

ACADEMIC SENATE
 Approved Minutes for March 10th, 2016
 Place: CCC – 414 3:00 pm to 5:00 pm

ACADEMIC SENATE OFFICERS		PRESENT
President	Jolena Grande	X
President Elect	Bryan Seiling	X
Secretary	Jane Walker	X
Treasurer	Michael Klyde	X
Curriculum Chair	Mark Majarian	X
ACADEMIC SENATORS		
Business/CIS	Ben Izadi	X
Career Tech. Education 1	Kathleen Reiland	X
Career Tech. Education 2	Michael Klyde	X
Counseling 1	Renee Ssensalo	X
Counseling 2	Renay Laguana-Ferinac	X
Fine Arts 1	Joyce Pattie	X
Fine Arts 2	Paul Paiement	ABSENT
Health Science 1	Tina Johannsen	X
Health Science 2	Jane Walker	X
Health Science 3	Rebecca Gomez	X
Language Arts 1	Ruth Gutierrez (Alt Sarah Jones)	X
Language Arts 2	Keith Vescial	X
Language Arts 3	Pat Ganer	X
Library/Learning Resource Center	Peggy Austin	X
Physical Education	Alternate Drew Alhadeff	X
Science, Engineering, Math 1	Adam Eckenrode	X
Science, Engineering, Math 2	Joel Gober	ABSENT
Science, Engineering, Math 3	Ron Armale	X
Social Science 1	Wil Heusser (Alt Danny Lind)	X
Social Science 2	Craig Goralski	X
Adjunct Senator 1	Tonya Cobb	X
Adjunct Senator 2	J. Y. Ho	ABSENT
Adjunct Senator 3	VACANT	VACANT
LIAISONS		
Associated Students	Tanya Washington	X
Campus Diversity	VACANT	VACANT
Campus Technology	Doug Sallade	ABSENT
CC Foundation	Lynn Mitts	X
Program Planning and Review	Kathleen Reiland	X
Professional Development	Peggy Austin	X
United Faculty	Randa Wahbe	X
Basic Skills	Cindy Shrout	ABSENT
Student Learning Outcomes	Alternate Michael Brydges	X
ACCJC Accreditation	Liana Koeppel	X
GUESTS: Christie Diep		

- I. After establishing a quorum, President Jolena Grande called the meeting to order at 3:04 p.m. Sarah Jones is present as an alternate for Ruth Gutierrez. Drew Alhadeff is present as an alternate for Nancy Welliver. Danny Lind is present as an alternate for Will Heusser.
- II. **Adoption of the Agenda:** Agenda adopted with Faculty Issues New Business E and Faculty Issues Unfinished Business C moved to before Public Commentary. M/S/U
- III. **Approval of Minutes:** Approval of the minutes from February 25th, 2016 with the following corrections: Garrett Hill was appointed to the District Innovation Fund Work Group, the Program Review Manual is really just a Handbook—change wording, three members from the Professional Development Committee and not the AS for the interview committee for a new Professional Development Coordinator, Randa Wahbe was not present, and it is two weeks instead of one week into the semester for the deadline to apply for graduation and degrees. M/S/U as corrected.
- IV. **Public Commentary:**

Pat Ganer read a statement from Kathy Wada regarding a presentation she will be making about Understanding ESL, Equity and Diversity. Pat reminded us that our ESL program is ranked #2 in the State of California.
- V. **Faculty Announcements and Invitations:**

Tina Johannsen reported that she attended the Dual Enrollment Workshop. A contract template has been created regarding who will teach the classes and if college professors will be able to teach the classes in the high schools without additional certification and that HS teachers who meet the minimum qualifications can also teach the classes. The most important thing is for everyone to collaborate. This will be sent out to Senators when received. We will be able to claim apportionment which will improve our FTE count.

Craig Goralski reminded the Senate that the CSU faculty is set to strike in April and has asked us to wear red in support.
- VI. **Special Reports**
 - A. **Associated Students:**

Tanya Washington reported on her attendance at several events including BOT meetings, the Black History Month celebrations, and the African American Male Education Network and Development Conference. Angel Garcia participated in the International Woman's Day March. Associated Students will be looking at AB 798: College Textbook Affordability Act and AB 2766 regarding Student Financial Aid.

