

| ACADEMIC SENATE OFFICERS | | Present |
|--|---|------------------|
| President: Craig Goralski | | X |
| Past-President: Bryan Seiling | | X |
| Secretary: Damon de la Cruz | | X |
| Treasurer: Kathleen McAlister | | X |
| Curriculum Chair: Silvie Grote | | X |
| Senators: Please indicate departure time if you leave before adjournment. | | |
| Academic Senators | | Signature |
| Business/CIS 1 | Bret Clarke | X |
| Career Technical Education 1 | Amanda Gargano (T1, Y1) Jeremy Peters (Alt) | X |
| Career Technical Education 2 | Michael Klyde/Paul Kelley (T3, Y2) | X |
| Counseling 1 | Mymy Lam (T1, Y2) | X |
| Counseling 2 | Marisa Lehmeier (T1, Y1) | X |
| Fine Arts 1 | Katalin Angelov (T2, Y1) | X |
| Fine Arts 2 | Paul Paiement (T3, Y1) | Absent |
| Health Science 1 | Damon de la Cruz (T1, Y1) | X |
| Health Science 2 | Lynn Mitts (T2, Y1) | X |
| Health Science 3 | Julia Cherney (T1, Y1) | Absent |
| Language Arts 1 | Liana Koepfel (T1, Y2) | X |
| Language Arts 2 | Michael Brydges (T1, Y1) | X |
| Language Arts 3 | Kathleen McAlister (T1, Y1) | X |
| Library/Learning Resource Center 1 | VACANT | |
| Kinesiology: | Bill Pinkham/Margaret Mohr (T2,Y2) Thomas Valentine (ALT) | X |
| Science/Engineering/Math 1 | Adam Eckenrode (T2, Y2) | X |
| Science/Engineering/Math 2 | Joel Gober (T3, Y1) | X |
| Science/Engineering/Math 3 | Ron Armale (T1, Y1) | X |
| Social Science 1 | Gary Zager (T1, Y2) Steven Estrada (Alt) | X |

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| Social Science 2 | Jason Thibodeau (T1, Y2) | X |
| Adjunct Faculty Senator 1 | Jenifer Kalamian (T1, Y1) | Absent |
| Adjunct Faculty Senator 2 | Jaclyn Magginetti (T1, Y2) | X |
| Adjunct Faculty Senator 3 | Daniel Pueblos (T1, Y1) | X |
| Liaisons | | |
| Associated Students | Robert Mounce (C.L. Alt) | Absent |
| Campus Diversity | Maha Afra | X |
| Campus Technology | Peter Maharaj | Absent |
| CC Foundation: | Damon de la Cruz | X |
| Program Planning and Review | Maha Afra | X |
| Professional Development | Michael Brydges/ Ruth Gutierrez | X |
| United Faculty | Dale Craig | X |
| Student Success Committee | VACANT | |
| Student Learning Outcomes | Christie Diep/ Nicole Ledesma | X |
| AdFac United | Tonya Cobb | Absent |
| Accreditation | Liana Koepfel | X |
| CTE Liaison | Carlos Urquidi | Absent |
| Distance Education | Kathleen McAlister | X |
| Basic Skills | Cindy Shrout | Absent |
| Council on Budget and Facilities | Craig Goralski | X |
| GUESTS PLEASE SIGN ON BACK | GUESTS PLEASE SIGN ON BACK | |
| | GUESTS: | |
| Print Name: | | Campus Role: |
| Renee Ssenalo | | Counselor/ Professor |
| Kelly Morris | | Kinesiology Professor |
| Gloria Badal | | Poli. Sci Professor |

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|-----------------------|--|-----------------------------------|
| Steven Estrada | | Ethnic Studies Professor |
| Shinah KTM | | Nursing Associate Professor |
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ACADEMIC SENATE
Minutes for January 31, 2019
Place: CCC – 414 3:00 pm to 5:00 pm

AGENDA:

