



ACADEMIC SENATE

The primary voice of the faculty in academic and professional matters at Santa Rosa Junior College.

MEETING MINUTES

DATE: September 4, 2019

TIME: 3:15 p.m.

LOCATION: Santa Rosa Campus
Bertolini 4638

ZOOM LOCATION: Petaluma Campus
Call 609

ZOOM ID: 739 337 730

<https://cccconfer.zoom.us/j/739337730>

PRESENT:

M. Aparicio, P. Bell, J. Carlin-Goldberg, C. Crawford, A. Donegan, T. Ehret (Petaluma), J. Fassler, N. Frantz, T. Graziani, M. Ichikawa, A. Insull, T. Jacobson, J. Kosten, D. Lemmer, S. Martin, L. Nahas (Petaluma), G. Navarro, A. Oliver, S. Rosen (Petaluma), M. Starkey, J. Stover, A. Thomas, E. Thompson, J. Thompson, N. Wheeler, S. Whyllly

ABSENT:

D. Wellman

GUESTS:

A. Forrester, J. Saldaña-Talley, N. Persons, S. Hopkins

CALL TO ORDER:

The meeting was called to order at 3:18 p.m. by President E. Thompson.

OPEN FORUM:

1. **A. Forrester** announced that there will be a youth led Global Climate Strike on Friday, September 20. SRJC students, as well as other local students, will be participating and plan to meet on campus between 9:30 a.m. and 11:00 a.m. They plan to march from SRJC to downtown Santa Rosa from 11:00 a.m. to 12:00 p.m., with a rally to follow the march. She noted that there is a letter that people can sign and encouraged faculty to attend the event.
2. **S. Martin** expressed his concern regarding the Community Education (CE) offerings and the need for the Academic Senate to weigh in on how the selection of courses is developed. He noted that pseudoscience courses, like astrology, violate the mission and undermine the credibility of the institution. In the past when concerns have been raised regarding specific courses offered through CE, those courses have been pulled with a promise not to return to offering them again in the future, but he noted that CE is again offering an astrology course as well as another course on near death experiences.

MINUTES:

The May 15, 2019 minutes were adopted without objection.

ADJUSTMENTS TO THE AGENDA:

None

REPORTS:

1. **President's Report** – E. Thompson

- **Reorganization** – The goal of the reorganization is to develop a sustainable budget. The Academic Affairs Council and the Department Chairs Council met separately during the summer to discuss the reorganization. As promised, no specific decisions were made. Additional faculty conversations regarding the reorganization include the faculty forum held on PDA day and the Senate retreat held on August 30, 2019. Summaries from those conversations can be

found in the written president's report. Conversations regarding the reorganization will be ongoing.

- **Guided Pathways (GP)** – The Academic Senate Executive Committee worked last spring on the plan and structure for GP going forward. The plan was finalized last week, and they are in the process of soliciting faculty leads. It was also noted that E. Thompson was appointed to the Academic Senate for California Community Colleges (ASCCC) GP Task Force that is working to promulgate, throughout the state, the idea of faculty and Academic Senates taking the leading, central role in GP.
 - **Faculty Staffing** – The faculty staffing process is currently underway. It was noted that with the Early Retirement Incentive (ERI), it is necessary to establish the positions that will be recruited. The institution is committed to hiring at least to the Faculty Obligation Number (FON). Many faculty have expressed discontent and dissatisfaction with the process and that is something that will be looked at during the reorganization.
 - **Evaluation of the President of the College** – Following the vote of no confidence in the administration in spring 2018, there was a probation period to be followed by an evaluation. The probation period has ended, and while a few faculty leaders were asked to give their input on the evaluation to the Board, the final evaluation was held on June 3, 2019 at a special Board meeting held off campus while faculty were away. It was noted that the evaluation process leaves something to be desired.
2. **VPAA Budget Report** – Interim Vice President of Academic Affairs, J. Saldaña-Talley, presented the budget reduction process and targets for Academic Affairs. The Academic Affairs Council (AAC) held two retreats over the summer where they discussed the reorganization. They were split up into three groups and given a prompt that asked them to look creatively at redesigning Academic Affairs. The prompt was shared with the Department Chairs Council (DCC), who completed their own version of the exercise, as well as with other campus leadership groups. AAC is working on refining their original draft and plans to share it with the greater college community to solicit their input and feedback. The goal is to have something in place for spring, with the understanding that additional fine-tuning may be necessary. There have been two rounds of budget reductions, reductions in the operating budget and a 9% schedule reduction. There will not be additional schedule reductions for spring, summer, and fall of 2020. The total reduction that needs to be made this year is \$6.5M, which is broken down proportionally between the vice presidents.

CONSENT:

None

ACTION:

1. **Equal Employment Opportunity Advisory Committee (EEOAC) Diversity Prompt** – N. Persons presented the most current version of the diversity prompt that included Senate feedback. S. Martin requested that it be made explicit that departments and disciplines are allowed to use their own prompt. Additional minor edits were suggested.

Motion: J. Carlin-Goldberg made a motion to approve the prompt with the suggested minor edits and clarifications. The motion was seconded and passed unanimously without objection.

It was noted that the prompt can be used for current recruitments.

DISCUSSION:

1. **How should the Senate determine the body's direction on the reorganization?** – E. Thompson posed the following questions: "What are our values, what are our priorities, and what do we want to communicate as the Senate to advise and consult the administrative process of reorganizing the institution?"; and "What form should this take as we communicate it?". Suggested options included a

resolution, a letter, and an organizational chart.

Suggestions and concerns voiced by the senate: the Academic Senate should be the primary voice for faculty feedback regarding the reorganization; the redesign prompt shared by the VPAA includes references to things, like the Student Centered Funding Formula, that may be antithetical to what the Academic Senate decides constitutes student success; not directing funds towards efforts that are perceived to be aimed at Vision for Success Goals without clear understanding of the meaning of those goals; using the reorganization as an opportunity to make real changes and get back to transparency and honest discussion; spending less on management salaries means less classes need to be cut; having a discussion on Student Success funding and how much is going toward programs and salaries; identifying goals up front limits and constrains conversation; understanding the intention behind clichéd language like “bringing down silos” so that it can be thought about properly; institutions of higher learning have deeper moral responsibilities in how we educate our students and our presence in our community and that should come first; faculty seeing an uptick in the number of students requesting and even demanding add codes; potentially turning away grant money if the college is unable to responsibly oversee the grant; ongoing promotion of the college at the same time we are turning students away; cutting classes without giving consideration to classes needed for completion; a commitment is needed from the institution that positions created to satisfy categorical requirements do not end up converting to positions that tap into the general fund; faculty would like the opportunity to weigh in on the percentage that should be cut from each area; transparency is meaningless if it does not lead to collaboration; chasing student success when the majority of our funding is tied to enrollment; utilizing the fire waiver as an opportunity to put in place the classes and programs needed to attain more enrollment funding; only faculty should be engaged in faculty purview work; schedule cuts have already led to adjunct layoffs; keeping the student perspective, goals, and plans in mind when making decisions; and slowing down the reorganization process and clarifying the timeline.

E. Thompson solicited three volunteers to work on a resolution and three volunteers to work on an organizational chart to be brought back for discussion at the next Senate meeting. J. Carlin-Goldberg volunteered to work on the resolution and A. Donegan and T. Jacobson volunteered to work on the organizational chart.

INFORMATION:

None

ADJOURNMENT: 5:02