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Guests: Linda Lacy, Bill Farmer, Bryan Reece M.L. Bettino, Bob Chester, David Young, Carlos Arce, Stephanie Murguia
CALL TO ORDER AND PLEDGE OF ALLEGIANCE

The meeting began at 11:09 a.m. The flag salute was led by Ms. Tolson.

REPORTS

President

President Moore reported that the agenda had to be sent out before it was clear that the minutes from the previous meeting would be ready. She also reported that President Lacy could not attend the Senate meeting, because she is at a meeting at Mira Costa College.

President Moore announced that iFALCON images are now available to download via the “Documents” link in the “About iFALCON” section of the website. She encouraged the senators to incorporate them into their own instructional materials and documents such as their syllabi. Samples will soon be uploaded onto the site.

Vice President

Vice President Hoppe-Nagao reported that the Technology –Based Learning Committee has been making the rounds to different divisions to discuss the “One Syllabus, One Tree” campaign, which encourages faculty members to post their syllabi online rather than distributing paper copies in order to save resources. Ms. Hoppe-Nagao passed around a faculty interest sheet, so that the committee may know who is already posting syllabi online and who would like more information.

Ms. Hoppe-Nagao’s report prompted a couple of senators to share additional technology-related information: Syllabi cannot yet be posted on TalonNet for the spring semester, and the calendar on the college website does not include next semester. (Note: It currently does.)

CCFF Liaison

President Stolze reported that he and the CCFF director (Julie Ivey) will meet next Friday with Human Resources director (Vic Collins) and the District’s chief negotiator (Steve Andelson). There will also be a mediator. They will discuss transferring sections of the faculty handbook into the contract. While it may not be a quick process, Dr. Stolze shared his expectations that it will go smoothly, and his hope that it will be completed in the next month or two. Additionally, he reported that he and CCFF Secretary, Suzanne Crawford, will meet with President Lacy to find out the status of sabbatical leaves. The Union regards sabbaticals leaves as a negotiable item; the District disagrees. They will meet with Dr. Lacy to obtain an update and indicate the Union’s desire to negotiate. The Union’s viewpoint is that sabbaticals are leaves, and leaves are negotiable and subjects to bargaining. Dr. Stolze noted that he was not sure how the meeting would go or if Dr. Lacy has made a decision, but Mr. Collins has already indicated that in his view, the District will recommend suspending sabbatical leaves. The Sabbatical Leave Committee has not yet come up with recommendations as to who to
approve for sabbatical leave. The Union will need to wait until the committee finishes, but will express its willingness to negotiate.

Student Senate Liaison

Mr. Silva reported: Tickets for the ASCC Awards Banquet are currently available; full refunds are still being given for the leadership conference; the canned food drive will end next Monday; the Awards Banquet rehearsal will be on Thursday, December 10th at 11:00 a.m., and the banquet will be on December 11th at 6:30 p.m.

ANNOUNCEMENTS/INFORMATION ITEMS

Nominations for Outstanding Faculty
California’s Fiscal Challenges

Deadline to submit nominations is December 2nd.

There will be a presentation on the state’s fiscal challenges on Thursday, December 3rd from 11:00 – 12:30 in the Teleconference Center. The presentation is sponsored by the Faculty Association of the California Community Colleges, and was secured by Cynthia Alexander.

Plenary Session Report

Senator Soden reported on her experience at the fall plenary session of the Academic Senate for California Community Colleges. She reported that resolutions pertaining to the 50% law were sent back to the ASCCC Executive Committee. The resolution pertaining to minimum qualifications was not passed. (Final resolutions may be found on the ASCCC website.) Senator Soden further reported that most of the discussion at the plenary session was about the budget. Categorical funding has been drastically cut. Categorical money is being moved around freely within the confines of each individual college, which is affecting basic skills, Matriculation, DSPS, EOPS and CalWORKs.

Senator Soden shared that she learned there is an enormous amount of financial aid available through the federal government. She suggested the Financial Aid office and counselors help get the word out to students. She also reminded the body that for accreditation purposes, colleges need to meet the proficiency level for student learning outcomes by 2012.

Senator Soden additionally reported that there was talk of getting rid of recreational programs, cutting programs, and the issue of allowing more students in classes. She noted that a resolution might be presented next time to encourage local Senates to take more control of the issue. Taking students over capacity might cause problems in the long run. There was even some talk about turning away basic skills students. The conversations at the plenary session were all about budget, but there were no answers.

There was a question about what the resolution about the 50% law was about. Senator Soden read part of the resolution. President Moore explained that the 50% law dictates that at least 50% of the college’s budget must go toward classroom instruction. She reported that Cerritos College is currently at about 55%.

Other Announcements

There is still time to sign up for the next StrengthsQuest training, which will take place during flex week on January 5th. Interested parties should contact Francie Quaas-Berryman.

