Dr. Simpson Shares Holiday Wishes to the Campus Community

“I want each of you know how much I appreciate your contributions to our work” Dr. Simpson says.

One of the things that I most appreciate about Cypress College is the fact that no matter what the issues are, no matter what the controversies, we still come together as a community. As the semester winds down, and the holidays approach, I want each of you know how much I appreciate your contributions to our work.

This is a time of year when we all become reflective. Final exams are ending. Activity in the Student Center is diminishing. The hectic pace of the semester is easing. Thus, it is a time that allows us to reflect on what we do to help students achieve their goals and to improve their lives.

It is an extraordinary business we are in — a business where every day, when we come to work, we may touch somebody’s life in a positive way, and in a manner that will last for the rest of that person’s life.

I don’t know of any occupation that is more enjoyable, more important than the occupation we have.

This is true whether you’re a classified staff member, a manager of the College, a faculty member, a member of the District team, or a Trustee. You contribute to making our students’ lives better.

I wish all of you a happy holiday.

— Bob Simpson

Spring Opening Day Scheduled for Friday, January 24, 2014

The spring Opening Day all-employee meeting has been scheduled for Friday, January 24, 2014. The program will begin at 8:30 a.m. Details for the morning’s activities are being developed and will be sent to employees in advance. Opening Day takes place the Friday prior to the start of classes in each primary term. Spring 2014 instruction begins the week of Monday, January 27.

Marquee Replacement Project Moves to Department of State Architecture for Approval

Plans to replace the electronic marquee at the main college entrance have been submitted to the California Department of State Architecture for approval.

This will result in a two-sided marquee measuring approximately 17 feet wide by 6 feet tall. The quality of the sign, the placement, and the software controlling it will all be substantially improved over the current marquee.

In addition, the marquee sign will be encased in a v-shaped monument facing northbound and southbound traffic on Valley View Street.

The new location will be slightly south and further up the embankment along the Valley View roadway. Finally, landscaping around the marquee will be upgraded.

The work will be completed in advance of the College's 50th anniversary celebration in 2016.

As we express our gratitude, we must never forget that the highest appreciation is not to utter words, but to live by them.”

— John F. Kennedy
Phil Dykstra has been appointed the Director of Institutional Research and Planning, following a hiring process and approval of the Board of Trustees on Tuesday, December 10. Dykstra replaces Dr. Santanu Bandyopadhyay, who also earned a promotion, and has served as the Executive Vice President since the start of the academic year. Dykstra has been with the College for more than a decade as a Research Analyst.

José Recinos, the College’s Director of Maintenance and Operations for the past 10 years, has accepted a position at Moreno Valley College. He will remain at Cypress College through the end of the year. The move is a promotion for Recinos and will dramatically reduce his commute. We wish him the best in his new job.

The hiring committee tasked with selecting Cypress College’s new Director of Disabled Student Programs and Services is nearing a decision on the candidates they are evaluating and a selection is anticipated before the end of the semester. The new director will assume the duties of Dr. Kim Bartlett, who passed earlier this year.

For nearly a half-million students, Cypress College has been a springboard to their dreams. Cypress College: Motivating Minds.
Chancellor’s Staff Holiday Band

“Making their debut performance, it’s the NOCCCD Chancellor’s Staff Holiday Band, featuring (l to r): Kenneth Robinson, District Director, Equity and Diversity; Greg Schulz, School of Continuing Education Provost; and Bob Simpson, Cypress College President. Recorded live at the Anaheim Campus on December 12, 2013.”
Information About Reading Proficiency Requirements

I believe that as we debate and discuss important matters, our conversations should be factually based. Recently, some factually inaccurate information has surfaced regarding the Reading Proficiency graduation requirements at Cypress College. I want to assure that all members of the community are aware of the facts, and — most importantly — I want students to understand how the College works toward issue resolution with their interest foremost in our minds. Cypress College is a student-focused institution, and the work we do here is because of and for them.

