

ACADEMIC SENATE
April 7, 2010, 3:30 P.M.
COLLINS CONFERENCE CENTER

UNAPPROVED MINUTES

PRESENT: John Gerhold (EB); Corny Rodriguez (EB); Natalie Bursztyn (EB); Tom Moran (EB); Michael McNellis (EB); Rachel Vickrey; (EB); Nick Strobel (EB); Karen Kettner (EB); Susan McQuerrey (EB); Bill Moseley; Christian Zoller; Diana Jackson; Kathy Rosellini; Klint Rigby; Luis Guajardo; Richard Marquez; Kimberly Hurd; Reggie Bolton; Gayla Anderson; Ann Tatum; John Menzies; Skip Hill; Terry Meier; Michael Korcok; Bill Kelly; Jeannie Parent; Marsha Eggman; Jason Stratton; Student Representative Assma Ali; Rick Brantley

ABSENT: Diana Kelly (EB); Debbie Kennedy; Adel Shafik; Kimberly Chin; Kris Toler; Maria Perrone;

GUESTS: Dr. Greg Chamberlain

CALL TO ORDER

The meeting was called to order at 3:39pm

REVIEW OF THE MINUTES

A motion was made to approve the minutes as presented. M/S/C: Rosellini/Moran

**** A motion was made to suspend the agenda for Opportunity to Address the Senate. M/S/C: Bursztyn/Moran**

OPPORTUNITY TO ADDRESS THE SENATE

Dr. Greg Chamberlain – Management Reorganization

Dr. Chamberlain offered to answer any questions the Senate had. The first question asked for the rationale of separating Physical Education from Athletics given that most faculty are coaches, the connection between courses and athletics and the issues created by reporting to two different administrators. Greg indicated that the decision focused on allowing the Athletic Director to focus on the business, process and procedures of athletics and to free that person from student complaints and other related issues. Additionally, faculty evaluations will be handled by the Dean. Greg recognizes there are potential problems with this change and not 100% sure it will work. The model is used at other community colleges and will require cooperation among faculty and chairs.

A question was then asked regarding the change from two Vice-Presidents to one. Dr. Chamberlain explained that the model is one being used at a variety of community colleges and is taken from the CSU Provost model. Ideally, there would be two Associate Vice Presidents in addition to the Executive Vice President. Greg is not yet convinced that both are needed or that the model will work but the intention is bring Student Services and Academic Affairs closer together.

Also expressed was the number of faculty that are troubled by not having been invited to give input. Given that the final decision rests with the President, what is the downside of asking for input? The perception is that the decisions are secret and even deceitful if the process is not open and transparent. Greg indicated the biggest downside was time. He also indicated that he was struggling with who to include at what level for discussion and would possibly handle the situation differently next time. College Council seems to be working well, but reorganization situations and budget issues are not yet handled ultimately how we want.

The legal opinion obtained by the President had to do with the number of positions related to a reorganization. Assignments also have to do with the duties being done. For instance, when an administrator is already performing 50% or more of the duties associated with a particular position, advertisement is not required. The person can be assigned to the position. Faculty cautioned against a situation where the hiring process is bypassed and someone is automatically given a job solely because they are doing the work. Greg was clear that is not the case.

Another question was how many Deans of Instruction are we likely to end up with? Greg stated his hope is to have the same number, and same people, we currently have. The organization chart shows six Deans but depending on

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the budget information that comes forward in the next five weeks there is flexibility to remove two. The elimination of the deans will be based on budgetary reasons: if we can keep them we will, but it is not a guarantee. Greg also indicated that shifting of departments is being discussed. There will not be any combining or breaking up of departments but rather a shifting of which departments report to which Deans is possible. This change is due primarily to the reduced workload of Interim Dean Hall and that when Nan Gomez-Heitzeberg held that Dean position she also had a district role related to the Child Care Centers. The arrangement of departments will be discussed with the Administrative team and Department Chairs. The Senate expressed the anxiety of faculty with the recent elimination of classified positions. Department Chair and Department Assistants are stretched to their maximums-- who will do the work now that these positions are eliminated? It would be better for Administration and Faculty to understand each other's concerns.