SENATE DISCUSSION
President Moore introduced the topic by reminding the body of the Student Success Plan it approved a couple of weeks ago. Included in the plan was a recommendation to form a College committee to manage the plan. The proposal will go to the Coordinating Committee for approval. The proposed committee would be similar in its membership to other college committees. Currently, the proposed membership includes the following:

- VP of Instruction or designee
- VP of Student Services or designee
- President of ASCC or designee
- Chair of Facilities Planning Committee (VP of Business Services) or designee
- Faculty Senate President or designee
- Chair of Instructional Program Review Committee or designee
- Chair of Development Education Committee or designee
- Chair of Staff Development Committee or designee
- Director of Research and Planning or designee
- Chair of SLO Committee or designee
- iFALCON Coordinator or designee
- 2 classified employees appointed by CSEA
- 1 student appointed by ASCC
- 1 manager appointed by ACCME
- 1 faculty member appointed by the Faculty Senate

This topic generated much discussion (approximately 35 minutes). One of the larger concerns that prompted much comment was identified by President Stolze. He shared his concern that the only constituency organization not included is the CCFF, and noted that under the Union Rights article, the Union may appoint a representative to any newly formed College committees that relate to mandatory subjects to bargaining. Dr. Stolze asserted that the learning environment is in part the purview of the Union, and that the student success plan deals with compensation for part-time faculty office hours. The taskforce had originally identified the CCFF President and the Union and as the point people for dealing with working conditions issues. Dr. Stolze expressed that he was particularly saddened not just by the exclusion of the Union, but by what strikes him as being a violation of the contract, which they will have to take up in the appropriate grievance provision of the contract.

Many of the senators and other faculty members offered additional comments and suggestions, as well as occasionally posed questions:

- While every constituency group is and should be involved in student success, it really speaks to what the faculty does and should be faculty-driven.
- In response to a question about how much money the committee would manage, President Moore and the chair of the Student Success Taskforce, Dr. Bryan Reece, both noted that it does not manage any money.
- The committee seems top-heavy and should include more participatory faculty members rather than committee chairs and administrators.
- The chairs of different committees were included because the plan calls for reports from those committees.
- In response to a question about whether the chairmanships of any
of the committees currently chaired by a faculty member could be held by a non-faculty member, Dr. Reece explained that Senate committees must have a faculty chairperson. He also explained that with respect to iFALCON, Title V dictates it must be a faculty member at least initially.

- In a response to a request, President Moore shared the names of the current chairpersons of the identified committees. Mark Fronke is the chair of Instructional Program Review, Jan Connal is the chair of Developmental Education, Frank Mixson is the chair of Student Learning Outcomes, and both Stephen Clifford and Lynn Serwin serve as coordinators of iFALCON (though, only one of them would be on the proposed Student Success Committee).

- President Moore and Dr. Reece both addressed a question about why the committee should be a College committee. The scope of the committee’s effort was viewed as a college-wide effort. Also, the intention behind the proposed committee membership was to strike a balance between faculty and administration. Dr. Reece pointed out that one of the frustrations of the Senate’s Agenda for Student Success was not being able to move forward with many of the suggestions, because they required spending money and allocating resources on certain efforts, which needed approval by administration. Dr. Reece shared his belief that including many of the people who have control over the resources on the front end, would generate more traction for getting things done.

- It seems like there is a role the Union should play, considering the accountability aspect of the plan. In response to a question about how to support the Union, President Stolze explained that it would file a grievance for violation of the contract if they are not included, and that it would be nice for the Senate to weigh in. The Senate could advise its Coordinating Committee representatives to vote to include a Union member. At President Moore’s prompting, he clarified that the Union is not asking the Senate to block the committee. President Moore suggested that the Senate’s representatives to the Coordinating Committee speak up on behalf of including a CCFF representative, though their efforts might not be successful.

A suggestion was made for the Senate to make a recommendation to the Coordinating Committee to support the inclusion of a CCFF representative on the proposed Student Success Committee.

Motion: It was moved by Senator Fernandez and seconded by Senator Soden to strongly recommend to the Coordinating Committee that a CCFF member be a voting member of the Student Success Committee.

Discussion:

- A suggestion was made to add one more to all of the constituency groups.

- One senator shared his understanding that the Coordinating Committee can add CSEA members to College committees because there is no classified senate, but that it cannot add faculty union members, because that must be negotiated. President Stolze reasoned that the Student Success Committee would touch on mandatory subjects of bargaining such as working conditions, faculty compensation, and part-time faculty office hours. During
OFFICIAL MINUTES

the 2007-2008 academic year, the Union Rights article was changed to include a provision for the Union to appoint a representative to committees that touch on mandatory subjects of bargaining.