- B. United Faculty:**
Rand Wahbe presented the newest UF Newsletter which included the survey responses with strong consensus that our fringe benefit is inadequate and we are not in support of increasing class sizes. Salary and benefits negotiations were supported. She thanked Keith Vescial and Jane Walker for attending the BOT meeting this week to speak in support of comparability for total compensation. UF is in support of presence at the April 12th BOT meeting to further this discussion. She also spoke in support of the CSU faculty as they might be striking in April.
- C. AdFac:**
During their last meeting on 2-26-16, Interim Chancellor Fred Williams attended prepared with charts and graphs and wanted to talk about increasing class size and the inequity of full time faculty and funding we have in our District. He stressed that he was there presenting his perspective and not the Board's perspective. Emily Gordon from CFT will be meeting with them on 3-18-16.
- D. Professional Development:**
Conference funding applications will be reviewed Monday. The selection committee for a new PD coordinator(s) met and the job description should be out soon. Interviews will be in mid April. There will now be 25% Admin 2 assistance and an additional 13 hours a week PRN.
- E. Curriculum Committee:**
April 15th is the deadline to launch. Reps will help if needed. Please refer to articulation officer comments.
- F. AS Treasurer's Report:**
Michael Klyde reported that we have #165 and need \$10 more for the end of year party.
- G. Cypress College Foundation:**
Americana was fabulous and grossed over \$100,000.
- H. Basic Skills Committee:**
No Report
- I. Student Learning Outcomes Assessment:**
No Report
- J. Program Review and Department Planning:**
Kathleen Reiland passed out a Program Review Evaluation Survey (see appendices). It was positive overall. CTE would like a different schedule and they plan to address that in the future. There is still a problem of data getting into TracDat to show achievement of SLOs. It is a contractual obligation. A

new committee chair is needed and the committee feels strongly that it needs to be someone with previous committee experience.

K. District Council on Budget and Facilities:

No Report

L. ACCJC Self Study:

No Report.

M. CTE Liaison:

Kathleen Reiland reported that there is a Launch Board coming out that will have employment data and outcome data.

VII. President's Report:

PBC: One time funding had 36 requests for over \$5 million. Perhaps some of the requests could be multi-year projects. Dual enrollment may increase our FTE if over 240 instructional minutes and provides a pathway from high school to college. BOT: Steven Blount was sworn in as the newest Board member.

VIII. Faculty Issues - Unfinished Business

A. Approval for Spring Plenary Funding

Funding for \$4500 to go to Spring Plenary for the Executive Board to attend the Spring Plenary. M/S/U This will be taken to PBC.

B. Open Education Resources Initiative and Grant Application

AB 798: the Textbook Affordability Act provides an incentive for faculty to investigate the adoption of Open Resources. There is a grant opportunity that can award up to \$50,000 to support our adoption and implementation of those resources if we identify 50 course sections that would be willing to reduce the cost of textbooks by at least 30% below what a new textbook would cost at our bookstore. The deadline for the grant is June 30th. It is unlikely we can get a proposal together before that time.

However, we are encouraged to pursue free and open resources as much as possible. President Grande presented the Cool4ed website which includes free and open etextbooks and 50 CID class course showcases with the free resources packaged together. They are already CID approved. Under faculty showcase, there are lesson plans and learning objectives from professors already using the open resources. Discussion included a site called Merlot.com where you can curate your own resources. We should all be aware of the cost of our textbooks and should be exploring ways to lower the cost (no binding, curating your own with the publisher). The Teacher Prep book loan program may also be available.

C. Graduation Requirements for a Baccalaureate Degree

CC Chair Mark Majarian presented the Graduation Requirements for a Baccalaureate degree for approval by the Senate. After some discussion, the Residence Requirement was amended to "should be" completed at Cypress

College from “must be”. See appendices for perfected requirements. M/S/P Abstentions: Mark Majarian, Renee Ssensalo and Kathleen Reiland. The perfected requirements were approved M/S/P. Abstention: Kathleen Reiland.

