

ACADEMIC SENATE of BAKERSFIELD COLLEGE

April 15, 2015 – 3:30 p.m.

Collins Conference Center

UNAPPROVED MINUTES

PRESENT: Alisha Loken, Andrea Thorson (EB), Bill Kelly, Chad Newton, Charles Kim (EB), Christian Zoller, David Neville, Denise Norris, Gayla Anderson, Greg Chamberlain, Jeannie Parent, John Giertz (EB), Joyce Kirst, Kathy Rosellini, Kris Stallworth, Kurt Klopstein, Lisa Harding (EB), Marsha Eggman, Nancy Guidry, Neal Stanifer, Reggie Bolton, Richard Marquez (EB), Ron Grays, Steven Holmes (EB), Tom Greenwood

ABSENT: Anna Poetker, Billie Joe Rice (EB), Brent Damron, Bryan Hirayama (EB), Colton Nichelson, Dan Kimball, Ishmael Kimbrough, Janet Tarjan, Jennifer Jett, John Carpenter, Kate Pluta (EB), Klint Rigby, Michael Korcok (EB), Robbie Martinez, Wesley Sims (EB)

GUESTS: Li Kan Liu by Proxy

Call to Order

The meeting was called to order at 3:34 p.m.

Opportunity to Address the Academic Senate

There were no requests to address the Academic Senate.

Additions to the Agenda:

There were no additions to the agenda.

Review and Approval of the Minutes:

A motion was made to accept the minutes of March 25, 2015 M/S/C: Kirst/Stanimfer.

President's Report (Holmes)

Steven reported that he met and held discussions with several of our Board members.

Steven reminded the Academic Senate that nominations are being accepted for the Co-Chair positions for the following Committees: EODAC, PDC, PRC and Assessment; the deadline for the nominations is Friday, April 17th.

Co-Chair Reports

AIQ (Pluta)

No report

Assessment (Neville)

No report

Budget (Holmes)

Steven shared that there was nothing new to report.

Curriculum (Rice/Carpenter)

No report

Enrollment Management (Korcok)

No report

Equal Opportunity & Diversity Advisory (Hirayama)

No report

ISIT (Marquez) written as submitted:

Information Systems Instructional Technology (ISIT) Report: April 15, 2015

Prepared by Richard Marquez, ISIT Co-chair

- *The last ISIT committee meeting was held on April 6, 2015*
- *Bill Moseley spent a few minutes on updating the committee on Cerro Coso's proposal to create a district-wide online college, by which it would capture waitlisted online students and the associated FTEs. Todd Coston, Bill Moseley, and others, at the request of our president, have studied the proposal and drafted a response in opposition to it.*
- *Office 365 is now available to all staff and students. Office 365 is an online version of the Microsoft Office Suite and is available on a subscription basis. However, it is now available at no cost to BC staff and students. The software is available for download on up to five devices. The link for this software is <http://office.com/getoffice365> Use your BC email address and password to sign up.*
- *The Technology Survey Questions were reviewed and the committee agreed to keep them as is with minor changes. The survey has already been released by Todd Coston to the campus community. Please take some time to provide your input.*
- *The remainder of the meeting was spent in reviewing the Technology Request Form used during program review. Significant changes were made to make the request form clearer. Kristin Rabe is currently making the changes to the form.*

Professional Development Committee (Giertz)

John reported that he is attending the state conference for professional development this weekend. He expects to be updated in terms of the new law regarding professional development funds. John will provide a report when he returns.

Steven reported that the Flex document was shared with Dr. Christian and that it is not necessary to move this forward to College Council. Steven will follow up on the status of this document.

CCA had an issue brought to their attention that in the contract the title professional development could be confused with Flex hours, which are required weekly, may be misleading.

Program Review (Pluta)

No report

Other Reports:

Treasurer (Kim)

Charles reported that the t-shirt fundraiser has been approved by the Bookstore Manager. The Academic Senate agreed that more emphasis will be placed on this fundraiser when we return in the Fall.

Steven reported that the Scholarship Committee chose three students to be awarded by the Academic Senate and we are waiting on the recipients names. Steven informed the Senate that the Financial Aid Office has hired in a Financial Consultant to oversee the Scholarship department for the next three months. He also announced that the Foundation Department is working through resolving some of the discrepancies regarding the various Foundation accounts.

Secretary (Sims)

No report

ASCCC Representative (Greenwood)

Steven welcomed Tom Greenwood our new ASCCC Rep to the Academic Senate.