The perception is that the district is not making same level of reductions as colleges. Greg explained that the district office is making 10% cuts by eliminating positions and delaying projects. It is important to recognize that there still is hiring being done at the district and the colleges.

Senators continued to express concern about Administrative decisions on hiring and eliminating of positions. Questions included: Has there been any discussion about how the reduction of classified staff negatively impacts students? What is the positive impact to students for hiring a General Council? Why do we continue to hire while we are eliminating positions? The number of Administrators has increased while the number of other employee groups has decreased- what is the rationale for this? Other comments were made indicating that this seems like a bad time to make strategic additions to upper management. And that, unfortunately, decisions made now to save money in the long run may be done at the expense of critical services now. It seems that the cuts are not being kept away from students but being made in areas that directly affect the students. Dr. Chamberlain explained that the hiring of the General Council will ultimately save money by providing a quicker response to questions coming from faculty, SGA and general questions from the campuses. Additionally, some positions must be replaced in order to complete Banner tasks and Human Resources duties.

Lastly, the Senate asked for the rationale for not using the reserves given the current budget shortfall and the projections for even further reductions. Greg referred the Senate to his email explaining the college's budget situation and how reserves will be used to offset reductions. District reserves will match college carryover used for reductions up to one million dollars. The reserves for KCCD are higher in proportion to other districts and are being used conservatively in order to sustain instruction and services over the next several years.

It was suggested that the Chancellor be invited to address the Senate to answer questions related to district issues. Dr. Chamberlain offered to coordinate an open forum on campus to continue this discussion with the campus community.

REPORTS

President's Report (Gerhold)

Officer and Senator elections are complete and the results are as follows:

President.....Cornelio Rodriguez
Vice-PresidentMichael McNellis
TreasurerRachel Vickrey
SecretaryNatalie Bursztyn
Adjunct RepTerry Meier
Allied HealthMarsha Eggman
BiologyKimberly Hurd
Business MITBill Moseley
CommunicationMichael Korcok
EnglishKathy Freeman
ESLJeannie Parent
Health & P.E.Reggie Bolton
Industrial TechnologyKlint Rigby

MathRick Brantley
 Performing ArtsJohn Gerhold
 Philosophy – Matthew MorganMatthew Morgan
 Physical ScienceJack Pierce
 Student Services FacultySue Granger-Dickson

The President's Budget Development Task Force continues to meet and has developed a list of FAQs that will be distributed to all employees.

Co-Chair Reports

Susan McQuerrey reported that the Curriculum Committee will be holding it's last meeting of the year tomorrow at 2:30. This meeting will focus on courses submissions.

Corny Rodriguez reported that EODAC continues to meet. As part of the new screening process, Mary Jo Pasek from Human Resources and Corny will meet with FCDC April 9, 2010 to conduct diversity training.

CCA Report

Nominations for officers close today, April 7, 2010 with elections being held on April 14 and 15. Mary O'Neal from Cerro Coso is nominated for the Presidency. The Negotiating Team is meeting this Friday, April 9 regarding sick leave language.

SGA

Assma Ali reported that Spring Fling went very well. The Faculty vs. Students softball game resulted in a 14-3 win for the faculty—students are interested in a rematch. SGA feels that students surveying in the classroom and around campus has resulted in an increase in student involvement. Current and newly elected officers were attending the annual SGA Conference in Atlanta, GA. The Renegade Pantry continues to be successful and SGA appreciates all of the support from faculty.

DMTF

This group continues to meet and develop components of how decisions ought to be made. These documents will provide the college guidance into the future.

BDPTF

The appointment of representatives to this group (Budget Development Process Task Force) is before the senate for confirmation. The current process seems disjointed and inconsistent. The Senate should consider what the budget development process needs to contain to allow full compliance with 10+1.

