

SHARED GOVERNANCE COUNCIL – MINUTES

CO-CHAIRS: HARRY SCHADE & MICHELE MCAUSTIN

NOVEMBER 14, 2006

X	Akelian, Chris	X	Gold, Randy	X	Norton, Don	X	Sommer, Toni
X	Amyx, Guyla	X	Jimison, Kathy	X	Parker, Mary	X	Stone, George
X	Barclay, Judy	X	Mariucci, Bob	X	Rehm, Walt	X	Sutter, Ralph
X	Bennie, Roanna	X	McAustin, Michele	X	Rosenwasser, Marie		ASCC President -
X	Chacón, Dan	X	McLaughlin, Sandee	X	Rossa, Marilyn		ASCC Vice President -
X	Conklin, Ed		Medina-Maloney, Delfina	X	Ruppert, Ron		ASCC Senator -
X	Curiel, Franky	X	Merzon, Allison	X	Schade, Harry	X	Guests: Bob Davidson Dave Fernandez, Jan Gillette, MJ Basti, Toni Torrey, Margie Perez- Sesser, Biz Steinberg
X	Davies, Anna		Morgan, Jane		Schwab, Patrick		
X	Dowell, Dave	X	Muñoz, Cande				

MINUTES – OCTOBER 24, 2006

The minutes of the October 24, 2006 meeting were approved as written.

FACULTY HIRING PRIORITIZATION

The clusters have selected up to 15 replacement and/or new faculty positions for prioritization by the Shared Governance Council. The number of positions which may be presented by each cluster are: Humanities – 6; Workforce and Economic Development – 4; Math, Science, Nursing/Allied Health, Physical Education – 4; Counseling, Academic Support/DSPS, Library/Learning Resources - 1

Presentations

- Presentations will be limited to 5 minutes each, followed by 3 minutes for questions/answers.
- All members of the Shared Governance Council will have equal votes.
- Following the vote, Harry Schade, Michele McAustin, Allison Merzon, and Judy Barclay will tally the results.

Prior to the presentations, H. Schade explained the handouts and the revised ratios. Although we agreed at our last meeting to use only division data, many of the Chairs asked for discipline data as well; so we provided the data both ways. This data is used as the objective criteria and counts for 20% of the total weight for the prioritization process. H. Schade also explained that, per the November 7, 2006, Planning & Budget meeting, the District can fund the number of retirees plus two.

- K. Jimison questioned whether faculty overloads were included and asked for clarification as to whether they should be included with the full-time totals or the part-time totals. The perception is that when full-time faculty teach an overload, they are actually working for part-time faculty.
- H. Schade clarified that the overload was not included on either side. Historically, we have not used overload hours in these calculations.
- K. Jimison requested that we make a decision for future prioritization as to whether overload taught by full-time faculty should count.
- E. Conklin stated that it is essential to count the overload hours as part-time hours; we are trying to establish hardship. When we resort to calling on full-time faculty and press them into service, this is a hardship.
- R. Bennie suggested that the Deans meet and work on equalizing measures and a more equitable way of presenting the data and prioritizing faculty positions. They could present this information to the SGC in January.
- R. Ruppert distributed information pertaining to a perceived miscalculation of the hours, saying that lab hours, such as the A.T. Lab, are not

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included in the schedule. Bringing forward all faculty hours that are taught – even those without a section number – makes a difference in the calculation.

- R. Bennie will include this information in January’s discussion.
- K. Jimison asked for confirmation regarding what hours we are referring to; i.e., student contact hours, contract hours, credit hours, etc.
- H. Schade clarified that the hours reported are taken directly from the Salary Report. The Deans will also consider this issue in their planning.
- M. Rossa restated the importance of not overloading the full-time faculty in the smaller divisions/disciplines with all of the extra administrative work, such as evaluations, committees, etc.
- A. Merzon objected to using data from a single semester and suggested utilizing an average of the past several years.
- E. Conklin noted that, though the system is not perfect, it has worked well in the past. The positions with the greatest need have been filled.

Call for Consensus

It was approved by consensus to accept R. Ruppert’s information. The new calculation moves the Marine Biology position from 14th place to 1st place; everyone else slides down one. One orange card was presented, indicating reservations but not blocking consensus.

