### Cerritos College

#### Faculty Senate

**Regular Meeting • January 27, 2009**

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<th>LAST NAME</th>
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<td>Pritchard</td>
<td>Gary</td>
<td>Fine Arts – Alternate of Julie Trager</td>
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<td>Bryan</td>
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<td>Barbara</td>
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<td>Trager</td>
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<td>Fine Arts/Communications-Spring 2009</td>
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1/27/2009
OFFICIAL MINUTES

Guests: Marilyn Brock, Mary Balmages, Jan Connal, Carol Chambers, Cheryl Shimazu, Renee Chomiak-De Long, David Young, James Ho Lee, Christopher Diers (Talon Marks)
The meeting began at 11:09 a.m. The flag salute was led by Senator Ernest (Liberal Arts).

President Stolze reported:

- It does not appear there will be an attempt to suspend sabbaticals for a year.
- There will still be two summer sessions, though there will be some shifting (of classes). The District declined to bargain.
- A Subjects of Bargaining guide will be made available.
- A sustainable workplace article has been crafted. The union should find out at their next bargaining session on February 9th what the District thinks.
- There are a lot of issues regarding the assignment article. President Stolze emphasized the importance of challenging initial starting points, noting that if they are not challenged, they could wind up being incorporated into contract language. He also noted the importance of being able to publicize what they are bargaining over. The CCFF has a commitment to accountability and transparency. It is a democratic organization, which reflects concerns of all faculty on campus.
- He sent an open letter to managers emphasizing that there is one bargaining table, and that the CCFF take its legal responsibilities seriously.
- CCFF’s parent union, CFT, is exploring legal action against the ACCJC over the question of under what circumstances should the impact of student learning outcomes should be bargained. The CCFF filed a local demand to bargain over SLOs, which was recently declined. They will possibly explore an unfair labor practice charge.

President Stolze stated his interest in reaffirm the CCFF’s commitment to working with the Faculty Senate. There is a compact in place that ensures mutual respect and recognizes the respective scopes of both. At no point over the last couple of weeks when sparks were flying on camps was the good relationship between the CCFF and the Senate in danger.

President Reece reiterated that there will be two summer sessions. The first session will include approximately 50% of usual course offerings—the rest will be rolled over into the second session. He also reported that the five sabbatical requests for next year will be going to Board of Trustees for their next meeting.
OFFICIAL MINUTES

Personnel The Senators welcomed Miriam Tolson, who is replacing the recently retired Dodie O'Donnell as Senate Clerk; and Professor Gary Pritchard (Fine Arts/Communications) who will be standing in for Senator Betancourt for the semester.

President Reece announced that Nathan Durdella, who was the director of Research and Planning, has taken a position at Santa Monica College. The office provides quite a bit of help to program review and the SLO taskforce, so there will be some issues to work through this semester.

General Faculty Meeting There will be a general faculty meeting on Thursday, February 26th at 11:00 a.m. in the Teleconference Center. The revised program review process and the new SLO plan will be presented. President Reece noted that there are some SLO issues being addressed by the CCFF and some being addressed by the Senate. The union is looking at the workload concerns that are part of a larger discussion. The Senate is addressing the accreditation concerns related to student learning outcomes.

Academic Excellence The Academic Excellence Awards ceremony will take place on Tuesday, March 24th at 7:00 p.m. in the Burnight Center. Applications are due Thursday, February 12th. President Reece asked the Senators to make sure that all of the programs from their divisions were represented. He explained that a program for this ceremony is whatever the faculty members of the department/division feel is a program.

STANDING COMMITTEE REPORTS

Hiring Standards Committee President Reece reported that several requests for equivalency were approved and a couple were denied. He explained that there had been a problem with the emergency hiring process, which was being used to get around equivalency process. He reported that the committee has been doing great work. They have tightened things up, and are seeing a lot more requests coming through. President Reece reminded the Senators that if their divisions are hiring part-time faculty who don’t meet minimum qualifications, that they get them to the committee by this semester to see if they can be approved for equivalencies because by this summer, if they do not meet minimum qualifications or equivalent, they should not be hired, and he will not sign off on them.

President Reece reported that two departments submitted changes with regard to their local standards.

Motion: It was moved by Secretary Ukita and seconded by Senator Soden (Business Education) to approve the Paralegal Department’s decision to keep their local standards.

Action: Motion was approved. One nay. No abstentions.

Motion: It was moved by Senator Soden and seconded by Senator Hallinger (SEM) to approve the Cosmetology Department’s decision to use the state’s minimum qualifications.

Action: Motion was unanimously approved.

UPDATE ON AGENDA
President Reece referenced the email he sent to all college employees asking them to help teach students the Habits of Mind. He reported that there is a website. While there is not a hyperlink to it from the homepage, it can be found via the ABC index or the Quick Links menu. There are four groups of pages built so far for the website. There is content for the others, but it is not on the site yet. President Reece pointed out that this is the first time the college is doing something like this, and asked that everyone be patient with the bumps and glitches. He also reported that a taskforce is being put together with a plan to start moving it toward becoming a shared governance committee that would coordinate the campaign. Meetings take place on the first and third Mondays of the month at 3:00 p.m.

