

Moorpark College - Joint Academic Senate and Deans Council Minutes v.3

Tuesday October 5, 2021 2:34pm-4:15 in CCCR and [Zoom](#)

Moorpark College Mission Statement: *Grounded in equity, social justice, and a students first philosophy, Moorpark College values diverse communities. We empower learners from local, national, and global backgrounds to complete their degree, certificate, transfer, and career education goals. Through the integration of innovative instruction and customized student support, our programs are designed to achieve equitable outcomes.*

All handouts are available on the [Academic Senate handout website](#)

I. Public Comments

- A. Katrina – Students who don't get vaccinated will not be able to come on campus Spring 2022. This presents a problem for those in math classes. There are limited math classes available online. Please consider a testing option for unvaccinated students in future semesters.
- B. Allison – There is going to be a safe zone ally training on Thursday the 21st of October from 9am to 1pm. An email also went out. If anyone has any question about it let me know.
- C. Brendan – I am tracking the California State Covid-19 vaccination progress by group. Of those eligible, 12 and over in Ventura County, 23.6% of whites are not yet vaccinated and 34.5% of Latinos are not vaccinated. That is about an 11% difference. There is a lot of talk about equity. That difference should concern us and we should be as open as possible while keeping in mind people's safety and all students should have the opportunity to take classes in person.
- D. Renee – I have a great heart for all my students' successes. There are exemptions we can apply for only to be rejected by a 3 person panel and none of them are priests or medical doctors. The district does not believe in practicing what they preach. LACCC allows for COVID 19 testing option. Our students are leaving this district and going to LA for this very reason. As LA goes so goes the rest of California and the United States but not in this district. The Board of Trustees are hypocritical and unfair. They have control of our students, faculty, and staff. There will be more mandates coming and it will come exponentially.
- E. Rolland – I know later on in the agenda there is a discussion about the proposal to eliminate discussions in the faculty prioritization process. If the only thing that matters is the data then the President doesn't need the input of the academic senate whatsoever. The Academic Senate is a deliberative body and how do you deliberate without presentations and voices of the faculty? We all know that the data does not tell the whole story. My last point on this is with the data itself. This year we wrote program plans without having the data available to us. People could use Data Mart to contextualize whatever data is available. This year, more than ever we need the prioritizations. I would urge the faculty senate to continue presentations.
- F. Nathan – We have an opening run of Nell Gwyn from October 7 – October 17. This is a fantastic production in the parking garage. Having seen the set, it is amazing. I highly recommend everyone go and support the theater's efforts.

II. Timely Business

- A. Brown Act Teleconference Suspensions During a State of Emergency
 1. Erik– We talked previously about the Brown Act and the possibility of extending the exception to meet virtually. There was a piece of legislation that was passed that became effective as of October 1st . We will have to vote whether there are safety concerns surrounding the requirement to meet in person and continue to have that vote every 30 days, otherwise we will all have to all meet in person.
 - a) *Marnie – Motion to make the findings that there are safety concerns surrounding meeting in person.*

b) *Chuck – Seconds the motion*

2. Question – The local board makes the decision based on the surroundings. Do we have to make a recommendation based on Ventura County decisions? Do we have the authority to make our own local decision here?

a) *Erik – Yes it is a local decision and we have the authority to do it.*

3. Adam – Can you clarify what we are voting on?

a) *Erik – The vote would be to continue the Hyflex option for our meetings and we would revisit this every 30 days.*

4. *Motion passes unanimously.*

B. President Sokenu visits Senate

1. Julius - Thank you for your support of our students as you go through the faculty prioritization process. I want to set context. I will not tell you today how many positions will be available. This college district enrollment is 20% below where it was compared to this time last year. Last year we were 10% below the year before. The past three years, in our college, we have been flat lining but not necessarily going down. We have declining enrollment. Mostly impacted by COVID-19. FTES determines how we get paid. If we are losing 10-20% it will be reflected in our apportionment moving forward. We are held harmless until 2023. But if we are hiring faculty, we are hiring faculty for a lifetime. I can't forecast what is going to happen in 2023-2024 and if we are hiring people we run the risk of not being fiscally prudent.

