

# Moorpark College Academic Senate Meeting Minutes

Tuesday, December 4<sup>th</sup>, 2018, 2:30 – 4:00pm in Admin 138

## Mission Statement

*With a "students first" philosophy, Moorpark College empowers its diverse community of learners to complete their goals for academic transfer, basic skills, and career technical education. Moorpark College integrates instruction and student services, collaborates with industry and educational partners, and promotes a global perspective.*

STANDING MEMBERS / ACADEMIC SENATE REPRESENTATIVES, 2018-19						Guests
POSITION	NAME	PRESENT	POSITION	NAME	PRESENT	Rex Edwards
ASC Pres	Nenagh Brown	X	Health Sciences	Michelle Dieterich / Dalila Sankaran	MD	
ASC V.P.	Nathan Bowen	X	Kinesiology/HED	Remy McCarthy / Adam Black	RM	
ASC Secretary	Erik Reese	X	Library	Mary LaBarge	X	
ASC Treasurer	Renée Butler	X	Life Sciences	Jazmir Hernandez / Yana Bernatavichute	JH	
ACCESS	Jolie Herzig / Silva Arzunyan	JH	Mathematics	Chris Copeland / Vahe Khachadoorian	CC	
Athletics	Vance Manakas / Mike Stuart	VM	Music/Dance	Brandon Elliott / James Song		
Behavioral Sciences	Dani Vieira / Kari Meyers	DV	Astronomy / Physics / Engineering / Computer Science	Ronald Wallingford / Scarlet Relle	RW	
Business Administration	Reet Sumal / Ruth Bennington	RS / RB	Social Sciences	Hugo Hernandez / Susan Kinkella / Rex Edwards	HH	
Chemistry/Earth Sciences	Tiffany Pawluk / Deanna Franke		Student Health Center	Sharon Manakas / Silva Arzunyan	SM	
Child Development	Cindy Sheaks-McGowan	X	Visual & Applied Arts/Media Arts	Cynthia Minet	X	
Comm Studies/Theater Arts/FTVM	John Loprieno / Rolland Petrello		World Languages	Helga Winkler / Alejandra Valenzuela		
Counseling	Chuck Brinkman / Traci Allen	CB	Curriculum Chair (non-voting)	Jerry Mansfield	X	
English/ ESL	Sydney Sims / Jerry Mansfield	SS	CTE Liaison (non-voting)	Josepha Baca	X	
EATM	Gary Wilson / Cindy Wilson	GW	GP Liaison (non-voting)			
EOPS	Marnie Melendez / Angie Rodriguez		Student Liaison (non-voting)	Ashley Avakian	X	
Part-Time Rep	Jennifer Lawler / Felix Masci					

*In accordance with the Ralph M. Brown Act and SB 751, minutes of the Moorpark College Academic Senate Council will record the votes of all members as follows: (1) Members recorded as absent are presumed not to have voted; (2) the names of members voting in the minority or abstaining are recorded; (3) all other members are presumed to have voted in the majority.*

## I) Public Comments

- a) Nathan Bowen
  - i) Study abroad is happening and want to get word out
    - (1) Renée Butler and Nick Pappas have a travel abroad opportunity to Greece with Math and/or Theater classes
    - (2) Information meeting tomorrow (2018-12-05) in HSS-206 12:20pm-12:50pm
    - (3) Have interested students email Renée Butler or Nick Pappas
    - (4) There is a Feb 1<sup>st</sup> deadline for future travel abroad proposals
  - ii) Holiday spectacular
    - (1) December 14, 15, at 8pm and December 15 & 16 at 2pm
    - (2) Going to be a variety show with singing, music, and dance
- b) Vance Manakas
  - i) Women's basketball is number one in the state (10-0 record) and play at home on Saturday
  - ii) We play against Ventura college on Feb 2<sup>nd</sup> and will have an event afterwards
- c) Sydney Sims
  - i) Spamalot auditions will be conducted next semester

