



**FACULTY SENATE COUNCIL MEETING
APRIL 7, 2015
APPROVED**

In accordance with the Ralph M. Brown Act and SB 751, minutes of the DVC Faculty Senate Council record the votes of all committee members as follows: Members in attendance will have their votes recorded including names of members voting in the minority or abstaining is recorded.

PRESENT: Laurie Lema (President), John Freytag (Corresponding Secretary), Beth McBrien (Vice President), Milagros Ojermark (Applied and Fine Arts), Catherine Machalinski (Biology/ Health Sciences), James Magee (Math/Computer Science), Buzz Holt (Social Sciences), David Vela (English), Theresa Flores-Lowry (Kinesiology), Marva DeLoach (Library), Craig Gerken (Physical Sciences), René Sporer (SRC), Valerie Colber (Part-time Faculty)

ABSENT: Maria Dorado (Counseling), Peter Churchill (Business)

GUESTS: Rachel Westlake, Katy Agnost, Heather Lee

1. APPROVAL OF AGENDA OF APRIL 7, 2015 AND THE MINUTES OF MARCH 24, 2015.

It was MSC to approve the revised agenda of April 7, 2015. The following members all voted aye: McBrien, Ojermark, Freytag, Machalinski, Flores-Lowry, Vela, DeLoach, Magee, Holt, Gerken, Sporer, and Colber. No nays. No abstentions. Approved.

It was MSC to approve the minutes of March 24, 2015 with corrections. The following members all voted aye: McBrien, Ojermark, Freytag, Machalinski, Flores-Lowry, Vela, DeLoach, Magee, Holt, Gerken, Sporer, and Colber. No nays. No abstentions. Approved.

1. PUBLIC COMMENT

None.

2. COUNCIL COMMENT

None.

3. ANNOUNCEMENTS

Lema reminded Council about the event the following day to officially open the new Commons. The event will start at 3:30pm with student performances, there will be a ribbon cutting at 4:30pm and at 5:15pm there will be music and food.

Lema announced there will be a presentation by comedian W. Kamau called “Bell Curve: Ending Racism in about an Hour” on April 8th at 12:30pm in the Performing Arts Center. The event is free but you need to get there on time because there is no late seating for this event.

Lema told Council she would like to get their endorsement of Andy Barlow for the graduation speaker this year. She will bring it back as an action item at the next meeting.

Lema told Council FSCC has been working on proposed language to HR Procedure 2030.09 on Division Reorganizations.

Lema told Council the Plenary is this week. She asked Council to take a look at the resolutions on the ASCCC web site and let her know if they have any recommendations for how she should vote.

Lema told Council President Garcia has invited a small group to talk about governance as was recommended by this Council in a resolution approved on March 10. They have three meeting dates set. She said the conversation is just starting. So far they have discussed workload, and efficiency. Lema said she is bringing the perspective of the senate's role in governance in academic and professional matters. The discussions are about what's working and what can we improve. She will report back when there is an agreement in the group.

Flores-Lowry announced there is a home baseball game this Thursday at 2pm. She also said the softball team is in first place in the Big 8 with a 25 to 6 record.

McBrien said there is a speaker scheduled on April 16 from 12:30-2:30 in the PAC, who will talk about the life of jazz musician Charles Mingus.

Ojermark announced that several DVC students participated in a Chinese Proficiency competition at the Confucius Institute at SFU. DVC won best organization and a DVC student won best performance.

4. APPOINTMENTS

None.

5. KENNEDY KING SCHOLARSHIP DONATION

Lema asked Council if they want to donate \$300 to the Kennedy-King Scholarship out of the Voluntary Fund. **DeLoach moved to make a donation of \$300 to the Kennedy King Scholarship Fund out of the Faculty voluntary fund. Vela seconded the motion. The question was called. The following members all voted aye: McBrien, Ojermark, Freytag, Machalinski, Flores-Lowry, Vela, DeLoach, Magee, Holt, Gerken, Sporer, and Colber. No nays. No abstentions. Approved.**

6. ASCCC ACADEMIC ACADEMY

Lema said about 11 DVC employees, faculty, classified, and managers, attended the State Senate Academic Academy on March 13-14. It was focused on equity, student success, and the 3SP Plan.

