4) match 2:1. BOGG doesn't include Basic Skills.

The deadline to submit the SEP is January 1, 2015. The College has received authority to start spending money now and funds can be carried over for three months. Money must be spent on purposes of student equity and address student populations that need extra help based on the DI study. How the money is spent and progress has to be reported annually.

Chief Lewis said many people confuse equality and equity. The former is about giving everyone the same opportunity and the latter is about fairness. Hard questions and discussion need to take place to determine why certain groups are or are not successful. There are strings attached to equity monies and there is still a lack of understanding on campus about student equity. SSSP focuses on new students and providing them with a clearer pathway. Student Equity provides follow-through to completion. Chief Lewis pointed out that it is not matter of fixing students but rather the need to address structural deficiencies and to maintain our students. Partnership efforts include supplemental instruction, professional development, and review of curriculum, student engagement, integration of more counseling and guidance information. Faculty could announce to students what they need to do and encourage them to get priority registration. The Committee recommended funding to increase learning support and having the Academic Senate along with the campus approach equity in a more integrated fashion. There are a number of committees on campus that deal with Student Success and Equity but a new combined committee may be a better way to support and lead the College.

President Wyly proposed a few of the last slides directly relate to the Completion Agenda and could inform Senate conversation, specifically some of the recommendations for what can be done in the classroom. President Wyly will need to sign this newest iteration of SEP and it will be an action item on the next agenda. Conversation will continue as part of the Completion Agenda item on December 8th.

President Wyly reported the application to pilot a Bachelor's Degree was submitted to the State in November and essentially commits the College to submit an application by December 19th. To that end, he

7.4 Bachelor's Degrees

<p>Update – Michael Wyly</p>	<p>will work with S/P Laguerre. As we proceed, President Wyly will be asked to appoint key faculty, and he sent an email to all faculty to solicit participation which also included information reflective of previous Senate conversations on this topic, including those conversations with the Superintendent-President. Looking ahead, he expects there will be outreach to key faculty, but exactly what appointments and needs will be are not yet clear. President Wyly will be included in a webinar tomorrow, and he hopes to share more specifics. There has been no real development or deviation except for the specifics in the joint email. Of the 34 colleges that applied, 15 will be chosen to pilot degrees.</p>
<p>7.5 SLO/Assessment Committee: Rubric – Michael Wyly</p>	<p>The Rubric proposed by the SLO/Assessment Committee to determine quality of faculty assessments was presented to the Senate by a Committee rep on October 20th. President Wyly requested feedback before voting to accept the rubric at the December 8th meeting. He reminded Senators that the rubric was mostly borrowed from the Western Association of Schools and Colleges (WASC).</p>
<p>7.6 Resolutions 7.6.1 Child-care Center – Amy Obegi</p>	<p>Senator Obegi reminded the Senate that early in this academic year there were efforts to cut funding for childcare due to the budget shortfall and when the Senate team returned from Plenary, one of the topics they wanted to discuss was how to support low income students. The idea came up to have a resolution to support the value of having childcare on campus. Christie Speck, Amy Obegi, and LaNae Jaimez combined efforts to create the proposed resolution which highlights some of the campus-wide values of the program including: it is a lab for students in the Childcare Program; it provides student worker jobs; it is a model in the State and in textbooks; many students are able to attend College and many faculty are able to work here due to the logistics and the affordability of this childcare option for their children; it receives State funded to serve the most needy and brings in \$750,000 in grants; therefore, the College doesn't pay for the whole program.</p>
<p>7.6.2 Thank Annette Dambrosio</p>	<p>VP Jaimez suggested the "Resolve" could be more general to acknowledge the Childcare Program and to ask to be included in the general funds. The Academic Senate role is to give support, not necessarily to present numbers, other than asking the College to absorb costs not covered by State/grant funding. Senator Conrad agreed with VP Jaimez but he also asked for budget information for a clearer perspective to avoid peoples' reluctance without understanding income and expenses. President Wyly pointed out Title IX initiated this conversation and he recommended adding Title IX context to the resolution. Senator Obegi will gather and forward budget information and a revised version of the resolution to be voted on at the December 8th meeting. President Wyly asked Senators to reach out to colleagues by email at the very least and send input to Senator Obegi and copy Dean Minor and Connie Adams.</p>
<p>7.7 Peer Review Update – Michael Wyly</p>	<p>To accommodate the start time for the next item, President Wyly asked for a motion to table the Peer Review discussion. Moved by Senator Cittadino and seconded by Senator Duane to table discussion. Motion carried unanimously.</p>
<p>8. Discussion/ Action Item – Academic Deans and Academic Senate</p>	<p>IVPAA Diane White reported the Academic Deans spoke with faculty on what the needs are in their disciplines. Program Review and other kinds of planning agendas were part of the criteria and she also asked for things tied to the Educational Master Plan and outcomes. IVP White spoke with S/P Laguerre about counseling and President Wyly also brought it to her attention that counseling was not in the mix. She is very aware of counseling needs and pointed out some SSSP funds can be used for counseling. The Deans will talk about the positions put forward and the related discussions with faculty.</p>
<p>8.1 Faculty Hiring Priorities 8.1.1 Discussion with Deans Accounting</p>	<p>Dean Morinec reported that two positions, Accounting and Mechatronics, prioritized by the Academic Senate and the Deans last year were not filled due to issues in Human Resources. Mechatronics was vacated when Mark Berrett was moved into CIS due to Diana Plant's retirement. It was Dean Morinec's understanding that those positions were to be prioritized this year. Accounting has only one full-time instructor and classes are consistently full and transfer a large number of students.</p>
<p>Mechatronics</p>	<p>The Mechatronics Program has had some changes, classes are both lecture and lab and multiple adjuncts are currently filling the job of one full-time instructor.</p>