IX. Faculty Issues –New Business

A. Determination of Composition of Subcommittee to Clarify Curriculum Options Available to the English and Reading Departments

Mark Majarian, Curriculum Committee Chair, made a motion that the subcommittee have 4 members total, 2 members from the CC and 2 members from the AS representing 1 member from counseling and 1 from faculty outside of Language Arts from each body, to consider criteria from Title 5, Board Policy and Local Policy for reviewing coursework in terms of taxonomy and prefixes. The CC is concerned about clarifying pathways and rules and what is allowable so that the English and Reading Departments can resolve these matters internally. The English Department Chair, Christie Diep, read a statement for the English Department to have a voice (see appendices). President Elect, Bryan Seiling commented that the committee is a logical extension of providing clarity so the current issues can be resolved and voices can be heard. Randa Wahbe read a statement from Linda Borla regarding past practices (see appendices). A question was raised as to whether a 5th member is needed as a “tie breaker”. President Grande explained that the subcommittee is for informational purposes only and any decision making would come back to the Academic Senate. M/S/U

The members from the CC are Jane Jepson representing counseling and Nicole Ledesma, faculty from the SEM Division.

A further motion was made to have the additional members come from the Senate. M/S/U

The Senate members appointed were Renee Ssensalo from counseling and Craig Goralski from faculty. M/S/P. Abstention Pat Ganer

B. Further Support for the Resolution to Raise Salaries and Benefits

Jane Walker presented a motion (see appendices for perfected motion) actively encouraging attendance at the April 12th BOT meeting in further support of the previous Senate Resolution to Raise Salaries and Benefits. The District prepared Total Compensation Study in April of 2015 and did not present it to faculty or UF at that time (during negotiations). The District study shows we are dead last in total compensation out of the 13 Districts in the study. For a family of at least one child, it is about \$12,000 a year for health (HMO), dental and vision after the fringe. That is 16% of a step 8, class C salary and 20% of entry level salary. That is on top of lower salaries. The BOT and interim chancellor and VC of HR needs to hear these numbers and have faces attached to them. Faculty, families, students, alumni should be encouraged to attend this meeting and provide these faces and numbers. We are the only district out of the 13 that doesn't pay at least a large portion of dependent health and welfare benefits. The majority of them pay 100% of that. This is making it difficult for CTE programs to lure people away from lucrative private sector jobs to join us as faculty. It is also difficult to get people to serve on all of the committees on

campus if they have to work overload and 2 or 3 other jobs in order to provide benefits for their families when other districts are doing that for them. If you look on Transparent California, our District administration benefit dollars are literally twice as much as faculty (\$17,000 v \$35,000). This issue is both a workplace and a professional issue. It impacts our ability to recruit and retain the best faculty for our students.

Point of clarification was asked for why the report had not been shared last spring. UF President Johannsen clarified that it had been a negotiation tactic. The report is dated April 13th, 2015 quite clearly. Craig Goralski stated that April 12th is about the end of the window for change to occur in order to have an effect on this spring's hiring. Something needs to be done before the final offers go out around that time. This is a future of the college issue. A third of the faculty on campus is involved in hiring committees this spring. If after all of that time and effort, if the first candidate says no and then second, what is going to happen? Will the search get abandoned and brought back next year or we will be settling for our 3rd or 4th choices because we have our current compensation package. There is competition for these candidates. The people at the top of our lists are also at the top of the other district's lists. We will lose them. April 12th is about the last time we can make that change. All of the current searches will be affected by that lack of action. We need to say to the BOT that they can make that change right now.

The motion was amended. Rebecca Gomez pointed out that we don't have to wait until April 12th. We can bombard the BOT directly in email as individual teachers. The BOT are elected officials. The BOT can make things happen. We need to start an email campaign. The raise we received last year was embarrassing. As an employee to be treated that way makes her angry because an elected official she would not have treated their employees that way. The amendment was to add the verbiage "and to directly express our concerns to the Board of Trustees and ask for immediate action." So they will be ready to do something on April 12th. The BOT are part time workers and yet receive benefits. The BOT website was displayed to show the BOT benefits. Michael Klyde pointed out that this is impacting the people we work with and we should speak not just for ourselves but for our Cypress College Faculty family. Pat Ganer expressed concerns about asking for something to be done immediately outside of the negotiation process. UF President Johannsen stated that going to the Board will not hurt negotiations, but will help them. The Board only hears what the District tells it unless we go to them and let them know. The more of us that come out and speak to the Board, the better. They are concerned about the FON. Amendment M/S/P Nay: Pat Ganer.

