



BOARD HIGHLIGHTS

Board of Trustees Betsy Bechtel • Pearl Cheng • Laura Casas Frier • Joan Barram • Bruce Swenson • Emily Kinner • Stephanie McGee

Board meeting of March 12, 2012

SOME HEADLINES

Trustees approved or reviewed:

- The awarding of tenure and re-employment of tenure-track faculty
- Changes to the health benefits plan
- A new policy on program discontinuance
- An overhaul of the district's computer network infrastructure
- Changes to the district's non-smoking policy
- Contracts for Celebrity Forum 2012-13
- Professional and staff development leaves

INFORMATION AND ACTION ITEMS

Awarding of tenure: The college presidents recommended, and the board approved, the following faculty for tenure:

At Foothill, mathematics instructor **Sarah De Los Santos**, counselor **Isaac Escoto**, physical education instructor **Don MacNeil**, mathematics instructor **Young Hee Park Lee** and dental hygiene instructor **Judy Yamamoto**.

At De Anza, music instructor **Ilan Glasman**, DSS counselor **Esther Halwani**, mathematics instructor **Mehrdad Khosravi**, mathematics instructor **Iaroslav Kryliouk**, manufacturing and CNC technology instructor **Mark Larson**, HOPE instructor **Christine Magnin** and chemistry instructor **Ram Subramaniam**.

At a reception honoring the faculty members and guests, Chancellor **Linda Thor** remarked that the newly tenured faculty members are part of a long tradition that reflects Foothill-De Anza's commitment to hiring the best faculty and staff. Board President **Joan Barram** expressed the trustees' pleasure at having "such high-energy, well-qualified faculty as part of our team."

For some background on those who received tenure, see item 1 on the March 12 agenda, available at http://www.fhda.edu/about_us/ArchivedAgendas

Non-smoking areas: The board approved changes to Board Policy 3217, Non-Smoking Areas. The revised policy authorizes campus police to cite violators and now prohibits the sale of tobacco products on campus. Fines for citations are \$25 for the first violation, \$50 for the second and \$75 for the third and any subsequent violations. Download the policy at: <http://fhdafiles.fhda.edu/downloads/aboutfhda/BP3217.pdf>

Program discontinuance: Trustees approved Board Policy 6015, Program Discontinuance. It reads in full: "Each college will implement a procedure for

program discontinuance that will be based on collegial collaboration among faculty, staff, and administration. These must include mechanisms to identify and evaluate potential district-wide consequences, and specify the points and mechanisms by which the two colleges will communicate regarding any potential program discontinuance.”

Celebrity Forum 2012-13: Trustees approved contracts for the 2012-13 Celebrity Forum series. The speakers are neurosurgeon and CNN medical expert Dr. **Sanjay Gupta**, the **Capitol Steps**, **Bill Clinton**, former Mexican president **Vicente Fox**, documentary filmmaker **Ken Burns** and humorist **Dave Barry**. President Miner noted that Celebrity Forum is self-supporting through ticket sales. In the program’s 47 years, she said, it has never relied on the district’s general fund for support and, in fact, returns money to the budget.

Network infrastructure replacement: The board approved entering into a contract with AMS.Net, Inc. for acquisition of network equipment and services to build a modern computer network that will deliver faster speeds, quicker response times, better security and improved reliability. Vice Chancellor of Technology **Fred Sherman** said planning for the project has been under way for two years and that substantial effort was devoted to developing network specifications and standards along with a procurement strategy.

Of the six bids the district received, only AMS.Net’s was deemed responsive. He said the district has determined that the AMS.Net bid meets all the mandatory requirements and that it offers the best value to the district. AMS.Net has completed projects for the Cabrillo, San Jose-Evergreen and West Hills community college districts.

Vice Chancellor Sherman acknowledged the work of **Sharon Luciw**, director of networks & communications, and **Carmen Redmond**, director of purchasing services, who led the networking and contracting teams. He said it will take between one and two years to complete the replacement project.

HUMAN RESOURCES & PERSONNEL

Health benefits plan changes: Vice Chancellor of Human Resources **Dorene Novotny** presented trustees with an overview of recommended changes to the district’s health benefits plan and the board approved them, effective July 1. The changes were recommended by the Joint Labor Management Benefits Council after extensive analysis and discussion, and have been ratified by all employee unions.

Vice Chancellor Novotny reviewed the mounting deficits that would occur if the district tried to maintain its current benefits plan — from more than \$4 million this year to an estimated \$10.3 million deficit in 2014 and \$41 million in another decade. This situation is not sustainable, even in the short run, she said, which is why the district cannot wait any longer to make the changes. Switching to CalPERS on July 1 will cost the benefits plan \$427,000 but will save more than \$4 million by not waiting until Jan. 1, 2013.

Moving from being self-insured to insuring with CalPERS means losing flexibility to develop customized plans and access to our own data about benefits plan use, she explained. However, moving to CalPERS will help the district stabilize costs and buy time while it analyzes what solutions might be available for the longer term.

The JLMBC spent more than a year reviewing options. Only CalPERS offered a plan that would provide the district with significant cost reductions while also offering high-quality health care at the lowest possible cost for employees, Vice Chancellor Novotny said. The district's contribution currently remains at \$976 per active or retired employee per month. Future rates will be determined through negotiations. She recommended that the district draw down its rate stabilization fund so that cost increases for employees are not as steep as they might be in future years.

She said the district is working with employee groups to establish a fund for the purpose of providing assistance with health care costs to retirees who joined the district after 1997 and are over age 65.

Expressing sentiments echoed by other board members, Trustee **Pearl Cheng** said the board wants to have accessible, affordable health care for district employees, but that cost also is a factor. She thanked all those who participated in the process for their hard work. President Barram expressed the board's appreciation for the good relations the district enjoys with its labor unions and other employee groups.