Auto Tech	<p>In the fall of 2013 an instructor began the Auto Tech Program in a temporary location in Vallejo. Enrollment tripled from an initial 22 to over 104 students who are now in the program. Six classes are currently being held and a new facility is being built in Vallejo. The adjunct instructor is teaching a full course load as well as providing design help for the new building. In order to continue and thrive, two full-time instructors are needed for the program to be nationally certified. The Chancellor's Office is looking at CTE programs for stackable certificates and the nationally recognized certificate is needed.</p>
Office Technology	<p>Office Technology had two full-time instructors who have retired and the one remaining instructor plans to retire next December. Many students get their initial start at the College in this program.</p>
Cosmetology	<p>Cosmetology is down from three to two full-time instructors. An evening program could begin if a third full-time instructor could be hired. There are currently four adjuncts in Cosmetology.</p>
Auto Body	<p>Auto Body is in the third and final year of Perkins funding and needs to be moved to the general fund.</p>
Nursing	<p>Dean McKinnon asked Dean Morinec to present from her area. The CNA Program was actually placed on the books fifteen plus years ago without funding or instructors. The first class began last spring and is running now with plans to continue in spring. The CNA Program is a great entry into the nursing field and it is required before students apply to UC or CSU nursing programs. A full-time temporary person, whose 18 month temp time is up at end of this academic year, is filling the certification needs of the RN Program.</p>
Math	<p>Dean Yu reported that the School of Math and Science is requesting four positions; two for Math; one for Chemistry, and one for Water/Wastewater. The Math Department is generating 576 FTES this semester, which is 1/6 of the entire College's 60-70 programs. The department is down from 19 full-time faculty to 16 and will remain one below even if two could be hired. Two positions were also on last year's list. Dean Yu pointed out regulations that require 75% of instruction is to be provided by full-time faculty but the Math Department only has 44% full-time faculty. If other departments were as low as math, the overall percentage would be in violation. A major part of SB 1456 is about developmental math, faculty are needed to fulfill SSSP plans and full-time faculty are more likely to be on campus providing office hours to meet with students. The Math Department is at a historically high level of enrollment, up 56 FTES from last fall.</p>
Chemistry	<p>The Chemistry Department is also at a historically high level enrollment at 169 FTES. If every department performed at these levels, there wouldn't be any enrollment concerns. However, full-time instructors make up only 41% of faculty in that department. One of the six full-time instructors will retire this year. Nursing and other programs require chemistry. The EMP 2013 revision stated the College needs to increase Chemistry faculty but since 2006 only one instructor has been hired.</p>
Water/Wastewater	<p>The BACWE Water/Wastewater Program only has adjunct instructors teaching at night. There will be more potential to increase enrollment with a full-time instructor and opportunity for day classes.</p> <p>In response to questions IVP White clarified that the College is in compliance with the 75/25 law on a College-wide level. She noted that Water/Wastewater is one of the big growth areas in the State and full-time faculty are needed to shepherd the program to generate more growth here. President Wyly added the application to pilot a Bachelor's Degree could include Water/Wastewater. Dean Morinec pointed out Perkins funds should be used only for new programs and development. The Chancellor's Office could also choose not to fund a Perkins plan. Approval of the last plan, filed in April, won't be known until next April. IVP White pointed out, if the Senate advises against pulling programs from Perkins to the general fund, then the Senate must also find other options to fund them or the faculty in those programs will lose their jobs.</p>
ESL Communication Foreign Languages Journalism	<p>IVP White and President Wyly shared information from the School of Liberal Arts since Dean Neil Glines was unable to attend due to another commitment. Due to demographic changes, ESL seems to be a high priority along with Communications, which is a popular course with CSU and IGETC patterns. The full-time temporary instructor's position has been extended through spring. Foreign Language is proposed in a possible combination with Philosophy but that can be a challenging position to fill. The Music Program is being developed and Journalism hasn't had a full-time instructor in many years. ESL was part of last year's</p>

