

- I R. Duran stated the following in regards to the recommendation made by PBC:
1. Recommendation #1 - Athletics: as he understood it, the group is asking him to violate Title V by making non-instructional programs – instructional. Athletics is not an instructional program, it's an activity.
 2. Recommendation #2 - Television: it is already an existing program. OCTV is a delivering mechanism for distance learning and is not an instructional program. A student cannot get a degree in OCTV. Removing from consideration would be irresponsible.
 3. Recommendation #3 – using unallocated reserves to cover the reduction amount for OC: this recommendation is something that the District and Board have to decide.

- I R. Duran stated provided the group with good news and bad news. He stated that we are still facing and \$11 million cut and our portion is still \$2.3 million. In preparing to make the recommendations to the Chancellor, he did an analysis on the programs and touched base with HR and his own personal review beyond the numbers. Below is some of the data he used to evaluate:

- # of degrees or certificates issued;
- Employment projection data;
- Productivity;
- Student persistent rates;
- Gender, ethnicity distribution and the success rates.

He added that since the group last met, the original projection of all the programs on the list would have a loss of over 500FTES lost. Since a new benchmark has been set for 2012-2013, all of the programs on the list can't be discontinued because of FTES production purposes.

- I R. Duran made the following recommendations:
- Auto Body and Auto Tech taken off the list for discontinuance, but the catch is that one of our faculty members is transferring to Ventura, we will continue the program but will not replace that faculty member;
 - Discontinue the Accounting program with the exception of the first two levels which will be kept; however the faculty member in that discipline will be retained;

- Business will remain but he is expecting more productivity;
 - Discontinue the CIS program; however the (2) faculty members will be retained;
 - Discontinue the Television program;
 - Discontinue Ceramics;
 - Discontinue Music.
- I R. Duran stated that the process followed probably wasn't the best because we lacked a process to follow. The AP4021 allows us to do it properly now. He recommended that the PEPC process start in the Spring so that by the end of their process, it can go to PBC in the Fall. He added that he feels we will have this discussion again in the Fall unless the Governor's proposal is approved.
- I R. Duran stated that one of the serious flaws in the data is on job placement and transfer and added that he does not have faith in the PERKINS data. He also stated that if we are moving to a database decision making system, we need to choose metrics that make sense. He is working with the EVP and the Deans to identify systems for us to begin to document transfer and job placement.
- I R. Duran stated that it's clear to that we need to get training on how to process information. He is going to provide training to PEPC and PBC committees to help identify items.
- I R. Duran stated that the recommendation today is to provide replacement faculty to meet FON. He's looking for how much they can help us produce FTES to maintain 4600. The rest of the money will come out of Classified staff and Athletics. It will also come from across the board cuts that will affect everyone in the District. With regard to Classified staff cuts, they will be notified in March. As for faculty, only (2) FT will be affected.
- I R. Cabral gave a recap of the programs being recommended for discontinuance and those that will stay as well as the faculty that will be affected. He asked R. Duran to make a brief comment on FON and what the perception on what the # will be. R. Duran responded that the FON# will be (6) six; however we may be able to absorb one of them so we will have (5) five.

- I A. Valle addressed R. Duran by saying that she appreciates his observations and deliberations and recommended that he view all of the DVD's from the PBC meetings. She also made reference to past years at Oxnard College where faculty had made program reduction recommendations. The difference was that faculty at that time were provided all data on all programs at the onset of discussions. She recommended that the group be provided all program data information for future meetings. She added that although she is happy we are keeping faculty from Accounting and CIS, she's concerned that we are cutting Accounting because it's the beginning of the program. She also stated her concern with discontinuing the Television program as they are the campuses only media presentation source.
- I R. Duran commented that we should not get too comfortable with the programs that were taken off the list as we will be discussing them again next year as there is no such thing as a safe program.
- I C. Inouye stated that she's concerned about more Classified Staff and Athletic cuts because as she understood it, we were not allowed to make other recommendations and were narrowed in the task. E. Endrijonas responded that the instructions were to look at instructional programs.
- I R. Cabral stated that when the President first delivered the memo, he introduced a concept that became a zero sum game. He made a point to identify by motion, that if it's not *this* program, it's *this* program. His ultimate decision to go from (8) eight to (5) five programs, he was expecting that 3 additional programs would be offered but now the zero sum has no fallen on Classified.
- I J. al-Amin stated that we were asked to look at the instructional portion of our reduction because that was the greatest part of the reduction and that was our charge. In coming up with other colleges and their plans and looking at FTES and programs, it was then reviewed after everyone got together that it was too much. We didn't know how much Ventura and Moorpark were going to cut and that's when the FTES conversation came in. He added that it was a "phased" process; Phase 1 – instruction, Phase 2 – remainder, Phase 3 – rest of the College.