FACULTY PRIORITIZATION PRESENTATIONS

HUMANITIES – 6 POSITIONS

Broadcast Communications – R. Sutter advocated replacing the position that became vacant with B. Hartwig’s death. The numbers tell part of the story, but do not capture the notion that broadcasting is in the midst of a \$650,000 studio renovation. Sutter is directing this project, but he is a Spanish teacher. The discipline needs a full-time person who can advocate from a basis of knowledge. The value of the broadcasting position to Cuesta goes beyond the number of students in the program. If you look at the local media, a large percentage of people behind the microphones came from Cuesta. We can not afford the luxury of leaving this position unstaffed for another year. The new studio and upgraded equipment will attract additional students, but we need the faculty to staff those classes. In addition to the curriculum, we need a full-time person who has expertise with the ever-changing technology.

ESL – D. Pillsbury advocated for converting the full-time temp to a full-time permanent position. ESL is one of the fastest growing programs in the college with 650 students this semester, an all-time high. Last year, the program faced an emergency situation when they lost 6 part-time instructors through retirements, moving away, etc. Fortunately, the administration responded and made the decision to open a full-time temporary position. As a result, they have been able to avoid cancelling classes and turning away students. Additionally, the program in Arroyo Grande is solid and growing. If they lose the position, they will go back to an emergency situation with unstaffed classes.

Anthropology – R. Gold reported that this is a replacement position for Bill Fairbanks, who will retire this year. This fall, the fill rate was 99.1%, with 317 students in eight sections. It is extremely difficult to hire part-time faculty to teach anthropology. We have been fortunate to have had two long-term part-time faculty teaching for us. Anthropology is a significant discipline and is a required course in several degrees and transfer programs. Without a full-time instructor, it will be difficult to maintain the program and nearly impossible to grow it. Bill has provided the leadership that we would expect a new full-time faculty to provide, and he has put Cuesta on the map with regard to anthropology. He has hosted conferences here at Cuesta and has done the types of things that we can not expect part-time faculty to do.

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Speech Communication – R. Sutter presented the need for a new speech instructor. We currently have three full-time speech instructors among the three campuses, and the program has 32 sections. One of those full-time speech instructors is also the NCC coordinator, so we do not get her full services as a speech instructor. As a result, a number of sections are taught by part-time faculty. It has been extremely difficult to find qualified part-time instructors; we have run continuous hiring pools. Currently, we have three unstaffed sections for the spring semester, and the situation will only get worse. The solution would be to hire a full-time speech instructor so that we can offer the classes for which we have a strong demand.

English (2) – E. Conklin pointed out that the English Department has lost three full-time faculty due to retirements; none has been replaced. Several years ago, SGC agreed that retirements or resignations would be replaced automatically because they are budget neutral. Currently, English has only three unstaffed sections, though there could be more because of the large number of part-time faculty in the department. Routinely, part-time faculty are asked to teach emergency overloads in order to cover all of the classes. E. Conklin encouraged the College to return to a unanimous agreement to automatically replace resignations or retirees as long as the budget is healthy.

WORKFORCE AND ECONOMIC DEVELOPMENT – 4 POSITIONS

Automotive Technology – B. Davidson, the current full-time autobody instructor, presented the need for a full-time faculty member. Bob has submitted his retirement paperwork. He started the autobody program here at Cuesta ten years ago and taught three sections per school year. Currently, the program is running ten sections per school year with more than triple the enrollment. Part-time faculty are difficult to find; we currently have two. Bob has worked an overload every semester. Although we advertise repeatedly for part-time instructors, we do not receive applications. People in the industry make good money and are not willing to leave regular daytime jobs to teach part-time. C. Akelian noted that it is nearly impossible to find a part-time instructor who meets the minimum qualifications. We need someone who has both the background and the minimum qualifications to teach the courses in order for the program to survive. Plus, they can not expect part-time faculty to perform the amount of work required to maintain the equipment and the labs. T. Sommer stated that the average teaching load in an automotive course is over 30%. Thus, we can not hire a part-time faculty member to teach more than one class without risking violation of the Peralta Rule. If Bob is not replaced, we will not be able to offer this program until we are allowed to hire a full-time instructor. We have spent a great deal of money on the new paint booth, which also needs to be maintained. Autobody requires a faculty member with a unique skill set; we can not utilize automotive technology faculty to teach autobody classes. Additionally, classes are always full.

Construction Technology – C. Akelian lobbied for the replacement of Pete Lagomarsino, who was a one-man show. This is a very important position to replace, as we all know how important construction is. Construction technology is a viable program with one of the highest FTESs and the lowest costs per student within the Engineering & Technology Division. Construction Technology provides transfer courses for the booming architecture program. The construction industry is one of the county’s largest employers, with over 6,000 construction workers in this community. The program offers 42 courses, 1 degree, and 9 certificates. The State Board for Apprenticeships includes 33 specializations in the field and over 600 areas of competencies. The program needs a full-time instructor to pull all of this together. There are 5 acres of training site, built by the students themselves. In addition, Pete has taken care of literally thousands of tools, spread across several disciplines including: finishing, electrical, plumbing, and masonry. Cuesta’s construction technology students have built the Botanical Garden structures across the street. The program is basically self-sustaining. Last year, students won the gold medal in a state competition.

