

ACADEMIC SENATE of BAKERSFIELD COLLEGE

September 16, 2015 - 3:30 p.m.

Collins Conference Center

UNAPPROVED MINUTES

PRESENT: Andrea Thorson (EB), Anna Agenjo, Bill Kelly, Brent Damron (by Proxy), Chad Newton, Charles Kim (EB), Christian Zoller, Dan Kimball, Denise Norris, Gayla Anderson, Greg Chamberlain, Ishmael Kimbrough, John Giertz (EB), Joyce Kirst, Kate Pluta (EB), Kathy Rosellini, Kimberly Nickell (EB), Klint Rigby, Kris Stallworth, Kurt Klopstein, Laura Peet, Lisa Harding (EB), Mark Staller (EB), Marsha Eggman, Matt Garrett (EB), Neal Stanifer, Rachel Vickrey, Richard Marquez (EB), Robby Martinez, Ron Grays, Ronnie Knabe, Steven Holmes (EB), Susan McQuerrey, Tom Greenwood (EB)

ABSENT: A. Todd Jones, Anna Poetker, Billie Joe Rice (EB), Bryan Hirayama (EB), David Neville (EB), John Carpenter (EB), Paula Reynal (SGA), Qiu Jimenez, Reggie Bolton

GUESTS: Janet Fulks, Nick Strobel

Call to Order

The meeting was called to order at 3:36p.m.

Opportunity to Address the Academic Senate

Holmes informed the Senate Cindy Collier will be at the October 14th Senate meeting to provide an update on the Smoke/Tobacco Free Initiatives Task Force.

Holmes welcomed Janet Fulks who shared information on the ***American Association of Community Colleges (AACU) Pathways Project:***

<https://committees.kccd.edu/bc/committee/senate>

Fulks stated *"Only 2 or 3 colleges were nominated from California-BC was one of course; The senate, particularly curriculum, strategic directions and program review are key to moving forward on this project. It aligns so well with our work on ADTs and our current Gen Ed emphasis. The application is a cinch due to the fantastic strategic directions work. All the new research promotes structured (well-designed) pathways to completion. BC will be fully independent on working through the pathways, this just provides a core of people (5) special training for designing pathways and creating institutional capacity to support them. Although this opportunity has a modest amount of support to pay for the training, being part of this project sets us up to apply for and receive incredible grant opportunities."*

Fulks asks that if anyone is interested in the program to please contact her.

Additions to the Agenda

There were no additions to the agenda.

Review and Approval of the Minutes

*****A motion was made to review and accept the Academic Senate Minutes of September 2, 2015 M/S/C: McQuerry/Stanager.***

President's Report (Holmes)

- **KCCD Participatory Governance Workshop** is scheduled for Friday, September 18th.
 - David Morris, ASCCC President, will be present at the participatory workshop.
 - Holmes asked for a “roundtable” type of experience.
 - It was questioned why this workshop was not held on campus for a more reasonable cost? Steven will look into this.
- **BC Alumni BBQ** is scheduled for Thursday, September 17th at 5pm and will be held in the Bakersfield College Cafeteria.
- **KCCD Board of Trustee's Meeting** scheduled for Thursday, September 17th.
 - Closed Session begins at 8:30am.
 - Preceding this session, there will be an opportunity to address the Board.
 - There is only one thing on the agenda to discuss, President Christian's contract.
 - There is 1 of 3 outcomes expected: No action, continue negotiations, contract placed back on the agenda.
 - Abe Ali sent out a bc_all regarding absence form required and supervisor approval needed, if attending the Board meeting.
 - **Next Board Meeting is Oct. 6 (date change).**
- District Consultation Council (DCC)
 - Next Tuesday, is the first DCC meeting
- **Board Policy and Procedures AY 2015-16**
<https://committees.kccd.edu/bc/committee/senate>
 - Holmes distributed a Board Policy update regarding all the Board Policies that went through District Consultation Council (DCC) last year. Most of them were completed. Anything in **Red** is new language being proposed.

