

ALLAN HANCOCK COLLEGE

Academic Senate

Minutes for Tuesday, May 15, 2018
Boardroom (B100), 4:00 – 6:00 p.m.

AS PRESIDENT: M. Allegre

VOTING MEMBERS PRESENT: M. Arvizu-Rodriguez, T. Aye, G. Bierly, D. Blanchard, R. Bryant, A. Caddell, Chris Diaz, H. Elliott, B. Friedrich, C. Hite, M. Hull, D. Madrid, B. Murtha, T. Passage, G. Phelan, A. Restrepo, T. Roepke, V. Tobin, J. Tuan, L. West (20)

STUDENT REPRESENTATIVE: Ramon D. Morales-Rios

GUESTS: Ben Britten, Bob Curry, Dave DeGroot, Margaret Lau, Richard Mahon, Larry Manalo, Paul Murphy, Melinda Nish, Holly Nolan-Chavez, Fred Patrick, Rick Rantz, Kevin Walthers

1. Call to Order: Meeting called to order at 4:00 p.m.

2. Public Comment:

Dr. Walthers briefly addressed AS on the results of the Korn-Ferry survey on campus climate. He emphasized an overall sense that the campus in a “good spot” with widespread public support and approval as attested by recent surveys of the public. He emphasized his desire that all faculty and staff feel valued. He invited faculty to provide ideas and suggestions for ways to improve working relationships. He promised that administration would be working over summer to improve the perception of the administration.

3. Korn-Ferry Climate Survey (Murphy)

Paul Murphy presented a summary of the results of the Korn-Ferry survey of campus climate, sharing some of the data, analysis, and conclusions. There were 217 responses, 47% of the total possible. Of the three groups responding—administration, faculty, and staff—faculty expressed the highest levels of satisfaction. Areas that received high approval ratings include the college’s commitment to students, support for learning and development, and employees’ sense of feeling “aligned” with the goals of the college. Key “opportunities” for improvement (lower ratings of satisfaction) include 1) employees not seeing a clear link between job performance and pay, 2) a need for better training for new and continuing employees, 3) constrained resources—not enough people to complete the work required, and 4) relationship with senior leadership, particularly with respect to the communication of changes on campus. Recommended measures for addressing the areas needing improvement include public events, a focus on transparency, on-boarding tools for new hires, the LEAP program. The PowerPoint summary of the survey results will be posted at the senate team site and emailed to fulltime faculty.

4. *Approval of Minutes (Murtha) (review and approval of April 17, 2018 minutes)

Motion/2nd: B. Bryant/G. Bierly

Discussion: none

Yes: 18- Arvizu-Rodriguez, T. Aye, G. Bierly, D. Blanchard, R. Bryant, A. Caddell, Chris Diaz, H. Elliott, B. Friedrich, M. Hull, D. Madrid, B. Murtha, G. Phelan, A. Restrepo, T. Roepke, V. Tobin, J. Tuan, L. West

No: 0

Abstain: 2- T. Passage, C. Hite

ACTION

5. Resolution on CCCCCO

(consideration of no confidence vote)

First it was necessary to decide whether the Senate would suspend rules and take a vote without consulting departments for input.

Motion/2nd: B. Bryant/G. Bierly/

Yes: 19 - T. Aye, G. Bierly, D. Blanchard , R. Bryant, A. Caddell, Chris Diaz, H. Elliott, B. Friedrich, C. Hite, M. Hull, D. Madrid, B. Murtha, T. Passage, G. Phelan, A. Restrepo, T. Roepke, V. Tobin, J. Tuan, L. West

No: 0

Abstain: 1 – Arvizu-Rodriguez

Discussion focused on the Chancellor's Office's failure to live up to its obligation to collaborate and consult with the Academic Senate. The collegial relationship between AS and Chancellor's office has evaporated. The Chancellor's office is now directing the AS what to do, bypassing the normal process of consultation. Their posture was described as "insulting" and "disrespectful" to both AS and the 10+1 principles. In reply to a question regarding the purpose/effectiveness of a no-confidence vote, it was stated that the Chancellor's Office has a legal mandate to collaborate with AS and that a vote of NC would make known the dissatisfaction of the AS to the Board of Governors who hire the Chancellor. It was added that the current vote could be the AS's one chance to provide input on the lack of leadership from the Chancellor's Office.

Vote on resolution:

Motion/2nd: G. Bierly/B. Bryant

Yes: 17 - T. Aye, G. Bierly, D. Blanchard , R. Bryant, Chris Diaz, H. Elliott, B. Friedrich, C. Hite, M. Hull, D. Madrid, B. Murtha, T. Passage, G. Phelan, A. Restrepo, V. Tobin, J. Tuan, L. West

No: 0

Abstain: 3- M. Arvizu-Rodriguez, A. Caddell, T. Roepke

6. BP 7310 Favoritism (Roepke)

(approval of revised policy)

Discussion: Marla provided a brief history of the policy. The only change from the version last discussed with AS was grammatical—changing one subordinate clause into a main clause. It was noted that HR Council has approved the policy.