Criminal Justice – T. Sommer presented the argument for a full-time criminal justice instructor. This program has had no full-time faculty since the 1980’s. Recently, we were lucky enough to have a retired LAPD officer move to San Luis Obispo and agree to run the program. Though small, the

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program is one of the best cash-wise for the District, as it is all lecture with no equipment. Although there is a fair pool of retirees and trainers in the area, we can not expand the program because we have been limited to part-time faculty. In addition to courses on the SLO campus, we offer a full rotation of criminal justices courses on the NC campus so that students there can also major in criminal studies. Next spring, we will offer a class in South County. The classes are all over-enrolled and fill two months prior to the semester start date. There is a desire to expand the program, students are interested, and jobs are out there. Last year, the faculty member who had been running the program was diagnosed with brain cancer, so there is now truly no leadership for the program. Cuesta's focus is very different from that of Allan Hancock's. We are training people for the criminal justice industry, and most of our criminal justice students are likely to graduate with a degree, not just a certificate. Even the part-time evening students are taking general education classes.

Architecture – D. Fernandez presented the case for hiring a full-time architecture instructor. The program is booming and 3 new sections were added this semester. Architecture students feed into the Construction Technology program. The growth rates of some of the Construction Technology classes are in line with our beginning engineering, CAD, and architecture courses. Most students are transfer, but we are also building a vocational base; an active advisory committee is helping us do that. We have earned a great reputation statewide and nationally, and we receive calls from interested students from all over the country. By fall 2007, we will be looking at a 300% growth rate for the program over the last 3 years. Currently, Dave is the only full-time instructor, with 12 part-time instructors. This year alone, we are offering 36 sections of architecture courses, contingent upon whether we can find enough part-time faculty to cover these courses. This is becoming increasingly difficult, and we are in danger of violating Peralta. The last time we opened an application pool, we received no qualified candidates. While there are many professionals in the area, they are busy with their private practices and are not interested in working for our part-time wages. We need another full-time position to ensure highly-qualified, committed, and motivated faculty. It is becoming increasingly difficult for one person to manage the program, along with the administrative responsibilities. We have one of the highest transfer rates to Cal Poly in architecture statewide; in fact, Cuesta is the only community college transferring students in as 3rd year undergraduates.

MATH, SCIENCE, NURSING/ALLIED HEALTH, PHYSICAL EDUCATION - 4

Nursing / Allied Health – M. Parker reported that, nationally, one in five jobs will be in some aspect of healthcare. There is a shortage of nurses, with California experiencing the greatest shortage. Additionally, this is an area with the greatest shortage of nursing faculty. Currently, there are 88 tenured nursing positions in the state that are not filled. We have been fortunate to have grown many of our own faculty. However, there is tremendous pressure on us by local and statewide communities to expand the program. In addition to expanding, we also need to maintain excellence. One of the ways to ensure excellence is through the Skills Lab. Cuesta's nursing graduates enjoy a stellar reputation in this community and statewide. All of our Nursing/Allied Health programs are filled and impacted. Additionally, this is a grant-funded position; we are in the 2nd year of a 5-year grant. Currently, we have a full-time temporary faculty member who we need to convert to full-time tenure-track.

Marine Biology & Ecology – R. Ruppert lobbied for hiring a full-time Marine Biology instructor. Marine Biology and Ecology is a very important program in a very productive division – the “biggest little division” on campus. If you look at numbers of faculty and productivity, they are among the highest. Over 100 students are taught in lecture classes and then break out into the smaller labs. Without a full-time position, we are in danger of losing that. We can not put our part-time faculty into the large lecture mode because of Peralta. We must cap these classes at 70 students; we could enroll 100 students if we had full-time faculty. With the National Estuary Program in Morro Bay, the Avila Pier, and the Monterey Bay Marine Sanctuary, this area is ripe with marine biology opportunities and funding. However, we need a full-time person at the helm to work these opportunities.

