



Governing Council Meeting

April 28, 2009 minutes

MEMBERS PRESENT

President	Diana Bennett	Language Arts	Bernard Gershenson
Vice President	Eileen O'Brien	Math/Science	Tania Beliz
Secretary	Lloyd Davis		Huy Tran
Treasurer	Rosemary Nurre	P.E./Athletics	Joe Mangan
Business/Technology	Suzanne Russell	Student Services	Kevin Sinarle
Creative Arts/ Social Science	Jim Robertson		

MEMBERS ABSENT

Language Arts	Madeleine Murphy	Library	Teresa Morris
		Student Services	Ruth Turner

OTHERS ATTENDING

AFT	Dan Kaplan	ASCSM	Alexa Hemken
		Math/Science	Laura Demsetz

SUMMARY

- Faculty leads on **Lab and Lab Center Program Review** are eligible for stipends for summer work.
- **PIV forms and processes** will be reviewed in the fall, and the VPI will report to us on PIV followup.
- Posting prioritized **faculty position requests**, explaining the position allocation process, and perhaps hearing advocates for position requests, are ways to enhance the faculty role in position allocation.
- **2009-2010 ASGC Elections** will be held online, May 4-10. All full- and part-time faculty may vote.
- The **Faculty Retirement Reception** will be Tuesday, May 19, 2-4 pm, in the Theater lobby.
- A decision on **Building 17** is expected in the next week or two.
- The Senate will keep faculty informed by email this summer about **budget-related developments**.
- At its **Spring Plenary**, ASCCC approved rubrics for classifying transfer courses and guidelines for transfer, and asked for modifications to the state disciplines list (minimum quals.)

CALL TO ORDER The meeting was called to order at 2:20 p.m. The agenda, and the minutes of April 14, 2009, were approved.

INTELLECTUAL PROPERTY RIGHTS Dan Kaplan reported an AFT negotiations survey will be available to faculty in a week or so. Faculty can make known their concerns about intellectual property issues at that time.

LAB AND LAB CENTER PROGRAM REVIEW Diana learned from VPI Susan Estes a \$500 stipend will be available for faculty members responsible for and working on lab and lab center program reviews over the summer. Such persons should notify their dean and cc Diana this spring. There will be no stipends for work done in the fall. Students will be surveyed the last week of May.

PROGRAM REVIEW AND PIV Diana spoke with President's Council about the PIV process, specifically about extending the charge to PIV committees beyond educational issues and about addressing facilities on the PIV form. She asked VPI Susan Estes to give Governing Council a year-end wrap up, in view of budget changes. The PIV process needs to be refined to include follow-up and a loop back to Academic Senate. Diana suggested to Susan and College Council that the PIV Summer Work Group, which put together the PIV process, but not this year's PIV committees, reconvene to review the PIV form and process. No PIVs are coming out this semester. Programs are to be identified in the spring, committees formed and approved by May to work over the summer and continue in the fall. We have missed the deadline, so any PIVs should start next year and follow the calendar. This gives us time to

look at PIV forms and processes. Program reviews are not done until March. There is no urgency for the reconvened group to do its work this summer. It could be done in the fall. Dan expressed happy surprise that there will be no more programs for the PIV process until spring 2010. Diana cautioned this does not take into account the May Revise, which will come out after the likely failure of measures 1a and 1b.

Last year's Summer Work Group will reconvene in the fall to review the process and the reporting form for program review and PIV. It will consider feedback from this year's PIV committees on how the PIV process worked last fall, and on program review. Susan will give Governing Council a follow up at the end of the semester. That should tie into the review of the process. Susan will give an update in the fall. How does PIV work get to Susan, how does it loop back, and what was the follow-up on PIV recommendations made this year? There is no list of problems with PIV forms and processes, but each of last fall's PIV committees included a member of the PIV process committee. The latter committee will speak with last fall's PIV committees, and will also get information from the PRIE office on where their reporting information is required on forms, and on things that need to be changed in PIV or program review.

PRIORITIZING FACULTY POSITIONS At present, the Budget Planning Committee (BPC) recommends the number of positions to fill, but not which ones. Deans take their divisional priority lists to two instructional administrators' meetings. The Academic Senate president participates in those meetings. At the first, the deans make the case for their positions. At the second, the group determines a priority list, based on the number of positions available. This list goes to the Cabinet, which makes a recommendation to the college President. The VPI takes the list to College Council, which notes whether or not the prioritization process was followed correctly. College Council does not make a judgment about the prioritization itself. The President makes the final decisions.