- I. Establish Quorum and Acknowledge Alternates**
 - a. Establishment of quorum at 3:07
 - b. Alternate(s)
 - i. Kelly Morris for Bill Pinkham
 - ii. Garrett Hill for Joel Gober
 - iii. Jane Walker for Lynn Mitts
- II. Adoption of the Agenda**
 - a. Unfinished Business A tabled
 - b. New business B moved to after the President's Report (M/S/U)
- III. Approval of Minutes from 11.29.2018**
 - a. Change Student Learning Objectives report from xLO's toSLOs
 - b. M/S/U
- IV. Public Commentary (3 minutes per speaker)**
 - a. No Public Commentary
- V. Faculty Announcements and Invitations (2 minutes per speaker)**
 - a. Bryan Seiling- request that people be patient with the construction/parking on campus in the upcoming months.
 - b. Jane Walker
 - i. Review union contract page 75 article 21.5
 - ii. On April 8th district is having a meeting on benefits, CCC 414 3p-4p
 - c. Maha Afra – this month is Black History Month
- VI. Special Reports (3 minutes per Report)**
 - A. Associated Students Robert Mounce
 1. Welcome back was held in front of the CC Complex and was well received
 2. Club Rush is next week Tuesday and Wednesday 11:30-1:30
 3. Wednesday at 5p Basketball T-shirt give away, Freedom Riders
 4. Student Trustee has been identified but needs to be voted in

B. United Faculty

Dale Craig

1. N/R

C. AdFac

Tonya Cobb

1. N/R

D. Professional Development

Michael Brydges/
Ruth Gutierrez

1. Thank you for Flex attendance
2. Trying to find optimal balance of email distribution
3. March RAD (Rape/Aggression/Defense) training first 40 women for free. The training will take place over four Fridays

E. Curriculum Committee

Silvie Grote

1. Curriculum for 2020/
2. 2021 due date is February 1st.
3. Curriculum reps will be working with departments.

F. Academic Senate Treasurer's Report

Kathleen McAlister

1. No Report

G. Cypress College Foundation

Damon de la Cruz

1. The 44th Americana Awards will be held February 23, 2019
2. Faculty can attend Americana at the reduced price of \$150.

H. Student Achievement Committee

Vacant

1. No Report

I. Student Learning Outcomes Assessment Christie Diep

1. The majority of people did their SLOs.
2. SLO meeting for flex day was well attended.
3. eLumen Curriculum Sandbox is a possibility.

J. Program Review and Department Planning Maha Afra

1. N/R

K. District Council on Budget and Facilities Craig Goralski

1. Report to be delivered with President's Report

L. ACCJC Self Study Liana Koeppel

1. The follow up report is done and will be presented to the Board of trustees on February 12.

M. CTE Liaison Paul Kelly

1. No Report

N. Distance Education Kathleen McAlister

1. The next DE meeting is Thursday February 7th.
2. Open DE Labs Tuesday, Wednesday and Thursday all semester.

O. Diversity Committee Maha Afra

1. No Report

VII. President's Report and Committee Appointments

1. Board of Trustees - SEM, LLRC, and Humanities will be affected by the insertion of 40' to 60' pillars in the ground. It was suggested that the pillars not be inserted until the end of the semester.
2. CBF, DCC there was the expression of frustration with the Chancellor's office and the New Funding Formula. Student demographics are needed for the funding formula to be effective. We don't have the demographics, President Goralski has asked for the demographics. Other institutions have access to demographic information, so they are possible to collect.
3. Guided Pathways message has shifted from what is Guided Pathways to how do we put this into action.
4. President Goralski has asked the different divisions to put a call out for workgroup members to discuss Academic Rigor and Academic Freedom.
 - a. Daniel Pueblos Volunteered for the committee as representative for Adjunct Faculty
5. Committee appointments, three District Director Positions:
 - a. Enterprise IT Applications hiring committee needs a faculty representative – Kathleen McAlister accepted the appointment
 - b. Direct Research, planning and Data Management hiring committee needs a faculty representative by March 1st.
 - c. District Director of Grants hiring committee needs a faculty representative by March 1st – Silvie Grote accepted the appointment

VIII. Faculty Issues – Unfinished Business

- a. Faculty Pay and Benefits (Moved from New Business B) Christie Diep

Christie discussed the disparity of pay and benefits between our campus and other campuses. There was focus on how pay is not equivalent with other campuses and benefits do not cover dependents. Other districts benefits packages include dependent coverage.