2. Julius- The new Student Centered Funding Formula (SCFF) rewards those institutions who are making progress on transfer rates. We already have the second highest AD-T's in the state. Our transfer rates and our completion rates over a 5-year period are at 61. Ventura is about 48. Oxnard is about 32. They get rewarded for their increases. We will lose \$1,000,000 due to the new district allocation model that aligns with the SCFF. \$700,000 will shift to Ventura and \$200,000 will shift to Oxnard. If we hire more faculty members then we run the risk of not being fiscally responsible. We need to invest more energy in those areas where we get rewarded for increases. As you look at and make decisions for prioritization look at areas of HIGH need, higher than most. Choose priorities that will help us grow in strategic areas. Help us grow programs where we know there is consistent need.

3. Julius - As of yesterday, we have 6 retirements between last fall and now. And there are 2 areas that were prioritized in the past but didn't get funded and now there is a dire need. As you make recommendations around prioritization some of the areas around retirements are where we certainly need to replace. If we are going to meet our commitment to student success then we have to replace them.

4. Question – Without calling out any specific departments do you see areas like the PACE program that have such potential for growth that they can help with the allocation model?

5. Julius - Part of the work that we need to do is around retention. We lose students between fall and spring. The things that they reward are student completion, number of units, type of students, completing math and English in time, certain population groups disaggregating further like gender and socio-economic status. It would be helpful whether it is faculty in STEM or Humanities to know how is the faculty member helping the students complete? Feel integrated in the institution? How are faculty members continuing to grow student support and engagement? All those variables will matter as we look at the revenue that comes into the institution.

6. Question – Can you repeat the part about the retirements?

7. Julius – I don't think we will be able to replace all 8 including the 6 retirements and resignations and the 2 that have a dire need. But I certainly know that we will need to hire folks. There are those who we must have and those we might be able to sneak in if we get additional funding. That is the thinking, to create tiers within those priorities themselves.

8. Question – Could we be contracting faculty overall if we don't replace all the retirements?

9. Julius - One school of thought is to look at the FTES and match that to faculty. But we should also consider if we want to grow those programs. I do not want us to downsize as a college. But, if FTES continues to decline then we will need to make a decision about size. My plan is that we are strategic enough so if we do downsize we do it in a way that helps with ongoing student success.
10. Question – As we are thinking about these questions, DEI populations being rewarded, are we also thinking about who is being hired to help in those situations?
11. Julius – The hiring needs to have as its core a requirement about competence and culture competency and rubrics created around how we hire.
12. Question – Did our district receive \$100 million funds from the state to hire new faculty to get to the goal of 85% full time faculty or about 13 additional district faculty? Will Moorpark be able to use that money to hire an additional 4 positions?
13. Julius - We as a district are already over FON obligation by 30 so we are not mandated to hire additional faculty. But we know we need new faculty. That money will likely come to us in 2022-2023 after we have gone through the process this year. There is still no certainty for the funding needed to hire those people and keep them for the long term. Let's see how much we can afford based on the budget we currently have.
14. Question – I see that those funds are released to the district in late September 2021.
15. Erik – The \$100 million full-time faculty hiring money is statewide and tied to the FON. The district will receive \$2.5 million, though since our district meets the FON, that money basically goes to general funds.

III. Student Report

A. Priscilla from ASMC – Students are expressing their concerns about the vaccine mandate. We did a survey and 32% said they have not taken the vaccine and are not planning to for the Spring 2022 semester and 83% requested a testing alternative. The committee is planning to talk about the results. There are events today we did have Club Rush from 10-1 and we doing it tomorrow 10-1 too. It is a chance for students to see the clubs that we offer and enhance their interest. Spread the word to your students.

IV. Consent Agenda

A. Erik – Entertain a motion to pass the consent agenda including Minutes from September 21, 2021, Academic Senate Council and Standing Committee Representation Updates, Academic Senate Goals for 2021-2022, IEPI PRT Institutional Innovation and Effectiveness Plan, Academic Senate Scholarship Process Documents, Academic Senate Donations document.