- I R. Smith commented that in talking about transfer and degree information, the Counseling Department is operating on work study students. They are waiting 1.5 hours to see a counselor and so not it's going to be longer. We spend 3-4 months getting data and one day making the decision.
- I A. Hayashi commented that it seems to be the indication that because the committee didn't recommend program discontinuance, that faculty won't be taking a hit. He stated that he did some research on FTES and four years ago today, faculty are teaching dramatically less sections; 16% down in terms of sections taught. He added that when you cut the amount of sections and cut the amount of faculty offerings, you're looking at a cut in budget pertaining to faculty of that amount as well. He's troubled that we are not cutting programs and that other departments have to take the hit. He asked for clarification on the target of 4600 for FTES. He stated that we started in July at 4969, the numbers for summer were a drop of 160 FTES which puts us at 4800 in the fall semester, then a 6% drop in enrollment and 15% drop in section offerings in Spring. He asked if 4600 is where we start next year or where we end next year because he feels we should be able to get those numbers by the fall.
- J. al-Amin responded by stating that sections and FTES are apples and oranges. FTES over the past (4) four years has increased. Even though we decrease sections, we are more productive. It allowed us to accommodate more students and FTES. He stated that A. Hayashi's analysis is incomplete and that 4600 is a target we are trying to continue and whatever our target it, we will make sure we don't fall below that.
- I R. Cabral stated that one of the things concerning him is that after the meeting he walked away wondering whether we produced something relevant or not. He doesn't know whether the Chancellor being aware of our recommendations is a good thing or not. He feels that our Participatory Governance committees are doing well and said that we need to decide what we need to improve on and what we did well because there's a lot of "hearsay" and "misrepresentation". He feels that our first step is to have some better introspection of ourselves as a committee. He didn't feel that we had the capacity to make a decision, which caused us to ask the wrong questions and request the wrong data. He also felt that

the microphones had a big impact on us too because members felt reserved on speaking up and also our classified staff felt pressured not to say something for fear of how it would be taken.

V. Faculty Hires

I,AT PEPC met yesterday and provided PBC with the following faculty positions to meet FON in order of ranking:

1. Legal Assisting
2. Physics/Astronomy
2. Mathematics
3. History
4. Culinary Arts
4. Athletics – FT Coach
5. Auto Technology
6. Fine Arts (Digitalist)

E. Endrijonas stated that PEPC will send forward non-faculty positions in January. She added that PEPC wanted to push forward the importance of needs for instructional supplies and equipment. PEPC sent non-faculty requests (other requests) to Deans Council and will go to PBC at the January meeting.

I R. Smith made a recommendation from Student Services that in the last (4) four years, they have lost (3) counselors. They are seeing 200 students in one day with (3) three counselors. This affects transfer and graduation. He added that Veterans are coming in daily. This has affected the recommendations they make for classes on what is good or bad for them. He feels that they are doing a very inappropriate job. Student Services is asking to reinstate the counseling position we had last year plus an additional counselor.

I,AT R. Cabral asked for a motion to accept the list provided from PEPC and Student Services. J. Merrill moved to approve the list, A. Valle seconded, and *the motion carried unanimously.*

I I. Edwards asked for some reasoning/rationale behind the positions recommended. D. Eberhardy stated during the May 2011 PBC meeting, one of the recommendations was that PEPC and PBC work together when PEPC does their ranking for new hires but unfortunately that process did not happen. J. Merrill responded that they were positions proposed through

the PEPC process. C. Inouye added that these were the only ones that came forward from the resource requests and for each one of these requests, a presentation was done to show that there was enough load for a FT faculty. PEPC talked about each position in detail and how the decision was made. Erika also added that all the information and data is available on SharePoint.

I A. Hayashi stated that if we recommend these positions and they are given permission to hire and considering the criteria R. Duran talked about, was the criteria used at PEPC this year dramatically different from R. Duran's? J. Merrill responded that the criteria that R. Duran gave was program discontinuance criteria; PEPC is who provides program need and they are not 100% the same.

I,AT R. Cabral asked for a motion to approve the list and forward to the President. R. Smith moved to approve the list, T. O'Neil seconded, and *the motion carried unanimously.*

VI. Accreditation

I No Update

VII. Adjournment

I The meeting adjourned at 4:03 p.m.

VIII. Future PBC Meetings

- I
- January 18, 2012
 - February 1, 2012
 - February 15, 2012
 - March 7, 2012
 - March 21, 2012
 - April 4, 2012
 - April 18, 2012
 - May 2, 2012