



Ohlone College Faculty Senate Minutes
March 18, 2015
3:30 p.m.
Room 7101

Members present: Brenda Ahnholz, Diane Berkland, Jeff Dean, Chieko Honma, Jim McManus, Robert Mitchell, Jeff O'Connell, Jeff Roberts, Kathy Sparling, William Wong, and Wayne Yuen

Members Absent: Jackie Vetter

Others present: Michael Moore, Leta Stagnaro, Janel Tomblin-Brown

The meeting was called to order at 3:35 p.m.

1. Announcements

Jeff Roberts announced that we have identified an April Faculty of the Month; however, we still need a nomination for May.

Roberts confirmed that we have a graduation speaker: Trevor Nguyen. He has been contacted and has agreed.

2. Approval of minutes from March 4, 2015 (Action)

The minutes were approved as read with the following changes: (1) Carrie Dameron was present, (2) Jeff O'Connell was absent, (3) Michael Moore's last name was incorrectly spelled as "Morse," and (4) Janel Tomblin-Brown was incorrectly identified as the chair of the Academic Appeals/Student Conduct Committee; she is a current member.

3. Education Master Plan-endorsement consideration-Stagnaro (Action)

Roberts stated that a new version of the Education Master Plan (EMP) had been submitted today.

Dr. Leta Stagnaro stated that there had been content changes on pages 32-33. There are now two tables shown on page 33. One of the tables shows the difference when using statewide averages and Bay 10 averages. Using the statewide averages, the full-time faculty target is 133; using the Bay 10 averages, the full-time faculty target is 153. A table on page 34 of the EMP shows that using the Bay 10 averages, the projected full-time faculty replacement total is 162.

Stagnaro presented this information to the board, stating it was good for them to see the lack of full-time positions at the college. She also indicated it would not be possible to meet the goal of 162 full-time faculty in three years.

Stagnaro stated that the EMP purpose is to give us a framework, and the overarching concept will not change. She also thanked Berkland for her help in reviewing the document and raising questions about department listings.

O'Connell asked for clarification that the old plan of having 141 full-time faculty was no longer being used. Stagnaro confirmed that the total goal of 162 new faculty members is being used for the first time.

There was some discussion about the goal of 75% full-time faculty and 25% part-time faculty. Stagnaro confirmed that currently we have less than 50% full-time faculty. While 75/25 is a goal and an aim, there is not an enforcement of it.

A motion to endorse the Education Master Plan was made by Jeff O'Connell; it was seconded by Diane Berkland. The vote was unanimous in favor of the endorsement, with no abstaining vote.

4. EEO Plan-second reading-Zingsheim/Roberts (Information)

Roberts confirmed that we have delayed endorsement of the EEO Plan until the April 1 meeting.

5. Adjunct appreciation day-April 15-Roberts (Information)

The meeting of April 15 has been designated Adjunct Appreciation Day, and the senate meeting for that day has been set aside to honor the college's adjunct instructors. Dr. Browning will sponsor the event and provide beverages. Five year certificates will be presented during the meeting. Roberts will emcee the event; others in attendance will be Jackie Vetter, Carmen Madden, and Dr. Leta Stagnaro.

Jackie Vetter suggested having an adjunct faculty of the month award and perhaps a newsletter highlighting adjunct contributions.

Jeff O'Connell stated that Ohlone does a lot to support its adjunct faculty. The college has an adjunct fair, and a spring flex workshop on moving from part-time to full-time. The Faculty of the Month award is also open to adjunct faculty. Although attendance at the last adjunct appreciation day was lower, he still thought it was a good idea to honor adjunct faculty.

6. Academic appeals/Student conduct committee discussion-Berkland/Roberts (Information)

The issue of separating the Academic Appeals and Student Conduct Committee into two separate committees was discussed at the last meeting.

Diane Berkland stated that Janel Tomblin-Brown and she liked the current combined committee which meets two to three times a semester. Most of the appeals are academic. In order to respond to future situations, there could be co-chairs for the committee.

Roberts wondered if a vote was needed on this. If the committee moves out of Faculty Senate, a vote would be needed. O'Connell stated that no vote would be needed since we would just be rearranging the committee.

The consensus was to have two chairs for the committee, one for academic appeals (which would go to Dr. Stagnaro) and one for student conduct (which would go to Ron Travenick).

Stagnaro urged that we wait until the CEER (Certified Employee-Employer Relations) Committee has looked into the issue. She also stated that any co-chairs should be faculty, not administrators.

7. Faculty retirement/tenure celebration discussion-Roberts (Information)

Continuing a discussion from the last meeting, Roberts stated his concern that the celebration be more robust for the faculty members retiring and asked for suggestions. He wondered in what order we should honor newly tenured faculty and retiring faculty.

O'Connell urged that we advertise the event more. Attendance is often determined by friends of the new faculty or retiring faculty knowing about the event and attending. It's also determined by the number of newly tenured faculty and retirees.

We will know how many retirees there will be by April 15 and can make appropriate plans for this year

8. Full-time faculty hiring committee process proposal-Roberts (Information)

Roberts continued the conversation about faculty hiring from the last meeting. One issue was for committee chairs to have some control over the makeup of their committee. He also noted that classified employees should be on committees if the faculty will be interacting with them. Another issue Roberts raised was the challenge to have real diversity on the hiring committees.

There was consensus that the faculty senate president be the collector of faculty interest to be on a hiring committee and identify the faculty who want to participate.

The issue of committee diversity was discussed by several senators. O'Connell expressed concern that issues of diversity were being dealt with clearly and supported the idea of the senate president being more involved in the process. Brenda Ahnholz stated that the hiring committee she had been on had a good diverse membership. Tomblin-Brown discussed her past experience on a hiring committee and stated that overall membership should be based on expertise and knowledge about the position being hired.

Roberts contended that the senate president should be involved in the process of committee organizing, gathering the list of interested faculty, and serving as a collecting point. The president would dialogue with faculty about their membership on a hiring committee.

Roberts indicated this will be an ongoing discussion.

9. Other

Roberts expressed his concern about the current membership of the senate. Some areas are not being represented, and he wanted to align membership with current faculty make-up.

With regard to senate membership, Roberts stated that Wayne Yuen would be out of the senate during the fall of 2015. Roberts asked if anyone else would be leaving the senate.

Roberts stated that the five new faculty members being hired will be assigned to the major committees. Jim McManus expressed concern about putting new people into major committees.

Roberts said that he had been placed immediately into a major committee, and he thought that was good because he got a better view of the issues.

Jeff Dean attended the President's Advisory Committee meeting and reported that he was very encouraged by the positive response from community members. There were about 100 community members present, and Dean reported that the overall response was very positive.

Roberts reminded senators of the planning summit meeting that will take place on Friday, April 10, from 9 a.m. to 12 noon. This will be about our five year plan, and he encouraged all faculty to participate.

Tomblin-Brown gave a brief report on the work of the General Education Committee, and Ahnholz urged a revision of Plan A.

The meeting was adjourned at 4:50 p.m.