



# ACADEMIC SENATE

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

## MEETING MINUTES

DATE: September 18, 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, G. Navarro, A. Oliver, S. Rosen, M. Starkey, J. Stover, A. Thomas (Petaluma), E. Thompson, J. Thompson, N. Wheeler, S. Whyly

### ABSENT:

L. Nahas, D. Wellman

### GUESTS:

P. Avila, K. Jolley, T. Molino, K. Frindell Teuscher

### CALL TO ORDER:

The meeting was called to order at 3:15 p.m. by President E. Thompson.

### OPEN FORUM:

None

### MINUTES:

The September 4, 2019 minutes were adopted without objection.

### ADJUSTMENTS TO THE AGENDA:

None

### REPORTS:

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

- **Faculty Staffing** is meeting this week to hear from cluster deans and department chairs. The committee is made up of four faculty and four administrators. Once they have read all of the requests and heard from the deans and chairs, they will prioritize the requests. The new Faculty Obligation Number (FON) reported by the California Community Colleges Chancellor's Office (CCCCO) is 291. After the ERI retirements, a minimum of 26 faculty will need to be hired to meet the FON. The Faculty Staffing committee has received 37 requests, so at most 11 requests will be denied. It was noted that the majority of hires will be for fall 2020 and that not hiring for spring saves the District money.
- **Reorganization** – Robust conversations have been taking place all over the campuses. At the Department Chairs Council/Instructional Managers (DCC/IM) meeting, the results of the brainstorming sessions within Academic Affairs Council (AAC), and the DCC regarding the reorganization of Academic Affairs (AA) were presented. Several commitments have been made by the District including the Board's decision to keep all five sites; avoiding layoffs, including keeping all 11 of the remaining deans; and the flattening of the AA structure, such that no deans will report to other deans. It was acknowledged that any cuts would lead to potential layoffs for adjuncts and short term non-continuing (STNC) employees; and that if the Academic Senate recommended closing sites to the Board and the Board chose not to, they would be obligated

under the 10 + 1 to provide a written reason for not following the recommendation.

- **Guided Pathways** – The leadership team is now in place, with the exception of one of the hub facilitators, which is currently being recruited. A call will go out soon for people to join the workgroups. It was noted that there will be hourly compensation for workgroup members.

2. **Vice President of Student Services (VPSS) Budget Report** – VPSS P. Avila presented an update on the Student Services (SS) budget and the strategies to address the deficit. The SS budget reduction targets were \$640,708 for 2017-2018 and \$647,684 for 2018-2019. Those targets were met primarily through the elimination of vacant positions, including five management positions and five classified positions. The target for 2019-2020 is \$1.8M. It was noted that the targets were generated based on the funding each cluster receives for management and classified only. SS has placed a hold on hiring for all vacant positions. There are currently 15 vacant positions and 17 more will become vacant due to the ERI, for a total of 32 vacant positions. Recruitment for certain mandated positions, like American Sign Language (ASL) interpreters, will continue. SS has been meeting with the departments to discuss the restructuring and will begin sharing that information with the campus community for input.

**CONSENT:**

None

**ACTION:**

None

**DISCUSSION:**

1. **Textbook Resolution** – J. Carlin-Goldberg brought the resolution regarding the creation of a “low-cost” tag in the online schedule of classes back for further discussion. The state legislature passed SB 1359 that required the creation of a “no-cost” tag in the online schedule of classes to identify classes with zero cost resources to students. The Academic Senate for California Community Colleges (ASCCC) then passed a resolution encouraging the creation of a “low-cost” tag. It was noted that the threshold to be considered low-cost can be set by the individual college but that the state average is around \$40.

Suggestions and concerns voiced by the Senate: low-cost not necessarily being tied to a specific number but more related to the inclusion of low-cost or no-cost materials or comparatively low-cost, clarifying what qualifies as an open educational resource and whether the tags can apply to free or low-cost materials that may not meet the technical definition of open resource, allowing individual instructors to decide what they think is low-cost compared to the standard, concerns that faculty will feel pressured to use resources they are not comfortable with, listing the cost of materials for all classes on the online schedule, soliciting more student feedback on this topic, and all textbooks are essentially free because they are on reserve in the library.

This topic will be brought back for further discussion.

2. **Resolution on Reorganization** – This resolution strictly deals with the Senate purview in addressing the reorganization. Another resolution is being drafted to identify the Senate’s ideas, principles, and philosophies. The current resolution sites Ed Code and Board Policy, identifies the 10 + 1 that are directly related to the reorganization, and asserts that the Board requires express consent from the Senate for anything relating to the reorganization that touches on the Senate’s purview.

Suggestions and concerns voiced by the Senate: voting should be done on both resolutions at the same time, having the Senate vote on the District’s reorganization plan rather than it being brought to the President’s Consultation Council (PCC) for approval, is this resolution effectual in the case that the Board says that in their opinion it does not touch on the 10 + 1, the Senate being involved in the discussion about where the Student Equity and Achievement (SEA) budget money is going,

and focusing on getting the cooperation from the Board and the administration to happen rather than continuing to ask for it.

**Motion:** J. Carlin-Goldberg made a motion to move this to an action item for the next meeting. The motion was seconded and passed without objection.

- 3. Management Team Organization Chart** – T. Jacobson requested feedback from the Senate on four discussion items: “How many VPs do we need?”, “Do we need Senior Deans?”, “Should we recommend developing a ratio of faculty to management to maintain as a district both in number and % of budget?”, and “Are there duties that should be done by faculty instead of deans/managers?”.

Suggestions and concerns voiced by the Senate: the nature of the administration has become more territorial which has coincided with the increase in the number of VPs over the years; do we need more than one VP; the VP title implies a hierarchy of status; less salary devoted to administration means more that can be devoted to instruction and student support; getting rid of the VP of HR and moving HR under Business Services; not filling the VP Petaluma position; these are all constructs that we created and we can undo the ones that are not working; the inflation of job titles and salaries for administration and management over the years; we should look into flattening the financial structure; does paying deans higher than faculty reflect our values; they have said no layoffs, but are they willing to pay people less; streamlining and consolidating programs that are currently split between multiple deans that may be leading to repetition of services offered; the things that faculty have purview over should be done by faculty which would cut out a lot of work that deans are currently doing, the Senate creating its own version of an Academic Affairs (AA) organization chart; and the Senate vetting the AA organization charts that have been proposed by other groups.

- 4. 2019-2020 Academic Senate Goals** – E. Thompson proposed that the Senate goals for this year be to promulgate the 10 + 1 throughout the college community and included examples. N. Wheeler requested that the uncompleted goals from previous years be included in the examples. E. Thompson agreed to revise the goals document and bring it back at the next meeting.

#### **INFORMATION:**

- 1. Vice President of Finance Budget Report** – Interim VP of Finance K. Jolley sent out the budget presentation that was presented at the last Board meeting and took questions from the Senators.

Suggestions and concerns voiced by the Senate: being more strategic when making schedule reductions to maximize enrollment, the possibility of not taking categorical money if we cannot afford the staff when the money goes away, and are we saving the additional money we are receiving from the fire waiver or is it being consumed by raises and expenses that we would have to pay otherwise.

Regarding categorical funding, it was noted that managers who are hired with categorical funds go on the rehire list when the funding goes away and that classified have contract rights to bump but that they try to find them positions that would be filled regardless.

**ADJOURNMENT: 5:05**