In the spirit of transparency, I also want to provide some background information on the issue. Last month, during her report to Members of the Board of Trustees of the North Orange County Community College District, Cypress College Student Trustee Claudia Peña stated that she was concerned about the Reading Proficiency graduation requirement at Cypress College. Ms. Peña stated that she believed additional courses offered at the College should also meet this requirement. Similar concerns had previously been expressed at the Cypress College Curriculum Committee by a group of faculty, and were subsequently a topic discussed in the media, including articles in The Orange County Register, the Fullerton Observer, and our student-published Divergence Magazine. The information shared at the Board meeting and in these articles was not factually accurate. I believe it is important to correct the record for the benefit of our students, the community, the public, and historical accuracy.

The Reading Proficiency Requirement has been in place at Cypress College, substantially in its current form, since 1978. The faculty of the College established through the curriculum review process that students should be able to read at a minimum level of proficiency before they have earned an associate’s degree. There are a variety of ways in which students can demonstrate this requirement, including a satisfactory score on the English placement test, a passing grade in a variety of English courses of the College, or by passing a rigorous Reading Proficiency test.

One of the concerns expressed to the Board and in the media is that there are more ways for students to meet the requirement at Fullerton College than are available at Cypress College. In point of fact, there are eight ways for students at Cypress College to
demonstrate proficiency in reading. There are only seven ways for students to do so at Fullerton College.

Another concern expressed in these arenas was that Cypress College was in violation of District Board Policy. Our Policy states that courses meeting general education requirements at one of the District credit institutions will be given that same consideration at the other institution. We have followed this policy and will continue to do so. The Reading Proficiency Requirement is not a general education course; it is a local degree requirement. Local degree requirements are established by the colleges across the state and vary from institution to institution. There is no policy or regulatory basis for arguing that local degree requirements must be uniform even within a District.

I am particularly dismayed by the assertion that I have not been available to comment on this issue. To my knowledge neither the Observer nor Divergence sought to contact me or my office for a statement. Since becoming President, I have consistently maintained an open door policy for any member of the campus community or the public who wishes to speak with me or raise a concern. Each week, I host “President’s Office Hours” where I am available to anyone to discuss any issue; these hours are posted in the @Cypress Newsletter each week. During the semester, I also hold “President’s Open Forum” events that are open to all, and I am additionally available by appointment.

Although I am happy to contribute to the resolution of important matters of the College whenever I can do so, the majority of issues at the College are resolved without the need for my involvement. Students are officially represented by elected members of Associated Students who serve in an official capacity on a number of College committees, including the President’s Advisory Cabinet. Employees are represented in a variety of capacities through committee participation, bargaining units, and bodies such as the Academic Senate. Despite the impression given in the published articles, our Associated Students have not taken an official position related to the Reading Proficiency Requirement. Likewise, I have discussed the concerns with the Reading Department Chair, the Language Arts Division Dean, and the Executive Vice President; none has received complaints on the issue from students.

In terms of how the campus is responding to concerns over the Reading Proficiency requirement, as recently as last week, members of the Reading Department and the English Department met to review and explore the best way to proceed, including the possible expansion of the number of courses that will meet the Reading Proficiency Requirement for graduation. This work is being conducted in a collegial and collaborative manner to ensure that students’ needs are met while maintaining the academic integrity of graduation requirements. Changes to the proficiency requirement, if warranted, will be approved through the College’s curriculum review process,
incorporated in the 2014-2015 Cypress College Catalog, and implemented for the fall 2014 semester. Since any such changes must first be published in the catalog, this timeline means that they will be made available for students at the first possible opportunity.

One of our four core values at Cypress College is “collegiality” and I believe deeply in this principle of working together to discuss and resolve our differences. I expect that this issue will be resolved — as most issues at the College are — within that context of professional respect.

These are matters of great importance, matters about which honorable people can disagree. It is our desire to resolve these issues in accord with the regular processes of the College, being respectful of the right of faculty to determine curriculum and academic standards in accord with their determination of what constitutes appropriate rigor and pedagogy, while keeping foremost in our thoughts and in our actions what we believe to be in the best interest of our students.