Bryan motioned to extend discussion 10 minutes. M/S/U

Christie presented a resolution to senators an liaisons so that feedback and edits could be collected prior to a second read and vote at the next meeting. A resolution for this concern is attached to the minutes.

- b. Curriculum Committee MOUs and Faculty Pay Craig Goralski and Silvie Grote

Silvie Grote and President Goralski discussed that at least nine classes in SEM were affected by the MOU. This created a discrepancy in pay.

Craig Goralski moved to extend the discussion 10 minutes. M/S/U

Bryan Seiling is asking the curriculum committee to amend its bylaws.

Bryan Seiling suggested to agendize the motion to have the Curriculum Committee amend its laws as a solution to this concern. M/S/U

IX. Faculty Issues – New Business

a. OEI Rubric

Slivie Grote

The new OEI rubric for all online courses must be adopted by the campus in order for Cypress College to join the Consortium.

Liana moved to approve the OEI adoption. M/S/U

X. Adjournment

- a. Gary Zager Moved to adjourn M/S/F
- b. The meeting was adjourned at 5:24 MSU

The agendas for all Cypress College Academic Senate meetings can be found on line at www.cypresscollege.edu/facultystaff/senate. Agendas are physically posted in the window of TE3, 2nd floor.

It is the intention of the North Orange County Community College District to comply with the Americans with Disabilities Acts (ADA) in all respects. If, as an attendee or a participant at this meeting, you will need special assistance, the NOCCCD will attempt to accommodate you in every reasonable manner. Please contact Damon de la Cruz, Academic Senate Secretary, at 714-484-7000 ext. 46006 or Craig Goralski, Academic Senate President, at (714) 484-7000 ext. 48374 at least 48 hours prior to the meeting to inform us of your particular needs so that appropriate accommodations may be made.

1/31/18

Whereas, the Academic Senate has a fundamental role in the faculty recruitment, hiring and retention process, which is significantly impacted by salary and benefits comparability that can result in detrimental consequences for program development and sustainability;

Whereas, in 2013 the North Orange County Community College District (NOCCCD) and United Faculty (UF) signed a Memorandum of Understanding (MOU) agreeing to “assess and address the relative ranking of Unit Member compensation at the 75th percentile,” including both salary and benefits;

Whereas, the 2015 “Total Compensation Study” commissioned by the District demonstrated that NOCCCD full-time faculty total compensation was substantially “below the median” of the twelve comparable districts, and since 2015, full-time faculty salary and benefit compensation has not moved towards the 75th percentile but has remained static or declined for salary and remains below bottom for benefits of the agreed upon twelve comparable districts; and

Whereas, each of the comparable districts provide dependent health care coverage regardless of fringe benefits, while the NOCCCD salary and dependent care coverage cost structure creates a divided compensation system that lacks transparency and disadvantages a specific group of current and potential full-time faculty, thereby compromising the future of faculty recruitment, hiring, and retention;

Resolved, That the Cypress College Academic Senate urges that the NOCCCD Board of Trustees, the NOCCCD Chancellor, and United Faculty address the failure to honor the signed MOU agreeing to “assess and address” the salary ranking of NOCCCD full-time faculty into the 75th percentile;

Resolved, That the Cypress College Academic Senate urges that the NOCCCD Board of Trustees, the NOCCCD Chancellor, and United Faculty address the lack of transparency regarding unequal compensation based on dependent health care coverage; and

Resolved, That the Cypress College Academic Senate urges that the NOCCCD Board of Trustees, the NOCCCD Chancellor, and United Faculty address these critical issues as an immediate priority in order to protect our current and future ability to recruit, hire, and retain highly qualified full-time faculty.