OFFICIAL MINUTES

Cerritos College
Faculty Senate

Regular Meeting • October 7, 2008

<table>
<thead>
<tr>
<th>LAST NAME</th>
<th>FIRST NAME</th>
<th>DIVISION</th>
<th>TERM</th>
</tr>
</thead>
<tbody>
<tr>
<td>X</td>
<td>Asperen</td>
<td>Bob</td>
<td>Technology</td>
</tr>
<tr>
<td>X</td>
<td>Betancourt</td>
<td>David</td>
<td>Fine Arts – Alternate for Julie Trager Fall 2008 only</td>
</tr>
<tr>
<td>X</td>
<td>Breit</td>
<td>Craig</td>
<td>Fine Arts/Communications</td>
</tr>
<tr>
<td>X</td>
<td>Casillas</td>
<td>Rocio</td>
<td>Counseling – Alternate for Armando Soto</td>
</tr>
<tr>
<td>X</td>
<td>Chalmers</td>
<td>Graham</td>
<td>SEM</td>
</tr>
<tr>
<td>A</td>
<td>Chester</td>
<td>Bob</td>
<td>Immediate Past President</td>
</tr>
<tr>
<td>X</td>
<td>Ernest</td>
<td>Roger</td>
<td>Liberal Arts</td>
</tr>
<tr>
<td>X</td>
<td>Fernandez</td>
<td>Walter</td>
<td>Humanities/Social Sciences</td>
</tr>
<tr>
<td>E</td>
<td>Fobi</td>
<td>Charlene</td>
<td>Health Occupations</td>
</tr>
<tr>
<td>X</td>
<td>Hallinger</td>
<td>Don</td>
<td>SEM</td>
</tr>
<tr>
<td>X</td>
<td>Hoppe-Nagao</td>
<td>Angela</td>
<td>Liberal Arts</td>
</tr>
<tr>
<td>X</td>
<td>Horvath</td>
<td>Ellen</td>
<td>Liberal Arts</td>
</tr>
<tr>
<td>X</td>
<td>Hu</td>
<td>Philip</td>
<td>Liberal Arts</td>
</tr>
<tr>
<td>X</td>
<td>Jensen</td>
<td>Debbie</td>
<td>HPER/Athletics</td>
</tr>
<tr>
<td>X</td>
<td>Johnson</td>
<td>Jeanne</td>
<td>Technology</td>
</tr>
<tr>
<td>X</td>
<td>Juntilla</td>
<td>Tim</td>
<td>Liberal Arts</td>
</tr>
<tr>
<td>X</td>
<td>Lewandowski</td>
<td>Pam</td>
<td>SEM</td>
</tr>
<tr>
<td>X</td>
<td>Marks</td>
<td>Sandy</td>
<td>Health Occupations</td>
</tr>
<tr>
<td>A</td>
<td>McPherson</td>
<td>Mike</td>
<td>HPER/Athletics</td>
</tr>
<tr>
<td>X</td>
<td>Mellas</td>
<td>Dean</td>
<td>SEM</td>
</tr>
<tr>
<td>X</td>
<td>Moore</td>
<td>Debra</td>
<td>Library (Vice President)</td>
</tr>
<tr>
<td>X</td>
<td>Moriarty</td>
<td>Cindy</td>
<td>Business Education</td>
</tr>
<tr>
<td>X</td>
<td>Namala</td>
<td>Solomon</td>
<td>Humanities/Social Sciences</td>
</tr>
<tr>
<td>X</td>
<td>Negrete</td>
<td>Bernie</td>
<td>SEM</td>
</tr>
<tr>
<td>A</td>
<td>Novinski</td>
<td>Pat</td>
<td>Technology</td>
</tr>
<tr>
<td>X</td>
<td>Obasohan</td>
<td>Victor</td>
<td>Humanities/Social Sciences</td>
</tr>
<tr>
<td>X</td>
<td>Page</td>
<td>Elizabeth (Liz)</td>
<td>Student Services</td>
</tr>
<tr>
<td>X</td>
<td>Reece</td>
<td>Bryan</td>
<td>Humanities/Social Sciences (President)</td>
</tr>
<tr>
<td>X</td>
<td>Salgado</td>
<td>Patricia</td>
<td>Student Senate Liaison (Non Voting)</td>
</tr>
<tr>
<td>X</td>
<td>Soden</td>
<td>Barbara</td>
<td>Business Education</td>
</tr>
<tr>
<td>--</td>
<td>Soto</td>
<td>Armando</td>
<td>Counseling – Sabbatical Leave 2009</td>
</tr>
<tr>
<td>X</td>
<td>Stolze</td>
<td>Ted</td>
<td>CCFF Liaison (Non Voting)</td>
</tr>
<tr>
<td>--</td>
<td>Trager</td>
<td>Julie</td>
<td>Fine Arts/Communications – Spring 2009</td>
</tr>
<tr>
<td>X</td>
<td>Ukita</td>
<td>Traci</td>
<td>Counseling (Secretary)</td>
</tr>
<tr>
<td>A</td>
<td>Wedell</td>
<td>Donna</td>
<td>Health Occupations</td>
</tr>
<tr>
<td>X</td>
<td>Wilson</td>
<td>Jack</td>
<td>SEM</td>
</tr>
</tbody>
</table>

10/31/2008

Guests: Carolyn Chambers, Michael Barrita
MINUTES

CALL TO ORDER AND PLEDGE OF ALLEGIANCE

The meeting began at 11:09 a.m. The flag salute was led by Senator Ernest (Liberal Arts).

