

October 10, 2011 [Rev. 10-24-11]
OFFICERS AND MEMBERS PRESENT

ACADEMIC SENATE PRESIDENT	EDWARD MARTINEZ
VICE PRESIDENT	DUSTIN HANVEY
SECRETARY	MARTHA BONILLA
TREASURER	DAN HALEY
ADJUNCT FACULTY	MARK DODGE
BUSINESS & COMPUTER TECHNOLOGY	PATRICIA LYNN
COMMUNITY EDUCATION CENTER	DANNY HAMMAN (Alt)
ENGINEERING AND TECHNOLOGY	DEBORAH BIRD
ENGLISH	MARJORIE SMITH
KINESIOLOGY, HEALTH & ATHLETICS LANGUAGES	TERRY STODDARD
LANGUAGES	LOKNATH PERSAUD ANDRZEJ BORJARCZAK
LIBRARY	DOROTHY POTTER
MATHEMATICS	FRED KEENE
MATHEMATICS	PAT PEACH
NATURAL SCIENCES	JOE CONNER
NATURAL SCIENCES	KATIE RODRIGUEZ
PERFORMING AND COMMUNICATION ARTS	A.C. PANELLA
PERFORMING AND COMMUNICATION ARTS	TAD CARPENTER
SOCIAL SCIENCES	DEREK MILNE
SPECIAL SERVICES VISUAL ARTS AND MEDIA STUDIES	JO BUCZKO YOLANDA MCKAY

OFFICERS AND MEMBERS ABSENT

COMMUNITY EDUCATION CENTER	NADEGE WILLIAMS
COUNSELING	JAMES ARAGON
ENGLISH	KRISTA WALTER
HEALTH SCIENCES	TOM NEIDERER
HEALTH SCIENCES	LORI GAGLIARDI
HEALTH SCIENCES	LORI GAGLIARDI
SOCIAL SCIENCES	DAVID URANGA

GUESTS AND VISITORS (re ck sign-in sheet)

VP:INSTRUCTION	JACKIE JACOBS
VP: EDUCATION SERVICES	BOB MILLER
INTERIM DEAN, VISUAL ARTS AND MEDIA STUDIES	JOE FUTTNER
ISSU PRESIDENT	ANNA MAE JONES
CLASSIFIED SENATE	DEBRA CANTARERO
LACC FACULTY GUILD LIAISON	SHARON HENDRICKS
ASSOCIATED STUDENTS	CHRISTOPHER FENNESSY
CHIEF JUSTICE, ASSOCIATED STUDENTS	SIMON FRASER
STUDENT	MAYRA JAIMES

I. CALL TO ORDER 3:06 PM

II. PLEDGE OF ALLEGIANCE led by Pat Peach

Introduction: Sharon Hendricks, VP Dr. Jacobs, VP Ed Services, Bob Miller, Students, Chris Fennessey, Joe Futtner, VAMS, Anna Mae Jones, Classified Senate

III. APPROVAL OF SEPTEMBER 26, 2011 MINUTES:

Motion to approve the September 26, 2011 minutes made by Martha Bonilla and seconded by Mark Dodge. Corrections are listed below:

- Page 9. Paragraph 1: Correction Bob Bell not Bob Bill. (received by office)
- Page 10, paragraph 4 should read: "Dan Haley said the campus catalog has not been subdivided..." and not "...the current campus catalog has not been subdivided..."
- Page 10, Paragraph 3, Line 3: rationale is misspelled.

VOTE ON MOTION: Approved by a majority vote: Abstention(s): One

IV. PUBLIC COMMENT:

Simon Fraser, Associated Students Chief Justice, and a member of Queer Alliance which is associated with the LGBT campus community announced "Coming Out Week" and "Coming Out Day" to promote: 1) the freedom to come out and the freedom to one's own personal identity on campus; 2) community awareness so as to create a supportive and safe environment on campus for teens and young adult in an effort to counter the physical and psychological effects of campus bullying. Mr. Fraser announced his "coming out" at today's meeting. Upcoming Alliance events are:

Tuesday, October 11: Coming Out Event: Tables will be set up in the Quad along with an educational forum in the evening in Creveling Lounge with information being presented about sexuality and sexual orientation.