Spring Plenary

http://asccc.org/resources/resolutions?field_resolution_number_value=&title=&field_year_tid=1499&field_status_code_tid=All&title_1=&=Apply

Tom reported on attending the 2015 Spring Plenary. He attended two breakout session called ***Piloting the New ACCJC Standards and C-ID, TMCs, ADTs, AoEs, and MCs SLO's.***

One of the big discussions that happened with the breakout sessions was about data desegregation and that breakdown has been a problem; breaking things into sub populations so more data can be collected. The direction has become more data driven. Tom shared that he will circulate Accreditation websites for new standards.

Tom reported several resolutions he felt would be of interest (Steven will forward once they are passed and posted):

- The first resolution is to ask the ASJCC to follow the procedure that includes the provision that each written report to a college that involves a sanction includes the evidence which supports any deficiencies found.
- The second resolution is to urge common assessment initiatives to create an assessment reporting tool that provides data on each student's performance and skills.
- The third resolution is to work with the chancellor's office to be able to submit the grade report delay for students who have been accused of cheating or academic dishonesty and whose cases have not been resolved by the end of the academic term.

Report by Andrea D. Thorson-Hevle delivered at College Council April 17, 2015

Regarding. State Senate Plenary Report

At a break out session on cultural competence and equity it was articulated that state is disappointed with the number of equity plans that have ignored the LGBTQI population. The Senate collected data from the LGBTQI students at various colleges and discovered that this population of students is facing very high dropout rates, do not feel safe on campus, and do not feel their college is supportive in various ways. Bullying and derogatory language on campuses are a problem. In the end, we are asked to include the LGBTQI community in our Equity plans and make changes in our curricula, co-curricular activities, and campus practices for inclusion of GLBTI people; employ appropriate venues to increase awareness of the issues affecting GLBTI people in the California community colleges; and amend diversity definitions to include gender identity and expression.

The information below was not distributed by the Senate, but is some data I collected on the community in an effort to demonstrate the need for solutions on our campus. The data discussed from Plenary was far more devastating than what you will see below.

LGBTQI College Student's Report:

- 1) *An National Gay and Lesbian Task Force study found that 29% of students did not feel that their curriculum adequately represents contributions of LGBT individuals.*
- 2) *According to the NGLTF, 20% of college students fear for their physical safety due to their gender identity or their perceived sexual orientation.*
- 3) *The most common form of harassment towards LGBT college students is derogatory remarks. However, verbal threats, graffiti and the pressure to keep quiet about sexual orientation and/or gender identity are also common.*
- 4) *According to an NGLTF study, only 31% of college students feel that their college's administration thoroughly addresses LGBT issues on campus.*

Important Statistics to Consider:

Survey of more than 7,000 examined the effects of school [social] climate and homophobic bullying on lesbian, gay, bisexual, and questioning (LGBQ) youth and found that:

- 1) *LGBQ youth were more likely than heterosexual youth to report high levels of bullying and substance use;*
- 2) *Students who were questioning their sexual orientation reported more bullying, homophobic victimization, unexcused absences from school, drug use, feelings of depression, and suicidal behaviors than either heterosexual or LGB students;*
- 3) *LGB students who did not experience homophobic teasing reported the lowest levels of depression and suicidal feelings of all student groups (heterosexual, LGB, and questioning students); and*
- 4) *All students, regardless of sexual orientation, reported the lowest levels of depression, suicidal feelings, alcohol and marijuana use, and unexcused absences from school when they were*
 - *In a positive school climate and*
 - *Not experiencing homophobic teasing.*

Some Things We Can Do:

- 1) *Incorporate this group in our Equity Plan.*
- 2) *Encourage non-discriminatory statements about LGBT students in the school codes, handbooks and classrooms.*
- 3) *Increase Safe Zone Training offerings.*
- 4) *Make changes in our curricula, co-curricular activities, and campus practices for inclusion of GLBTI people and discussions about oppressive language.*
- 5) *Remember that campus experience for LGBT students can be affected by what the faculty, staff, and administrators have to say on the matter as well as how they communicate and deal with various forms of bullying and derogatory language.*

***LGBTQI = Lesbian, Gay, Bisexual, Transgender, Queer, Questioning and Intersex**

CCA (Guidry) Report submitted as written:

<https://committees.kccd.edu/bc/committee/senate>

Union Update-4/15/15

By Tom Greenwood

*There was a survey sent out on Saturday, April 11, that introduced a proposed new salary structure and changes to retirement benefits for faculty new hires. There had been a lot of debate and confusion on the proposed salary structure, especially for faculty members who are on Steps 8, 9, and 10 on the current salary structure. **A handout was provided that shows the scenario of a faculty member who is currently on step 9 and what would happen if that faculty member continues on the current schedule (until they reached step 25) versus the proposed schedule during that same time span. Initially, the faculty***

member would start out slow, but would make significant gains over time and would make \$80,000 to \$110,000 more with the proposed salary structure compared with the current salary structure. The purpose and intent of the proposed salary structure to get faculty to the top of the structure as quickly as possible and thus maximizing lifetime earnings for a faculty member's career.