**Motion:** It was moved by Senator Wilson (SEM) and seconded by Senator Soden (Business Education) to approve the minutes of 12/9/09.

**Action:** Motion was unanimously approved.

Prior to the discussion on accreditation, Senator Soden (Business Education) reported that she has been told that her program, which has been 100% online for the last several years can no longer be completely online. She expressed an interest in obtaining from the other senators input on how faculty who teach hybrid classes divide their time between online instruction and in class instruction. Several senators made statements relating to the need for a clear definition. It was observed that the CCFF intends to negotiate this as part of the assignment article, and that past practice would prevail in the meantime. The point was also made that the goal should be serving students, and that there is demand to have online classes. President Reece suggested that Senate leadership discuss this issue, and that he talk with VP Brock as well as President Stolze to get some sense of where to go with this.

President Reece turned the body’s attention to the topic of accreditation. After providing some background information about the accreditation process and the recommendations the college received last summer, President Reece called attention to the draft of the follow-up accreditation report distributed by President Farmer, which essentially serves as a summary of where the college is with respect to the eight recommendations. He reported that he has already received several comments by email, which he plans to aggregate along with comments from the meeting into one report to send to President Farmer. The comments already submitted could be characterized either as challenging the accuracy of claims made, and noting that there were other things not included. President Reece shared his opinion that all of the information related to the recommendations be included whether good or bad, because when the visiting team comes back and negative things are mentioned in meetings, but not in the report, then that would eat at the integrity of the document.

A request was made to get information about how much the college is spending on the consultant. President Reece indicated that the Senate could make a request for the information. President Reece was asked if the college has an accreditation committee,
to which he responded that there is a standing shared governance Committee on Accreditation. In response to follow up questions about whether the committee was consulted, if there was a vehicle for the committee to provide input, and who the consultant reported to, President Reece noted that to his knowledge, the committee had not been consulted nor was involved in writing the report, that there was not a vehicle for the committee to provide input, and that the consultant reported to President Farmer. After an observation was made that it appeared shared governance was circumvented, a question was raised, to which there was no specific answer provided, about whether the college would be in violation with respect to accreditation.

One senator suggested that with respect to the recommendation about communication, the report did not reflect the truth. Several other senators and other faculty offered additional comments, observations, questions, and suggestions that contributed to a lengthy discussion:

- Because the ARCC is done every year, inclusion of it in the report makes it look padded a little bit, as it is not anything new.
- The iFALCON campaign did not come out of the SLO committee.
- It would be inappropriate to attribute the iFALCON campaign as being under the direction of the president, though it should be somewhere in the report because it demonstrates that the campus community is pushing for student success even without direction from the president.
- There is a more fundamental issue about the validity of the report if it was developed outside of the shared governance process.
- The accreditation committee should have at least been pulled together for the consultant to gather their feedback.
- If the college accreditation committee was not part of the development of the report, the college is not starting off on the right foot.
- It seems that the spirit of the recommendation on communication and participation is to invite two-way communication, but a lot of what is referenced in the report looks like one-way communication.
- What is presented in the report shows that others were not consulted. There are inaccuracies. For example, President Farmer has only attended one Faculty Senate meeting since he has been president. The inaccuracies verify the process was not followed.
- The report includes reference to anecdotal evidence, yet such evidence has not been good enough in the past.
- An example of a line of communication that could be improved is a meeting called at the 11th hour regarding the elimination of turnitin.com.
- After a devil’s advocate point of view was presented—that if people are not asked for input, then they need to demand to be heard and participate, and not complain after the fact—President Reece explained that he twice asked for drafts of the report in the fall semester, and that faculty were asking to be up front with respect to input. He noted that once the document went out, only one week was given to offer comments.
- There are a lot of statements, such as some about training and direct consultation with faculty members, that are not backed up with evidence.
• When asked if they felt faculty were involved in the process, none of the senators indicated that felt they or their faculty colleagues were involved.
• The report should go back to the accreditation committee (that worked on the self-study).
• This is an important process that should have been more inclusive. There should have been meetings long before for processing with the whole campus. Something needs to be done right away.
• President Reece recounted how a request he made that he and the presidents of the CCFF and CSEA be allowed to attend the retreat that was going to take place to talk about a strategy was politely declined. He also shared his frustration about trying to put together meetings.
• The accreditation committee has not met since the first (self-study) report. The committee reports to the Coordinating Committee.
• It sounds like faculty have asked to be included in the process, but the document was prepared outside of shared governance, and as the faculty representative President Reece cannot sign it if the faculty were not appropriately included in the process.
• An observation was made that the report points to PeopleSoft as being the reason for inaccuracies in the catalog, even though VP Brock had come to a Senate meeting and on behalf of her office accepted responsibility for mistakes in the catalog. It was clarified that the catalog issues from the accreditation recommendation were different from those Dr. Brock had addressed.
• The original accreditation committee should go over the report and provide feedback.

ADJOURNMENT

The Senate adjourned at 12:29 p.m.

Minutes respectfully submitted by Faculty Senate Secretary, Traci Ukita.

**UNOFFICIAL MINUTES

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, FEBRUARY 3, 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 3:30 p.m. Friday.
Visit the Faculty Senate Web Page
www.cerritos.edu/faculty-senate
for agendas, minutes and other information of interest to faculty, staff and others.