

OFFICIAL

Cerritos College
Faculty Senate

April 11, 2017
11:05 A.M.
Cheryl A. Epple Board Room

MINUTES

Regular Meeting ♦ April 11, 2017

	LAST NME	FIRST NAME	DIVISION	TERM
X	Beyene	Aemiro	SEM	2018
X	Casas	Ralph	Health Occupations	2018
X	Clifford	Stephen	Liberal Arts	2017
X	Falcon	Dennis	Humanities/Social Science	2017
X	Fernandez	Christina	Fine Arts	2017
E	Garriott	Don	DSPS	2017
X	Greenberg	Bruce	Business Education	2017
X	Griffin	April	Liberal Arts (Secretary)	2018
X	Hoppe-Nagao	Angela	Liberal Arts	2017
E	Juntilla	Tim	Liberal Arts	2018
E	Krayer	Adelle	Health Occupations	2018
X	Lacy	Tor	SEM	2018
X	Lefebvre	Lyndsey	Part-Time Faculty Rep	2017
X	Lewellen	Michelle	Humanities/Social Science (President)	2018
X	Lundeen	Brittany	Counseling	2017
X	Mc Cance	Ian	SEM	2017
X	May	Russ	HPE/A	2017
E	Miranda	Veronica	Part-Time Faculty Rep	2017
X	Moore	Deb	Library	2017
X	Moriarty	Cindy	Business Education	2018
X	Mulleary	Joe	Technology	2017
X	Mullins	Terrance	Humanities/Social Science	2017
X	Negrete	Bernie	SEM	2017
X	O'Neil	Scott	SEM (Vice President)	2017
X	Obasohan	Victor	Humanities/Social Sciences	2018
E	Richardson	Chris	HPE/Athletics	2018
E	Soto	Armando	Counseling	2018
X	Trager	Julie	Fine Arts	2018
X	Ukita	Traci	Counseling	2017
E	Vega	Frank	Technology	2018
X	Voorhies	Ann	Health Occupations	2017
X	Worrel	Dara	SEM	2017

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X	Fierro	Jose	College President <i>(Non-Voting)</i>	
-			CCFF Liaison <i>(Non-Voting)</i>	
X	Malfavon	Allen	Student Liaison <i>(Non-Voting)</i>	

GUESTS: Elizabeth Miller, Lucinda Aborn, Valynia Raphel, Sally Havice

1. CALL TO ORDER (11:05 A.M.)
Pledge of Allegiance
2. ANNOUNCEMENTS/INFORMATION ITEMS
 - A. Commencement – Elizabeth Miller
 - B. Returning to the original set up
 - C. Faculty Marshalls will be on the ends of rows and behind students
 1. Encourage all faculty to participate
 2. There will be a volunteer form going around for Marshalls
 - D. This is the largest number of students graduating
 - E. Questions about graduation
 1. Will there be refreshments provided for faculty participants?
 2. Will the walk to commencement be the same as last year? There were some issues with the length of waiting time.
- B. ASCC Officers
 1. President – Karen Patron
 2. Vice President – David Ramirez
 3. Student Trustee – Raul Avalos
3. APPROVAL OF MINUTES
 - A. Minutes for 4/4/17
 - A. Will approve next meeting
4. APPOINTMENTS AND NOMINATIONS
5. STANDING COMMITTEE REPORTS
 - A. Enrollment Management – Michelle Lewellen
 - B. Coordinating – Michelle Lewellen/April Griffin
 - a. There was confusion from CFT regarding SLOs
 - i. There will be no punishment for disaggregation of SLO data. We are still expected to do this, but we cannot punish for not doing this.
 - ii. This is because there are still campuses without the ability to disaggregate the data effectively
 - iii. There was further discussion on disaggregation on SLOs at a department level
 - C. Student Equity – Michelle Lewellen
 - a. No meeting
 - D. Planning & Budget – Michelle Lewellen
 - a. No meeting
 - E. Board Meeting – Michelle Lewellen
 - a. Some confusion regarding the approval of sabbaticals.

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- i. The Board was unclear that the calendar required the approval of sabbaticals before the returning sabbatical reports happened
 - ii. Board called for those returning from sabbatical to come to Board meeting and present their results.
 - 1. Possibly increase engagement by asking students to come into the presentation as well and talk about how they have been impacted by the sabbatical
 - b. All 4 sabbaticals were approved on a 6-0 vote
 - i. The sabbaticals fall in line with topics that the Board have expressed interest in.
 - c. We should take all opportunities to celebrate faculty accomplishments. This includes presentations from faculty returning from sabbatical.
 - d. The majority of the Board is in favor of sabbaticals. Trustees Perez and Avalos have historically not been in favor of sabbaticals.
 - e. Faculty Senate would like to work with the Union to help provide information to the Board regarding the benefits of a sabbatical and the requirements to apply for sabbatical.
 - f. Dr. Fierro hopes for engagement with the Board with regard to sabbaticals instead of seeing this as a lost cause.
 - i. Sabbatical application process has become more rigorous
 - ii. Julie Bathke is ensuring the guidelines are followed
 - iii. The proposals forwarded by the sabbatical committee were clear, comprehensive, and complete.
 - g. Reports from returning faculty are not part of ED code it is part of the contract.
- F. EMP – Michelle Lewellen/April Griffin
- a. Friday April 14, 2017
 - b. Coming to senate April 25 and then back on May 9