Diana wants to look at other ways the Senate can have a voice in the process. At our last meeting, members of the Physical Education department talked about the need to fill a position from which a member had stepped down. It is not necessarily our role to hear special pleading for positions. Diana has asked Skyline Senate president Ray Hernandez to send her Skyline's FTEF allocation process, follow-up process, and timeline. Diana has seen no program review-based list of position requests. Of course, no new faculty approvals are likely in the coming budget.

We are looking at how the Senate can put in its two cents, allow people to bring their individual cause here and have the faculty voice heard. Dan suggested inviting division reps to make their case here for positions. Diana said position needs are voiced in program review and prioritized by the deans, often but not always in consultation with division faculty. Bernard asserted it would be counterproductive for us to be involved, but it would be good for the faculty at large to know what all the divisions perceive as their needs. We can disseminate the knowledge without the advocacy.

Points in discussion: we all know the needs of our own programs, but not necessarily the needs of other programs in our divisions, much less in other divisions. Program reviews are now posted on line, so we all have access, but no one will read all of them. Joe Mangan pointed out Physical Education had an out of the ordinary situation. Other departments, including math and English, saw benefits for their programs from the coaching position, and their representatives spoke on their behalf. PE made a deal to hold off on position requests until the need arose for the football position, so deans would support it at that time. More points in discussion: It would be fine to be involved in learning about positions, but not to be asked to prioritize. We know too little about other divisions. It would pit us against each other at a time we need to work collaboratively. Governing Council does not prioritize. It would be useful to have program review information collated, so we can see which programs need instructors. If, say, five positions are approved one year, the next year the position that was sixth will rise up. Perhaps we could get a college-wide prioritized list from the VPI's office every few months. Through BPC, we can be aware of which faculty positions the college needs, in accord with the educational master plan and strategic plan. With the BPC and Human Resources Committee, we do not need another committee. We are not the body that

decides, but we will be aware of the major needs. Horse trading can be a good thing. The deans should be able to do it.

Diana suggested posting division work plans, which are prepared using program reviews and include staff requests. This gives programs time to plan for staffing, e.g. hiring part-timers. Diana said looking at the needs of the whole campus, she doesn't feel comfortable approving one position without looking at all the others. She will talk to Susan and Jennifer, co-chairs of IPC, and to BPC, and will send out a document for tweaking, making clear what the position allocation process will be when we do have money to hire.

2009/2010 ASGC ELECTIONS Rick Ambrose will proctor the Senate election, which, like last year, will be conducted by online ballot. The ballot has been reviewed by the Executive Committee. It will be available for a week to both full- and part-time faculty. ITS Director Eric Raznick has collated information to know which faculty to include. Voters will sign in with G-numbers so no one can vote twice. Rick has password-protected access to the results, and will report them to us. Rosemary suggested Diana send faculty a daily email reminder. Dan pointed out part-timers who teach all year are eligible to vote, but AFT goes back three semesters for its elections, since part-timers cannot teach three straight semesters without getting bumped from the part-time seniority list. It will improve our participation rate. Also, some adjuncts do not have an email address. Diana said we have fall and spring adjunct lists, and will go back a third semester if doing so is not a problem. The vote will be May 4 – 10.

FACULTY RETIREMENT RECEPTION is scheduled for Tuesday, May 19, 2-4 pm in the theater lobby and the open quad area it faces. Chairs will be provided. The food will focus on desserts. About eight faculty members are retiring. President Claire will summarize each career and present a plaque and gift. 50 people attended last year. Diana will invite all faculty and deans. Eileen and Tania are in charge.

COMMITTEE REPORTS Presenters for the Library, SLOAC, and DEAC committees were absent. Tania Beliz reported the last **Compressed Calendar** committee meeting was cancelled, and there has been no real progress. The committee may meet May 14. It has yet to consider survey results. The Board of Trustees wants the calendar explored. Canada wants the compressed calendar, but CSM and Skyline have science facilities problems with it. Intersessions between semesters could generate revenue. In discussion, people asked about the odds of going forward given budget constraints, and whether adding another layer of change by doing this at the same time as construction projects makes sense. Patty Dilko told the Board the task force needs certain information to complete this feasibility study. Dan said intersessions, like summer, do not count as adjunct load, so they would give adjuncts more teaching opportunities. Diana said Skyline's three 3 summer sessions, 4, 6, and 8 weeks in length, have increased Skyline's revenue. Faculty and students can do one or two and still have several weeks off.