MINUTES

Motion: It was moved by Senator Hallinger (SEM) and seconded by Senator Mellas (SEM) to approve the minutes of 9/30/08.

Action: Motion was unanimously approved save one abstention.

REPORTS

Secretary

Secretary Ukita reported that she participated in the advising portion of the first workshop to which students coded as “transfer” on instructor’s rosters were referred to obtain information about university admissions. The workshop was well attended by approximately 40-50 students. Secretary Ukita noted that it was clear that many of the students did not realize that they could apply. President Reece added that he spoke to the Transfer Center directors yesterday, and they indicated that similar workshops in the past attracted 15-20 students. The other workshops that have yet to take place are either filled to capacity or filling up quickly.

CCFF Liaison

President Stolze reported that the CCFF’s first bargaining session with the District will be on October 31st.

Student Senate Liaison

Senator Salgado reported the following ASCC news:

- The new marquee (for in front of the Student Center) has been ordered.
- Twenty-two women ran for Homecoming. Seven were selected. Elections for queen will take place next week.
- They continue to work on the water fountain project.
- They plan to examine 37 buildings to recommend replacement.

In response to a question about a recycling program, ASCC president, Michael Barrita, explained the students do want to take action, but cannot do it alone. They are looking for a whole campus effort. Dean Chambers reported that she talked to Director of Facilities, Robert Riffle, about trying to get a recycling effort going. She indicated a desire for students to be involved. President Reece also noted that he is interested in seeing a green initiative as part of the strategic plan. It was also suggested that Terry Price be contacted, as he has expressed an interest in being involved and has some expertise.

In response to a question about the change in the number of students who initially were coded as “transfer,” President Reece confirmed that the report was run again, which led to a drop in the numbers.

APPOINTMENTS AND NOMINATIONS

Motion: It was moved by Senator Soden (Business Education) and seconded by Senator Moriarty (Business Education) to approve the appointment of Mary Mullin to the Sabbatical Leave Committee.
Action: Motion was unanimously approved.

President Reece announced that since none of the senators have expressed an interest in filling the opening for the either the Coordinating Committee or the Planning and Budget Committee, he will open it up to other faculty.

President Reece announced that there will be three student hearings coming up for which faculty are needed. Senator Soden volunteered to participate in the hearing this Thursday at 2:00 p.m. Senator Moriarty and Vice President Moore volunteered to participate in the hearing on the 16th at 12:00 p.m. Senator Wilson (SEM) volunteered to participate in the hearing on the 16th at 2:00 p.m.

ANNOUNCEMENTS/INFORMATION ITEMS

California Secretary of State and State Controller
Senator Hu (Liberal Arts) secured two speakers to come to campus in October. State Controller John Chiang is scheduled to deliver a brief talk on the state of the budget on Thursday, October 9th at 11:00 a.m. in the Teleconference Center. California Secretary of State Debra Bowen is scheduled to discuss the upcoming elections on Thursday, October 16th at 11:00 a.m. at the student amphitheater.

State Academic Senate Conference
The State Academic Senate will hold its fall plenary session November 6-8 in downtown Los Angeles. The Senate office should be able to send a few people.

General Faculty Meeting
President Reece announced that the kick-off of the Habits of Mind campaign will occur at the October 30th general faculty meeting in the Teleconference Center. Details about the campaign will be shared with the entire campus. President Reece shared a recent experience with his class to illustrate the importance of the campaign and in helping students develop basic skills to succeed in class. Prompted by an anecdote about the success of TeacherTRAC students shared by Senator Hallinger, President Reece noted that having a career pathway has been an effective strategy. As a side note, Senator Fernandez (Humanities/Social Sciences) reported that the health fair coordinated by the Project HOPE students last weekend was a success.

SENATE DISCUSSION

President Search
Senator Breit (Fine Arts/Communications) introduced the topic by sharing the observation that the college has had a tough time keeping administrators. He distributed a handout of quotes he compiled that communicate some of his thoughts on leadership, and reflect qualities of the type of president he would like. He referred to the previous Senate meeting in which suggestions were made to open up the field of presidential candidates to include people from out of state, and articulated his preference for not doing so. After pointing out a disconnect between upper administration and the Board and the majority of the divisions with respect to a definition of leadership, and noting the importance of being on the same page, he opened for discussion. Discussion lasted for approximately 20 minutes, during which time numerous comments, suggestions and opinions were offered by senators:

- Should not restrict just to California. There are people outside the
state who would be appropriate and can understand the California system. It is the screening process that has failed.

