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Guests: Bob Arthur, Bob Hughlett, Carmen Avalos, Bill Farmer, Talon Marks, Rich Cameron, Carolyn Chambers, Connie Mayfield, Stephanie Murguia, Bob Chester, ML Bettino, Michael Barrita, Noelia Vela, Lucinda Aborn, Kay Follett, Renee Chomiak, Dennis Falcon
CALL TO ORDER AND PLEDGE OF ALLEGIANCE

The meeting began at 11:06 a.m. The flag salute was led by Secretary Ukita (Counseling).

MINUTES

Motion: It was moved by Senator Hallinger (SEM) and seconded by Senator Hu (Liberal Arts) to approve the minutes of 2/12/08.

Action: Motion was unanimously approved save one abstention.

REPORTS

CCFF Liaison

President Stolze reported that the CCFF will bargain again with the District on Friday. The union presented counterproposals to the District team, and hopes the meeting will go as well as the first meeting. President Stolze will report back to colleagues after Friday.

Student Senate Liaison

Senator Lee announced that elections for the positions of ASCC President and Student Trustee are coming up. Applications are already available.

Senator Lee introduced ASCC Vice President, Michael Barrita, who provided information about a change in the ASCC budget strategy. VP Barrita distributed a document that outlines what a student organization needs to do if it would like more financial support form the ASCC for the next academic year. The deadline to submit proposals is March 7th.

Cerritos College President

President Reece announced that Dr. Vela has been scheduled for another meeting, but requested time at the top of the Senate meeting to make a statement. Before introducing Dr. Vela, President Reece explained that the Talon Marks asked to videotape the meeting, and asked the body for feedback.

Motion: It was moved by Senator Wilson (SEM) and seconded by Senator Mellas (SEM) that the meeting not be videotaped.

Action: Motion was approved with 5 abstentions.

President Reece gave Dr. Vela the floor. Dr. Vela extended her appreciation to the Senate for its flexibility in its schedule. She acknowledged receipt of the Academic Leadership Outcomes survey, and noted that she was impressed by the tremendous amount of work that went behind it. She referred to a memo (email) that was sent to senators on the 25th, and explained that she has had a longstanding invitation to meet with and make a presentation for students in the Court Reporting program. Dr. Vela explained that the event is not just an annual banquet, but that it is for a special achievement for the students, as they have achieved a 100% passage rate in the state exam. She asked the body to understand her interest in honoring that commitment. Dr. Vela stated that she has asked for an opportunity to speak, and that she has been scheduled for the 14th.
(Correction: Dr. Vela has been scheduled for the 11th.) She recognized that the Senate has had a published agenda and that there will be some discussions for which she will not be present. She acknowledged there are some challenges ahead, and expressed that she would like the opportunity to talk about that. She also shared her belief that some misinformation has been shared, and that decisions have been made based on misinformation and misperceptions. She asked the body to please consider the message and information in the memo, and expressed that she looks forward to an opportunity to have a meaningful discussion with enough time for dialog and asking questions. Dr. Vela apologized for not being able to be present (for the rest of the meeting), and expressed her hope to have an opportunity to have some meaningful time for some conversation.

**APPOINTMENTS AND NOMINATIONS**

**College Committee on Student Life**

Senator Sparks had to step down from the committee. Interested senators should contact the Senate office. If none of the senators express an interest within the next couple of weeks, will open it up to the rest of the faculty.

**ANNOUNCEMENTS**

**Election of Officers**

Nominations for officers of the Senate are due 4/8/08. Elections are scheduled for 4/22/08.

**Outstanding Senator of the Year**

Nominations are due 4/22/08. Elections are scheduled for 4/29/08. Presentation is scheduled for 5/6/08.

**Academic Excellence Awards**

The Academic Excellence Awards event will take place on Tuesday, 3/25/08 at 7:00 p.m. in the Burnight Center and Board Room.

**Outstanding Faculty Awards**

The Outstanding Faculty Awards event will take place on Thursday, 4/17/08 at 11:00 a.m. in the Student Center.

**SENATE DISCUSSION**

**Voting on Confidence in the Cerritos College President**

President Reece called the body’s attention to a few documents that were furnished for the discussion. He read the email memo to which Dr. Vela had referred into the record:

Greetings!

Bryan, thank you for your understanding and concern for my mother’s health. I hope you are feeling better soon. I understand that you are out ill today.

As I indicated to you in my February 15 e-mail message, I would like to take some time to communicate directly with you, the Faculty Senate and others. Since I have been scheduled to be at the Annual Court Reporting Banquet since February 6 to make a presentation on Tuesday, February 26 during the same time that the Senate meets, I do ask that a time be scheduled on March 11 for all of us to talk.

The allegations made that I re-wrote Standard IV of the
Accreditation Self Study and that I gave misinformation two years ago regarding when the College could expect to receive the $30M from the State for the replacement of the Burnight Theatre are not based on fact and yet they are purported bases for the vote of no confidence. I’m interested in having a direct and open conversation to discuss the vote of no confidence, the ALO survey, expectations of each other, appropriate and inappropriate communication channels and most importantly to talk about where we, all of us, go from here.

Your e-mail makes it appear that I have been non-responsive to the Faculty Senate. Bryan, prior to November, 2007 you would have called or stopped by to ask me to attend a Senate meeting and now you include the notice of an invitation in the body of minutes or on an agenda. The practice of calling and inviting someone to attend a Senate meeting is still being used with others but apparently not with me.

People expect to be evaluated based on appropriate expectations, evidence and discussion before judgments and decisions are made. The value of an evaluation comes in the discussion. I ask what one of the senators asked at a Faculty Senate meeting: What are the charges? You and others appear to have a goal, perhaps goals that have not been shared with me. If your goal is to have change, then it would be productive to have us all talk directly about what that change entails for each of us.

