

ACADEMIC SENATE
Approved Minutes for March 27, 2014
Place: CCC – 419 3:00 pm to 5:20 pm

DIVISION SENATORS		PRESENT
Jesse Saldana	BUSINESS/COMPUTER INFORMATION SYSTEM	X
Kathleen Reiland	CAREER TECHNICAL EDUCATION DIVISION	X
Renee Ssensalo	COUNSELING/STUDENT DEVELOPMENT DIV.	X
Jim Hormel	FINE ARTS DIVISION	X
Joe Franks	HEALTH SCIENCE DIVISION	X
Sarah Jones	LANGUAGE ARTS/LIBRARY DIVISION	X
Nancy Welliver	PHYSICAL EDUCATION DIVISION	Absent
Laurie Morvan	SCIENCE/ENGINEERING/MATH DIVISION	X
Bryan Seiling	SOCIAL SCIENCE DIVISION	X
2012-2014 AT LARGE SENATORS		
	Ron Armale	X
	Nancy Deutsch	X
	Cherie Dickey	X
	Christie Diep	X
	Will Heusser	X
	Kathy Llanos	X
	Therese Mosqueda-Ponce	X
	Billy Pashaie	Absent
ADJUNCT SENATOR	Wayne Kistner	X
LIAISONS		
Frida Lugo	ASSOCIATED STUDENTS	X
Cherie Dickey	BASIC SKILLS COMMITTEE	X
	CAMPUS DIVERSITY COMMITTEE	
	CAMPUS TECHNOLOGY COMMITTEE	
Mark Majarian	CURRICULUM COMMITTEE	X
Rosalie Majid	CYPRESS COLLEGE FOUNDATION	X
Sarah Jones	STUDENT LEARNING OUTCOMES	X
Kathleen Reiland	PROGRAM REVIEW COMMITTEE	X
Rebecca Gomez	STAFF DEVELOPMENT	X
Randa Wahbe	UNITED FACULTY	X
ACADEMIC SENATE OFFICERS		
Gary Zager	President	X
Jolena Grande	President-Elect	Absent
Rosalie Majid	Secretary	X
Ron Armale	Treasurer	X
GUESTS: Tina Johannsen, Larry Curriel, Randy Martinez, Robert Greg Cavin, Craig Goralski, Robert Mercer, Pat Ganer, Susan Klein, Kathy Wada; Liana Koeppel, Brandy Young, Santanu Bandyopadhyay, Ruth Gutierrez, Keith Vescial, Parwinder Sidhu, Daniel Lind, Fola Odebunmi, Lawrence Keel, Virgil Adams, Regina Ryhmes.		
ALTERNATES IN ATTENDANCE: Randa Wahbe for Will Heusser, Linda Borla for Billy Pashaie.		

- I. **Call to Order:** After establishing a quorum, President Gary Zager called the meeting to order at 3:05 pm. Dr. Randa Wahbe and Linda Borla were recognized as alternates for At Large Senators Will Heusser and Billy Pashaie, respectively.
- II. **Adoption of the Agenda:** On motions duly made, seconded, and carried the Agenda was accepted as presented.
- III. **Approval of Minutes:** On motions duly made, seconded, and carried, the minutes of the March 27, 2014 meeting were approved as presented (Dickey/Seiling) (Abstention-Saldana)

IV. **Public Commentary**

Cypress College President Robert Simpson expressed concern over the growing dissention at the College particularly among the faculty and reminded the Senate that the way to resolve differences is not with anger, animosity, complaints, nor grievances but rather through professional decorum, mutual respect and integrity. The fact that one may have differing ideas does not signify obstructionism. Disagreement should not cause divisiveness as all needed to remember their common purpose--to serve students.

Daniel Luce, a Cypress College student and eight year Veteran of the United States Marine Corps, encouraged faculty to always put students first and was distressed at what he described as less than adequate space for the Journalism Department. Furthermore, he contended when a situation like this occurs for whatever reason, it was everyone's responsibility to work toward improving the safety and education of students.

