

Yuba College
Academic Senate
M I N U T E S
April 9, 2009

Senators Present: Nickolson (president), May (vice-president), Buckley, Canto-Lugo, Davidson, DeVries, Heaton, Kemble, Morgan, Ramsey, Willson

Guests: Alt, Cupp, Mello, McKeever, Trutna, Turner

Meeting was called to order at 9:18 am CBT (Central Boardroom Time) / 12:02 pm PST. The President supplied plates of sliced oranges and zucchini bread.

1. Agenda: Approved
2. Minutes from April 2, 2009 approved
3. Committee Reports
 - a. BSI (Cupp, Mello)
 - i. Reading and Bio 15 (Cupp)
 1. Background: In 2006, Dean Farrell discovered that, district wide, half of the Biology 15 students who had tested into Reading 110A or B and 105 had a large dropout rate. Based on a College Reading and Learning Association presentation, they decided to create a reading class to pair with BIO 15, since that course is required by several programs. Cupp met with Rick Bliss to identify students' areas of need (fact v. opinion, application v. fact, etc.) and designed a reading class to work in service of the BIO 15 class.
 2. Preliminary statistics show that students taking the adjunct reading course had a higher success rate: better retention, higher grades on exams, and a higher pass rate for the class. Cupp described the students who take the class as ranging from superachievers who want to do everything possible to succeed, to struggling students desperately hoping to pass, to students who have failed once and want to pass their second time. The results have been wonderful for the students and for Cupp and Bliss. They will be presenting at the State Senate's Basic Skills conference in Sacramento.
 3. After clarifying a couple numbers, Davidson said he liked the summary stats, recognizing the small sample size, and recommended that the researchers plot the overall percentage in the reading class with the overall percentage in the bio class, looking to see if there is a correlation between reading levels and success in biology.

4. Nickolson pointed out that the Language Advisory in the college catalog recommends that students in Bio 15 should be at a Reading 70 level, but there is no way to enforce this at Yuba since it is not a prerequisite.
 5. May asked who reached out to whom. Cupp answered that she had seen the possible benefit and made the suggestion. Bliss, Susan Ramones (Ecology 10), and adjunct biology teachers responded favorably. Cupp expressed disappointment that there was little interest in setting up Learning Communities between other classes and Reading. May opined that we don't talk about these issues enough, and noted that this type of program helps address the problem of a lack of writing and reading prerequisites in other classes.
- ii. Writing and Language Development Center (Mello)
1. Mello presented data on the WLDC, which they are using as a way both to legitimize and to improve the program.
 2. Overall, the success rate of students using the WLDC is 80-90%. They are especially proud of the 93% success rate for ESL students (as opposed to the standard 72%).
 3. The numbers suggest an area to investigate: the numbers suggest that students who go to the WLDC for fewer hours tend to do better. She speculated that these students may be using services other than tutoring (such as using the computers and printers); it also may be the case that students who seek help when they need it (as opposed to being compelled to attend regularly scheduled sessions) may benefit more.
 4. Mello pointed that the statistics on traffic will help them to maximize their budget by scheduling tutors at high traffic times. The numbers also show that students prefer drop-in appointments, which creates scheduling problems that these numbers will help address.
 5. Statistics on which disciplines use the WLDC show that, though there are still only a few students outside English or ESL who use the center, those who do visit multiple times—suggesting that they appreciate the services. They will continue working on cross-discipline reach-out.
 6. The center has shown a 46% increase in enrolled students and drop-in visits from Spring to Fall 2009. At this point in the Fall semester, there is an 11% increase.