- ii) Please spread the word among the students
- d) Nenagh Brown
  - i) The Campaign for College Opportunity has ranked Moorpark College a Champion of Higher Education and number one in three of four college categories:
    - (1) Number of associate degrees for transfer (AD-T) awarded;
    - (2) Growth in the number of AD-Ts awarded since previous year; and
    - (3) Proportion of AD-Ts awarded compared to its enrollment
  - ii) Ron Wallingford—Which category are we not ranked quite so high?
    - (1) Nenagh Brown—Proportion of AD-Ts to total number of associate degrees awarded by college
- e) Jolie Herzig
  - i) Tomorrow is the Raider Registration from Associated Students to encourage enrollment
  - ii) Recent events do affect enrollment and in addition counseling hours have been cut from 5000 to 1200 over the past year
  - iii) There will be free pizza for students and DJs will be performing
- f) Sydney Sims
  - i) Thank you to the Curriculum Committee, especially Jerry Mansfield, for all the hard work they have been doing lately under his leadership

## II) Approval of Minutes

- a) November 20<sup>th</sup>, 2018
  - i) [Motion to approve minutes made by Ron Wallingford and seconded by Dani Vieira](#)
  - ii) [Motion passed with Reet Sumal and Gary Wilson abstaining](#)

## III) Unfinished Business

- a) Academic Senate Scholarships
  - i) Decided to put the Academic Senate Scholarship online last meeting but documents still need to be approved
  - ii) Renée Butler
    - (1) The online scholarship applications open around December 10<sup>th</sup> 2018 and applications are due February 18<sup>th</sup> 2019
    - (2) The AS scholarship will have a check-box for the scholarship and will also have applicants input the nominating faculty's name
    - (3) The program saves the student's work and they can come and go into the program, but once the students hit submit then the students are unable go back in to add or change anything
      - (a) There will be a big warning for students to not submit before around Jan 20 due to requiring transcripts from the fall semester
    - (4) Thank you to Vance Manakas, Remy McCarthy, and Sydney Sims for all the hard work
  - iii) [Motion to accept the Academic Senate Scholarship documents made by Chuck Brinkman and seconded by Ron Wallingford](#)
  - iv) [Motion passed with Jazmir Hernandez abstaining](#)
  - v) Nenagh Brown—Thank you also to Maria Perez-Medeiros for working with us to put these online

## IV) Information Items

- a) Moorpark College budget for AB 19 (Santiago): California College Promise, 2017
  - i) Had to have a Guided Pathways plan to receive AB 19 funds
  - ii) Total budget is \$1.2M and a few uses are:
    - (1) Biggest piece for tuition free first year for first time, full-time students who do not qualify for The Promise Grant
    - (2) Support for AB540 students
    - (3) Funds allocated to course embedded tutors for Math M03 and Math M05
  - iii) There was no input from the Academic Senate on the allocation of these funds
  - iv) Sydney Sims
    - (1) Why is there nothing for English and so much for math?
    - (2) Why the general tutors only calls out math and not English?
  - v) Jolie Herzig—Who put this together? How has its provisions been circulated to counselors for dissemination?
    - (1) Nenagh Brown
      - (a) I believe it was the Executive Council (president with the vice presidents)
      - (b) I will go back to them with the idea of spreading the word to the counselors, etc.
- b) Project CHES: Collaborative for Hispanics in Higher Education and Student Success—Nenagh Brown
  - i) Came through about 2 months ago; written nearly 2 years ago
  - ii) Total is \$3.72M with ~40% coming to Moorpark College
  - iii) First goal is to create a cohort of Hispanic students that will spend 2 years at Moorpark and then 2 years at California Lutheran University or another transfer university; mentors and support provided
  - iv) There will also be a GPS (Guided Pathways to Success) 2.0 at Moorpark to be continued for certain populations of students and an expanded GPS in general
  - v) The third strand is to create cohorts of faculty each year: 10 from each college
    - (1) Meet a few times over the year
    - (2) Focus will be on re-creating the classes of the cohort faculty to make them more equitable in content and pedagogy
  - vi) A transfer center will also be built at California Lutheran University
  - vii) Cynthia Minet—What is GPS 2.0?
    - (1) Nenagh Brown—Continued GPS for second year experience to build off of first year experience here at Moorpark

viii) Ron Wallingford—Are there data to show that the GPS program promotes student success?