- An observation was made that making a recommendation may not be strong enough. The Senate could make its approval of the committee conditional upon inclusion of a Union representative, if that is the Senate’s will.
- It was suggested that the Senate’s position should be that the District should abide by negotiated, settled terms; that the Senate wants to follow what has been established in negotiations, and that it wants to follow procedures that have been negotiated and settled.
- A suggestion was made that the contract be referenced in the Senate’s recommendation.
- It was observed that the controversy could be avoided if the committee is a Senate committee, and there could be the same membership that has been proposed, though doing so would step away from the tradition of including a faculty member from each division on a Senate committee.
- Vice President Farmer spoke what he felt to be the issues with the Union being represented on the committee. He shared his understanding that the disagreement is over whether the work of the committee falls within the scope of such subjects as wages and working conditions. A decision will ultimately be made. Mr. Farmer explained that if his interpretation turns out to be incorrect, then the committee structure will be changed, but issues of student success typically fall within the Senate’s scope per AB 1725. If the Senate feels strongly, it could decide to appoint a Union member as the Senate’s representative. Mr. Farmer also urged the body not to delay the work of an important committee that has been the result of a lot of work by a lot of people to get a student success committee up and running as soon as possible.
- In response to a request for clarification, Dr. Reece confirmed that he did originally propose to include a Union representative on the committee.
- A suggestion was offered to Dr. Reece that he include in his presentation to the Board the issues in which the Union does tie into the student success plan.

**Modified Motion:** It was moved by Senator Fernandez and seconded by Senator Soden to present the following statement to the Coordinating Committee: Whereas article 3.11 of the collective bargaining agreement between the District and the Union states that the Union may appoint one representative to newly formed College committee which are within the scope of representation as defined in Government Code Section 3543.2, the Faculty Senate very strongly recommends that a member of the CCFF be included as a voting member of the Student Success Committee.

**Action:** Motion carried (1 no; 3 abstentions)

At least 13 senators expressed interest in further considering the idea of making the committee a Senate committee; six senators indicated they were not interested. President Moore suggested the discussion be tabled.
If the topic is on the Coordinating Committee agenda before the next Senate discussion, the Senate representatives would say they are not ready to vote. President Moore shared her belief that a vote would not be forced. It was determined that the resolution would not be carried forward until there can be further discussion.

**EEOAC Draft Selection Procedures**

President Moore explained the inclusion of the verbiage pertaining to emergency hires. It was to make clear that emergency hires are not the same as temporary appointments. She also relayed information from the Coordinator of Student Activities, Holly Bogdanovich, that there is an Education Code definition of what students need to do or be to participate in certain things. Students must be enrolled in at least 5 units, have a minimum 2.0 grade point average, and have a current (college) identification card. It was recommended to not include these details, since the ASCC has to approve the students, and could screen for those requirements. There was a suggestion that a recommendation from an instructor be required, but it was pointed out that the departments are supposed to pick the student anyway.

There was some question as to who is supposed to sign off on emergency hires. President Moore clarified that the dean, department chair, Vice President of Academic Affairs, and the Faculty Senate President must sign.

The possibility of making the participation of the dean (or area manager) on the finalist interview committee optional was presented. President Moore asked the senators whether it was something they would be interested in pursuing. There was not much interest in pursuing this idea.

Senator Ernest had a number of suggestions as to how the document should be tweaked with respect to word choice and sentence structure. He sent President Moore suggestions for the first half of the document. President Moore suggested to no objection that the ad hoc committee read Senator Ernest’s draft and see if the changes impact the actual procedures and meaning of the content enough that the whole body may need to look at it.

President Moore shared her interest that the Senate consider an up/down vote next time. She also reminded the body that it will see the document again. She shared her preference that the ad hoc committee will review it again after it comes back from the EEAOC, and if no substantial changes were made by the EEAOC, then the Senate would approve it.

A question was asked about why section 6.3 of the part-time selection procedures was taken out. Senator Juntilla, who has been serving on the ad hoc committee formed to work on the drafts of the procedures, explained that he deleted it, as he did not feel it was necessary for the entire part-time faculty selection procedures to be held to the same standards as the full-time procedures. He added that he would want to encourage full-time faculty to write letters of recommendation for part-time candidates, and indicated that he is open to putting it back if the body wants it.

**ADJOURNMENT**

Meeting adjourned at 12:28 p.m.
Minutes respectfully submitted by Faculty Senate Secretary, Traci Ukita.

For further details of the meeting, audio recordings are available in the Faculty Senate office located in the Office of Academic Affairs.

**NEXT SENATE MEETING**
**TUESDAY, DECEMBER 8, 2009**
**11:05 A.M.**
**BOARD ROOM**

Faculty Senate Office Hours: 8:00 a.m. – 5:30 p.m. Monday through Thursday and 8:00 a.m. to 4:30 p.m. Friday.

Debra Moore  
President  
Ext. 2219

Angela Hoppe-Nagao  
Vice President  
Ext. 2851

Miriam Tolson  
Program Assistant II  
Ext. 2217

Traci Ukita  
Secretary  
Ext. 2592

Visit the Faculty Senate Web Page [www.cerritos.edu/faculty-senate](http://www.cerritos.edu/faculty-senate) for agendas, minutes and other information of interest to faculty, staff and others.