Curriculum Management Task Force – Laura reported the group has not met as a task force lately. Jing Luan told District Curriculum Committee last week that there was strong support in Chancellor's Council for a curriculum management tool. Canada's president Tom Mohr said it would save his college money. Chancellor's Council wants each campus to get feedback to the district task force for recommendation to the Board. If positive, Jing will find money for it. The Senate has talked about this. If we support the curriculum management tool, it would be helpful for us to voice that. Points in discussion: We can follow a process from beginning to end, and changes to one document are posted wherever they apply. It seems to be a slam dunk. It has a program review component, and a different package for SLOs is linked in. Math/Science is very supportive. Diana will make supporting it an action item at our next meeting. Laura said we need to get our forms in order, in some cases rewritten, next year before implementing this. The vendor requires a three to six month set-up period.

VICE-PRESIDENT'S REPORT At its meeting last week, **College Council** reviewed smoking policy and heard an SLO update from Jeremy Ball. We should be at stage 4, review and analysis. We are 90% through stages 1 and 2, but are lacking at stage 3, assessment. College Council also heard PIV and program review updates from Diana. They understood our concern about PIV committees doing a lot of

work with no money to implement recommendations. Programs need facilities, equipment and hardware, faculty training and professional development. To broaden scope, the articulation officer needs to be involved and we need help from marketing and public relations.

PRESIDENT'S REPORT The due date for a decision on **Building 17** was extended from mid-April to mid-May. The building 15/17/10N committee has its last meeting April 29. If it does not reach consensus, it will issue majority and minority reports. District CFO Kathy Blackwood gave a budget report to BPC and DSGC. The District faces a \$20-25 million deficit over the next three years in the likely event May 19 ballot initiatives 1a-e do not pass. Low turnout is expected. Each 10% cut would cost the district \$7.5 million. Cuts would be made at five sites: the three colleges, facilities, and the District Office. All have worked on the 10% cut, but that won't be enough. CSM is looking at a \$4 million cut in '09-'10, including \$1 million carried over from this year. We must identify positions to defund, reassess the need for external hiring, examine internal hiring, look at increasing class size; redesign such services as mail delivery, shift expenses to categorical funds, manage FTES to cap (we will be over cap in the fall,) and attract non-residents like international students. The college and the district will be radically different in three years. We won't be able to serve all students, or provide a full menu of services. We could combine services and reduce hours. For example, Admissions and Records may close Fridays. Each campus needs to identify areas to cut. We are not looking at basic aid. We are not there, and it would not fix our situation if we were. Cutting over 200 sections raised our load numbers.

President's Council discussed names submitted by ASCSM for the parking lots, but took no action. Simple, generic names, not names of individuals, are being considered for both parking lots and buildings. We cannot rename roads because they tie into the county's emergency response system. Signage, and building and campus design, are elements of wayfinding.

Eileen reported the **Institutional Planning Committee** met last week and for a second week looked at the top ten strategic priorities of each college. Our top ten list was prepared recently by a small committee, working from a list from Jing Luan of 53 suggested priorities. At its most recent meeting, IPC came up with a new document with more layers and steps. It also looked at the educational master plan, at what other schools presented, and how the work plans and goals of our new committees will fit into the top ten institutional priorities. Student success and student excellence are things that drive priorities. The priorities are grouped, sometimes in confusing ways. Objectives and goals are at a lower level. Laura said the big picture idea is to bridge the college we would like to be to how we want resources allocated.

District faculty approved changes to **District Academic Senate** by-laws. The DAS President will serve two years, and the Vice President one. DAS had a special meeting April 27 about what will happen over summer while the faculty is gone. President Patty Dilko will be available for campus consultation. DAS will establish guidelines and will meet May 11 with Chancellor Galatolo and the three college presidents to learn their priorities and ask for no changes without consultation. We want to prevent coming back in the fall to changes we didn't know about. The three Senate presidents and Patty are dedicated to being around this summer, so changes affecting faculty will be known to them and emailed to faculty. Faculty should check their email over the summer. Each college will send updates on its own happenings. There will be discussions among presidents, vice-presidents, and deans. The Executive Committee will know what is going on. We want to be proactive, not reactive. People can email Diana at any time.

May 19 special election poll numbers are deteriorating. The Democratic Party failed to endorse measures 1a-e, so those are dead. Post-election lawsuits are likely but would take a long time to adjudicate. Diana will consult with the Senate Executive Committee over the summer. All three college senate presidents and Patty want things to work in the best interests of faculty and students. We do not want class sizes to explode, or other things that don't make sense. We want to hear what administration has to say, but keep the 10+1 at hand. We want no unilateral decisions over the summer.