- (1) Nenagh Brown
  - (a) Yes, state-wide, and just getting our own data from Moorpark now
  - (b) All very supportive of student success within First Year Experiences

## V) New Business

- a) Academic Senate faculty co-chair elections
  - i) Nominations were open and received multiple nominations for some positions
  - ii) Nominees in contested positions were given that information and the opportunity to withdraw if they wanted; there are now no contested elections
  - iii) Curriculum—Letrisha Mai and Scarlet Relle as co-co-chairs
    - (1) Curriculum Committee has recommended this co-chair combination duo
    - (2) Release time is 0.4 total and each will receive 0.2 each
    - (3) [Voted to approve Letrisha Mai and Scarlet Relle as joint Curriculum co-chairs with Nenagh Brown abstaining](#)
  - iv) Facilities and Technology Committee on Accreditation and Planning (FTCAP)—Norman Marten
    - (1) Erik Reese—Norm Marten has been part of FTCAP for a long time as both faculty and dean and will be a great co-chair
    - (2) [Voted to approve Norman Marten as FTCAP co-chair with Nenagh Brown abstaining](#)
  - v) Professional Development (PD)—Renée Butler
    - (1) This is unique as it has a tri-chair: faculty, classified, and administrator co-chairs
    - (2) Sydney Sims—What role has Brian Burns been playing?
      - (a) Nenagh Brown—He is the PD coordinator and implements what the committee decides to do using his 0.4 release time designated from the vice presidents
      - (3) [Voted to approve Renée Butler for PD co-chair with Nenagh Brown and Erik Reese abstaining](#)
  - vi) Student Learning Outcomes (SLO)—Dani Vieira
    - (1) [Voted to approve Dani Vieira as SLO co-chair with Nenagh Brown and Dani Vieira abstaining](#)
  - vii) This is important but arduous work so thank you all for offering to serve; with the exception of the Curriculum co-chair, there is no release time for faculty co-chairs
  - viii) We have 3 committees that are unfilled: Distance Education (DE), Education Committee on Accreditation and Planning (EdCAP), and the newly re-named Student Equity and Achievement (SEA)
    - (1) Please spread the word and encourage faculty to consider becoming co-chairs
    - (2) Nominations and elections will occur in the Spring
  - ix) Jolie Herzig—Did current chairs of these committees decide not to run?
    - (1) Nenagh Brown—Yes, they chose not to continue in these roles
- b) Academic Senate Council and governance committee membership updates
  - i) [Motion to ratify membership made by Chuck Brinkman & seconded by Ron Wallingford](#)
  - ii) [Motion passed with Nathan Bowen and Vance Manakas abstaining](#)
  - iii) Nathan Bowen
    - (1) Would like to have names put forward for Spring for the changing senate membership
    - (2) Vote for the Fine & Performing Arts department will happen over email
    - (3) Cynthia Minet—Why do we need a vote?
      - (a) Have 3 positions currently and will be reduced to 1 position with the new membership starting next semester
  - iv) Please send updates to Erik Reese so that new members can be ratified by the senate
- c) December Academic Senate budget update—Renée Butler
  - i) Have seven additional annual donations
  - ii) We have a total of \$330 of one-time donations from 10 faculty, the majority being full time faculty
  - iii) There was a \$200 gift donated for bricks from a brick receiver (for 50 semesters served)
  - iv) Total is now: \$7825.47
  - v) Sydney Sims—Might be a good idea to send a letter asking for donations from recent brick recipients to help fund future bricks
  - vi) Remy McCarthy—“bricks” is bad in basketball but we could call them plaques of achievement
    - (1) Rex Edwards—The plaques were originally mounted on bricks, which is how they received the name “bricks”
  - vii) Nenagh Brown—If you visit the court of honor you will see bricks on ground and new plaques on the wall
- d) ASCCC Fall 2018 Plenary resolutions summary—Erik Reese
  - i) The main topic was the continued frustration with lack of participatory governance by Chancellor Oakley
    - (1) This is a continuation of similar frustrations heard at previous Plenary meetings
    - (2) A hotly debated resolution that passed asks for an action plan with clear and measureable criteria by the Spring 2019 Plenary
  - ii) There was a lot of discussion regarding the new Student Centered Funding Formula (SCFF), including the interaction between the new funding formula and AB705
    - (1) The resolution on maintaining academic rigor that I put forward was adopted that encourages that disciplines discuss appropriate levels of rigor that consider the short and long-term goals of students
  - iii) The other large topic that received a lot of attention was the California Online Community College with a number of resolutions on this topic
    - (1) One resolution requested that the Academic Senate for California Community Colleges act as the academic senate for this college until it establishes its own
  - iv) Please see the [Fall 2018 Plenary summary](#) for highlights or the [full adopted resolutions](#) for more information