Motion/2nd: B. Bryant/M. Arvizu-Rodriguez

Yes: 20 - Maria Arvizu-Rodriguez, T. Aye, G. Bierly, D. Blanchard , R. Bryant, A. Caddell, Chris Diaz, H. Elliott, B. Friedrich, C. Hite, M. Hull, D. Madrid, B. Murtha, T. Passage, G. Phelan, A. Restrepo, T. Roepke, V. Tobin, J. Tuan, L. West

No: 0

Abstain: 0

CONSENT

7. *BP/AP 3900 Speech: Time, Place, Manner

(approval of revised board policy & administrative procedures)

Discussion: It was suggested that the vote be delayed so that the policy could be discussed with departments. It was pointed out that the campus has been without such a policy for a long time and could wait until fall. It was decided by acclamation to pull the item from the Consent agenda and revisit it next meeting.

**8. * Regular Substantive Contact Policy and Checklist (Patrick)
(approval of updated policy)**

Discussion: A question was raised regarding the checklist attached to the policy, specifically a concern that the checklist could become prescriptive—a portfolio of approved methods. A suggestion was made to remove the checklist (returning it to the DL committee) and vote on the policy separately. That suggestion prompted a question whether the policy would meet the requirements of the accrediting commission. It was decided by acclamation to pull the item from the Consent agenda and revisit it next meeting.

**9. Round 2 Local SWP Applications (Lau)
(approval of proposed projects for funding)**

Margaret Lau described three ongoing Round 1 projects. She shared a list of projects in Round 2 which were vetted and ranked (using a previously AS-approved rubric) by a Local SWP Project Review Committee comprised this year of 3 FT faculty members, 4 administrators, and 1 classified staff member. The Review Committee is recommending that AS approve the designated funding for the eligible projects listed and for additional activities including CTE professional development; enhanced marketing, branding, and outreach for CTE; and Guided Pathways implementation for CTE. The first vote sought senate approval to move forward with these round 2 projects.

Motion: B. Bryant/D. Blanchard

Yes: 20 - M. Arvizu-Rodriguez, T. Aye, G. Bierly, D. Blanchard, R. Bryant, A. Caddell, Chris Diaz, H. Elliott, B. Friedrich, C. Hite, M. Hull, D. Madrid, B. Murtha, T. Passage, G. Phelan, A. Restrepo, T. Roepke, V. Tobin, J. Tuan, L. West

No: 0 -

Abstain: 0 -

A second vote was taken seeking preliminary approval for Round 3 projects, including continuation of Round 1 and Round 2 staffing assignments and funding for CTE professional development, enhanced branding/marketing/outreach for CTE, CTE SWP program improvement, and Guided Pathways implementation for CTE. Specific projects will be discussed and voted on in fall. There was concern raised about continued funding for permanent positions that the district was to absorb after three years.

Motion: B. Bryant/ M. Arvizu-Rodriguez

Yes: 20 - M. Arvizu-Rodriguez, T. Aye, G. Bierly, D. Blanchard, R. Bryant, A. Caddell, Chris Diaz, H. Elliott, B. Friedrich, C. Hite, M. Hull, D. Madrid, B. Murtha, T. Passage, G. Phelan, A. Restrepo, T. Roepke, V. Tobin, J. Tuan, L. West

No: 0 -

Abstain: 0 -

**10. *June 12 AP&P Curriculum Report (Manalo)
(review and approval of report)**

Discussion: The completed report was submitted for approval. It was noted that members of the Technical Review Committee are reviewing and modifying and courses and are available to help faculty with Curicunet. It was stressed that courses needed to meet provisions of AB705 be submitted ASAP.

Motion/2nd: V. Tobin/G. Bierly

Yes: 20 - Maria Arvizu-Rodriguez, T. Aye, G. Bierly, D. Blanchard, R. Bryant, A. Caddell, Chris Diaz, H. Elliott, B. Friedrich, C. Hite, M. Hull, D. Madrid, B. Murtha, T. Passage, G. Phelan, A. Restrepo, T. Roepke, V. Tobin, J. Tuan, L. West

No: 0

Abstain: 0

INFORMATION

11. President's Remarks [15] (Allegre)

Announcements: the Retirement and Recognitions ceremony is May 16.

Under the new Faculty Association contract, the process for approving and granting sabbaticals is returning to the AS. The sabbatical committee will be revived at the beginning of fall semester, starting with nominations and election of members.

The college is going out for a bond to fund the Fine Arts building, the athletics complex, lights for the Solvang Theatre, and to pay off Measure I. There may also be money for technology needs.

To fill the vacant dean position, Administration will be hiring an interim dean for up to a year, after which a person will be hired to fill the position permanently.

12. Starfish Initiative (Britten)

Counseling is looking to implement the Starfish Early Alert program within a year and needs faculty help in customizing it to suit our needs. The program is a step forward, compatible with Canvas, Degree Works, and the current scheduling program. It is customizable, allowing for great flexibility in generating reports, referrals, and responses. In preparation to go live in Fall 2019, a pilot program will begin in Spring 2018 with selected student populations. Faculty interested in participating should expect a commitment of one one-hour meeting per month; contact B. Britten.

13. Professional Standard Committee Report (Montanez-Rodriguez)

Carmen Montanez-Rodriguez reminded AS of the functions of the Professional Standards Committee: reviewing applications, checking that applicants meet minimum qualifications, and deciding equivalency requests. The committee is currently working closely with department chairs, especially on approval of instructors teaching Concurrent Enrollment and integrating forms with the computer system.

Meeting adjourned at 5:51 p.m.

*documents on Senate group site

**links provided on group site and/or in email

Minutes respectfully submitted by R.Murtha, AS Secretary