The perfected motion was put forward. This motion is encouraging the AS to encourage attendance and direct contact with the BOT. Bring your children and encourage faculty, students and alumni there. M/S/U

X. **Adjournment** – The meeting was adjourned at 5:05 pm.

Respectfully Submitted,

Jane Walker
Cypress College Academic Senate Secretary

As the English Department Coordinator, it is my responsibility to ensure that my department is represented truthfully. To clarify, the English Department has 16 full-time faculty and over 50 adjunct faculty. We have courses that range from one level below English 100 up to second year lit courses such as Shakespeare, British Lit, American Lit, Arabic Lit, Asian American Lit, plus our creative writing courses and our transfer level English composition critical thinking courses. We also have an AA for transfer degree, one literary journal Soul Image and one literary zine, Gendersmash. I say all of this because I want people to understand my department and what we do.

For the last four years, the English Department has been trying to remedy the problem of sharing our ENGL prefix with the Reading Department, though we have talked about it for much longer than that. We decided four years ago that we needed to change this situation because it doesn't work for us. Since then, a strange narrative has emerged that these two independently functioning discipline departments need to get a "divorce" because of the shared prefix. The narrative of "divorce" implies that a marriage exists. This is not the case. The shared prefix is an inherited system that was created long before the members of my department were here or even born for that matter. It is a status quo that we inherited. The term "divorce" brings an emotional level to the discussion that has become degrading personal.

The English Department has its own English Department Coordinator elected by the English Department faculty, only. It conducts its own program review, schedules its own courses in collaboration with the Dean, creates its own SLOs, writes its own curriculum, and hires both full-time and adjunct faculty according to the minimum qualifications for the English discipline.

The Reading Department has its own Reading Department Coordinator elected by the Reading department faculty only. It conducts its own program review, schedules its own classes, creates its own SLOs, writes its own curriculum, and hires both full-time and adjunct faculty according to the minimum qualifications for the Reading discipline.

The English Department and the Reading Department have never been one department. The Educational Master Plans and the Institutional Effectiveness Plans list each department as separate. In everything but curriculum identification we are two completely separate departments.

The problem with this old system of prefix sharing was recognized by the Campus long ago in the 2008-2016 EMP that states, **"Two other areas continue to be a problem when identifying departments. In the Language Arts Division, Reading and English are two distinct departments, with separate coordinators. However, courses taught by the two departments are offered under a single subject: English."**

My department believes that it is our right to seek what's best for our department regarding our discipline specific name, curriculum identification, and curriculum numbering. We were hired because of our Master's and Doctorates in English. The Reading Department faculty were hired because of their Master's in Reading or adult literacy. These are two different disciplines with two different sets of educational requirements and minimum qualification standards.

During an English Department meeting last semester, the English Department faculty collectively wrote a statement declaring that we do not want to share our ENGL prefix with any department on campus. This was voted on and approved by well over 2/3 of our department. This is the directive from my department and this is what I represent.

Given that there are two different disciplines, two department coordinators, and two program reviews, the English Department has decided that the ENGL prefix be exclusively assigned to the English Department.

Simply put, we only want what every other discipline specific department has on our campus. Control over their own unique discipline specific prefix and control of their own course numbering system. Currently we have to share our numbers and Reading classes are interspersed within our English Department program and they are labeled as ENGL classes. For example, ENGL 137 study skills is actually a reading department class, yet it sits in the middle of our literature courses.

The English Department faculty do not want a "divorce" from any department. We simply want to change an old system that we inherited and that no longer works for us. This system was created before program review or IQA, before SLOs, before the current accreditation standards for transparent and accurate representation of programs and disciplines. This is not a personal agenda. Reducing our academic responsibilities to a catchall phrase of personal agendas reduces us to faculty who cannot rise above emotional arguments.

For a long time now, faculty and others have been talking above, about, and around the English Department, but have not been listening to the English Department.