Craig Goralski, Anthropology Instructor, read a statement for the record signed by 17 members of the Social Sciences Division (See page 9)

Liana Koepfel, Communications Studies Instructor, read a statement for the record signed by 17 members of the Language Arts Division. (See page 10)

Christie Diep, English Instructor, wanted the record to reflect that the just read Language Arts statement's reference to "sexist behavior in the Senate" targeted her personally as she is known to promote feminist and human rights events on campus and furthermore undermined not only her role as Advisor to Club LEAD (Ladies Empowered and Determined) but also the existence of the Club itself. She considered the accusations of sexist behavior very serious and personally overwhelming resulting in a hostile work environment which she had hoped her Dean would have addressed.

Kathy Wada, ESL Instructor, assured there was never any mention of Senator Christie Diep specifically when discussing the issues that resulted in the composition of the letter read into Public Commentary by Liana Koepfel. She continued that the issue of collegiality was a broader concern than just a single person's actions.

V. Special Reports

A. Associated Students: Frida Lugo

Ms. Lugo reported that student clubs participated in a successful Worldfest where each Club represented a country. She congratulated Christie Diep and Renee Ssensalo for earning one of the Women's Recognition awards. The Woman of the Year was Penny Gabourie. Jennifer Caspellan, a former Associate Student member and Student Trustee, was the guest speaker at the Women's Recognition Awards.

B. United Faculty: Randa Wahbe

The deadline for nominations for United Faculty positions was extended one week till April 4, 2014. Detailed information about the election process was placed in each member's mail box. Information is always available on the UF website.

C. Staff Development:

There is one remaining conference funding period in April. Dr. Joy DeGruy will be speaking on March 28 at Fullerton College about "Culturally Specific Models of Service Delivery and Academic Practice." May 7 is End of the Year Luau. Divisions/Departments are encouraged donate a basket for the opportunity drawing.

D. Curriculum Committee: No report

E. Academic Senate Treasurer's Report: Ron Armale

Senator Armale reported the Academic Senate has two accounts: 1) \$500 for supplies and awards; and 2) \$4,100 for Travel. This amount is insufficient to cover the \$2,000 needed to fund the two faculty awards, costs to print Academic Senate Handbook and the Constitution and purchase award plaques. President Zager is to discuss with the Vice-President of Financial Services and the President of the College the process to create an Academic Senate budget truly reflective of its needs.

On motions duly made, seconded and carried, the Senate approved the closing of the Schools First Academic Senate account containing \$173.
(Borla/Diep)

On motions duly made, seconded and carried, Cherie Dickey will transfer the funds in the Schools First Account to the Academic Senate Foundation Account.
(Deutsch/Llanos)

Dr. Pat Ganer reported in the past she had donated to the Senate Faculty Awards and in the future would no longer contribute to the Senate Awards since she is no longer a member of the Senate and is uncertain as to whether her donation would be accepted by the current Senate. She will continue to make her \$1500 President's Circle contribution but will no longer donate to the Faculty

Awards. President Zager thanked Dr. Ganer for her past contributions to support the Faculty Awards.

F. Cypress College Foundation: No report

G. Basic Skills Committee: Cherie Dickey

Senator Dickey reported the 2014-15 Basic Skills Committee membership will include one additional Math instructor, a representative from Disabled Students Programs and Services, and adjunct representation from the key disciplines with Basic Skills Initiative and ESL courses supported by state allocation.

Last year BSI/ESL Committee and Title V Grant Committee members attended various workshops and conferences where other community colleges shared summer and/or regular semester programs and activities designed to improve student success, particularly new freshmen.

The Joint Committee will pilot a two-week summer Math refresher workshop for feeder high school students attending Cypress College in the fall. At the end of the workshop, students will be reassessed to determine Math placement. The objective is for the students to place at Math 40 (or higher) rather than Math 20. Components of the workshop will include

1. Signed contract with the student
2. Early registration (registering first after returning students)
3. Required enrollment in Math for fall
4. Completion of a Student Education Plan

Basic Skills is working with the Math Department and Counseling on the specifics for the fall component: enrollment in a math course and counseling/study skills course, meeting with a counselor, and a peer "buddy" who will monitor performance and participation in expected activities and introduce new freshmen to clubs. The goal is to make the students feel connected to the College and instill a sense that someone cares about them.