Dr. Bob Simpson, President
Cypress College
OFFICE OF HUMAN RESOURCES
North Orange County Community College District
1830 W. Romneya Drive, Anaheim, California 92801-1819

INTRADISTRICT CORRESPONDENCE

To: ALL STAFF
From: Jeff Horsley
Vice Chancellor, Human Resources
Date: December 9, 2013
Subject: 2014 Summer Session Four-Day Workweek

CSEA and the District have again agreed to implement a four-day, ten-hour workweek schedule (4/10 schedule) for the 2014 summer session. The 4/10 schedule will begin the week of Monday, June 2, 2014. The ending date of the 4/10 schedule will be Friday, August 15, 2014, and the District will return to the regular five-day, eight-hour workweek on Monday, August 18, 2014.

It will be necessary to make some exceptions to the 4/10 schedule for certain classified employees. Management will notify those employees affected.

Classified and management employees who are employed for 40 hours per week may choose not to work ten hours per day and elect a reduced hour(s) plan, using one of the following options:

Option #1: Work eight (8) hours per day by taking two (2) hours off each day using accrued compensatory time or vacation time, respectively. If this option is selected, any accrued compensatory time must be used and deducted before vacation time is used.

Option #2: Work nine (9) hours per day by taking one (1) hour off each day using accrued compensatory time or vacation time, respectively. If this option is selected, any accrued compensatory time must be used and deducted before vacation time is used.

Option #3: Work eight (8) hours per day by taking two (2) hours off each day as leave without pay. If this option is selected, the time off without pay will not be considered as "nonduty" days or hours ("mandatory time off") and the employee’s duty calendar will not be altered to make up for the unpaid hours.

Option #4: Work nine (9) hours per day by taking one (1) hour off each day as leave without pay. If this option is selected, the time off without pay will not be considered as "nonduty" days or hours ("mandatory time off") and the employee’s duty calendar will not be altered to make up for the unpaid hours.

If an employee elects to work a reduced hours plan by selecting one of the above options, the number of hours off must be the same for each day of the week and the employee must remain with the option selected for the entire summer session schedule.
Per diem deductions for the use of vacation time and/or sick leave for classified and management employees on the 4/10 schedule will be made as follows:

**No option selected (work 10 hours per day):** Deduct ten (10) hours of leave per day in lieu of hours worked

**Option #2 or Option #4 selected (work 9 hours per day):** Deduct nine (9) hours of leave per day in lieu of hours worked

**Option #1 or Option #3 selected (work 8 hours per day):** Deduct eight (8) hours of leave per day in lieu of hours worked

For employees on the 4/10 schedule, the July 4th holiday will be taken on Thursday, July 3, 2014. Classified employees on the 4/10 schedule will receive holiday pay for the July 4th holiday in accordance with the provisions of Article 10.3.3 and Article 13.3.2 of the CSEA collective bargaining agreement. For employees who are not on the 4/10 schedule, the July 4th holiday will be taken on Friday, July 4, 2014.

JOH/sc
Academic Cap & Gown

Cypress College
Faculty 2014

Faculty Robe Information Sheet

Please PRINT all information.

Name: ____________________________ (Male/Female) _____

Currently Teaching at: Cypress College
School Name

Cap Size: __________

DEGREE

Bachelor ___ Master ___ Doctor ___

Dress or Suit size ___ Weight ___ Height ___ ft ___ in

Fill in below information if you need a hood

Major (Example: Music, Education): _______________________

From: ____________________________  ____________________  _____
School Name  City  State

School Colors ________________________
What is the Innovation Fund?

The NOCCCD Innovation Fund is designed to support proposals that cultivate a climate of innovation and creativity. Proposals supported by this endeavor will complement the District’s Vision and Mission Statements and Strategic Directions, and initiatives may range in focus from primary classroom support, to student success or research, or any function of the District. The Fund is designed to support new ideas, methods or practices to promote excellence in all aspects of the NOCCCD.

Who Should/Can Apply?

All permanent employees of the NOCCCD who require primary or supplemental funding to support an innovative initiative or project are encouraged to apply for funding from the NOCCCD Innovation Fund. Application submission begins December 1, 2013, through March 1, 2014, for projects commencing the following academic year.

Where can I get more information about the Innovation fund?

Contact: Kenneth Robinson, District Director, Equity and Diversity at krobinson@nocccd.edu or visit: www.nocccd.edu, myGateway / District Forms