

El Reporte de Presidente de Senado Académico

Cuatro de septiembre, 2019

Reorganización

- No decisions were made over the summer about reorganization but many retreats and conversations occurred in which people expressed ideas and identified priorities. For example, Academic Affairs Council met twice, Department Chairs Council met once, and conversations occurred at the President's Consultation Council on the topic and at the Faculty Leadership Council. We held an All Faculty Forum on PDA Day, jointly conducted by the Senate and AFA. About 50 faculty attended. **My notes from the meeting are appended to this report.**
- As an Academic Senate, we met for an informal discussion on issues that concern us, and visions we have for SRJC, on August 30 at my house. 16 Attended.

Guided Pathways (Caminos guiados)

- The AS Exec worked hard during the late spring semester to finish the GP structure, job descriptions, and announcements for GP and ran out of time. We communicated over the summer but were in several different states. We finally finished and published it last week. We have established a basic structure of Guided Pathways design and implementation involving faculty leads under the auspices of the Academic Senate. The scheme is pending AFA negotiating with the District to produce an MOU.

We have two administrative designees with whom the Senate Exec will meet regularly as a kind of steering body. The two are Matthew Long and Robert Holcomb. We still need to define how classified professionals and students will participate.

We are currently collecting applications for faculty leads who will get reassigned time, to head up four work groups:

1. Mapping and Scheduling
 2. Introduction to College
 3. Academic Supports
 4. Website Redesign
- Yours truly has been appointed by the ASCCC (statewide academic senate) to the Guided Pathways Task Force. I have been participating in meetings, and involved in writing Rostrum articles, resolutions and designing webinars. One of the task force's themes this year, and the one I am working on is Faculty/Academic Senate purview in governing the implementation of guided pathways.

Faculty Staffing (contratación de profesores)

The Faculty Staffing Committee is beginning its work in earnest this week. By the end of this month we will know how many full-time faculty we will hire and which positions. There is much conversation about, and discontent with, the faculty staffing process. All is on the table. Perhaps this year we will achieve greater transparency, and in the future we may revise the process. Note what Ed. Code says about the matter:

87360.

(b) No later than July 1, 1990, hiring criteria, policies, and procedures for new faculty members shall be developed and agreed upon jointly by representatives of the governing board, and the academic senate, and approved by the governing board.

A note of Follow-Up about the Evaluation of the President of the College

In the Spring of 2018 the Academic Senate adopted a resolution of no confidence in the administration, part of which asked for a term of probation of one year to evaluate the performance of the president. A year later some faculty were invited to give an evaluation to the board. Things have definitely improved since then, and the invitation from the board for input is much appreciated. Some feel less than satisfied that the formal evaluation was acted on over the summer (June 3) in a special board meeting off campus (Trustee Kunde's estate), in closed session. The minutes for this meeting indicate that while there was an open forum held, no one spoke. I was out of town on vacation so I don't know if anyone was even there from the public. No faculty I know of were there. It is disappointing that there was no follow up with faculty leadership about this.

Eric Thompson

Notes on the All Faculty Forum

PDA Day, Fall 2019, Newman Auditorium, 1:00-2:30 PM

Moderators: Eric Thompson, Anne Donegan, Karen Frindell-Teuscher, Sean Martin

In this session faculty participants articulated concerns and identified specific reorganization requests. The following is brief account of the major themes.

1. Faculty Hiring There was widespread discontent with the current process; preference was expressed for a process that eliminated the Faculty Staffing Committee (a president's consultation committee consisting of four faculty and eight administrators), and instead gave the decision-making to the faculty, perhaps to the department chairs council.

2. Academic Administrator Hiring The view was expressed and shared widely among participants that academic deans (at least) and perhaps the VPAA and President, should be

promoted from the ranks of the faculty and that teaching experience be a requirement. The opinion that such academic administrators come internally from the ranks of current SRJC faculty was very strongly voiced.

3. Academic Support Staff Hiring Great concern was expressed about replacing support (classified) staff that will be leaving with the SERP. In many cases, faculty cannot adequately do their jobs without classified support and faculty must have a voice in determining which positions get filled.

4. Adjunct Faculty Hiring Although it was not an opinion expressed by many, some faculty want to see a process implemented in which internal adjunct faculty are hired to full time, tenure track positions.

5. Academic Administrator Job Descriptions Many articulated discontent with the inconsistency and in their view overreach of deans, calling for clarity of the duties and limits of deans' authority in faculty professional life. Such should be done with an eye toward making academic deans' jobs more attractive to faculty by eliminating busy work and hall-monitoring duties.

6. Institutional Memory Grave concern was voiced about the upcoming loss of institutional memory as long time faculty retire. An exit interview with HR is not sufficient. We need to do more.

7. Burnout With the upcoming departure of many faculty, more will be asked of those who remain, making the already acute problem of burnout worse, especially for those in the 5-to 8 years in category.

8. Deprofessionalization of Faculty The general trend of diminishing that professional respect and purview of faculty was voiced and specific examples were given. One example is PGI.

9. Need For Action Several examples were given of faculty shouldering work that has continued to produce no results even after many years. The Class Size Task Force effort is one example. Faculty are very frustrated about this and faculty leadership was called upon to ratchet up follow through.