Co-Chair Reports

AIQ (Pluta)

Accreditation Mid Term Report

<https://www.bakersfieldcollege.edu/employees/accreditation>

Pluta circulated the changes that were recommended for the Mid Term Report (highlighted on page 15 located on the AIQ website). She reported that the Board approved the Mid Term Report as it was submitted; however, Betty Inclan recommended adding additional language. The Senate was asked to review the changes and be prepared to vote on September 30th. Final changes to the report are due by Oct. 15th. Pluta reminded the Senate that we use Survey Monkey because we don't have an institutional researcher.

Holmes thanked Pluta and her team for all the hard work that was put into the Mid Term Report.

Assessment (Neville)

Tabled (9/30)

Budget (Holmes)

Confidential Management Salary/Reclassification

<https://committees.kccd.edu/bc/committee/senate>

Holmes reported there are 99 employees on the list that would be affected; additionally approximately half would have a re-classification. The salary rate increased approximately 5.75% payable over the next two years. Further additional steps were created, moving

from an 8 step schedule to a 12 step schedule with an additional 2.5% increase between each step.

According to the proposal, individuals currently at step 8 would remain at step 8 this year and receive 50% of their salary increase. Next year they would again remain at step 8 and receive the remain 50% salary increase. Thereafter, the individual would advance across the steps receiving an annual 2.5 % increase till reaching step 12. Ultimately, the proposals created a raise over the next 6 years.

This proposal was developed in-house by Tom Burke and Abe Ali. Holmes did an analysis on Tom Burke and Abe Ali's salary according to this schedule (grade M, step 8). They would receive approximately a \$40,000 raise in the 6 year time span, compounded it would be a 22.52% raise.

There are different compounding rates for each grade. A-E compounded annual increase was only 17% and \$11-15,000 increases.

There are some basic concerns regarding this because it is a budget issue, some positions have been downgraded at this campus, and how to fund this in regards to the 50% law. Other concerns mentioned was why it wasn't communicated to them before it was posted to the Board, why it was done in-house, and the same college analysis was not used.

Strobel reported that the faculty comparison for their COLA would be the low end of 4% (State Center) and high end of 10% (Riverside).

It was reported that the adopted budget for the District reserve was 44 million dollars. Tom Burke stated he was using 9 million to pay off bills leaving 35million in reserves (37%).

Curriculum (Rice/Carpenter)
Tabled (9/30)

Enrollment Management (Staller)
Staller announced that there will be an **Enrollment Management Roundtable** on Thursday, October 15th from 1-2:30pm to discuss enrollment management issues from all levels of staff (VP, Dean, Department Chair, and faculty).

Staller also announced the start-up of the Enrollment Management Committee-Class Size Task Force:

**ENROLLMENT MANAGEMENT COMMITTEE
CLASS SIZE TASK FORCE**

Background/Rational for Class Size Task Force (Presented by Mark Staller):

*--At the May 2014 Academic Senate meeting, outgoing Academic Senate President Cornelio Rodriguez announced that he had volunteered to serve on a class size task force at BC. As far as I know, this class size task force never got off the ground.
--Last year, Goal #2 of the BC Academic Senate was "Develop a process for the determination of appropriate class sizes."*

--After speaking with our Senate president (Steven Holmes) about moving forward on class size issues, he suggested that as Faculty Co-Chair of the Enrollment Management Committee, it would be appropriate for me to work with my Administrative Co-Chair, Nan Gomez-Heitzeberg, to set up a class size task force as a workgroup of EMC.