- a) *Chuck – Move to approve consent agenda.*
- b) *Jenna – Second consent agenda*
- c) *Roll call – Unanimous approval of consent agenda.*

V. Unfinished Business

A. Faculty Prioritization Process

1. Erik – Faculty prioritization. We make our recommendation to the president and he makes the final decision. We do not automatically replace retirements. There is additional information explained in the handouts. Something that came back last year is that if a request is legally mandated or supported by categorical funds then it is provided just for information. We do have nine suggested criteria for prioritization listed in the assumptions handout. Another criteria mentioned in our previous discussion to consider is extra workload a discipline might have, such as a CTE discipline that requires advisory boards, additional curriculum reviews, and more.
2. The process overview includes:
 - a) *It is scheduled in two weeks 2:30-5 jointly with Deans Council.*
 - b) *We are prioritizing the list for the college as a whole.*
 - c) *We expect everyone to do their homework and review the data before the meeting.*
 - d) *Any faculty member can do the pitch presentation even if they are not the senator.*
 - e) *We do not reference other programs and focus only on our program.*
 - f) *You must be present for all the presentations to vote.*
 - g) *We will accept absentee ballots only in very rare cases.*
 - h) *We will have electronic and paper ballots available.*
 - i) *Turn your ballot in to Nicole nblock@vcccd.edu and Erik ereese@vcccd.edu.*
 - j) *Turn in your ballot right after the presentations are completed.*
3. Comment – Sometimes I have problems hearing the speakers in the audience on zoom.
 - a) *Erik – We will have the speakers in the audience come up to the microphone when they present.*
4. Comment – I think it is important for us to explain why we are prioritizing in terms of need. Explaining that is necessary for each of the programs so I do want to advocate for keeping the presentations as a part of that.
5. Question – How can we go through 45 requests in one meeting?
 - a) *Erik – We are now refining that list and are now closer to 30 requests. If you have one request you get 3 minutes, if you have more than one request then it is a maximum of 6 minutes for that discipline.*
6. Erik – Are there any cons on presentations?
7. Comment – I agree there should be presentations, but it would be helpful to have a consistent data rubric for future prioritizations.
8. Comment – I think it would be a good idea for a rubric, but it is too late to make those changes for this prioritization. There are portions of this system that could be revised. I'll be on that workgroup.
 - a) *Erik – We can form a workgroup.*
 - b) *Comment - Helga mentioned the point system at Pierce College. That would be interesting.*
 - c) *Roger, Dani, Ruth, Jenna, Perry, and Oleg would like to be on the workgroup.*
9. Is there a motion to remove presentations?
 - a) *No responses to stopping presentations.*
10. Ruth - I move to change presentations to a maximum of 5 minutes for multiple requests.
 - a) *No second to this motion*

11. Jamee - I move to reduce presentation times to 2 minutes for a single request and 5 for multiple requests.
12. Tiffany – Motion is to change the timing for 2 minutes for one request and 4 minutes for multiple requests in the same program.
 - a) *Jamee – I second the motion*
 - b) *Erik – The motion is to change the time to 2 min and 4 minutes and no is to keep things as they are.*
 - c) *After roll call vote, the motion does not pass. 14 no's and 9 yes.*
 - i. *Yes votes: Ruth, Josepha, Cindy, Marnie, Adam, Jamee, Allison, Perry, Felix*
 - ii. *Abstentions: Nicole*
 - d) *Comment – Two minutes feels like cutting it short since we have already discussed why presentations are necessary.*
 - e) *Comment – I don't think that two minutes is enough and this should not be the year to shorten the opportunity to present.*
 - f) *Comment – We do have a little bit of a new criteria that we just learned from Julius today.*
13. Comment – Remind everyone that it is just a recommendation. It sounds to me that they already have a plan.
14. Chuck – moves to approve the faculty prioritization process with the understanding we will revisit this in some detail with a workgroup
 - a) *Dani – seconds the motion*
 - b) *The motion passes with one no vote by Marnie*
15. Comment– Maybe we can shorten the presentation times in the future when we have a rubric to compare the data.

VI. New Business

- A. Faculty Prioritization Preparation: Data and Guide—Dean Oleg Bepalov
 1. Oleg – Guide for Effective use of Data for Prioritization shows where to find the data for each of the faculty prioritization criteria Erik discussed earlier. Go through the sheet for the criteria and then follow the path to find the data in the excel worksheet.
 - a) *The columns like CRN's, FTES, census enrollment are all different ways of measuring demand for the program.*
 - b) *CAP is your fill rate of your CRN's. Retention and Success are the two metrics we discuss during program planning. Four or five different ways of saying enrollment in your program is increasing.*
 - c) *%FT is the number of full-time faculty hours you have divided by all faculty you have. That is an important metric if your %FT is very low then most of your courses are being taught by adjuncts. Overload is considered adjunct time and hourly. The more overload is taught the more adjunct hours is included. There are complicated factors. For example, they may be inflated or deflated if someone is out for medical leave or release time.*
 - d) *525 metric is basically we have a break even point when an average class size is at 35. If you always are over 35 we are not losing money in your discipline.*