Re-employment of first-year faculty: Trustees approved the re-employment of the following first-year faculty on the tenure track:

At Foothill, English instructor **Hilda Fernandez**, anthropology instructor **Katheryn Maurer**, physics and engineering instructor **Sarah Parikh** and chemistry instructor **Sandya Rao**.

At De Anza, librarian **Cecelia Hui**, mathematics instructor **Zachary Judson**, intercultural studies instructor **Julie Lewis**, mathematics instructor **James Mailhot**, economics instructor **Ravjeet Singh**, mathematics instructor **Danny Tran** and mathematics instructor **Steve Wolfe**.

Re-employment of second-year faculty: Board members approved the re-employment of the following second-year faculty on the tenure track:

At Foothill, radiologic technology instructor **Rachelle Campbell**, music instructor **Milissa Carey**, accounting instructor **Lisa Drake**, biotechnology instructor **Amelia Edwards**, counselor **LeeAnn Emmanuel**, sociology instructor **John Fox**, chemistry instructor **Mary Holland**, mathematics instructor **Jennifer Sinclair**, psychology instructor **Benjamin Stefanik** and pharmacy technology instructor **Angela Su**.

At De Anza, biology instructor **Jason Bram**, counselor **Randy Claros**, environmental studies instructor **Alicia Del Toro**, speech instructor **Russell Hong**, physical education instructor **Nick Mattis**, automotive technology instructor **Michael McCart**, English instructor **Roseanne Quinn**, environmental sciences instructor **Jeff Standing**, counselor **Jue Thao** and physical education instructor **Danielle VonMatt**.

Promotions: The board approved the promotion of **John Mummert** to vice president of workforce development and institutional advancement.

Extension of assignment: Trustees approved extending the assignment of **Glenn Violett** as acting dean of the Division of Business and Social Sciences through June 30.

New positions: The board ratified the creation of three new grant-funded administrative positions at Foothill — executive director of the Family Engagement Institute, director of the Stretch to Kindergarten and Early Learning programs, and assistant director of the Family Engagement Institute.

Employment: Trustees approved the employment of **Stephen Batham** as an instructor in Business and Social Sciences at Foothill.

Professional development leaves: The board approved professional development leaves for Foothill CIS instructor **LaDawn Meade** and De Anza political science instructor **Nicky Gonzalez Yuen**.

Staff development leaves: Trustees approved a classified staff development leave for **John Bartch**, a workstation and system support technician, to update his technical skills by pursuing computer networking courses at Foothill College.

REPORTS & HEARINGS OF ITEMS NOT ON THE AGENDA

Public comments: **Chris Stampolis**, West Valley-Mission Community College District board member, sought the board's endorsement to serve another term on the California Community College Trustees board. The board later endorsed eight trustees from throughout California, including Stampolis. Foothill-De Anza Trustee **Laura Casas Frier** also serves on the CCCT board.

Palo Alto resident **Terry Terman** commented on parking at Foothill College.

Staff comments: Faculty Association President **Rich Hansen** supported the extension of tenure for two probationary faculty members, which the board approved, but requested further discussion with the administration to clarify the underlying guidelines for such extensions.

Chancellor's comments: Chancellor Thor reported that she and President Barram and Vice President Casas Frier recently met with Assembly member **Rich Gordon** in Los Altos to discuss the board's legislative priorities, its support for the governor's tax initiative and the impact of state funding cuts on the district over the past three years.

Presidents' comments: De Anza President **Brian Murphy** noted several upcoming events. U.S. Under Secretary of Education **Martha Kanter** will speak at De Anza on March 26 about college affordability, quality and completion. On April 19, state Assembly member **Jim Beall** is bringing a legislative delegation to the campus for a dialogue with community college students from throughout the region about how the California budget crisis has affected higher education. It's called Funding Our Future.

Foothill President **Judy Miner** expressed her appreciation for the ideas she has received from the campus for generating revenue to help offset the budget deficit. She indicated she is pursuing several entrepreneurial approaches for bringing in new revenue for Foothill. President Miner thanked the chancellor for helping her make those connections and **Kevin McElroy** and **Bernata Slater** for their recent budget town hall presentation.

Trustee comments: De Anza Student Trustee **Emily Kinner** reported on lobbying legislators and the California Community Colleges Board of Governors in connection with the March in March and the Faculty Association of California Community Colleges' annual Advocacy & Policy Conference. While in Sacramento, she also testified before a legislative committee on the governor's proposed changes to the Cal Grant program.

Trustee Casas Frier reported that she and other Latino elected officials from throughout California had recently attended a conference in San Jose sponsored by the Bill & Melinda Gates foundation. She said topics of discussion included the Student Success Task Force,

assessment and accelerated learning. With the state raising fees at California's community colleges, she noted that students are paying more but getting less because of budget cuts.

Trustee Cheng noted that she and President Barram had attended the Santa Clara County kickoff of Hep B Free, a campaign to raise awareness about the dangers of the disease. A new student club on the De Anza campus is also helping raise awareness.

NEXT MEETING

The next regularly scheduled meeting of the Board of Trustees is scheduled for Monday, April 2 at 6 p.m. in the district Board Room. Agendas generally are posted 72 hours in advance at: http://www.fhda.edu/about_us/board/agenda/. Please check the agenda to verify time and location of the meeting.

Board Highlights is designed to communicate board meeting news to faculty and staff across the district. This publication is not the official minutes. The official minutes are available at http://www.fhda.edu/about_us/board/minutes after their approval at a subsequent board meeting. Please contact Becky Bartindale at bartindalebecky@fhda.edu or (650) 949-6107 with comments or questions about *Board Highlights*.