Thursday October 13: Poetry Slam is from 6 to 8pm in the WiFi Lounge.

Associated Students Announces: Christopher Fennessey announced the second monthly Associated Students Town Hall event on October 20, 6pm-8pm in the Circadian. At this event students/ constituents can talk to any Associated Students representative to address concerns. After the Town Hall event, *The Deathly Hollows* Part 2 will be shown in the Quad for free. All are welcome. Business cards with the

new Associated Students web site address (<http://as.pasadena.edu>) were made available. *The Deathly Hollows* Part 1 will screen for free in the Quad on Wednesday October 19, 2011.

President Martinez requested (without objections) the moving Information Item #2 and #1 forward on the agenda.

V. STANDING, AD HOC, CAMPUS-WIDE COMMITTEE REPORTS:

1. Sabbatical Leave Committee – Pat Peach announced the 2012-2013 application due date is October 31st. Sabbatical guidelines and financial arrangements are detailed in the faculty contract. Academic Senate representatives were encouraged to keep the announcement on hand as resource information for faculty in their division. Sabbatical Committee membership includes two managers (usually deans) and three faculty members. There are three types of sabbaticals: study, research and travel. Sabbatical leave can be requested for a full academic year or one semester. Two noontime workshops will be offered during October to assist in preparing faculty requests.

- October 13: 12PM Circadian
- October 18: 12PM C233.

Sabbatical Process: The committee reads the applications and makes sure they are in accordance with the contract. Recommendations are given to Human Resources then forwarded to the President.

2. Nominations and Election Committee – Pat Peach, Chairperson, announced that she and the rest of the members, Nancy Rutzen, Rita D’Amico and Patricia Lynn, in an effort to use less paper, will deliver candidates statements and communications online. However, the ballot process will continue to be done on paper. Questions may be forwarded to Committee chair, Pat Peach.

VI. EXECUTIVE COMMITTEE RECOMMENDATIONS:

1. Adopt Academic Senate Goals for 2011-12
Motion approving this recommendation made by Pattie Lynn and seconded by Fred Keene. Vote. Unanimously approved.
2. Appoint Rita D’Amico and Patricia Lynn to the Nominations and Election Committee.
Motion approving this appointment made by Roger Marheine and seconded by Dan Haley. Vote: Unanimously approved.
3. Appoint Derek Milne, James Aragon, Steve Pell, and Lynn Wright to the Shared Governance Committee.
Motion approving appointment made by Fred Keene and seconded by Mark Dodge.
Discussion/Comments

Concern was expressed about how shared governance has been operating in other campus-wide committees and whether the Committee's recommendations will be recognized and shared through the shared governance process.

The Shared Governance Committee is a faculty-only committee that reports to the Academic Senate. Though not currently active, this committee was responsible for the Faculty Hiring Policy and a number of other policies/areas under the purview of the Academic Senate.

The College Council is a campus-wide shared governance committee, including Senate, managers, classified staff, and student representatives.

VOTE ON MOTION: Motion was unanimously approved.

4. Appoint Dustin Hanvey, Martha Bonilla, Dan Haley, and Roger Marheine as interim representatives to the College Council Planning and Priorities Committee pending permanent appointments by the Senate.
MOTION made by Terri Stoddard and seconded by Joe Conner in support of #4. along with the clarification that proposed interim positions are temporary, pending permanent appointees to be voted on by the Senate.
VOTE: Majority approval. Abstentions: 4.

The interim appointees will serve until permanent members are appointed at the Oct. 17 Senate Board meeting.