e) *In the guide, one of the criteria (#9) is related to mission and strategic directions but retention and success are salient. If your program is producing a lot of certificates and degrees and increasing completions, then that is a good argument.*

f) *The last data you are given are the justifications from the program plans. They are written narrative justifications why they need their new faculty member.*

g) *Those are a lot of data to take into consideration. Feel free to privately reach out to me confidentially to tell your data story. I'm available. Happy to connect.*

2. Question - Does the excel spreadsheet include dual enrollment?

a) *Oleg – yes*

b) *Comment – Sometimes excel hides text so I did have to make an effort to open it up to see it all.*

3. Erik – The documents are publicly available right now on the academic senate handouts page on the Moorpark College website.

4. Comment - It was shared with me that there might be easier ways to approach it. Can we submit a document The rubric could be predetermined based on the Academic Senate. You get points. At Pierce College, because the data was overwhelming, they handed over their rubric to be pre-filled. For example, if your %FT is low you get a certain amount of points.

5. Comment – Similar to what is being discussed with program plans, to possibly auto-populate data if we are going to be asked the same questions every year.

6. Erik - We are over time so if you have to go I understand. I will talk about the ballot next. We vote by ranking high, medium, and low. And maybe we will get natural breaks. You will rank 1/3 of the requests high, 1/3 of the requests medium, and 1/3 of the requests low. The excel spreadsheet ballot has a section that turns green when you do that correctly.

VII. Adjournment at 4:15pm

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ACADEMIC SENATE COUNCIL REPRESENTATIVES 2021 – 2022

POSITION	NAME	Present	POSITION	NAME	Present
ASC President	Erik Reese	ER	Library	Danielle Kaprelian	DK
ASC Vice President	Tiffany Pawluk	TP	Life Sciences	Jazmir Hernandez Audrey Chen	
ASC Secretary	Nicole Block	NB	Mathematics	Marcos Enriquez Rena Petrello	
ASC Treasurer	Ruth Bennington	RB	Media Arts / Comm Studies	Jenna Patronete Jamie Whittington Studer	JP / JWS
ACCESS	Jolie Herzig Silva Arzunyan	SA	Performing Arts	Nathan Bowen	NB
Athletics	Matt Crater Mike Stuart	MC	Physics / AST / ENGR / CS	Chrystin Green Scarlet Relle	CG
Behavioral Sciences	Dani Vieira Kari Meyers	DV	Social Sciences	Matthew Morgan Susan Kinkella Rex Edwards	MM
Business Administration	Josepha Baca Reet Sumal	JB	Student Health Center	Allison Case Barton Silva Arzunyan	ACB
Chemistry / Earth Sciences	Roger Putnam Rob Keil	RP	Visual Arts	Erika Lizée Cynthia Minet	EL
Child Development	Cindy Sheaks- McGowan Shannon Coulter	CSM	World Languages	Perry Bennett Alejandra Valenzuela	PB
Counseling	Chuck Brinkman Jodi Dickey	CB / JD	Part-time Faculty Representative	Felix Masci Dan Darby	FM / DD
EATM	Gary Wilson Cindy Wilson	GW	AFT Representative (non-voting)	Hugo Hernandez	HH
English / ESL / Humanities	Sydney Sims Jerry Mansfield	SS	CTE Liaison (non-voting)	TBD	
EOPS	Marnie Melendez Angie A. Rodriguez	MM	GP Liaison (non-voting)	Traci Allen	
Health Education / Kinesiology	Adam Black	AB	Student Liaison (non-voting)	Priscilla Saerang	PS
Health Sciences	Michelle Dieterich Jamee Maxey	JM	Committee Co-Chairs (non-voting)	Letrisha Mai	LM
10/5/21 – Phil Abramoff, Oleg Bepalov, Veronique Boucquey, Renee Butler, Jennifer Clark, Roza Gabrielyan, Rolland Petrello, Mary Poitier, Brendan Purdy, Julius Sokenu, Trulie Thompson, Katrina Topolinski					