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Guests: M.L. Bettino, Rachel Moore, Carolyn Chambers, Fran De France, David Young, Vyikki Morgan, Nina Motruk, Christopher Diers (Talon Marks)
MINUTES

CALL TO ORDER AND PLEDGE OF ALLEGIANCE

The meeting began at 11:08 a.m. The flag salute was led by Senator Wilson (Science, Engineering, and Math).

MINUTES

Motion: It was moved by Senator Wilson and seconded by Senator Johnson (Technology) to approve the minutes of 2/10/09 as corrected.

Action: Motion was unanimously approved.

REPORTS

President

President Reece passed around a thank you card sent by former Faculty Senate clerk Dodie O'Donnell. He also asked the senators to encourage their colleagues to spend 10-15 minutes this week or next on “Advance” as part of the iFALCON/Habits of Mind campaign. He reported that more details can be obtained on the Cerritos.edu/ifalcon website, which continues to be populated with content.

Secretary

Secretary Ukita, along with Senator Breit (Fine Arts/Communications) provided an update of the presidential search. Secretary Ukita reported that the presidential search effort is moving along. The search committee, which is chaired by Senator Breit, has met three times. According to the position announcement, applications will be reviewed beginning March 31st. Secretary Ukita reported that the consultant will do an initial screening, checking for minimum qualifications and identifying candidates they would recommend for an interview. The search committee will have the opportunity, however, to read all of the applications and make a determination of whom to interview. The committee will likely do its review of applications in April. The Board still needs to decide if they want to conduct a full-day interview with each candidate, or interview all of the candidates in one day. Secretary Ukita and Senator Breit indicated that they have been pleased with the process and the consultant thus far.

In response to a question about to whom and how the position was being advertised, Senator Breit reported that it is being advertised broadly. President Reece stated that he has seen about 15 places it was being advertised. Concern was expressed about how colleges obtain their chief executive officers, and how there seems to be a pool of professional executives who seem to be looking for preparation for their next position without real commitment to the institution. Senator Breit and Secretary Ukita both shared their belief that everyone, including the Board, is committed to getting this right.

CCFF Liaison

Professor Robin Huber provided a report on the progress of contract negotiations. The CCFF has recently put the assignment article on the table; the District provided a counter. They are in the process of trying to meld the two together to come up with a mutually acceptable article on
The latest article they brought to the table is called the Standards for a Sustainable Workplace. A robust article was developed that includes green design, office space, instructional space, technology, parking and enforcement to move from the realm of goals to something that can be monitored and enforceable. The District came back with a three-section article, restricting it to issues of safety only, and asserting that the existing safety committee is sufficient. Professor Huber reported that the negotiation team met for several hours yesterday, and they are working on a response, which they will present to the District on Friday. He underscored the point that the faculty union can only be as effective as the motivated faculty behind them. The CCFF is asking for support. Specifically, faculty can fill out a card that addresses the workplace article. The card can be placed in the CCFF mailbox. They will bring the cards to the Board meeting on March 4th. Professor Huber also asked that if faculty can provide evidence to support the effort (e.g., images depicting unsafe or unclean areas), that they forward it to the union. He also clarified that the article does not demand money to address problems right away, but it sets up a structure. President Reece reminded the body that the effort ties into the initiative of the Agenda for Student Success that addresses instructional space. The Senate had asked the CCFF for help in moving this forward.

APPOINTMENTS AND NOMINATIONS

Committee Members Needed
The SLO and Habits of Mind taskforces still welcome members. The SLO taskforce meets on the 2nd and 4th Mondays in LC 57 at 3:00 p.m. The Habits of Mind taskforce meets on the 1st and 3rd Mondays also at 3:00 p.m. in the same room.

ANNOUNCEMENTS/INFORMATION ITEMS

General Faculty Meeting
President Reece asked senators to encourage their colleagues to attend the general faculty meeting on Thursday, February 26th, which will take place 11:00 a.m. in the Teleconference Center. The tie between program review and student learning outcomes to student success will be underscored.

Academic Excellence
Approximately 60 programs submitted names of students for the Academic Excellence Awards. The ceremony will take place on Tuesday, March 24th at 7:00 p.m. in the Burnight Center.

Outstanding Faculty Awards
The awards ceremony will take place in the Student Center on Thursday, April 24th.