Sent to Committee: None

VII. REPORTS FROM EXECUTIVE COMMITTEE:
No presentations made at this meeting.

- R-1 **President's Report/Update:**
- R-2 **Vice-President's Report:**
- R-3 **Secretary's Report:**
- R-4 **Treasurer's Report:**

VIII. INFORMATION ITEMS: The following items will be discussed, with possible action to follow.

1. Presentation on PCC Budget – Danny Hamman - Treasurer of the Faculty Association, a Budget & Resource Allocation Committee (BRAC) member, and CEC instructor.
Handouts: Black/White copy (4th Quarter Report-September 2, 2011)
Color copy: (Proposed Budget-September 7, 2011)
Slide presentation: "Fall 2011 Budget: 'Perception vs. Reality'"

Mr. Hamman's presentation reflects his views on the PCC Budget. His views are not those of the Academic Senate or the Budget and Resource Allocation Committee. Mr. Hamman said he is not anti-administration and welcomes "fact checking" and input regarding his slide presentation on the budget as the information is available to the public, much of which is from PCC website.

BRAC was informed of budgetary issues but did not have a vote on this year's budget. The committee was informed that 300 sections were to be eliminated. There was a threat of not renewing the Turn-It-In contract. It was renewed. There were also discussions within divisions of limiting photocopying to faculty. Mr. Hamman was indirectly told winter intersession could be eliminated. Mr. Hamman's area budget at CEC was reduced by \$4500, reducing the weekly work-load of five aides (earning \$9- \$12/hr) by three to five hours each, a week.

The Administration under-spent in the area of non-teaching certificated salaries (this includes librarians, counselors, and nursing staff). In the revised budget, academic salaries were reduced (\$373,000). However, the Administration over-spent in the area of certificate executive management- salaries that were increased.

Administration finds money when the need is deemed a priority. \$1.5 Million is being spent yearly for the President's, V.P's, and General Counsel's salaries and expense accounts. The President will receive a \$35,000 increase over the period 2010-2016, this represents a 15.2% increase. An instructor starting in 2010 at the range of D/15 would receive a \$2500(3%) increase over the same period.

Legal Expenses: Object 5730:

2009-2010: \$154,000

2010-2011: \$542,000: a comment was made that a change in legal counsel resulted in the increased legal fees.

2011-2012 Budget: \$620,000 includes salary expenses for our General Counsel and a secretary.

April 6, 2011: While BRAC was instructed to find funds to fill a \$5 to \$9 Million potential spending gap between January-June, \$6.2 Million was found for the U Building Issues & Options Proposal. These funds were shifted from other budgeted items such as the multi-purpose field (soccer) fund (appx \$825,000). The multi-purpose field is presently known as Parking Lot 5A. \$2 Million was taken from a \$6.4 Million item entitled The Property Acquisition fund; \$223,00 was taken from the Telecommunications Project fund; and funds from a \$3,162,750 CEC Warehouse fund.

On average \$5.5 Million is "swept into" capital accounts at the end of every year. Academic salaries were under spent last year by approximately \$1.6 Million, resulting in fewer sections, while Executive/Management Salaries were over budget \$85,000 - \$180,000.

\$2 Million has been set aside this year and this is a good decision for conservative reasons. This money was set aside by the Board in case of a worse case scenario in regards to the state budget and possible mid-year budget cuts.

Data regarding the non-filling of positions has not been communicated to BRAC. PCC's overall budget is approximately \$120 Million/year with approximately 20,000 sections. Fifty percent is education costs. If educational costs are approximately \$10,000/section, three million would be saved.

Given the information received on an emergency basis, Mr. Hamman said he "regretfully" voted for the U-Building Swing Space.

Forced Ranking: This Information was relayed to the BRAC committee in a 45 minute meeting and the committee was instructed to "force rank" sections within a time frame of 3-5 minutes. The Committee does not want this to happen next year and would have liked more time for information review to be better prepared when giving input. Earlier review would've been helpful.

Discussion/Comments

The old Budget and Resource **Advisory** Committee struggled with regard to its function as a consultative faculty committee rather than a committee that actively takes part in budgetary decisions.

For clarification, President Martinez said the new Budget and Resource Allocation committee (BRAC) is under the College Council and is a committee in evolution, a work in progress, attempting to define its role in the budgetary process.