<p>Photography Music</p> <p>Counseling</p>	<p>conversation with two positions. The English Department is still trying to recoup from seven or so years of positions remaining unfilled. The current full-time ESL/English instructor will retire this year.</p> <p>Photography is CTE and has a pending retirement next year. Music has only two full-time faculty, for 85.2 FTES, who are not qualified to teach all classes required; a full-time theorist is needed who would also be a recording specialist to develop new curriculum and a major.</p> <p>Dean Mouton reported two counselors will be retiring, one in Vallejo and the Articulation Officer 70%/Counselor 30% in Fairfield. Counselors have a big job with a lot of variety that includes working with Basic Skills, Umoja, Puente, as well as basic counseling. Two full-time counselors are needed. Of the current 15 counselors, 4 are on reduced load and 3 are categorically funded for specific programs.</p> <p>Although everyone appreciates having counseling faculty in the discussions, IVP White recognized counselors were not included in this process. The history of counseling is that is hasn't been on the Academic side of the College. When Barbara Pavao served as Dean of Counseling, she pointed out they are also faculty and their salaries are counted. A different kind of criteria and protocol is needed for counselors and librarians who are serving in an academic capacity other than instructional. The Deans, administration, and Senate will begin working next spring to identify a clear process going into fall with a template and calendar.</p> <p>Dean Mouton confirmed some of the SSSP money can be used to fund counselors but she cautioned it could go away next year and it would be best to use for adjuncts. President Wyly noted, with the Student Success Initiative, there will clearly be anticipated growth of counseling roles in the wake of the Completion Agenda. DegreeWorks won't advise students; it will be more of a self-evaluative program to see if they are eligible for a degree. Senator Cittadino pointed out that more counselors will be needed to teach students how to use it. IVP White cautioned against relying on SSSP or Perkins funds. The Legislature will base funding on success of submitted plans. In case planned goals are not met or the State has a change in thinking, caution is needed about obligating the District and putting counselors and faculty in the position of fickle funding. Mandates and funds can change within two years and outcome based funding begins in May. Senator Pearson-Bloom added that counselors will have bigger roles with SSSP when students have to declare majors and when they want to explore or change plans. IVP White noted that not all students see value in priority registration and they will need intervention at the counseling level.</p> <p>IVP White and the Deans worked together with faculty on the positions presented. The ranking list distributed at the meeting was S/P Laguerre's version with a few changes that moved some positions up. FON, based on enrollment, is 120.6. There are five pending retirements of the 150 full-time faculty. The College will make the 120 obligation as well as the 75/25 compliance. IVP White reiterated the College obligation to move Auto Body and Graphic Arts from Perkins into the general fund to not lose faculty. S/P Laguerre was not in favor of combination positions and he felt a position should be fully dedicated to ESL. Math and Nursing feed each other and were given the same rank. It will be difficult to recruit an instructor for a combination of foreign language and philosophy. The President's Cabinet will receive recommendations based on numbers from the Fiscal Office. IVP White did not know if priorities would change if only one or two positions could be hired. She felt that if any changes are made after today, S/P Laguerre will let the Senate know.</p> <p>Senator Conrad suggested Perkins funds should be shifted to Mechatronics if that funding is not possible for Office Technology and the other should be covered by general funds. Professor Reeve argued the merits of splitting a position between ESL and English. Although ESL faculty will be pleased to see it ranked at #4 and to know of S/P Laguerre's commitment to support ESL, Professor Reeve had two concerns. ESL enrollments at the current time are unstable and the English Department is in immediate need of full-time support. She is currently teaching 2/3 in English and less in ESL. With the pending retirement, she will teach a full load in ESL. In order to have a continuity of experience for students moving from ESL into English coursework, it is beneficial to have ESL faculty working with the English Department to create programs for students to move forward. There are a lot of merits for a cross-section position including creating flexibility and building a robust experience. Professor Reeve concluded that any ESL candidate would likely have the qualifications to teach English, especially Basic Skills English, and we should account for these credentials in the hiring</p>
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process.” President Wyly suggested it would be beneficial to talk about how to work with the IVPAA Office to have a comprehensive Academic Senate response for this and other input as well.

