

# COAST COMMUNITY COLLEGE DISTRICT District Governance Council Meeting Summary

October 7, 2013

## CALL TO ORDER

Cabinet members present were:

**Lori Adrian**, President, Coastline Community College  
**Wes Bryan**, President, Golden West College  
**Denise Cabanel-Bleuer**, President, Academic Senate, Orange Coast College  
**Gregg Carr**, President, Academic Senate, Golden West College  
**Andrew Dunn**, Vice Chancellor, Finance and Administrative Services  
**Julie Frazier-Mathews**, Secretary of the Board  
**Rachel Gajardo**, Student Representative, Orange Coast College  
**Pedro Gutierrez**, President, Academic Senate, Coastline Community College  
**Dennis Harkins**, President, Orange Coast College  
**Deborah Hirsh**, Vice Chancellor, Human Resources  
**Andrew Jones**, Chancellor/CEO  
**Dean Mancina**, President, Coast Federation of Educators  
**Martha Parham**, District Director, Public Affairs, Marketing & Government Relations  
**Joe Poshek**, President, Coast District Management Association  
**Andreea Serban**, Vice Chancellor, Educational Services & Technology  
**Sandy Whiteside**, Classified Forum, Orange Coast College

Also in attendance were:

**James Andrews**, Administrative Director, Human Resources, District  
**Kyle Murphy**, Student, Golden West College  
**Shannon O'Connor-Escudero**, Manager, Recruitment & Staff Analysis, District  
**Omid Pourzanjani**, Vice President, Instruction & Student Learning, Golden West College  
**Vince Rodriguez**, Vice President, Instruction and Student Services, Coastline  
**Nancy Sprague**, Executive Assistant to the Chancellor  
**Dwayne Thompson**, Director, Research, Planning & Institutional Effectiveness, District  
**John Weispfenning**, Vice President, Instruction, Orange Coast College

**Chancellor Jones** called the meeting to order at 8:32 a.m. in the Administration 108 Conference Room at Orange Coast College. This is an expanded three-hour meeting to focus on the single topic of full-time faculty hiring.

## Full-time Faculty Hiring

### Discussion:

- **Vice Chancellor Serban** distributed and discussed a draft document entitled, "Faculty Hiring Prioritization and Planning Supporting Information," dated October 3, 2013. The document was intended to prompt and inform the initial District-wide discussions of prioritizing and planning faculty hiring.
- The document contained:
  - External employment data in the Orange County labor market, emerging industry clusters, occupational and industry overviews

- Education and workforce training trends, including high school graduate trends in Orange County, educational attainment and demographic estimates in the Coast service area
- Internal data reflecting student enrollment at Coast Colleges by discipline and residency status, and faculty breakdown by status (full-time/part-time) and by discipline
- Productivity by college and by discipline, student course success rate by college and by discipline
- Finance and administration perspective, including recent budget strategy and stability funding, and strategic direction and growth
- Current college faculty hiring prioritization processes, including criteria used at colleges for prioritizing faculty requests, data elements considered, and forms used.
- There was discussion about criteria for the 21<sup>st</sup> century faculty person, faculty models, defining roles and funding for full-time and part-time faculty, and what will be needed to be effective based on trend data.
- It was noted that Coast needs to get ahead of the changes that are occurring in higher education and to think broadly about maintaining a quality educational environment while exploring alternate delivery methods. Reconsider the 35-student classroom and 16-week course schedule. Moving fastest today are those offering four-week course segments.
- How can we deliver quality instruction in a 24-7 environment that is cost-effective? Delivery methods will impact programs that we pursue, which has implications on faculty hiring. Develop consensus about what areas we want to transform using trend data to address populations and meet students' needs. Industry demands will also dictate changes. Employers are saying they need employees ready to relocate for jobs. Skills need to be transferable and have a global perspective.
- Restructuring/transforming the classroom will require time for faculty to implement and support for faculty. **Vice Chancellor Hirsh** mentioned that the district believes there are 20 "missing" days in the 175-day academic calendar, which could be utilized by faculty as part of this process.
- Another consideration of this change model is how classified staff may need to support faculty as they move in another direction.
- Competition exists from delivery models such as iTunes University. We may want to look at partnering in some fashion.
- **Chancellor Jones** shared his recent experience participating in a high-level panel discussion at the Clinton Global Initiative in which policy makers discussed the future role of higher education, and he noted that many of these policy discussions occur without a great deal of input from educators. **Dr. Jones** emphasized the importance of having educators involved in determining this future.
- **Dean Mancina** expressed his perspective that it would be helpful for additional faculty to hear the development of these conversations and hear that management are open to changes. **Chancellor Jones** offered that this meeting is a starting place and, as is customary, DGC members should bring this information to constituents and return with feedback. Perhaps a next step could be regional conversations.
- It was recommended that the colleges consider looking at the district-wide data, not just college data, for this full-time faculty hiring cycle. In terms of a timeline, it was noted that the colleges' current hiring cycle is beyond the point of incorporating the thinking from today's meeting without affecting the recruitment process.
  - A suggestion was made to consider hiring some faculty positions on a one-year temporary basis. However, those positions could not be counted toward fulfillment of the Faculty Obligation Number (FON), which may have an impact as the District comes out of stabilization.

- There was discussion about the value of faculty being assigned full-time to one college so they have the ability to become engrained in the college culture and participate on college committees, versus the advantage of faculty having exposure to sister colleges within the district that would enable them to advise students who take courses at multiple colleges. **Chancellor Jones** added that faculty have historically been assigned to one college, but we all need to be mindful that we are district employees and faculty can be assigned to more than one college.
- **Dwayne Thompson**, District Researcher, referenced a Coursera course on Surviving Disruptive Technologies. Information can be found at the following link: <https://www.coursera.org/course/sdt>.

**Other:**

- **Denise Cabanel-Bleuer** announced that labor will sponsor a Veterans' event at the OCC Fairgrounds on November 11, and an *ACCJC Gone Wild* lunch will be held on October 9 at the OCC Faculty House.

**Action:**

- **Chancellor Jones** stated that communication tools would be developed to share today's discussion regarding a faculty-hiring vision.
- **Chancellor Jones** made the following requests for assistance:
  - From Academic Senate Presidents to:
    - develop a uniform definition of the 21<sup>st</sup> century faculty person
    - determine best approach to advance the concept of district-wide faculty
    - decide the best communication method for each college.
  - From Student Representatives to:
    - communicate the faculty-hiring vision to students.
- The three college Presidents were asked to bring Fall 2014 prioritization lists to Chancellor's Cabinet to review them from a district-wide perspective.

The meeting adjourned at 11:27 a.m.

Next Meeting Date:  
 October 21, 2013, 8:30 a.m.  
 District Administrative Office  
 Conference Room F (Chancellor's Wing)

Recorded by Nancy Sprague