STANDING COMMITTEE REPORTS

Professional Relations Committee
Chair of the Senate’s Professional Relations Committee, Nina Motruk, announced the Outstanding Faculty awardees. The full-time awardees are:

- Mary Balmages (Business Education)
- Donald Carroll (Fine Arts/Communications)
- Walter Fernandez (Humanities/Social Sciences)
- Bryan Reece (Humanities/Social Sciences)
• Philip Hu (Liberal Arts)
• Yannick Real (Technology)
• Anthony (Technology)
• Cheryl Shimazu (SEM)
• Crystal Lo Vetere (SEM)

The part-time awardees are:
• Karen Beck (Humanities/Social Sciences)
• Daniel Cantrell (Liberal Arts)

Most Outstanding Faculty awardee: Marijean Piorkowski

Food will be served first again this year.

**Hiring Standards Committee**

President Reece shared the following information item: An equivalency request from dental technology was denied.

President Reece reported that four departments—History, Court Reporting, Library Science, and Culinary Arts—have requested to use statewide minimum qualifications for their disciplines.

**Motion:** It was moved by Senator Hallinger (SEM) and seconded by Senator Johnson (Technology) to support the requests of the four departments.

**Action:** Motion was unanimously approved.

A concern was raised about not being able to hire faculty to teach a specific course. President Reece explained that there is a state requirement that must be met. Faculty must meet requirements for the (discipline), not a specific course. Hiring faculty who do not meet minimum qualifications for the discipline, but may be considered qualified to teach one specific course, could risk the college’s accreditation and cause other problems, such as the units for the course not counting. A particular area of expertise can be included in the job announcement as part of the preferred qualifications, but that would be in addition to minimum qualifications. A few ideas to address the issue, such as seeing if there is another discipline that could capture other courses or cross-listing courses, were offered.

President Reece reported that there has been a request by some deans and faculty members to modify hiring procedures so that deans could be included in the final interview. The current procedures only allow for the committee chair to be in the final interview, but the practice had been to allow the dean to be present as well. However, when Dr. Vela was president, the deans were not allowed in the final interview. The Equal Employment Opportunity Advisory Committee is currently looking at this idea, and looking at hiring procedures in general.

**UPDATE ON AGENDA FOR STUDENT SUCCESS**

President Reece shared with the senators a suggestion that was recently made to him. Because some of the Agenda for Student Success items need funding, and the way to get into the funding loop is through the unit planning process, it was suggested that the Faculty Senate submit a unit plan. President Reece indicated that this idea will come up for discussion at a future Senate meeting.
Senator Fernandez (Humanities/Social Sciences) introduced the topic of SLOs and faculty evaluations for discussion. He reported that the Academic Senate for the California Community Colleges (ASCCC) passed a resolution in Fall 2008, opposing the practice of using student learning outcomes (SLOs) in individual faculty evaluations. Senator Fernandez proposed that the Cerritos College Faculty Senate take a position in line with the ASCCC resolution, and do so in advance of the next accreditation visit in case the team makes a suggestion that faculty be evaluated based on SLO attainment. He read the proposed resolution:

Whereas, the Academic Senate for California Community Colleges passed resolution 2.01 “Opposition to using SLOs in Faculty Evaluation” (2008);

Be it resolved, that the Faculty Senate of Cerritos College affirms its opposition to the use of SLOs as criteria in individual faculty evaluations.

Senator Fernandez also read the ASCCC resolution that was referenced. He then reported that he spoke with an ASCCC staff member, and was told that the resolution was sent to its standing SLO committee, and there would not be any answers until June.

President Reece clarified that Senator Fernandez is not suggesting the Senate take a position against doing SLOs, but that SLOs should not be a part of individual faculty evaluations. He reiterated that the ASCCC has taken the same position. He noted the importance of keeping faculty evaluations and SLO assessment distinct. He also reported that he spoke to the two faculty SLO coordinators (Jan Connal and Frank Mixson), President Farmer, Vice President Brock, and CCFF President Stolze, and they all agree that evaluations and SLO assessment be kept separate.