- Everyone seems to agree that the number of openings (at the senior administration level) is on the rise and the number of candidates from traditional pools is on the decline, so we need to broaden qualifications. There are different ways to broaden the search. The Board will meet next Wednesday to discuss three items on the selection process: calendar, composition of selection committee, and hiring a consultant.

- Board of Trustees will put most of the process in place by their next meeting, if we

- want to change the process, would have to do something by the next meeting that would probably have to be presented on the floor, since it is probably too late to be added to the agenda.

- Instead of thinking in terms of industries to look in, maybe think in terms of leadership qualities and skills and consider people from different areas so long as they have those qualities and skills.

- There are many talented people in house. Need to find something tangible to recommend to the Board that speaks to the desire for longevity. Can encourage anyone whether on campus or off to consider applying. Need to broaden the search.

- Can identify the skills we would want the president to have and screen for those skills. Then, get the person to want to stay.

- The Board is responsible for hiring and firing. If they hire people who are flawed, they need to be reminded that it is not what the constituency desires. The Board should listen to the committee for feedback and input.

- The screening process has worked well for the faculty, but seems to be more difficult with administration. There are problems with a lot of the process. Part of the problem is with consultants; there are also problems with how candidates may be interviewed.

- There is a list of recommended questions compiled by an association that represents senior administrators. Instead of asking candidates such boilerplate questions and asking candidates where they would take us, need to say where we want to go, and ask them how they would take us there.

- Perhaps need to include difficult scenarios as part of the interview. It is important to look for a person with the right type of character and understanding, rather than someone who knows how to answer typical questions.

- Should look at the history of applicants for red flags, such as constantly changing positions. Loyalty is paramount. Tend to get seduced by the new and novel. Could consider bonus points for loyalty to the campus. Concerned about candidates who are professional job seekers.

- Our leadership has been in crisis because our process has failed us. Part of the crisis is the recycling of administrators. If there was a strong president, administrators would be committed to stay, and that would set forth more faith in the administrators that we have. The committee needs to have courage to revisit the process, and go for casting a wide net. It is the criteria (for leadership) that matters.

- Should not be shy about encouraging people already on campus to run.
The general consensus of the body seemed to support the idea of broadening the search while being clear about desirable leadership qualities.

Cheating Student Issue

Senator Betancourt (Fine Arts/Communications) followed up on the previous Senate meeting discussion about a legal opinion from the Chancellor’s office on the subject of not being allowed to fail a student solely because he or she cheated on an assignment. Referring to a document provided to him by Senator Juntilla (Liberal Arts), Senator Betancourt reported that the state Academic Senate has a committee working on this issue and looking at whether or not the legal opinion conflicts with Education Code. He then proposed either tabling the discussion until a recommendation comes from the state Academic Senate, or moving forward with some kind of action such as developing a statement that provides some clarification.

A short discussion followed. Senators offered opinions and suggestions, and shared strategies for handling cheating:

- One suggestion was to bring a recommendation to the upcoming conference (ASCCC plenary session).
- One of the senators who read the documents explained that the attorneys (who wrote the legal opinion) strongly favored turning cheating matters over to the discipline committee. He noted that several cases of cheating have gone through our process, and suggested information on who has gone through the process and what the outcomes have been.
- Another suggestion was to collect more information, possibly at the conference. It could be that a resolution is presented at the conference, so it will be necessary to at least determine how our delegate should vote.
- It was also suggested that Judicial Affairs be contacted to get a list of faculty who have been involved in cheating actions.
- One senator shared his opinion that if an instructor chooses to fail a student and the student chooses to complain, and it made it up to the grievance process, it would fail. He suggested getting the word out to the faculty that they need to abide by the opinion, and if they believe a student needs to be reprimanded, they can take it through the grievance process.
- The English department came up with policy consistent with the Chancellor’s legal opinion. At the very least, people need to be informed about the legal opinion.
- Faculty can clearly specify in syllabi the consequences for cheating. Some have their students sign to verify they read the syllabus.
- One strategy an English professor has used is to have students cut and paste a definition of plagiarism and also paraphrase in their own words a definition, submit them to turnitin.com, and turn in the report.
- Instructors can fail a student on assignments, and if that ends up leading to an F in the class, then so be it. But, according to the legal opinion, an instructor could not fail a student for the whole class just because he or she cheated on an exam.
Senator Betancourt summarized the discussion, noting that although it is not clear what action to take, there seemed to be consensus that some sort of action be taken, which could be discussed at a future meeting.

President Reece suggested the senators notify faculty of the issue through division meetings and indicate that more information is coming.

Library Presentation

Vice President Moore demonstrated new search functions available through the library. She explained how to use the “360 search,” how to log in from home, how to embed links to articles and books in TalonNet via EBSCO Host.

ADJOURNMENT

The Senate adjourned at 12:23 p.m.

Minutes respectfully submitted by Faculty Senate Secretary, Traci Ukita.

**OFFICIAL MINUTES APPROVED BY THE FACULTY SENATE 10-28-08**

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, OCTOBER 14, 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  Debra Moore  
President  Vice President
Ext. 2219  Ext. 2418

Dodie O'Donnell  Traci Ukita
Faculty Senate Clerk  Secretary
Ext. 2217  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.