6. SENATE DISCUSSION/ACTION ITEMS

- A. FHP Update (Faculty Hiring Prioritization) – Angela Hoppe-Nagao
- a. Membership
 - i. VP of Student Service (Ex Officio) non-voting
 - ii. VP of Academic Affairs (Ex Officio) non-ranking
 - iii. Faculty Senate President (Ex Officio) non-ranking
 - iv. 4 Deans—appointment process TBD
 - v. 4 Faculty—appointed by Faculty Senate
 - 1. It was suggested that the faculty and Deans be only from areas represented in Faculty Senate
 - 2. Non-ranking members are to establish and ensure continuity when membership changes
 - 3. It shouldn't really matter who is on the committee as the ranking should be informed by the data. Committee members are not to be lobbying for positions.
 - 4. This helps to ensure faculty voice, to meet the needs of multiple constituent groups on campus.
 - b. Terms of office
 - i. Staggered Terms
 - 1. First year
 - a. 2 faculty/Deans have 1 year term

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- b. 2 faculty/Deans have 2 year terms
 2. Non-consecutive 2 year terms
 3. It was suggested that faculty not be reappointed to consecutive terms
 - c. Questions/Feedback
 - i. Can a faculty member and Dean come from the same department?
Could this create a block?
 1. This discussion has been started but not completely fleshed out. There are fewer deans than there are faculty so there may be overlap.
 2. Data driven process will assist in preventing subjective blocks
 3. If there are suggestions in how to prevent this please forward to Senator Hoppe-Nagao.
 - a. Put in writing a policy about a Dean and faculty from the same division serving at the same time
 - b. Random order of Deans and Departments paired and cycled through. You know who is on the committee in the next few terms.
 - c. Need to coordinate carefully in case terms of Deans are consecutive it could block specific divisions from serving on the committee for 4+ years (due to fewer Deans than faculty)
 - ii. What data will be used?
 1. This has not been discussed yet. The committee structure must go through shared governance, the data process does not.
 - iii. Recommendation is that subjective data be removed as much as possible to ensure a fair process.
 1. The concern is that subjective data can lead to a breakdown in the process
 2. There is agreement as to what the data should look like. The qualitative portion is what is still in discussion
 3. The process should be data *informed* not data driven. The data is flawed, that is a college issue. That is something that needs to be tackled next.
 - iv. Who breaks the tie in the event of a 4-4 vote?
 1. This has not been established yet. Possibly executive council?
 2. Can one additional faculty be the deciding vote?
 - a. Our goal is to have a voice and to work in a collegial manner with constituent groups and to address the process. At this time that means the compromise is equal representation.
 - b. Faculty Senate President could be the tie breaking vote.
 3. Using a rubric will help to limit the chance of a tie.
 - v. This committee was established because the process was the complaint. There was not consistency and there was little transparency. First the committee had to be established before the data was addressed.
 - vi. What were the fears of the Deans?
 1. Administration was not in favor of this being a senate committee

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2. Faculty will not understand the data
 3. If there was an issue with the process administration would be locked out of reshaping the process
 - vii. What does Dr. Fierro think of the committee structure?
 1. The biggest concern is the data, not who is on the committee.
 2. Looking forward to the data discussion.
 3. Commitment to stay neutral on the makeup of the committee.
 - viii. Can there be a promise from the college to fix the data before this process starts next year?
 1. This is in the works to discuss with the committee.
 - d. This structure will be brought to the Deans meeting today and the same discussion will occur.
- B. Hiring Procedures – Angela Hoppe-Nagao
- a. Hiring procedures document was shared and it was encouraged for departments to know where this information is housed on the campus website.
 - b. Hiring procedures state that three candidates should be forwarded however two or even one can be forwarded with rationale.
 - c. There are instances that there may not be 3 finalists to forward
 - i. Some positions are unique and so there is a small pool.
 - ii. Sometimes candidates pull out of the interview process
 - iii. Sometimes the positions are flown late
 - d. When will Dr. Fierro accept one or two candidates
 - i. There is not a specific instance that can be identified as acceptable to always accept one candidate
 - ii. Is there room to accept only one candidate, after questioning.
 1. There is room for discussion, but there is not a rubric for only accepting one candidate. Things need to be considered: agreement with the opinion of the committee, how long the position flew, etc.
 - e. Is there a rubric used in the finalist interview?
 - i. There is an attempt to reach consensus
 - ii. There is no official rubric.
 - iii. There are notes that are placed in the file and sent to HR.
 - iv. There is not a score sheet it is more of the dialogue.
 - v. Senator Lacy indicated that his experience sending two candidates forward in the finalist interview was positive and collaborative
- C. Preferred Name Policy – Valyncia Rafael
- a. Tabled

7. REPORTS

- A. College President – (Dr. Jose Fierro)
- a. Major Gift Campaign
 - i. Plan will be coming out in about a month.
 - b. Personal email/texts used for school business are searchable by public request
 - i. Easier to search email than text
 - c. Moving forward with the security plan
 - i. Paint emergency phones
 - ii. Security cameras

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- d. Compressed Calendar-Rick is working on this with the Chancellor's Office. This could take a year before we get approval to move forward.
 - B. Student Senate Liaison (Allen Malfavon)
 - a. Majority Leader is in the student center from 12:30-2, today
 - C. CCFF Liaison
 - a. April 18 CTF recap meeting
 - b. Membership drive week of April 24. If you are interested in escorting members from around the state and showing buildings on the campus
 - c. Elections begin April 27 and ends May 4
 - i. Membership at Large (full time)
 - 1. Tor Lacy
 - ii. Membership at Large (part time)
 - iii. COPE
 - 1. Lindsay Lefebvre
 - 2. Dennis Falcon
 - D. Secretary (April Griffin)
 - a. No meeting next week
 - E. Senate Vice President (Scott O'Neil)
 - a. No report
 - F. President (Michelle Lewellen)
 - a. No report
8. ADJOURNMENT (12:20 P.M.)