I have served the College well and have kept the best interest of the College and students in mind since I arrived here. There have been regular, announced and open opportunities for dialogue and participation in decision making and to say otherwise two years after decisions were made is neither accurate nor fair to all of us who participated in those processes. It may be closer to accurate to say that some do not like the outcomes and want the decisions reconsidered; albeit two years later.

Once again, I hope we can find time to communicate directly to work through this. Thank you for your consideration. I look forward to the opportunity to meet.

President Reece reiterated that Dr. Vela expressed an interest in meeting with the Senate on 3/11/08. He shared his belief that the implied message is that she would like the Senate to postpone its vote on the issue of confidence until then, and identified that as being a decision to be made by the body. Before opening for discussion, President Reece called the body’s attention to two other documents: tables outlining various communications believe a pattern of non-response or delayed response and a timeline of public meetings; a timeline of votes by 11 divisions that have voted no confidence. After asking the senators to check the division votes for accuracy, a couple of senators provided clarifications or corrections.

President Reece opened the floor to discuss whether or not to go forward with the vote on confidence in Dr. Vela’s leadership as planned or to
postpone it until March 11th. One senator suggested move forward with the vote, as he did not think anything would change come March 11th. He also expressed his understanding that the vote is about Dr. Vela’s leadership style, and acknowledged that it will still be up to the Board of Trustees to make any decisions. Another senator concurred and others nodded in agreement, and then a formal motion was put forth.

**Motion:** It was moved by Senator Trager (Fine Arts/Communications) and seconded by Senator Johnson (Technology) to go forward with the vote today (February 26th).

**Discussion:** Several senators and other faculty members offered comments and observations:

- One senator stated that the president is still welcome to come back and talk to the Senate. He also wondered how a president could not know the seriousness of the vote of no confidence and not respond sooner.
- Another senator made it clear that even though some changes have been made, his division’s position (of having no confidence in the president) has not changed. He expressed opinions about the function of the Campus Transformation Committee, and pointed to the Program Review process as being the faculty’s tool to move the institution forward.
- It was suggested that with all of the complaints about communication, the Senate might look bad having let the president leave the meeting after asking for an opportunity to speak (at a future meeting).
- Referencing the email memo the president sent, one senator observed that it does not reflect someone who is really open to communication. She also shared her belief that the last minute statement to the Senate was manipulative, that the president has done everything to not communicate and push the Senate back, and that it is essential to vote prior to accreditation to make clear where we stand.
- Another faculty member shared his belief that the email memo the president sent diminishes what this is all about. This is about much larger material than the two points referenced in the memo about standard four of the accreditation self-study and funding of the theatre. He also made the point that the vote is part of the communication with the president, and that when she does come to the Senate, she needs to understand where the body stands.
- It was pointed out that the Senate will need to consider implications in terms of looking at the campus community. The same vigilance needs to be put forth in looking at the other side of the vote with respect to the process and communication with the Board. The president has not been working in isolation, and the Senate has a responsibility to monitor decisions to come, and be included in the discussion of whatever decision the Board needs to make.

**Action:** Motion was approved with a vote of 27-1.

Ballots were distributed, marked by senators, and collected. President Reece read the votes; the Senate clerk tallied the votes. The results were
as follows:

- 24 votes for “no confidence”
- 4 votes for “concern”
- 1 vote for “confidence”

President Reece announced that the Faculty Senate officially votes no confidence in the leadership of Dr. Vela, and proceeded to read the statement that accompanied the no confidence option on the ballot. Noting that such an outcome was suspected, President Reece distributed and read a draft of a resolution that could be forwarded to the Board of Trustees.

**Motion:** It was moved by Senator Johnson (Technology) and seconded by Senator Obasohan (Humanities/Social Sciences) to approve the resolution.

**Discussion:** There was discussion about some of the language in the resolution. The body agreed to the following changes:

- Change “ten divisions” to “eleven divisions” and add Student Services.
- Delete statement that mentions CCFF.
- Change “yes,” “no,” and “abstain” to “no confidence,” “concern,” and “confidence.”
- Include statement about Dr. Vela initiating communication with the Senate regarding the ALO and vote of no confidence one time, and just prior to the Senate meeting.
- Replace “immediately remove” with “seriously consider removal of.”
- Delete statement that mentions severance pay. This change generated some debate, with some senators asserting that the Board should be made aware that the Senate would be okay with severance pay if that is what they choose to do, and other senators asserting that the Senate should have no involvement with the issue of severance pay. A straw poll was taken, and a clear majority was in favor of deleting the statement.

**Action:** Motion unanimously approved as amended.

Another motion was put forth in response to a desire expressed earlier in the meeting about somehow letting the Board know they should talk to the faculty, and not just administration, to understand our concerns and why the Senate voted the way it did.

**Motion:** It was moved by Senator Asperen (Technology) and seconded by Senator Johnson (Technology) to recommend that President Reece bring forward all concerns of all of the divisions to the Board of Trustees.

**Action:** Motion was unanimously approved.

**ADJOURNMENT**

The Senate adjourned to closed session at 12:10 p.m. to discuss an academic accommodations appeal.

Minutes respectfully submitted by Faculty Senate Secretary, Traci Ukita.
**OFFICIAL MINUTES APPROVED BY FACULTY SENATE 3-4-08**

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 4, 2008
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.

Dr. Bryan Reece
President
Ext. 2219

Debra Moore
Vice President
Ext. 2418

Dodie O'Donnell
Faculty Senate Clerk
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.