Diana and Eileen attended the **ASCCC Spring Plenary**. There were a number of breakout sessions on basic skills and minimum quals. The session was divided on whether faculty should continue to be hired with no degree and given equivalency to satisfy minimum quals. Some argued many years of experience were sufficient, others that any instructor at an institution of higher education should have at least an associate degree. We need to discuss this. The District considered looking at our outdated equivalency process. We do not have a district minimum quals committee. If we want to submit changes or additions to the state's disciplines list, we should do so in the fall for presentation in spring. For example, maybe some programs should now require Master's degrees. There were several resolutions on accreditation, including calling for at least three faculty members on site visit teams, and for site visits to include classroom visits. ASCCC approved rubrics for using CB21 coding to classify courses below transfer level. Diana referred these to our COI. Another resolution asks colleges to review the ASCCC document *California Community College Transfer: Recommended Guidelines* (2006.) Diana will email people who are involved. The CB21 rubrics, the *Guidelines*, and the spring 2009 resolutions are on the ASCCC website. The state is implementing CurricuNET July 1. It may take three to six months to perfect.

Dan Kaplan attended a meeting April 27 of the Bay Faculty Association (BFA.) Several people there had been to the ASCCC Spring Plenary. Rich Hansen, BFA chair and Foothill-DeAnza Faculty Association president focused on a sea change regarding SLOs. Mark Wade Lieu, outgoing ASCCC president, used to be quite enamored of SLOs and was given a hard time about them in BFA meetings. In his farewell address to ASCCC he was critical of SLOs, sounding like the ASCCC leaders of a few years ago who had fought SLOs. A candidate for ASCCC vice president who was a strong supporter of SLOs was defeated, even after watering down her ideological commitment to SLOs in recognition of ASCCC sentiment. It was reported at the BFA meeting there was much ASCCC discussion about WASC. Is WASC out of control? Few sanctions or warnings have been issued by the other five regional accrediting agencies. WASC's numbers are astronomical. There has now been a decision taken to put together a task force to investigate WASC under Barbara Beno. That will happen in the near future. WASC is apparently in internal disarray. It is having trouble finding people to participate in site visits. Dan is happy to hear ASCCC is going back to its earlier critical attitude on SLOs. That portends good things for the future.

Jim said be careful what you wish for. The Obama administration may not let go of the ideology of public accountability. It goes back to Woodrow Wilson's open covenants openly arrived at. The Central States regional accreditation agency got way out of line sanctioning schools over diversity. DOE reined them in under George H.W. Bush. On accountability, the Obama administration may be no lighter than Bush. Dan agreed, and added that the new Secretary of Education, Arne Duncan, is quite horrible, in contrast to the appointment of Foothill-DeAnza chancellor Martha Kanter to DOE. Rich Hansen as president of Foothill-De Anza's faculty association knows her very well. Martha Kanter does not agree with the Obama administration, and is outspokenly opposed to No Child Left Behind, teaching to the standards, and repeated testing. She may be cautious about extending criticism of NCLB to the SLO movement, but she has reservations about SLOs. She may have a rocky road in the Obama administration. Obama appointed her knowing she is critical of the accountability movement. He will hear a critical perspective from her if she gets confirmed.

Diana announced ASCCC institutes this summer, including SLO/Assessment on July 12 in Anaheim. Interested persons may contact Diana. Laura Demsetz will attend the Curriculum Institute. Huy Tran and Diana will attend the Faculty Leadership Institute in June for newly elected officers. ASCCC elected a new president, Jane Patton of Mission College, and a new vice president, Michelle Pilati.

FUTURE AGENDA ITEMS include the disciplines list, making the last day to withdraw earlier in the semester, and PIV follow-up by the VPI. Email ideas from colleagues to Diana. In discussion, Diana stated there is no process for consolidating duplicated programs onto one campus, because we haven't done it. Start from the presidents and vice-presidents, then deans. Faculty involved will be notified. There isn't time to use the PIV process. Laura said we don't have any completely worthless programs. Programs could be made viable if we had resources. Engineering offered courses alternate semesters at

different colleges. That is coordination, not consolidation, and it justifies keeping both programs. Tania said if we do consolidate, look at facilities. Decide which are best.

ADJOURNMENT The meeting was adjourned at 4:08 pm. The next meeting will be May 12, 2009.