- v) Nenagh Brown—We have 1 voting rep for the college and this Plenary I handed it over to Erik Reese
  - (1) Ventura AS Council currently passing a vote of no confidence in the state chancellor
- vi) Sydney Sims
  - (1) Thank you to Erik Reese for putting his resolution on academic rigor forward
  - (2) EdCAP had many proposals and ideas for the Educational Master Plan but not much actually about teaching
- vii) Jolie Herzig—regarding Curriculum deadlines resolution
  - (1) Math department has done an amazing job putting courses through
  - (2) There are external deadlines set by the UC's and Cal State's that affect the curriculum timelines and the approval process
- viii) Spring Plenary April 10<sup>th</sup>-13<sup>th</sup> at the Westin San Francisco Airport
  - (1) Encourage non-officers to attend as well
- ix) Nenagh Brown
  - (1) Bring academic rigor resolution back to ASC as information in January in light of its connection to our current Educational Master Plan meetings
  - (2) What are the metrics to test/count academic rigor and long-term student success?
  - (3) It is our responsibility as faculty to provide such metrics if we want this to be taken seriously in the Educational Master Plan discussion
- e) Full-time faculty hiring process restructure
  - i) State Chancellor's Office very concerned about lack of growth in diversity of faculty; supported by individuals within our district too
  - ii) Presented to District Committee for HR, district facilitators, and to the chancellor's cabinet as a discussion document
  - iii) Sydney Sims—How will we know when we are good enough? What are the metrics?
    - (1) Nenagh Brown—Chancellor's Office states that the proportions of our faculty should reflect those of the community
    - (2) Cindy Sheaks-McGowan—Currently do not have a specific target as a district
  - iv) Ron Wallingford—Would like to consider the point about not ranking candidates
  - v) Trustee Hernandez is an example of a trustee who was particularly concerned about the lack of diversity
    - (1) Every board meeting he mentioned the lack of diversity in faculty hiring
  - vi) At least one president of the 3 colleges is concerned by the lack of choice in the candidates presented in the final interview
    - (1) Feels that the candidates that they received are not broad enough to be able to choose the best candidate for the job
  - vii) Mary LaBarge—What does the word "broad" mean?
    - (1) Not enough candidates from which to make a good choice. They want to see more candidates in the final interview to have more options
    - (2) Normally put forward 3-5 candidates for the presidential interview and want more
    - (3) Sometimes do not even send 3, depending on the original pool of candidates
  - viii) Ron Wallingford
    - (1) Hiring committees sometimes have a hard time putting forward 3 candidates
      - (a) Often have 1 exceptional candidate, one that is not so great, but often do not really want to put the third candidate forward
  - ix) Ruth Bennington
    - (1) In order to have a broader group to choose from then need to broaden our initial pool
    - (2) Union and district currently reviewing the salary scale
    - (3) Expensive county in which to live and nearby counties pay more, possibly making VCCCD not as attractive
      - (a) The low salaries go all the way up to the Vice-Chancellor level
  - x) Chuck Brinkman—If presidents want to see all candidates then why would we do any work at all?
  - xi) Jolie Herzig—President does not interview on content so how would discipline expertise be addressed?
  - xii) Remy McCarthy
    - (1) Department chair and dean still go into the final interview
    - (2) Why would a president not want input from the hiring committee?
    - (3) Nenagh Brown & Cindy Sheaks-McGowan—Currently co-chairs are present at the presidential interview at Moorpark
  - xiii) Cindy Sheaks-McGowan
    - (1) There is no discussion of compensation for travel for interviews or the use of skype or other online interviews
    - (2) These travel expenses cut out some candidates
  - xiv) Reet Sumal
    - (1) What if president likes candidate number 22 and the president picks that candidate, possibly an acquaintance?
  - xv) Chuck Brinkman—Have experienced the first interview and then went to see the president for an interview right then and there, which helps with traveling candidates
  - xvi) Chris Copeland
    - (1) Often have first interviews on Thursday and then the presidential on Friday
  - xvii) Nenagh Brown—Erik Reese's repeated suggestion for the district to ensure funding to pay to advertise more widely to increase the candidate pool
  - xviii) Nathan Bowen—By simply putting more money towards advertisements and interviewing would show candidates that the college cares
  - xix) Jazmir Hernandez—Some disciplines intrinsically do not have a lot of diversity, e.g, Engineering
  - xx) Gary Wilson—Comments reflect questioning the assuming of not getting a diverse enough pool