ADDITIONS TO THE AGENDA (*must be added with a 2/3 vote of members present*)

It was decided to add as New Business Item D, ASCCC Update. M/S/C: Moran/Bursztyn

COMMITTEE APPOINTMENTS

A motion was made to approve the committee appointments. M/S/C: Bursztyn/Rosellini

<i>Institutional Effectiveness Committee (IEC)</i>	
Nancy Guidry (<i>Library</i>)	Mark Staller (<i>Communication</i>)
<i>Student Conduct & Complaint Hearing Panel</i>	
Cindy Hubble (<i>March 24 and April 7</i>)	
Christian Parker (<i>April 14</i>)	
Julie Lowe (<i>April 14</i>)	
<i>General Education Committee</i>	
John Carpenter (<i>Behavioral Science</i>)	

<i>Math Screening Committee</i>	
Kris Toler	Maria Perrone
Tim Bohan (<i>Academic Development</i>)	
<i>Time Block Ad Hoc Committee</i>	
Tom Greenwood (Math)	Pam Boyles (<i>English</i>)
Kimberly Van Horne (<i>Academic Development</i>)	Tom Moran (<i>Foreign Language/ASL</i>)
<i>Budget Process Development Task Force</i>	
John Gerhold	Nick Strobel
Kris Toler	Kate Pluta
Lynne Krausse	Pat Coyle
<i>Associate VP, Student Services, Screening Committee</i>	
<i>Assessment Committee</i>	
John Carpenter	Pat Coyle
Michelle Bresso	Denise Mitchell
David Koeth	Adie Geiser
Rene Trujillo	Dawn Dobie
Kenward Vaughn	

UNFINISHED BUSINESS

**** A motion was made to suspend the agenda for the ASCCC Report. M/S/C: McNellis/Menzies**

Michael McNellis briefly reviewed the resolutions that will be presented at plenary next week. Of particular interest are those resolutions dealing with CID Legislation, ACCJC operating without faculty representation, revising the Educational Master Plan and the MOU with Kaplan University. Michael will distribute electronically a summary of each resolution and the full resolutions document. Senators can forward comments and/or concerns regarding the resolution up to the morning of Saturday, April 17.

Management Reorganization

There was no further discussion or action regarding the management reorganization.

Reaffirmation of 2003 Curriculum Resolution

The resolution from 2003 is similar to the one that will take place at the state level and is related to making curricular decisions on pedagogical grounds. The Executive Board looked at several other letters and resolutions from the Senate and brought the topic to the Senate to open discussion. It was suggested that the Senate wait for the results of the ASCCC resolution and use that position to move forward.

NEW BUSINESS

Class Size for Pedagogical Purposes

John Gerhold received emails from other campuses about how class size is determined – either by safety, pedagogical, load or contract reasons. The position of Bakersfield College is not clear and it seems that the decision is made in a variety of ways. Contract language is only specific for English Composition courses. The Senate should provide the guidance in setting the parameters for how departments establish classroom maximums. It was suggested that the class size should be negotiated for each course or department as the class size does become a workload issue. Tom Moran, Natalie Bursztyl and Diana Jackson will draft a set of standards for the Senate to review on April 21.

Development of Faculty Emergency Preparedness Task Force

Natalie reviewed the document presented giving the need and charge of this new task force. Corny Rodriguez will lead the group if approved the Senate. Senators should share the proposal with their departments asking for support or dissent of forming this group. It would also be helpful for Senators to bring back names of faculty that are willing to be trained and be a point-person for their respective buildings. Voting will take place at the April 21 meeting.

Regular, Effective Contact Policy

John Gerhold has shared this information with Andrea Garrison given that compliance with the policy will be enforced through the faculty evaluation process. It was suggested to change Section 4e to read "48 hours excluding weekends and holidays, or other campus closures and non-instructional days." Senators should expect to vote on this policy at the April 21 meeting.

SENATE GOAL REPORTS

There were no updates provided on the Senate Goals.

GOOD AND WELFARE AND CONCERNS

ADJOURNMENT at 5:06