Proposed length of time for class size task force: 2015-2016 academic year

Proposed membership:

Nan-Gomez Heitzeberg (EMC Administrative Co-Chair)
Mark Staller (EMC Faculty Co-Chair)
Facilities Representative
Safety Representative
CCA Representative
Student Success Representative
Student Representative
Classified Representative
Faculty Representatives

Goals of this "ad hoc" campus-wide committee/task force:

- 1) The task force will methodically gather and answer questions about class size issues (minimum and maximum class sizes, maximum occupancy load limits, classroom population density, effects of class size on student retention and success, the process for determining class sizes, the reasons class sizes are increased or decreased, etc.), and we will post answers to these questions on the EMC webpage or other appropriate places. (I am hoping that this work can be completed this 2015-2016 academic year.)
- 2) As the task force gathers information and attempts to provide solid answers to class size questions, we anticipate that we may discover problems or issues that need to be addressed swiftly. Our second goal is to route any pressing class size issues or problems to the appropriate person or group.
- 3) The task force will gather and analyze data strands related to class size and maximum occupancy loads, student retention and success rates, disproportionate impacts on student populations, etc.
- 4) Finally, at the end of the year, after gathering evidence and information related to class size issues on the BC campus, the task force may want to provide some recommendations to the appropriate campus bodies.

Equal Opportunity & Diversity Advisory (Hirayama)

Tabled (9/30)

ISIT (Marquez)

Tabled (9/30)

Professional Development Committee (Giertz) – submitted as written

Report to the Academic Senate September 16, 2015

1. The committee approved new goals for the year and has set up sub-committees
 - a. Goal 1: Provide focused professional development academies for each employee group (classified, faculty & management)

- b. *Goal 2: work on a communication plan to increase dissemination of professional development information, which includes announcing events and promoting scholarship.*
 - c. *Goal 3: work on new employee orientation in conjunction with HR which may include cohorts and/or a faculty friend/buddy concept.*
 - d. *Goal 4: Strengths/quest Finder. This will help all employees better understand their individual strengths to help them in understanding where they excel, but also where they may want to attend various session of professional development. This can also help the professional development committee to design session that will address specific areas that will benefit many employees. This is exploratory at this time and there is not plan to implement anything yet. We are exploring how we might use something like this and if there is a monetary cost, how we might cover it.*
2. *There was discussion regarding our workshops because many classified are not able to attend. We are trying to make more opportunities this year.*

Program Review (Nickell)

Tabled 9/30

Other Reports:

Treasurer (Kim)

Kim reported that Zenny Tutop, Business Services Accounting Technician is on vacation, so an update is not available at this time. New Generation Graphics has shirts ready for pick-up, we just need Foundation to cut a check or issue a PO to complete the transaction.

Kim will send out a mass email after September regarding Senate dues and the shirt fundraiser.

Secretary (Vacant)

Holmes welcomed Matt Garrett as the new Senate Secretary.

ASCCC Representative (Greenwood)

No report

CCA (Freeman)

Greenwood attended the first Fringe Benefits Committee meeting and discovered that the reserve may be exhausted soon, possibly causing us to pay for our benefits. We are unsure of the actual status, but if there is an issue, we will demand to negotiate at that time. The next meeting will be October 2nd and we will know more information at this time.

A *Chair Assignment Review Task Force (CART)* has formed and met with all three colleges. Greenwood shared that there was some contract language, but no directive given. *Email from Kathy Freeman: "The new sick leave language was an attempt to convert hours into days since days are used for retirement purposes. However, Banner still lists sick leave in hours, so the new sick leave form may or may not simplify things."*

Greenwood stated that Nan and Kathy met to discuss this item and there will be no deductions. However, there was a recommendation for Department Chairs to initiate writing up a basic policy that staff can refer to.

Greenwood shared that if you have questions about **Union issues**, you can reach out to:

Nick Strobel
Isabel Stierle
Ed Borgensen

It was mentioned that the health benefits problem was not brought up during negotiations, but after the contract vote was taken in May (only 4 months later). There is one year left on the contract.

Greenwood informed the Senate that if a hard copy of the CCA contract is needed to contact Dena Rhoades.