Senator Obegi noted that Counseling only had one position on the list. IVP White replied that S/P Laguerre remarked he was very sensitive to budget restraints and, due to SSSP and SEP, he knows the College can't hire enough counselors. SEP can be used for adjunct hiring which is more a reflection of budgetary issues the College is facing. Senator Obegi also questioned how to balance programs, e.g. Journalism and Photography that offer transfer, and retirements without enough instructors to offer the sequence when a major goal is completion.

Senator Wesley questioned why Water/Wastewater isn't higher on the list with talk of a potential Bachelor's Degree in that area. President Wyly replied that staffing isn't part of the proposal to be submitted on December 19th but it should play a role in future hires. Bachelor programs are not scheduled to roll out until 2017 which will allow more planning time. IVP White added that the submission will be for Applied Engineering which can be very versatile and interdisciplinary. The College is interested in building CTE programs that aren't existing any more in K-12 and many are represented on the priority list. If the budget improves next year some may move back up the list. Senator Cittadino asked if class ratios are part of the criteria used. IVP White replied that the College holds the State class threshold of 35 which is one of the numbers that drives FTS and efficiency. There is not much room to maneuver and it would skew the discussion if used as criteria. However, it is something the College needs to address.

Discussion continued regarding combinations and potential changes to propose. Senator Conrad heard in discussion that Philosophy should be listed lower, rather than moving Journalism and Photography up. Senators were reminded that Nursing and Math are difficult positions to recruit. Dean Yu shared how much of his time is spent interviewing people for math positions with 50-60 adjuncts in the Department. IVP White pointed out the need for full-time faculty as required by the Board of Registered Nursing and the curriculum needs to be updated again. Nursing has been a hallmark program the whole time she has been at the College and it is difficult to hire both part-time and full-time instructors. Senator Conrad stated it makes sense to keep Math and Nursing ranked together as they are because both positions would be hired when that ranking line is reached for hiring. Senator Kiss emphasized that they need to move up from the 8th position; if the Nursing position isn't filled the Program will go away. President Wyly replied that is the case for other positions as well.

Some Senators expressed their concern that the ranking was reviewed by S/P Laguerre before Senate review. VP Jaimez reminded everyone that the Senate requested this change. President Wyly said that this conversation can inform the spring conversation as well. By working on this in the spring, it won't be as ad hoc as in the recent past. IVP White said that the list presented isn't a definite final list; S/P Laguerre is making a good faith effort to involve the Senate and he will thoughtfully consider input. We are all advisory and S/P Laguerre has authority by the Board of Trustees, as well as through one of the Accreditation Standards, to make the final decision. The budget situation is the tragic part. It is a tremendous work to rank 19 positions when there may be only a couple funded. The ones ranked the highest have very few or no full-time faculty to build the programs.

Foreign language was discussed concluding in general agreement to move it down since classes were not being filled when they were offered. Senator Williams noted that Philosophy and Foreign Language were originally combined but he didn't see the equity in combining them together at the bottom of the list. IVP White appreciated Senator William's point about equity but she emphasized the need for flexibility to ensure students and programs are being served in a responsive way.

If using SSSP and Perkins funds, positions need to be clearly advertised as potential temporary and monitored closely. Dean Morinec stated that Perkins funds will be less next year based on how it is divided up. Funding positions with soft money sets an extraordinarily dangerous precedent. Dean Mouton reiterated that SSSP funds would be best used to hire adjunct counselors, rather than full-time.

