

**College Council**  
Meeting Minutes

**October 16, 2015**

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<https://committees.kccd.edu/meeting/1476#overlay-context=bc/committee/collegecouncil>

**Members Present:** Sonya Christian, Nan Gomez-Heitzeberg, Anthony Culpepper, Zav Dadabhoy, Nicky Damania, Sue Vaughn, Mark Staller, Cindy Collier, Jennifer Johnson, Janet Thomas, Kate Pluta, Victor Diaz, Steven Holmes, Kimberly Bligh, Krista Moreland, Jason Stratton, Bernadette Martinez, Tina Johnson

**Next meeting:** November 6, 2015

**WELCOME & OVERVIEW of the AGENDA**

- Group picture was taken. Several members were not there. Next group picture Dec 4<sup>th</sup>.
- Note that meeting will conclude at 10:15am to allow time to transition to *Redesigning America's Community Colleges* Book Discussions
- Addition to the agenda: Item F, College Promise (discussion ) 5-7 minutes

**APPROVAL OF MINUTES**

The minutes of [September 18](#) and [October 2, 2015](#) were presented for review and approval. Pluta provided minor editing revisions to both meeting minutes.

A motion was made by Pluta and seconded by Johnson to approve the minutes of September 18, 2015 as revised. A motion was made by Damania and seconded by Holmes to approve the minutes of October 2, 2015 as revised. Motions carried unanimously.

**PRESIDENT'S REPORT**

<https://committees.kccd.edu/sites/committees.kccd.edu/files/Presidents%20report%20to%20College%20Council%20October%2016%202015.pdf>

Redesigning America's Community College Book Discussions

Author Davis Jenkins will be on campus on February 18 & 19, 2016 for a state-wide conference. LiveStream will be available as well. Council members were asked to ask constituents to hold the dates.

[SSSP Report](#) is posted for Council review and feedback should be emailed to Janet Fulks and/or Lesley Bonds. The final report will be submitted on October 30, 2015.

The [Equity Plan](#) will be available for review soon. College Council will be asked to approve the plan at the November 20<sup>th</sup>, 2015 meeting.

Board of Trustees, October 6, 2015 Meeting

- Al Noyola's, Arvin City Manager, presented during the worksession. Here is his [PowerPoint to the Board of Trustees](#). Mr. Noyola explained the need for a Bakersfield College Center/Satellite to be placed in Arvin.

- [KCCD College Centers Report](#) was also presented to the Board of Trustees
- College Council members discussed the importance of creating an environment in which we can have honest discussion without hurting feelings across the district. Sometimes a factual description is interpreted as a threat or a dissention is seen as being negative.

Christian noted her visit to the Shafter Logistics Park and potential for significant industrial growth in that area. BC is partnering and working with Roll Global to prepare the future workforce for this industry.

Christian noted her appointment as an ACCJC Commissioner which officially starts in November 2016. She attended the Special Commission Meeting on October 9 regarding the Accreditation Task Force report

- Report sponsored by the CCCC (California Community College Chancellor's Office)
- Calls for CCCs to identify an alternative accrediting agency, not ACCJC
- Board of Governors directed Chancellor to send the report to NACIQI to meet the deadline;
- Next BOG meeting is November 16 and 17, 2015 at Mt Sac Community College. BC will be potentially represented by Liz or Nan to discuss the impact of the baccalaureate substantive change if ACCJC is removed
- Pluta addressed the Commission on October 9 and provided [her remarks](#) for the Council to review. Pluta noted that most others addressing the Commission were from City College of San Francisco (CCSF)
- Commission will embark on a listening tour across the state. BC will host Commission on October 30, 2015, 1:00pm-4:00pm in the Levan Center. College Council members were invited to participate.

Council members were asked to review the posted [CEO Email from Christian](#) providing an update on the Common Assessment Initiative and to make note of the dates listed in the President's Report.

Oct 12-17: BC Homecoming Week

Kern Shakespeare Festival presents Henry IV Part I in the Outdoor Theater at 8:00 p.m. Specific dates: Fri, 10/16/2015 - 8:00pm; Sat, 10/17/2015 - 8:00pm; Wed, 10/21/2015 - 8:00pm; Thu, 10/22/2015 - 8:00pm; Fri, 10/23/2015 - 8:00pm; Sat, 10/24/2015 - 8:00pm

October 16<sup>th</sup> Volley Ball. BC vs West LA. 6:00 p.m.

October 16<sup>th</sup>: Soccer. BC vs Citrus. 7:00

October 17<sup>th</sup>: BC Homecoming. Renegade Football vs Moorpark. 6:00 p.m.