Student Representative (Reynal/Graves)

There was no report.

Faculty Appointments:

a) Standing Committee Appointments

ACADEMIC SENATE COMMITTEE APPOINTMENTS			
WEDNESDAY, SEPTEMBER 16, 2015			
VOLUNTEERS	COMMITTEE	DEPARTMENT	Note
Gabriele Martin	Commencement	Library	
Christopher Dison	Assessment	English	(3) additional members
David Moton	Assessment	English	
Cynthia Powell	Assessment	English	
Bill Moseley	Information Systems & Instructional Technology	Business Management & Information Technology	
David Neville	Program Review Committee	Foreign Lanuage/ASL	
Patrick Aderhold	Curriculum	Engineering & Industrial Technology	

*****There was a motion to approve the additions to the Standing Committee's as corrected M/S/C: Chamberlain/Kelly.***

Gabriele Martin is not from the Library, but from Allied Health.

b) Screening Committees Appointments

Counseling-MIH

Janet Fulks (administrator)
 Kathy Rosellini (Faculty Chair)
 Barbara Braid (Faculty)
 Alex Henderson (Faculty)
~~becki Whitson (Faculty-outside subject area)~~
 Kate Pluta (Faculty-outside subject area)

Revised 9/16/15

*****There was a motion to approve the screening committee for Counseling-MIH M/S/C: Thorson/Rosellini.***

C) Election results:

Senate Officer-Secretary	Matt Garrison
Senate Rep-Math	Rachel Vickrey
Senate Rep-Foreign Language/ASL	Qiu Jimenez
Dept. Chair-Health/PE	Reggie Bolton

The College Council Rep. nominations were extended to September 18th.

Unfinished Business:

- a. Duplication Staffing (Holmes/Culpepper)
Holmes reported that the Administration will pursue a full time position for the Duplication Department.

- b. Waitlist Online Proposal (Holmes/Thorson)
Holmes reported that the Waitlist Online Proposal Task Force is visiting all the concerns that were previously shared.
 - Cerro Coso has courses that are not C-ID approved and therefore are not accepted in the transfer agreement.
 - Financial Aid would not extend to another college.
 - Distance would be impossible for the student to meet up with the instructor.It was recommended we conduct a survey to have as back-up documentation. It was mentioned before we go any further on this item; we should research the actual proposal.

- c. Examination/Adaptation of Canvas (Thorson)
Thorson reported that Canvas is easier than Moodle and more user friendly. A question was addressed regarding if assessment is required and “yes” it is required through the pilot stage. Anyone can participate in the pilot program and you do not have to have an online class to be in the program. Thorson is checking with faculty to see who is willing to be a part of the pilot program.

It was suggested that Bill La (DSP&S) be consulted regarding accessibility with disability. Thorson has checked with Michelle Begendik from deaf services.

It was mentioned that Canvas is free until 2018 at which time the costs will be discussed.

- d. AP 3B1G1 Smoke/Tobacco Free Facilities (Holmes/Collier)
Holmes announced that Cindy Collier will visit the Senate for an update on October 14th.

- e. BP6A Unrepresented Employees (Holmes)
There is nothing new to report on this item.

- f. BP 4C4E Academic Renewal-Cerro Coso (Holmes/Pena)
<https://committees.kccd.edu/bc/committee/senate>
There is nothing new to report on this item.

- g. BP 4D Minimum Graduation Req. (Holmes)
<https://committees.kccd.edu/bc/committee/senate>
There is nothing new to report on this item.
- h. AP 3A2E-Grant Preparation (Holmes)
<https://committees.kccd.edu/bc/committee/senate>
There is nothing new to report on this item.

New Business:

- A. Potential Revisions to Midterm Report (Pluta)
This item was addressed under AIQ report.

- B. Vote of Confidence in Chancellor (Holmes)

Nick Strobel shared his recent email that was sent to the Academic Senate on 9/16/15.