Faculty and staff interests should not be dismissed in regards to the budget and its consultative role needs be respected.

There are concerns that large sums of money are being used for various purposes following administrative announcements of decreased budgets. Mr. Marheine referred to adjusted savings to the college through the early retirement incentive and the recently approved second tier retirement incentive. Mr. Marheine commended the hard work and resource gathering efforts of Danny Hamman and Anna Mae Jones.

To assure collegiality and accountability in the work of this committee, the Senate should request in writing from the Institutional Planning and Budget Committee Chair more time to review and discuss information presented to BRAC committee members in future.

Vice President Miller requested that Mr. Hamman's presentation be provided to Dr. Rocha and Dr. Van Pelt and this would allow an opportunity for a response.

For clarification, a suggestion was made that Mr. Hamman's written request seek for: 1) more time to help the faculty committee members in their deliberative process; 2) a standardized budget report format that can be used to clearly define budget items.

Question: How was the BRAC committee involved with the final budget process? Mr. Hamman said the committee was given a presentation of a completed budget of about \$112,000,000. Then there was a brief discussion and 3 - 5 minutes in which to force ranking budget priorities for approximately \$3,500,000 with the recommendation to be forward to the Board of Trustees.

Mr. Hamman will look into providing access to his slide presentation.

2. STRS update – Sharon Hendricks, a former PCC adjunct speech professor, current LACC instructor, and a retirement liaison with the faculty guild (faculty union) gave the following CalSTRS update:

Smear campaigns against public employees have been challenging.
Government pensions are not to blame for California's fiscal problems.
CalSTRS is inexpensive to administer and provides a very modest benefit.
Much of the debate surrounding public sector versus private sector pensions is not based in reality and is overly politicized.
CalSTRS is dealing with PR and the same fiscal realities that have lead to increased student tuitions.
Most, if not all, public pension funds incurred losses of 25%+ in 2008.
Dialogue is presently in process about how to make up lost revenue in investments due to unfunded liability problems.

Governor Brown will soon be making decisions on pension reform that may affect CalSTRS and CalPERS.

- Pension spiking: earning at a higher income a year before retirement (mainly in an administrative position) enabling the retiree to retire at a higher pay scale.
- Double-dipping is when a retiree is hired back and receives both a pension and a salary.
- Air-time purchase is available once an instructor has taught full-time for five years. Up to five years of service credit can be purchased to increase a pension amount. Younger faculty and those making less money are able to purchase air-time at a lower rate.

Ms. Hendricks is seeking election as a community college board representative to the CalSTRS board. This board will have to decide how to best help faculty to retire with a sense of security. Ms. Hendricks' endorsements include the PCC Faculty Association and the Faculty Association of California Community Colleges, the CCCI (California Community College Independents) and the personal endorsement of Roger Marheine. Ms. Hendricks' opponent is a CTA candidate. CTA is more supportive of K-12 than the community colleges according to Mr. Marheine.

Roger Marheine said everyone should make a STRS appointment to learn more about STRS. A paper ballot (which will include a voting code) will be mailed to all STRS members. If a ballot is not received, Roger Marheine may be contacted for the CalSTRS 800 information number.

Handouts/Publications:

The fall 2011 CalSTRS *Connections* explains air-time in more detail.

Fall 2011 CCCI publication (California Community College Independents)

Items 3 & 4: There was some discussion overlap.

3. Realignment Initiative: This item was requested to be added to the Senate agenda as a standing item at the last Senate meeting.

Discussion

To avoid mistrust, communication issues must be addressed.

Numerous concerns questioning the need for realignment were presented.

The Languages representative said his division does not support realignment.

- What is wrong with the current system?
- Can current problems be corrected without realignment?

Could a consulting/research firm assist in providing justification for realignment?

Realignment data should be gathered from other institutions.

Having interim deans is complex and needs to be addressed.

Clarification is needed from the Board of Trustees concerning their vision and timetable for realignment.

Decentralization of current dean positions would weaken the faculty.

Should faculty try to join the process and shape it to its best interests?