The English disciplines agreed more time is needed to develop a reassessment plan and workshop materials. This summer, BSI and Title V are subsidizing participating in Norco's summer program, visiting discipline faculty, and examining materials. Next year we hope to have an English version of the Math Pilot program.

H. Student Learning Outcomes Assessment: No report

I. Program Review and Department Planning: Kathleen Reiland

Senator Reiland reported Dr. Bandyopadhyay was unable to locate a Title V guideline dictating frequency of Program Review other than "periodically." CTE program review must be completed every two years. Full program review is currently completed every three years. The Committee is considering a proposal for full program review every six years with two year interim short reviews to account for the relationship between Program Review and the budgeting process.

J. **District Council on Budget and Facilities:** No report

VI. **President's Report:** Gary Zager

President Zager met with the **President of Cypress College on March 18, 2014** and discussed the upcoming strategic conversation as well as the offering of a Bachelor's Degree at community colleges.

President Zager and President-elect Grande had dinner with the **Chancellor on March 18, 2014** as the Chancellor now wanted to develop personal relationships with faculty. While Fullerton College Academic Senate President attended, SCE did not.

Planning and Budget Committee (PBC) met on March 20, 2014 with usual budget updates. As previously reported, the State is factoring a 3% growth for 2014-15. Advanced funding consists of requests to PBC which are considered prior to one-time funding. PBC will soon be rating 36 one-time budget requests. The District has met with community representatives to discuss the feasibility of a November local bond issue. There is a slight possibility the State may have monies for capital campaigns this year which could serve as matching funds for a proposed local bond issue. Cypress College capital projects would include the remodel of SEM and Fine Arts.

President's Advisory Committee (PAC) met on March 20, 2014. The Vice-President of Financial Services has requested Maintenance and Operations do a cost study for moving the Journalism Department to what is now closed down space. A final decision should be made by the end of the semester. The President's Office submitted for review a form "Checkout Procedure for Retirement/Resignation/Layoff/Termination (Full-time and Part-time Employees)." President Zager will continue to work with the President's Office to document Professor Emeritus privileges and the processes for ensuring receipt of these privileges.

District Coordinating Council (DCC) met on March 24, 2014 and examined the revised budget which factored in the 3% growth funds. The Academic Senate Presidents met with the Chancellor to discuss the opportunities and challenges of offering a bachelor's degree at a community college.

Graduation Planning Committee and Institutional Effectiveness Council have not met.

Approximately 100 people attended Strategic Conversation #15 hosted by the School of Continuing Education prior to the **Board of Trustees Meeting on March 25, 2014**. President Zager had nothing of importance to share from the Board of Trustees meeting.

Mark Majarian will attend the April 11, 2013 meeting of the **District Strategic Plan Workgroup** as the President of the Senate will be at the Statewide Academic Senate Plenary Session.

VII. Faculty Issues – Unfinished Business

A. Academic Senate Constitution Amendments --Suggested Organization of Debate and Edit of Constitution

On motions duly made, seconded and carried, the Senate amended the previous motion to individually review the recommendations to organize them into four packages that will be then be sent to the faculty for consideration after review at its next meeting.

1. General (Easy) Package
2. Senate Representation
3. Term limits
4. Teaching requirements (Seiling/Armale).

Senator Kistner (Kistner/Diep) moved that Group #1 Package contain the following amendments subject to further refinement of the wording.

1. Update the out of date – Division names
2. Add Brown Act Language – no secret ballots
3. Institutionalize Senate Handbook and Orientation
4. Maintain the Senate Website
5. Strengthen References to 10 +1 responsibilities
6. Consult and inform constituents
7. Define and choose an alternate
8. Clarify proxy rule
9. Specify Representation
 - a. Specify Division Representation
 - b. Addition of Library representation
 - c. Eliminate At Large Representation
 - d. Increase Adjunct Faculty Representation
 - e. Add Curriculum Chair to Executive Committee
 - f. Curriculum Chair as Voting Member

On motions duly made, seconded and carried, the previous motion was amended to move #9 Specify Division Representation to Package 2 Senate Representation (Reiland/Hormel)