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Physical Education – W. Rehm is asking for a replacement position in PE. This position would be a physical educator who could teach in multiple areas, i.e., health, specialized topics, PE activities, PE theory, and possibly coaching. Class fill rates are good. Currently, due to special circumstances, one of the full-time faculty is only able to teach via distance education. This presents difficulties for covering classes. There are now six full-time physical educators. Five years ago, we had seven. Two of the full-time faculty coach both semesters, which means that 50% of their load is athletics. This also makes it difficult to cover classes. The PE programs are growing into NCC and SCC, as well as offering new non-credit classes. The part-time pool is thin, and it is increasingly difficult to cover all of the offerings.

Chemistry – K. Jimison brought a chemistry position forward for consideration. The division first proposed a combination physics/chemistry position. The number of sections offered has increased in the past year due to opening the new building at NCC. Three full-time faculty split their loads between SLO and NCC. In addition, they have split disciplines. Rather than coming forward with the combination position, they are striving for cohesion and the ability to staff the unstaffed classes. If we hire a chemistry instructor, the other full-time faculty could move into the physics classes. Additionally, the astronomy program has grown tremendously, which has also moved some of our existing physics faculty into astronomy since they have the same minimum qualifications. There is also a real need for classes in SCC. During 2003-2005, we ran four recruitment rounds and got very limited pools. Part-time faculty have moved on to full-time jobs; we now have no part-time pool. Additionally, we have a critical need for qualified people because of working with hazardous materials. Chemistry is a pre-requisite and feeds into the nursing classes. All full-time faculty are teaching huge overloads, which they are doing to keep the programs going. Lab prep also takes more time because of the safety concerns.

COUNSELING, ACADEMIC SUPPORT/DSPS, LIBRARY/LEARNING RESOURCES - 1

Learning Disabilities Specialist – D. Chacón presented the need for a full-time Learning Disabilities Specialist. The position would be categorically funded, is a replacement position for a retiree from several years ago, and the program has experienced a 300 % fill rate. The numbers of students continue to grow, generating FTES. The problem is that this position is being filled ½ time by an employee who is certified to do the job, but is limited by the Peralta rule. It has been extremely difficult to find certified people. Students have had to wait as long as three months for assessments. The concern is that we are not meeting ADA requirements. It is essential that we look for someone on a full-time basis using the categorical funding that is available to fill the position.

ADDICTION STUDIES – A.A. DEGREE AND CERTIFICATE

PROPOSAL: To approve the proposal adding an A.A. Degree and a Certificate of Completion in Addiction Studies

M. McAustin introduced the proposal to add an A.A. Degree and a Certificate of Completion in Addiction Studies.

- The proposal is a collaborative effort among Human Development, Physical Education, Nursing/Allied Health, and Health Education.
- J. Gillette distributed information on the State of California website for Drug & Alcohol programs, as well as other organizations sanctioned by the state. The information included a career path, showing where students who take these courses could ultimately go.
- This proposal, which is still in the research and development stage, is the initial step in requesting permission to pursue the program; if approved, there is still a great deal of work to be done.
- Approval is being requested to conduct a needs assessment survey among employers, as well as permission to go forward at the state level.
- Curriculum was pulled from variety of sources; people who do substance abuse counseling can be doctors, nurses, psychiatrists, etc. This area is well represented at Cuesta in that we have Nursing, Family Studies, Psychology, Sociology, etc.

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- The number one position hired in this field is the specialist in Addiction Studies. Previously, these specialists came from the psychology and family studies areas. This no longer applies. Cuesta would be part of that training resource.
- Students on both the SLO and NC campuses have requested this type of class.
- M. Perez-Sesser discussed the need for people who can work in drug and alcohol perinatal programs and help those families address their special needs.
- The committee has been working with the Regional Health Occupations Center and the Mental Health Planning Council to develop curriculum. However, the first step is to do a needs assessment survey.
- There are both statewide and national accrediting agencies in this field, which provide excellent models and rubrics.
- We can use Allan Hancock as a model, as they have satisfied standards for the California Association for Drug and Alcohol Educators.
- Entry level pay for these positions starts at \$12-\$14 per hour in our county; with an A.A. Degree, starting pay is \$18-\$21 per hour.

Call for Consensus

Consensus was reached to approve the needs assessment and the program proposal without requiring re-evaluation by the Shared Governance Council at a later date. Three orange cards were raised, which indicated reservations but did not stop consensus.

NEXT MEETING

- The meeting adjourned at 4:43 p.m.
- The next meeting of the Shared Governance Council will be held ~~Tuesday, December 12, from 1:45-3:45 p.m. in Room 5402. Cancelled!~~
- Provided we have an agenda, the next meeting will be held on ***Tuesday, January 23, 2007, from 1:45-3:45 p.m. in Room 5402.***
- ***Agenda items are due to Harry Schade by Tuesday, January 9th!!***