She said there was a large turnout which shows how important this is to work on equity, student achievement, etc. Lema said we have to be realistic about the progress DVC has made in these areas and how much further other colleges are in addressing these areas.

The attendees from DVC talked about what they needed to bring back from the Academy to help the college move along in these areas. They talked about what types of activities at other colleges might work for DVC. The conversations about this will continue at DVC.

Lema said they saw a couple themes that kept coming up. One theme they saw was how critical it is to integrate student services into the work of instruction. They heard some people talk about student services "the other side of the house" from instruction. Lema said we need to reframe this perception to facilitate student services into instruction rather than talking about two sides of the house.

Lema said another theme that came out was how important Nexus will be in helping new faculty understand our governance and processes. Lema said Outreach also came out as a theme. She said we have some disciplines that do their own outreach among other outreach activities. But we do need to coordinate all our outreach efforts so we are not duplicating outreach activities and work.

Lema said the other theme was on inclusion. How do we create a welcoming environment on our campus? She said they heard several examples of how other colleges are addressing this.

Lema said one speaker was a Darla Cooper. Lema said it would be interesting to invite her here to talk about what they have found in the statewide research group. They found that students want caring, nurturing, connection, and to feel valued.

Lema said we do have a good club organization but we need to look at how we make students feel connected since we are a commuter college.

Holt commented that he thinks we are overprotecting students by doing all these things for them that won't help them when they leave here. Lema responded that more 4 year colleges are talking about the same things we are to help students to succeed. Data shows these efforts do help students be more successful.

Gerken said he is the advisor for the Chemistry Club. He said usually one or two of the officers are good students, and there are one or two who are barely scraping by. They may not be the best academics but they are getting involved.

Lema asked Council to think about inviting Darla Cooper to share the research and conclusions she has found.

7. TUTORING ADVISORY COMMITTEE (TAC)

Katy Agnost, TAC Chair, said tutoring is another avenue to integrate these ideas for student support.

Agnost walked Council through a PowerPoint Report on the TAC. She said the college tutoring program received commendations in the recent accreditation report. She reviewed the projects they are working on this spring including online tutoring and a tutoring survey. She informed Council the INTD 140 class was cancelled for this semester because of low enrollment. They decided the class would only be offered in the fall with a six week hybrid format. She reviewed some of the things they are doing along with the Distance Education Committee to research online tutoring. She explained the student survey used a chemistry survey as a model. She reviewed more details about the survey format. The ATC found in the survey that tutoring is effective in terms of pass rates, grades, and student success. Agnost's presentation included a chart comparing grade distribution for tutored and all students and it shows that tutored students usually do better than the general student population. They also have higher pass rates. Agnost then went over the TAC's current needs which include more participation, a uniform way to track students who use the tutoring centers, and coordinating INTD 140 with online tutoring and the website.

Agnost said they want TAC members to do outreach to departments and divisions. They also would like to see faculty involvement in tutoring by recommending tutors and encouraging students to get tutoring when they need it. She told Council the TAC will be meeting on April 22 for a discussion on online tutoring and they would like feedback on what faculty want to know about online tutoring and what questions should be considered.

Magee asked about the administration of online tutoring. Agnost said the state has selected an online tutoring program for colleges to use. Lema commented that we are seeing more and more statewide initiatives for standardization. Holt commented he has serious concerns about outsourcing tutoring.

Heather Lee, a tutoring center coordinator said she agrees and said it also interferes with the development of our student's talents for tutoring and mentoring. She added that they serve 700 to over 1000 students a year but they only have 5 computers for reading and writing.

