

**ACADEMIC SENATE COUNCIL**  
**Applied Arts Building AA-216 2:15 p.m.**  
**Monday, August 17, 2009**

**Contra Costa College**  
**2600 Mission Bell Drive**  
**San Pablo, California 94806**

## **MINUTES**

**CALL TO ORDER:** The meeting was called to order at 2:15 p.m.

**Present:** Richard Akers (President), Leverett Smith (VP), Eric Sanchez (CLASS), Luci Castruita (SS), Alissa Scanlin (SS), Rick Ramos (LAVA), Andrew Kuo (LAVA), Kristina Bautista (Student)

**Absent:** Chris Tarp (Student Services), Ellen Geringer (Faculty Development)

**INTRODUCTION OF GUESTS:** Richard Akers announced that Mary Healy would be taking the Minutes to today's meeting due to Lynette Kral's absence. Other guests included Nader Sharkes, Peter Lock, Intisar Shareef, Angela King-Jones, Sandra Everhart, Joe Ledbetter, Henry Parker (Student), Briana Addison (Student)

### **CONSENT ACTION ITEMS:**

**Agenda** Richard Akers announced that Agenda Item IVA under New Business would be tabled because Donna Floyd is not ready to report on this.

**Minutes** Approval of the Minutes to the May 4, 2009 meeting was tabled due to Lynette Kral's absence.

### **NEW BUSINESS**

**HUD Homebuyers Workshop** Tabled.

**Non-Masters Equivalencies** Richard showed his video explaining this agenda item. He asked if the Academic Senate should have the authority to change the minimum qualifications for an individual. He stressed that minimum qualifications are determined by the Education Code and Title V. He does not want the college to be dinged during accreditation because we have faculty teaching who do not meet the MQs. Richard explained that five certificates are required to equal one unit of study. The Academic Senate's role isn't just to sign off on any equivalency. The Academic Senate President is required to review the equivalencies to ensure they meet the minimum standards set by the state. Sandra Everhart said that faculty in a discipline have the expertise to determine whether an applicant possesses the minimum qualifications as long as the applicant's qualifications are not below the state standard. A lengthy discussion then ensued. Several faculty members stated that the faculty in the discipline are the only ones able to determine if an individual meets the minimum qualifications by equivalency. These faculty members felt the current documentation does not address this. Richard referred everyone to the State Academic Senate website. He said the Education Code and Title V trump departmental expertise. The question then arose as to whether owning a business is equivalent to an AA degree. Rick Ramos said a professional expert can be hired if there is any question about the MQs, but the downside to this is that a professional expert must be supervised. Intisar Shareef felt there needs to be some way to appeal if the faculty in a discipline and the Academic Senate don't agree about a person's equivalency. Some faculty also objected to Richard saying that someone could be hired because the faculty liked the person, not because they meet MQs. They felt that this does not happen. Nader Sharkes felt that the department's expertise is being overridden. Nader pointed out that this issue only applies to part-time faculty. Adjunct faculty are evaluated their first semester of teaching and if they don't work out they can be removed. Joe Ledbetter would also like for the department to have the judgment of MQs for their faculty

and it should not be the decision of the Academic Senate. Rick Ramos and Peter Lock both thought a sub-committee needs to be formed to work on the equivalency policy. Rick is willing to work with Richard to go through the policy. It was finally decided that Richard will work with Rick and this issue will be brought back to the Academic Senate.

#### **DISCUSSION ITEMS**

**DEEOAC Plan** (District Equal Employment Opportunity Advisory Committee) This plan reflects the District's commitment to equal employment opportunity. However, Richard is not comfortable allowing this plan to go forward as it is and now the United Faculty is reviewing the proposed plan. This proposal affects hiring and is aimed at recruiting more minority faculty. Richard felt it calls for spending money on retreats that should be spent on recruitment. He sent the proposal to Benjamin Zeidman, Ph.D., the head of minority hiring at Argonne National Laboratory, whose summary of the proposal is the basis for Richard's opinion. Richard is open to hearing more opinions. He thinks the documentation is good but the spending priorities are questionable. Leverett Smith said a big change in recruitment will not happen soon, mainly because employees tend to stay at CCC for a long time and CCC is currently facing a hiring freeze. Richard asked that any other input on the plan be e-mailed to him.

**Review of Mentor Program** Richard thinks we are in the 80% range. Last year there was a record number of faculty participating. Richard asked if Vern Cromartie could be the mentor for the new faculty member, Agustin Palacios. Several stated that if he is Agustin's mentor, he should not be on his tenure review committee, and the Senate was in agreement.

#### **COLLEGE and SENATE STANDING COMMITTEE REPORTS**

There were no committee reports.

Alissa Scanlin announced that the Basic Skills Department purchased the software PLATO. Alissa would really encourage any faculty who have anything to do with English and/or math to take advantage of this program. It has a wealth of tutoring abilities. Students previously included have used the program for their math skills. It is a non-credit course, so the students don't have to pay a fee. DSPS has a similar program for the more special population students.

#### **SENATE ANNOUNCEMENTS and OPEN DISCUSSION**

There were no Senate announcements.

**PRESENTATIONS FROM THE PUBLIC:** There were no presentations from the public.

**NEXT MEETING:** The next meeting will be September 21, 2009.

**ADJOURNMENT:** The meeting was adjourned at 3:35 p.m.

**Respectfully submitted,**

**Mary Healy**