Can we please reframe this narrative? My department is not seeking to take anything away from any other department. We only want what every other department rightfully has--purview over their own discipline specific prefix and curriculum numbering. There is only one English Department on campus, and we should have purview over the ENGL prefix. The Reading Department has a reading prefix, just like the Fullerton Reading Department, or it can create a different prefix as long as it isn't ENGL. We do not pursue our own department prefix autonomy because we have evil motivations or personal agendas. We simply want our department to have purview over its own discipline specific prefix and curriculum numbering like every other department on campus.

Senators:

Although I am speaking to you today as a colleague from the English Department, I am conveying information I learned about law as your UF grievance rep.

For grievance issues, when there is no contract language, written policy, or law, decisions are made based on past practice. The past practice at Cypress College has been to separate two departments when there is dissent between them.

One example comes from Social Sciences where the Sociology Department had a class listed in the Psychology Department. When the Psychology Department wanted this situation to end, their will prevailed over the outside department—Sociology.

The second example is from Fine Arts—The Theater Department and Dance Department. When an argument arose as to whether the two departments were one, joined department or two separate ones, the determination was made that since they were separate disciplines with different program reviews, it was not one department but two.

Like the Psychology Department, the English Department voted **not** to allow an outside discipline—Reading—to list its courses using the ENGL prefix. As with Theater and Dance, Reading and English are different disciplines with separate program reviews. We even have separate coordinators. Indeed, we are separate entities.

I urge the Senate to consider past practice as it might help solve the stalemate over the issue of the Reading Department wanting to continue listing its reading courses as a different discipline—within the English Department—against the will of the English Department faculty. Based on past practice, the English Department should prevail.

Sincerely,

Linda Borla
Professor of English

P.S. Neither of these examples came from UF grievance cases.

**Graduation Requirements for a Baccalaureate Degree
(Revised and approved by the Cypress Academic Senate, 3/10/16)**

Graduation requirements for the Baccalaureate Degree are prescribed by the California Community Colleges Board of Governors, Title 5, and the North Orange County Community College District Board of Trustees. Specifications are based upon recommendations by the Academic Senate of California Community Colleges. A Baccalaureate Degree may be earned upon satisfactory completion of all of the following:

1. Total Unit Degree Requirement

Any Cypress College Baccalaureate Degree will contain a minimum of 120 units.

2. Residence Requirement

At least 24 units of upper division coursework should be completed at Cypress College.

3. Cultural Diversity Requirement

Students must take a minimum of one (3 unit) course approved by Cypress College as a Cultural Diversity course. This course may be double-counted for major or general education degree requirements.

4. General Education Requirements

All students are required to complete General Education. Students may choose to complete:

- a. CSU General Education Breadth pattern of 39 units;
- or
- b. IGETC (Intersegmental General Education Transfer Curriculum) of 37 units.
- and
- c. A minimum of 6 upper division General Education coursework.

5. Major Requirement

- a. All students must take required major courses as specified by the major department and earn a grade of "C" or better in each course,
- b. Students should review specific major admissions requirements and prerequisites in the program descriptions area of the catalog for more detail.

6. Scholarship Requirement

A cumulative grade-point average (GPA) of 2.0 in all course work attempted and a 2.0 "C" in all courses taken within the discipline.

7. Elective Courses

A student may complete additional degree-applicable classes to meet the minimum degree requirement of 120 units if needed and depending on specific major requirements.

NOTE: If applicable, students should contact a major counselor to discuss using coursework from other regionally accredited colleges and universities, Advanced Placement (AP) exam credit, College Level Exam Program (CLEP) exam credit, or International Baccalaureate (IB) exam credit towards degree requirements

Motion to Encourage Attendance at the April 12th BOT Meeting in Further Support of the Senate Resolution to Raise Salaries and Benefits

As we go through the process of recruiting, interviewing and attempting to hire new full time faculty this spring, we are in competition with many other community college districts in our area who are also hiring. It is important to the current faculty at Cypress College to make sure we recruit and retain the best faculty in order to promote student success and maintain the quality of our institution. This is difficult for us to accomplish when our District's full time faculty total compensation is the lowest in our area.

Therefore, we move that the Academic Senate of Cypress College actively encourage attendance and public commentary in further support of our Resolution to Raise Salaries and Benefits at the April 12th Board of Trustees meeting and to directly express our concerns to the Board to Trustees and ask for immediate action.