8. STAFFING PLAN GOALS

Lema reviewed the goals for the Staffing Plan that are linked to the Strategic Plan in the areas of equity and HR. She reviewed the four proposed staffing plan goals the support the Strategic Plan goals. She will be presenting additional development of the Staffing Plan objectives and strategies as they become available for review.

The Staffing Plan Goals are:

1. The college will foster excellence by integrating best practices in academic programs and student support services.
 - a. Equity – DVC will integrate best equity practices into academic programs and student support services.
 - b. HR – DVC will hire and train personnel to establish a culture of integrating best practices in academic programs and student support services to achieve inclusive excellence.**
2. The college will align its governance, operational and planning processes to ensure institutional effectiveness.
 - a. Equity - DVC will align its equity practices with its governance, operational and planning processes to ensure institutional effectiveness.
 - b. HR – DVC will align and integrate its HR processes with the college's governance, operational, and planning processes to ensure institutional effectiveness.**
3. The college will effectively direct and augment its resources to increase student learning and success.
 - a. Equity - DVC will direct and augment its resources to increase inclusive excellence.
 - b. HR – DVC will effectively direct its personnel resources to increase student learning and success.**

4. The college will develop and implement a human resources plan to maximize employee expertise to support the institution's commitment to excellence and equity.
 - a. Equity – DVC will develop and implement an equity plan for human resources to maximize the employee expertise required to support the institution's commitment to inclusive excellence.
 - b. **HR – The DVC HR plan will maximize employee expertise in support of the institution's commitment to excellence and equity.**

Machalinski said she is not clear what is meant in goal 3 by “direct and augment”. Gerken commented that 3.b. does not include the word “augment”.

DeLoach asked why goal 2 says we will “align our equity practices” Lema responded that the equity plan lays out ways to achieve equity and the Staffing Plan aligns with it.

Gerken said it is so parallel to the Strategic plan and asked is there really anything new. Lema said these are the overall goals and the task group is working on the objectives and strategies. There will be additional ideas and possible innovations to support the objectives and strategies.

Freytag asked in goal 1.b., how we would measure creating a culture. Rene said she does not think we should create something that is not measurable. Is this something we have to demonstrate to the state that we met these goals or are these goals for ourselves? Lema said to her knowledge these links are not in the Accreditation standards.

Westlake suggested re-wording in goal 1 to “DVC will hire and train personnel to integrate best practices...”

Freytag said we could add “...hire and train personnel with skill to ...”

Machalinski said another objective should be to hire more full-time faculty and permanent classified staff.

9. FACULTY SENATE BYLAWS

Lema reviewed the draft revisions to the Senate Bylaws through Article III, including changing the name to the Academic Senate.

She explained the Council will vote on the changes to the bylaws. Then we have to make some revisions to the Constitution to be consistent with the bylaws. The Senate as a whole will vote on the constitution when the officer election ballots go out.

Lema said this will be back on the next meeting to finish reviewing the proposed revisions as an action item.

10. PROGRAM REVIEW TASK FORCE

This item was postponed due to time constraints.

11. FILM, BROADCAST ARTS AND ART DIGITAL MEDIA DEPARTMENT REALIGNMENT

Lema asked Council if there needed to be any discussion on the proposal to move Film and BCA into Art Digital Media. The name of the department would then change to Digital Arts, Film and Television Department.

There was no discussion. It was MSC to approve the proposed division/department reorganization. The following members all voted aye: McBrien, Ojermark, Freytag, Machalinski, Flores-Lowry, Vela, DeLoach, Magee, Holt, Gerken, Sporer, and Colber. No nays. No abstentions. Approved.

12. VPI REPORT

Westlake said the new Commons are open and encouraged everyone to check it out.

13. ADJOURNMENT

There being no further business the meeting was adjourned at 4:00 p.m.

*Respectfully submitted,
Ann Langelier-Patton
Administrative Secretary*