Summary of Senate recommendations	<p>President Wyly will send a summary of Senate recommendations to S/P Laguerre and IVP White:</p> <p>A. While the Senate appreciates the desire to emphasize English as a Second Language (ESL), the Senate and the ESL Department strongly recommend that the position be listed as ESL/English for the following four (4) reasons:</p> <ol style="list-style-type: none"> 1. In leaner semesters when there are insufficient sections of ESL, the ESL instructor is approved to teach English to be sure of instructor load. For example, English 350/355 is cross-listed for the mainstreaming of ESL students but is a course in English. 2. Importantly, this is current practice, and both current ESL faculty are able to teach courses in ESL and English. Indeed, this is common practice for hiring in ESL. 3. As this is a common practice, the position of ESL/English should not diminish significantly a pool of eligible applicants. For example, eligibility to teach English at a community college includes graduate work in ESL or Linguistics with a BA in English. 4. Allowing ESL faculty to participate actively in curriculum review and design in English means stronger connections between ESL curriculum and English curriculum as ESL students advance into mainstream courses. The same applies to assessment practices such as the CME. <p>B. Similarly, the Senate, including its Program Review Committee Chair, emphasized the need for a FT faculty in Journalism to enhance the viability of its program as well as a desire to have it cross-listed with English for the following two (2) reasons:</p> <ol style="list-style-type: none"> 1. In leaner semesters when/if there are insufficient sections of Journalism, the Journalism instructor is approved to teach English to be sure of instructor load. 2. As this is a common practice, the position of Journalism/English should not diminish significantly a pool of eligible applicants. For example, eligibility to teach English at a community college includes graduate work in Journalism with a BA in English. <p>C. The Senate asks that a greater priority be placed on disciplines with existing programs, especially in light of the completion agenda. Moreover, the Senate asks that programs with no FT advocate be prioritized over programs which already have FT faculty. As such, the Senate makes the following recommendations:</p> <ol style="list-style-type: none"> 1. That items 14-19 be reordered as follows: 14. Journalism/English; 15. Photography; 16. Cosmetology; 17. Music; 18. Foreign Language (to include German, in consultation with FL faculty); 19. Philosophy (<u>not</u> a program; in addition, part of Philo is already taught by FT Political Science faculty). 2. That programs with only adjunct faculty attached be reconsidered for higher priorities. <p>Thirdly, the Senate recognizes that funding limitations means difficult decisions where hiring is concerned. That said, we hope that Administration will communicate to the Senate as soon as possible the number of positions to be funded for the next academic year along with final determinations of hiring priorities.</p> <p>Finally, the Senate would like to work with Administration in Spring 2015 to compose a comprehensive process for the determination of hiring priorities each year to include conversation at the joint meeting held at the beginning of the fall semester.</p>
8.1.2 Action: Approval of Faculty Hiring Priorities	<p>Moved by Senator Cobene and seconded by Senator Duane to accept the summary of recommendations. President Wyly will send the summary to IVPAA Diane White, the Division Deans and Superintendent-President Laguerre. Motion carried unanimously.</p> <p>President Wyly thanked the Deans and IVP White for their work and the materials provided. He hopes to build on this conversation that was much improved from last year.</p>
9. Action Reminders	<p>President Wyly asked Senators to review the action reminders. On December 8th Senate goals will be reviewed to determine the status moving forward.</p> <ol style="list-style-type: none"> 9.1 Review December 8th Agenda 9.2 Review Oct. 20, Nov. 3, and Nov. 17 minutes 9.3 Review SEP and SSSP 9.4 Review SLO Rubric 9.5 Review Childcare Resolution

	<p>9.6 Review Resolution to Thank Annette Dambrosio, Accreditation Coordinator</p> <p>9.7 Program Review needs a student representative and could use another representative from Health Sciences.</p>
10. Announcements	<p>10 Announcements</p> <p>The next regular Senate meeting will be held on December 8th, 3:00 – 5:00 pm in ASSC 1421.</p>
11. Adjournment	<p>11 Adjournment</p> <p>Moved by Senator Wesley and seconded by VP Jaimez to adjourn.</p> <p>The meeting adjourned at 5:33 pm.</p>