Tom also reported that they are trying to change a 25 step schedule to a 15 step schedule. The intent of the Salary Schedule Structure is to get people to the top as quickly as possible to maximize earnings. He asked that the Academic Senate take this information back to their departments and send back concerns to his attention.

Health Benefits

Tom Reported that the District wants to delete all faculty retirement benefits for all future new hires. The District is willing to offer, if someone has 15 years of service, either two years of medical benefits or the equivalent of two years of a cash stipend. This would take affect after the Classified and the Management agreed to the terms at a future date.

Student Representative (Colton Nichelson)

No report

Faulty Appointments

- a) Standing Committee Appointments
There were no Standing Committee Appointments.

- b) Screening Committees Appointments
 - Chemistry Screening Committee
 - Instructional Technologist CommitteeA motion was made to approve the Faculty Screening Committees M/S/C: Thorson/Stanifer.

Unfinished Business:

- a. BP 10A-Unrepresented Employees (Holmes)
<https://committees.kccd.edu/bc/committee/senate>
There is nothing new to report on this item.

- b. BP 3b7-Facilities & Equipment-Free Speech(Holmes)
<https://committees.kccd.edu/bc/committee/senate>
Steven reported that this language has been adopted. The language was recommended by the Community College League of California (CCLC). Steven has sent a request to Legal Counsel to gain access to CCLC to verify that this language is actually being supported. He will send a second request.
CLCC web site:
<http://www.ccleague.org/i4a/pages/index.cfm?pageid=1>

- c. BP 4C4E- Academic Renewal-Cerro Coso (Holmes/Pena)
<https://committees.kccd.edu/bc/committee/senate>
Steven reported that Betty Inclan was going to integrate the two proposals from Cerro Coso and BC. District also reached out to PC for their views on the proposal. This item will be discussed further.

- d. District Strategic Plan(Holmes)
<https://committees.kccd.edu/bc/committee/senate>
Steven reported that this language has been fluid week to week and reminded the Academic Senate to share comments.

- e. Luminus/District Portal(Moseley)
Steven reported that this item will be moving forward with the District portal change.
- f. Inmate Education (Holmes)
Steven reported that a Task Force has been created and first meeting is Thursday. Members include Wesley Sims, Billie Jo Rice, Bryan Hirayama, Pat Smith, Kathy Freeman, and myself.

New Business:

- a. BP/AP 4F9-Student's Rights and Directory (Holmes)
<https://committees.kccd.edu/bc/committee/senate>
Steven reported that both Sue Vaughn and Michelle Pena have agreed with the proposed changes. There was a question raised about releasing data to the military, but it was confirmed that it is required to share such information.
- b. AP 3A2E-Grant Preparation (Holmes)
<https://committees.kccd.edu/bc/committee/senate>
Steven reported that this item is a procedural change and does not go to Board. He reminded the Academic Senate that if there are any concerns to please share them.
- c. D.O. Budget (Holmes)
<https://committees.kccd.edu/bc/committee/senate>
Steven provided an update at the last meeting. This did not make it into the Academic Senate packet by mistake. Steven reported that he requested a meeting with Chancellor Serrano regarding rationale for all the positions requested. Steven is also checking with other comparable colleges regarding the Risk Manager position. Steven asks the Senate members to send questions and concerns in email format .

BP 4D- Graduation

Steven reported that there is a policy change with basic language that will be brought to the Academic Senate for review. Last year the Academic Senate passed some language pertaining to BP 4D-Graduation in particular each GE course had to be passed with a 2.0 or better; currently policy reads it has to be an average. Last year, the Academic Senate wanted to change this from average. Steven will be bringing this to the Executive Board to revisit.

It was mentioned that when Administration denies a request (policy change, resolution, etc.) by the Senate that a written response should be provided.

Good and Welfare:

There were no additional comments or questions for the Academic Senate.

Adjournment:

A Motion was made to adjourn 4:57p.m. M/S/C: Kelly/Thorson.

Respectfully Submitted,
Tarina Perry