7. Heaton suggested workshops on word problems. Mello affirmed that the center does regular workshops, so they welcome ideas like this.
 8. Davidson recommended that a graph showing average visit by discipline might indicate a niche that needs filling (for example, business has a very high average of student visits).
 9. Nickolson suggested that the Center's schedule, if done enough ahead of time, could be included in orientation packets given to new students.
 10. Mello concluded by acknowledging the support staff—"They rock!"
- b. EEO (HR Director Alt)
- i. Director Alt noted that he had gone over the history in the previous meeting, so would focus on the things that had happened since February's presentation.
 - ii. Director Alt noted that the Executive Summary (a copy of which was supplied at the meeting) is a draft; a meeting was scheduled the following day to clean it up. The important part: at the Feb. 19 meeting, it was noted that the plan was not reader-friendly. The committee has been working both to create an executive summary and to create a reader-friendly synopsis for each component. After the next day's meeting, Director Alt will supply a copy of the finished document to Nickolson and Galamba after the next meeting.
 - iii. Davidson agreed that the summaries are much better. Director Alt said that the Senate's feedback had been helpful; the changes were easy to make and brought about lots of good discussion about philosophical issues (such as the committee's values, etc.).
- c. May drew attention to Component 8 of the plan, noting that, though the section claims to deal with training for hiring committees, the section in fact only talks about the EEO rep. Director Alt said that the plan was dealing first with the explicit Board policies, that every committee needs a nonvoting EEO; later, they will expand to cover other issues. May expressed disappointment that this document, which the Senate has been waiting for for five years, seems only to be a summary of the status quo, not a plan for moving the EEO into the future. He wondered why it took so long to say, "Here's what we're doing now." Willson noted that when the Diversity Team brought in a detailed policy and procedures, the Senate argued that there was too much data; now we're complaining that there's not enough. She reaffirmed that it was a guiding policy statement; the procedures will come. Director Alt added that this portion of the work has been getting past a policy imposed by the System Office, and that the real work starts

after this document is done—after the committee has adhered to Title V and has the authority from the Board. May said that hiring a lawyer to write detailed descriptions of what we already do is “bureaucracy at its worst.” Needed is a plan to improve EEO at Yuba college.

- d. Nickolson appreciated that the policy document is done, giving the opportunity to start the real work. Willson and Director Alt explained that on the committee will need to identify and prioritize what issues they will need to address. Training and recruitment will likely be at the top of the list. Director Alt offered to come in with a schedule of work for the following year and to continue the dialogue.
 - e. Davidson said that he understood May’s point, but compared the process to making sausages: “It’s not pretty, but it’s got to get done.” Now that the document is accessible, we can understand their goals and intent. He thanked the committee for the improvement.
 - f. Director Alt explained that the document will be given to the Board in May. Once it is adopted (again, in May), the committee will set up a calendar of the next year’s plan.
4. President’s Report: (report follows minutes)
 - a. Nickolson’s report had not mentioned that the Constitution is out, and she thanked all for their work.
 - b. Start thinking about agenda items for the May 27 retreat.
 - c. Davidson inquired about the outcome of speaking to counsel about the Board’s actions. Nickolson had sent things out, but had not heard back. There is an added twist: on April 3, they began checking into the legality of the whole tenure procedure. Davidson noted that the issue of Brown Act violations extends beyond just the one issue.
 5. Vice President’s Report (report follows minutes)
 - a. Motion carried approving Therese Huckill-DeRock to serve as Senate representative to the CalWorks committee.
 6. Old Business
 - a. April 3rd Workshop -- Discussion
 - i. Buckley was pleased to learn that administration are not required to serve on faculty evaluations, but that it is a sign of good faith to allow them to do so. She thought the same could be applied in reverse.
 - ii. Davidson suggested we push to have faculty evaluations chaired by faculty. Given the poor documentation we’ve been getting, and that we have no authority over administration, we should have the committees chaired by someone we do have authority over. Further, if the evaluation is a peer process, and the committees report directly to the Board, then the faculty must be in charge. Nickolson added that there’s a need for clerical support. May added that having administration even in co-chair

position makes it easier for the administration and Board to determine tenure outcome.

7. New Business

- a. Authority to conduct business over summer
 - i. Motion carried granting Nickolson and May authority to conduct Senate business over the summer.
- b. Core group for budget response
 - i. Tabled so people would have a chance to think about it.