Senators:

I asked Steven Holmes to share this letter I sent to Robert Price, executive editor of the Californian, with the Senate if the Senate is going to be discussing a vote of no confidence in the Chancellor. Unfortunately, my department's senator is unable to attend the Senate meetings. Also, Steven had left this letter had home, so he asked to send it to him. Well, there's the bc_acadsen listserv, so how about I use that? Also, it will give you a chance to look it over and find the errors in it before the meeting. Way too long to digest at the meeting if you haven't seen it before. So here it is!

Nick Strobel

nstrobel@bakersfieldcollege.edu<mailto:nstrobel@bakersfieldcollege.edu>

Begin forwarded message:

From: Nick Gmail

<strobelastronomy@gmail.com<mailto:strobelastronomy@gmail.com>>

Subject: Chancellor Serrano's open letter has factual errors

Date: September 16, 2015 at 12:29:29 AM PDT

To: rprice@bakersfield.com<mailto:rprice@bakersfield.com>

Robert Price:

I appreciated the Californian's editorial on the BC president situation. Chancellor Serrano sent an open letter to all of the BC employees yesterday at 5:30 PM and gave you all a copy that is now posted. There are several places in the open letter where false claims are made.

1) Second paragraph: President Christian's written evaluation CAN be shared by President Christian with her friends. Unless I'm mistaken, an employee can share their own evaluation if they so desire. Her lawyer told her it was okay to do so. The employer can't do that but the employee sure can. Heck, if I received a negative written evaluation that imperiled my job, I'd sure talk about it with someone else besides my boss. Wouldn't you?

2) The evaluation was NOT "for reflection and correction". The evaluation dated June 2015 tells President Christian to find employment elsewhere. July 31st meeting of

Board has Board vote 6 to 1 for non-renewal of Sonya's contract. That's the only official vote by the board at that time. A similar vote was taken on Sept 10th: 4 to 3 against approving a signed contract. "Reflection and correction"---really??

3) Third paragraph: Most certainly "did the board act to release Dr. Christian from her position as president". What were the July 31st vote and the Sept 10th vote about if not to "release Dr. Christian from her position as president"? Hello?

4) Third paragraph: The Californian posted the complete evaluation that the Board of Trustees saw. It is at

<http://www.bakersfield.com/attachment/2015/08/14/Summary-of-Sonya-Christian-evaluation.pdf>. No partial disclosure. That's the full thing. We don't have what else Chancellor Serrano verbally told the Board about the President but that written evaluation is pretty clear what her recommendation to the board was.

5) Fourth paragraph: is partially true but not the whole truth. Part truth: the short term contract would get Sonya to toe the line. Left unsaid: the short term extension was long enough to get KCCD through the 2016 bond vote and then President Christian could be canned. Quite possible to not have an additional extension beyond that. Ask yourself, if you're offered only a short-term extension and the condition the chancellor offers you are to jump when she says jump, what "opportunities for professional development" are possible for you? Is that code for "seek a chief executive office in a single college district where she will have the responsibility and authority she seeks"?

6) Fourth paragraph: Chancellor's claim that President Christian intentionally undermined the evaluation process is one of the reasons for offering her a short term extension is false. The short term extension was offered long before President's evaluation was leaked to the Californian. Check your timeline!

7) Fourth paragraph: same as point #1: one's own evaluation is not confidential if the employee doesn't wish it to be. President Christian could share her own evaluation and her lawyer has told her that was okay. No violation of law or board approved policy and procedure.

8) This bloody process had to be brought out into the open because the internal process was getting the BC president fired plain and simple. The internal process undermined trust. The nasty, internal secretive process that the Chancellor extolls in the sixth paragraph is what should have never happened. That nasty, internal secretive process is what undermined what little trust there was between BC and the district office.