Various suggestions and other comments were presented:

- President Farmer had stated at a previous Senate meeting that using SLOs for faculty evaluation would not occur on his watch.
- Rather than just saying the Senate is opposed, it could include specific reasons.
- Should make very clear what SLOs will be used for.
- “Whereas” statements could be added to the proposed resolution. Language from the ASCCC resolution could be incorporated.
- The proposed resolution does not go far enough; could state that SLOs should not be used in the evaluation of programs, too.
- Concerns about use of SLOs in both faculty and program evaluation were brought up at the ASCCC Fall Plenary Session. It will likely come up again at the spring session.
- One of the Program Review Committee members shared his understanding that with respect to program review, they are just concerned with whether faculty are engaged in the process—not the outcome.
- The District included SLO language in their assignment article. If it is written into assignment contract language, then anything under assignment is something that can be evaluated. Faculty
need to be aware of this.

There was some discussion about whether the resolution should be kept simple for the sake of being expeditious, or should be reworked to include “whereas” statements for more clarity. President Reece asked that he and Senator Fernandez continue to work on it and bring something back to the Senate. Senator Soden (Business Education) might also be able to take a resolution with her to the spring ASCCC plenary session.

Eminence

Senator Pritchard (Fine Arts/Communications) introduced the topic of eminance for discussion. The faculty in his division has had some discussion about this, and wondered about a definition of eminance, if there was an old policy, and/or if a policy on emince is completely out of the question.

President Reece provided some general information related to eminance. If someone wants to be hired as a faculty member, he or she needs to meet statewide minimum qualifications for the discipline and/or local standards. If the individual does not clearly meet the standards, he or she can apply for equivalency through the Hiring Standards Committee. The committee will look at education to see if it is equivalent to the qualifications. Eminence looks at the person’s experience, and not necessarily education, to see if the experience meets the same qualifications. Cerritos College has not had an emince policy. The Chancellor’s Office allows colleges to have eminance policies, but does not require they do. Defining emince is a challenge; harder than defining equivalency. A number of colleges are having problems with it. Eminence speaks to high levels of qualification such as an Academy Award winning actor who wants to teach an acting class, or someone wanting to teach a sport in which she earned an Olympic medal, but who does not have the appropriate education. It is a complicated. Senator Jensen (HPEA), who sits on the ASCCC’s Standards and Practices Committee, provided additional information. She reported that the state committee is coming up with a resolution to address emince, but there is a sense that individuals would still have to meet minimum qualifications. The resolution will be presented at the spring plenary session. She added that emince is not favored throughout the state.

Eminence is used in state boards of registration. It is typically described as allowing someone who is eminently qualified from outside the state to come in and practice within the state. It was suggested that some of the state boards to see how emince is defined in their regulations.

A concern was presented that we do not become enamored with a big shot name, and that their ability to teach is considered.

It was pointed out that if a faculty member is cleared by emince to teach in a discipline, he or she is considered qualified to teach anything in the discipline. It was also pointed out that assignment is determined by the division/department; however, while faculty might not be given an assignment to teach other courses for which they are not really qualified, they could (in theory) be given such an assignment.

There is a standing Faculty Senate committee (the Hiring Standards Committee) that deals with these issues, and can bring recommendations
OFFICIAL MINUTES

President Reece requested that the senators who participate on the committee (Page, Jensen, and Fernandez) get a conversation going about this topic in the committee, and come to some kind of recommendation. Anyone can attend the committee meetings, but there are specific representatives from each division. The committee meets on the third Tuesday of the month.

SLO Taskforce to Shared Governance Committee

President Reece reminded the body that the SLO committee which currently exists as a taskforce needs to be sent to the Coordinating Committee for approval to become a shared governance committee. He presented a memo providing background information about the formation of the taskforce, and details about the purpose and composition of the proposed shared governance committee. He will present this again to the body at the next Senate meeting for a motion.

ADJOURNMENT

The Senate adjourned at 12:25 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, MARCH 3, 2009
11:05 A.M.
BOARD ROOM

Faculty Senate Office Hours: 7:00 a.m. – 4:30 p.m. Monday through Thursday and 7:00 a.m. to 3:30 p.m. Friday.

Dr. Bryan Reece
President
Ext. 2219

Debra Moore
Vice President
Ext. 2418

Miriam Tolson
Program Assistant II
Ext. 2217

Traci Ukita
Secretary
Ext. 2592

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