On motions, duly made seconded and carried, the previous motion was amended to add the following Code of Professional Conduct Amendment to Package #1

The Cypress College Academic Senate is committed to creating a collegial and professional climate in which to share ideas and engage in discourse. The Senate is committed to the principles of respect and decorum and will not tolerate rudeness, bullying, sexism, and racism. Senators will conduct themselves in a manner that is respectful of others, recognizing that disagreement and debate can occur without demeaning and disparaging one another.
(Seiling/Reiland) (Yes-10, No-7)

The main motion as amended was approved for Group #1 Package to contain the following amendments subject to further refinement of the wording.

1. Update the out of date – Division names
2. Add Brown Act Language – no secret ballots
3. Institutionalize Senate Handbook and Orientation
4. Maintain the Senate Website
5. Strengthen References to 10 +1 responsibilities
6. Consult and inform constituents
7. Define and choose an alternate
8. Clarify proxy rule
9. Collegiality Language

Senator Saldana (Saldana/Kistner) moved that Package #2 Representation include

1. Library Senator – reinstate previous position
2. Adjunct Senator “Division” Language
3. Increase Adjunct Senators from one to three
4. Expand Division Senators and Eliminate at Large Senators
5. Add Curriculum Chair as a voting member and to Executive Committee (5th Wheel)

On motions duly made, seconded, and carried, the previous motion was amended to move #5 Curriculum Chair Voting Members and on the Executive Committee and create a new Package #5 to be considered separately (Seiling/Llanos)

The call for the question passed (Hormel/Diep).

On motions duly made, seconded and carried, Package #2 Representation was approved as amended to include the following items:

1. Library Senator – reinstate previous position
2. Adjunct Senator “Division” Language
3. Increase Adjunct Senators from one to three
4. Expand Division Senators and Eliminate at Large Senators

VIII. New Business

B. Funding for Attendance at Statewide Academic Senate Plenary Session:

On motions duly made and seconded, the Senate approved consideration of New Business item B Funding for Plenary Session. (Llanos/Saldana)

On motions duly made, seconded, and carried the Senate approved funding for the President and President-elect to attend the Statewide Academic Senate Plenary Session. (Dickey/Armale)

- C. Suspension of Rules to Allow a Student to Speak:** On motions duly made seconded and carried, the rules were suspended to allow the student guest to speak as he needed to leave (Diep/Dickey).

Daniel Luce, a Cypress College student and eight year Veteran of the United States Marine Corps, chastised the Academic Senate for what he perceived as ineffectiveness in the Senate's conscientious deliberation of revisions of the Academic Senate Constitution. He further described the Senate debate as "delaying, whining, and crying" *which would never be tolerated in the military*. Since he is driving the "long distance from Los Angeles to Cypress College" for Mortuary Science, he wanted to speak in support of a Bachelor's Degree in Mortuary Science.

- D. A motion to adjourn failed – (Saldana/Armale)

VI. Faculty Issues – Unfinished Business

A. Academic Senate Constitution Amendments

On motions duly made, seconded and carried, the Senate approved Package #3 Term Limits, Package #4 Teaching Requirements, and Package #5 Curriculum Chair for final consideration at the next meeting (Dickey/Llanos)

- IX. Adjournment:** On motions duly, made, seconded, and carried, the meeting adjourned at 5:30 pm. (Saldana/Jones)

Respectfully Submitted,

Rosalie Majid
Academic Senate Secretary

To the members of the academic senate:

SOCIAL SCIENCE DIVISION PUBLIC COMMENTARY

We, the undersigned, are dismayed by the academic senate's lack of action regarding the proposed amendments to our constitution. We feel that the Constitutional Amendment Committee has been thorough and deliberate, and has acted in the best interests of the Cypress College faculty. Their recommendations should be approved by the senate and brought to the faculty for a vote.

Three of the proposed amendments merit specific comment. First, we feel that senator term limits must be a part of our constitution. Second, the constitution must require that voting members are teaching classes throughout their term as senator. Third, the structure of the senate must be amended to give more voting power to senators with specific constituencies (Division Senators) and less voting power to At Large Senators.