Meeting adjourned at 10:10 am (CBT) / 12:54 pm PST

YUBA COLLEGE ACADEMIC SENATE

TO: Academic Senate Members
FROM: Helen Nickolson
SUBJECT: Weekly P Report
DATE: April 8, 2009

- Meetings with President Mendoza and VP May:
 - We are continuing to work on numerous areas including study abroad, flex, the committees list, administrative evaluations, differentiating between district and college issues, diversity, SLOs, budget process to officially include Senate role, possible budget responses for next year, etc.
- Letter from Board President Alan Flory in response to my request to meet with the Board:
 - Trustee Flory apologized for not having responded sooner, but he had been out of state since it was sent.
 - Trustee Flory invited the Senate leadership at both colleges, administrative leadership at both colleges, and Chancellor Harrington to join him and Trustee Buchan at a meeting on Friday, April 10 to clarify roles and review the draft revision of BP 2510.
 - Trustee Flory also would like to host the League for a Board Work Session in August and to include the Senate leadership of both colleges in that session. The focus of that session would be AB 1725.
 - This is a very positive step toward a better working relationship and toward developing mutual respect.
- Workshop on Evaluation, Tenure, Disciplines, and Equivalence 4/3:
 - This was a great workshop! Full-time and Part-time Faculty, various administrators, and Trustee Nicholaou attended.
 - As a result of the information that Beth Smith, Chair of the Statewide Standards and Practices Committee, presented, we are researching the legality of the closed hearing process that the contract has specified and the Senate has used.
 - An interesting note is that faculty peers are legally required for evaluation but administrators are not, and, at least at some other colleges, the evaluation committee is chaired by faculty instead of administration.
- YCFA Meeting 4/07
 - Reminder: End-of-year-party will be Friday, May 1 and everyone should RSVP to Marcia Stranix
- Miscellaneous
 - Review of application for the new YC President will be from April 9-16
 - The YCCD Board meeting will be next Wednesday, April 15
 - I will present a formal letter to Board President Flory requesting a written explanation about their tenure decision which went against the Senate's recommendation.

Vice President's Report (Tim May – emailed 4/8/09)

We had the first meeting of the MESH Division Dean Hiring Committee this week. Scott Haskell, Sheila Scroggins, Brian Jukes, Jeannie Lee and I the faculty on the Committee. Kevin Trutna is co-chair. At the first meeting, we reviewed EEO procedures and planned the interviews. We begin reviewing applications from a small pool this week. Interviews are set for the first week in May.

First meeting this week of the new ad hoc diversity committee, which I also co-chair. The group reviewed the Diversity Framework adopted by the Board at its March meeting. The two questions we will be asking of ourselves in relation to the framework are these: what are we currently doing to promote these goals? What could we do to promote these goals? The committee is determined to avoid the mistakes of the Project Team; I will forward to Senators the email sent out to committee members prior to our first meeting. President Mendoza has given the committee until next spring to submit a report. We meet again in two weeks, with committee members preparing responses to the framework that will be compiled and discussed.

The SLO Committee, which I also co-chair, has now been fully formed. We have scheduled next Tuesday for our first meeting. The SLO Committee will be planning department activities for opening day and for the entire academic year.

The theme of this week's mentor meeting is creativity. Four creative teachers--Robert Mathews, Rick Murai, Sara Sealander, and Kevin Dobbs--will present their work and talk about the ways they balance creative and professional demands. Everyone is asked to consider the same issue: how well they are balancing their professional and creative lives. The meeting will be from 3-5 at Rick Murai's house, with a potluck (read party) to follow.

I attended the YCFA Executive Council Meeting yesterday to present the recommended changes to the hiring manual. The discussion was carried over to the next meeting.

Helen and I have been summoned by Alan Flury to a three-hour meeting this Friday. The subject is improved communication between the Senate and the Board. In attendance will be the President and Vice Presidents of the Board and the Senate, Dr. Harrington and President Mendoza.