9) Two work climate surveys developed and administered by the district office's own institutional research dept, one in 2011 and the other in 2013, have both shown abysmally low trust levels between BC and the district office. The one in 2011 was before President Christian got here and the one in 2013 was shortly after President Christian got here---not enough time for her to stir up all us impressionable, naive faculty and staff. The follow-up districtwide focus group study and leadership academy survey executed by the district office's own institutional research dept in 2014 explored why there's abysmally low trust between the district office and the colleges (BC's is the worst trust level of the three colleges). That focus group study was done well before this whole thing about the president's contract.

10) This is most definitely a conflict of leadership styles. President Christian's is like Grace Van Dyke Bird's one of trusting the people she leads and the Chancellor's is a controlling, top-down style that was noted even way back in 2001 with the KH study when the Chancellor was president of BC. The KH study back in 2001 was about

improving the levels of trust between the district and the colleges. When Serrano became the Chancellor, the KH study was set aside.

11) Second-to-last paragraph: The Chancellor may very well believe that what she has done is right and true and she'll undoubtedly believe that in her heart of hearts. Unfortunately, she is wrong and that's another reason why there's talk of a vote of no confidence in her.

Various comments shared among the Senate:

- Thorson reminded the senate that she contacted the District Office and Danielle Hillard-Adams, Assistant to the Chancellor, provided confidential information regarding the college president's contract status. Thorson took this information to the Academic Senate as a report.
- President Christian made no public comments to warrant the bc-email from Chancellor Serrano.
- The evaluation process has not allowed President Christian to speak out or defend herself to the Board. All decision of the evaluation is based on Chancellor Serrano's point of view.
- Participatory governance workshop may be able to address why someone of management can be terminated without reasonable cause.
- Board Policy wasn't followed with the evaluation; other staff opinions should have been solicited.
- The bc-email was in the news within 20 minutes of it being sent to the campus.
- It was recommended to get your facts straight, don't be emotional, be organized, and be very specific when writing a resolution for *vote of no confidence in the chancellor*.
- the *Vote of No Confidence in the Chancellor* goes beyond the situation with President Christian.

**** A motion was made to create and "ad hoc" Task Force to Examine a Resolution of No Confidence in the Chancellor M/S/C: Thorson/Stanifer.**

We will make a call to the Academic Senate for volunteers to serve on the Task Force. It was also recommended to do a survey.

C. AS 2015-16 Goals-tie in 10+1 (Holmes)

Holmes reported that the Executive Board has voted to bring back the same Academic Senate goals with some minor changes: add "Equity" to #4 and tie in the 10+1 with each goal. Holmes asks the Senate to take this information back to fellow constituents for review, so it will be voted on at the next Senate meeting.

The Board Policies below are all the policies that were reviewed by District Consultation Council. Holmes asks if all can review and send concerns back.

<https://committees.kccd.edu/bc/committee/senate>

- D. BP4A1 Admissions/Registration (Holmes)
- E. BP 4A5 Residence Eligibility (Holmes)
- F. BP 4A7 Limitations on Enrollment in Course Programs (Holmes)
- G. BP 4B8 Independent Study (Holmes)
- H. BP 4C1-3 Academic Regulations (Holmes)
- I. BP 4C6 Disqualification/Reinstatement (Holmes)
- J. BP 4F8 Student Conduct (Holmes)
- K. BP 4F10 Student Complaints (Holmes)
- L. BP 4H Student Credit (Holmes)
- M. BP 4J Sexual & Other Assaults (Holmes)
- N. BP 4I Criminal Checks (Holmes)

Good and Welfare:

Rosellini sent out cards to the following:

- Lindsay Ono, for his father's passing
- Sandy Sierra for her mother's passing
- Manual Gonzales who passed

Perry sent out a card for Anthony Culpepper's father's passing

Garrett will send out cards for the following:

- Carol Schafer for her mother's passing
- Jennifer Garrett has injured her arm

Adjournment:

Adjourn 5:10pm

Respectfully Submitted,
Tarina Perry