- (1) Blame is being put on the hiring committees
- (2) Problem is the lack of diversity coming into the pools to begin with
- xxi) Jerry Mansfield
  - (1) They feel that we are not being diverse enough
  - (2) We need some data here
    - (a) Look at pool versus the actual hires and if a difference then there is an issue at the committee level
    - (b) But if not, then that simply reflects the fact that the starting pools are limited
- xxii) Nenagh Brown
  - (1) It sounds like we do have ideas on how to improve the process in general
  - (2) But do not agree with final 4 boxes of the proposal among other points
  - (3) If you think of other ideas that would broaden the pool and increase diversity please let us know
  - (4) Oxnard & Ventura will also likely have a strong reaction to this proposal
  - (5) Could possibly have a joint resolution between all three colleges in the district
  - (6) This is a 10+1 issue
    - (a) The ASCCC has just produced a document on hiring practices entitled “Re-examination of Faculty Hiring: Processes and Procedures”; this reminds us that the Ed Code is unequivocal in the faculty purview within the realm of faculty hiring
    - (b) Hiring is a management decision but the process through which hiring happens is part of the 10+1
  - (7) District HR said it will start with full-time faculty, then turn its attention to part-time faculty, Vice-Presidents, Presidents, and all the way up
- xxiii) Jolie Herzig—Resolutions against hiring non-tenure track faculty are coming from Oxnard and Ventura
- f) District grade policy concerning plus and minus—Cynthia Minet
  - i) UC’s and CSU’s have the option for plus and minus and all campuses basically use plus and minus
  - ii) There is no C- because C is a passing grade
  - iii) Arguments For
    - (1) Increased accuracy of the grade
    - (2) More motivation for students to achieve
    - (3) Increase student retention by allowing students to increase grade late in the semester
    - (4) Aligns more closely with the grading system at UC’s and CSU’s
  - iv) Arguments Against
    - (1) Inconsistent since no A+ or C-
    - (2) Unfair since each college and each instructor is able to choose to implement or not implement the plus and minus
    - (3) Student GPA’s could be detrimentally affected
    - (4) More students would appeal their grades
    - (5) Administrative cost to implement change is high
    - (6) In some disciplines, grade variations between, for example, “B” and “B-“ are difficult to judge
    - (7) Only 11 out of 114 CC’s use pluses and minuses as of 2006
  - v) Thought we were not in line with other colleges and the UC’s and CSU’s
  - vi) Polled my class
    - (1) One class was split 10 in favor versus 9 against; another was 5 in favor, 10 opposed; and another was 5 in favor, 8 opposed
    - (2) Students in favor echoed the above arguments
      - (a) “B+” better than just a 3.0 and therefore more motivation to perform
      - (b) Snowflake generation: minuses give me anxiety
    - (3) Students opposed echoed above arguments as well
      - (a) More relaxing at Moorpark without the pluses and minuses compared to high school
      - (b) Never going to get an “A+” so an “A” seems like an “A+”
  - vii) Nenagh Brown
    - (1) Grading is a district policy so if want to change to plus and minus then we will make a draft update to the AP, take it to the other colleges, and then finally the district
    - (2) Vance Manakas—Can we get a feel from the other two schools?
    - (3) Cynthia Minet—We cannot force the use of pluses and minuses but can make them an option for individual instructors to decide whether or not to use them
    - (4) Will put back on the agenda and will make it an action item
    - (5) Ashely Avakian will report back to us with a document from the student perspective
      - (a) Previous polls of students showed a split: 40% in favor, 43% opposed, out of 221 total votes
      - (b) Student surveys echo the same arguments for and against plus and minus grades outlined above
  - viii) Nenagh Brown—Thank you all and have a fantastic break

## VI) Reports

- a) Officer Reports
  - i) Treasurer
  - ii) Secretary
  - iii) Vice President
  - iv) President
- b) CTE report

**VII) Announcements**

a) none