These and other amendments currently under consideration before the senate are neither radical nor punitive. Rather, they align our senate's constitution with those of governing bodies at other colleges and universities and reflect fundamental principles of representative government.

We fully support our elected senator, Bryan Seiling, and his efforts to bring these amendments out of committee for a vote by the senate. We ask that the senate vote on these amendments during the March 27th meeting so that they can come before the faculty for a vote prior to the end of the Spring 2014 semester.

Donald J. Jones

Carol Lewis

Fela Odebinrin

Regina Phipps

Armando Mendez

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Jos Alodic

Paul Young

[Signature]

Russell W. [Signature], Ph.D.

Robert Drey [Signature] Ph.D.

E. Peter [Signature]

Erin [Signature]

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Letter from Members of the Language Arts Division—Public Commentary

Dear Academic Senate,

The undersigned members of the Language Arts Division respectfully request that the following be read into the official transcripts of the Academic Senate meeting.

We wish to express our appreciation and respect for the committee members for the time and effort they have put into the proposed revisions to the Academic Senate Constitution and Bylaws and recognize the arduous task that was set before them.

That being said, we feel that the proposed changes to the structure of the Senate do not address the true nature of the significant issues facing the Senate. In particular, we wish to address the stated goal of the proposed revisions to, “Promote Faculty Participation and Investment in Campus Government.” While we agree that this is a worthy goal to pursue, we feel that the committee’s recommendations fail to meet that goal, and worse, serve to mask an underlying problem of climate and culture within the current Senate that is a significant problem and a major deterrent to “faculty participation and investment.” Before the Senate votes to fundamentally change the structure of the Senate by altering campus representation ratios, eliminating long standing positions and creating restrictions to participation, we believe it should turn its eye inward and examine how the behavior of various senators has undermined the professionalism, collegiality and demeanor of the senate itself and, in fact, created a hostile climate. Although we do want to acknowledge the hard work and even-handedness of many Senators, those of us who have had the opportunity to witness the behaviors of some of our colleagues at work in the Senate over the last several months have been dismayed by what we have witnessed. We are shocked by the lack of respect and professionalism demonstrated by individuals during the course of discussions and disagreements. We are stunned by the lack of collegiality and common politeness as individuals debate the merits of various issues. And we are appalled by the outright rudeness and vulgarity that seems to have become an inherent practice of some of the members. The rhetorical strategies, both verbal and nonverbal, utilized by various members of the Senate have ranged from rude to bullying to sexist and, in our opinion, have done more to undermine the “participation and investment,” by faculty than anything else. After witnessing this organizational culture and climate, there are many of us who would never want to be part of the Senate, thus certainly impacting expanded participation and investment.

Therefore, we believe that the Academic Senate Constitution should include an amendment that addresses the appropriate code of conduct of Senators as well as consequences for violation of the professional standards both during and after meetings. No one should be subjected to the bullying that has been demonstrated in recent months either during or after meetings. Until the Academic Senate is able to commit to a safe, respectful, and professional place to come to exchange ideas and engage in discourse, there is no sense in fundamentally changing the structure of the organization. The real problem is clearly not being addressed.

The Cypress College Academic Senate is committed to creating a collegial and professional climate in which to share ideas and engage in discourse. The Senate

is committed to the principles of respect and decorum and will not tolerate rudeness, bullying, sexism, racism, etc. Senators will conduct themselves in a manner that is respectful of others, recognizing that disagreement and debate can occur without demeaning and disparaging one another. Failure to abide by these standards shall result in a) a request to the President to quell such behavior, and if not successful, b) a request to the President to remove said Senator from the chamber for the remainder of the meeting.

Sincerely,

1. Liana B. Koeppel
2. Stuart Rosenberg
3. Sarah Jones
4. Kathy Wada
5. Cherie Dickey
6. Debra McPherson
7. Kathy Llanos
8. Cathy Franklin
9. Ruth Gutierrez
10. Michael Brydges
11. Keith Vescial
12. John Lambros
13. Samantha Simmons
14. Pat Ganer
15. Nancy Deutsch
16. Alison Robertson
17. Susan Klein