The realignment process has already started with the hiring of the new Vice Presidents and the Dean positions left vacant in Kinesiology and Engineering and Technology.

Treasurer Dan Haley presented three points for consideration: 1) PCC's community college process is not broken; 2) Many faculty appreciate having their Deans represent them with administration; and 3) Don't realign until evidence/data points out the problems realignment will solve.

Realignment's two levels: a) realignment under Vice President and the President; and b) realigning of instructional divisions.

We need to be honest with ourselves and expect the same from administration.

Realignment may create an administrative-heavy campus.

This matter will be discussed at the next Senate meeting.

4. **Planning and Priorities Committee** – The Senate is seeking nominations / volunteers for four faculty positions. The final selection is to be determined by a voting process at the next Senate meeting.

A committee policy, charge, and process are needed.

The availability of reasons and data pertaining to committee statements/concerns is important.

Faculty participation is needed on this committee which will need a lot of time to address an agenda which will shape and impact future processes.

Both faculty and the Committee need to be innovative and engaged in this democratic and fully inclusive process involving administrators, faculty, staff and students. Faculty can have a voice to express what they believe needs to be improved and how changes can best be implemented.

The Associated Students requested having more than three committee representatives.

It is more productive to be solution-focused rather than problem focused.

- What is the goal(s) of realignment?
- How would the committee best be supported?
- What do we want our committee members to do?

A Priorities and Planning Committee meeting is scheduled for Monday, October 17. A follow-up report will be provided to the Senate.

President Martinez said it is proposed to have Dustin Hanvey, Martha Bonilla, Dan Haley, and Roger Marheine serve as interim committee representatives. Election of permanent committee members would be postponed at this time. The committee will be meeting on October 17th and the temporary members will report back to the Senate with a better sense of the direction this committee and the realignment process.

Dan Haley suggested having something to vote on – that there be a proposal/motion on the next agenda to request support of the interim representative or elect permanent representatives. President Martinez said at the next Senate meeting the Realignment initiative can be discussed along with a discussion of the Planning and Priorities Committee report. Motions can be entertained at that time.

Administration wants to do what's best for students and faculty.

Senate representatives were asked to discuss this matter within their divisions. The Planning and Priorities Committee is charged with the task of developing the method by which to explore the issue of realignment and gather information both from within the campus community and through research. It's possible for this process to engage up to 200 faculty. More committees are expected to be formed.

STANDING INFORMATION ITEMS

S1-1: PCCFA REPORT: Roger Marheine.

Negotiations will begin November/December.

The college is offering a new Supplemental Employee Retirement Plan 75% (Tier 2) with a declaration deadline of November 15 and a retirement deadline of December 31. There is discussion for a third tier for faculty to be discussed this Friday. The proposed retirement deadline would be June 30, 2011.

A raise for both full-time and adjunct faculty will be asked for.

S1-2: FACCC REPORT: Dr. Joe Conner encouraged faculty to visit the updated FACCC website. Judy Benson will have available in the office a listing of professional conference listings. A part-time symposium is scheduled to be held October 29 at De-Anza College. Handout Provided: FACCC.org link shows a tremendous amount of user-friendly information.

S1-3: ADJUNCT FACULTY REPORT: Mark Dodge: /Jo Buczko. None.

IX. ANNOUNCEMENTS

1. Area "C" Meeting, October 22, 10am-3pm, Rio Hondo College.
2. ASCCC Fall Plenary Session, November 3-5, San Diego
3. The Three Doctors – Cross Cultural Center presentation, November 18, 3:30 pm, Creveling.
4. Academic Senate asks all those who interested in serving on the Planning and Priorities committee to contact the Academic Senate Office by noon on Wednesday, October 19th with an expression of your interest. Please submit a short (one paragraph) statement as to why you wish to represent faculty in planning stage of realignment.
5. Handout: A Board of Trustee's Candidates Forum is scheduled for October 26th at 7:00pm in the Creveling Lounge.

MOTION to adjourn made by

Vote: Unanimously approved.

Next Senate Board Meeting October 24, 2011