October 20<sup>th</sup> Cerro Author, Luis Urrea at 2:00 p.m. in Fireside and 7:00 p.m. at the Indoor Theater

October 23<sup>rd</sup>, Friday Soccer BC vs LA Valley College at 7:00 p.m.

October 30<sup>th</sup>, Friday ACCJC at BC on their "Listening Tour"

October 30<sup>th</sup>, Friday. Volley Ball. BC vs Santa Monica at 6:00 p.m.

October 30<sup>th</sup> Fall Choral concert Haunting Melodies at the Indoor Theater at 7:30 p.m.

Feb 18<sup>th</sup> and 19<sup>th</sup>, 2016: Guided Pathways conference. Keynote Davis Jenkins.

## **BC DECISION MAKING CHART:**

<https://committees.kccd.edu/sites/committees.kccd.edu/files/BC%20Decision%20Making%20Graphic%2010-02-15.pdf>

This graphic was reviewed on October 2 and revisions were made based on College Council input. A motion was made by Vaughn and seconded by Johnson to approve the decision making chart as presented. The motion carried unanimously. The revised graphic will be posted to the College Council website along with the full Decision Making Document.

## **POLICIES 6C AND MANAGEMENT SALARY**

Holmes and Strobel presented an analysis of the management salary increase which was approved by Board of Trustees at the September 10, 2015 meeting. However, the board had requested that a study be completed.

The management salary proposal impact:

1. Salary schedule has been adjusted by 10.5% over 2 years; make up for no increase since 2007
2. Those at step 8 (end of steps); schedule was expanded from a maximum of eight steps to go as far as twelve or fifteen steps. However, the difference between each step decreased from 5% to 2.5%
3. Proposal included change to position Grades that equalizes certain positions at all three colleges; this has caused certain management positions to be downgraded while their counterparts across the district have seen upgrades.

Here are some issues surrounding this proposal:

1. Developed only by Vice Chancellors without college or Management Association input
2. Development process violates existing [Board Procedure 6C2](#)
3. Potential increase in denominator expenditures at different rates at the three colleges and the District Office.

Highlights of the College Council discussion:

- Need to have confidence and trust that any of our operations will be consistent and follow Board Policy
- If we can't count on following board policy, then our foundation is at risk
- Should the College Council Policy sub-group work on this? Engage with the violations of procedure 6C2 and provide additional input to constituency leadership?
- We are not a one-size fits all district, Standard III talks about resources, specifically Human Resources and College Council is responsible for shaping that as well
- When we approach our colleges as one-size fits all, there is a negative impact to our focus on equity
- What recourse do we have if Board Policies are not followed? Start at the lowest level to communicate through supervisors and department meetings; discuss at committee meetings; work through constituency leaders to address at districtwide meetings asking; speak directly to Board.
- Important to recognize that dissention is not negative; transparency and accurate information along with truthful and respectful discussion is vital to effective operations
- Clarification that the consultant is only reviewing specific job descriptions, not all. And the process of review is held in strict confidence by Vice Chancellor of Human Resources.
- Evidence shows that workload is not the same at each of the college; faculty chairs have discussed how differences in responsibilities dictate the level of reassigned time.
- Workload is NOT the same; volume, scope and complexity matters but as we move forward need to be mindful of perspective of other colleges

- Should College Council raise the issue that Procedure 6C2 be followed?
- Procedures do not need to be Board approved; 6C2 was last revised in 2006

College Council expressed concern about the violations. This goes back to the “trust” issue that has been surfaced even before 2011. There was unanimous consensus directing the College Council Policy Sub-group to study the related policy and procedure and to consider drafting a resolution on behalf of the Council.

### **ACCREDITATION TASK FORCE**

The full report can be found here: [https://committees.kccd.edu/sites/committees.kccd.edu/files/2015-Accreditation-Report-ADA\\_0\\_1.pdf](https://committees.kccd.edu/sites/committees.kccd.edu/files/2015-Accreditation-Report-ADA_0_1.pdf)

Pluta directed the group to pages 1-9, [https://committees.kccd.edu/sites/committees.kccd.edu/files/2015-Accreditation-Report-ADA\\_0\\_0\\_0.pdf](https://committees.kccd.edu/sites/committees.kccd.edu/files/2015-Accreditation-Report-ADA_0_0_0.pdf)

Pluta noted the recent Participatory Governance Workshop highlighted the need to work together. College Council consistently models this approach and expects emphasis on process.

Pluta also noted that when ACCJC advocates a policy change or revision to the standards it is a two to three year process with opportunity for input.

Pluta reported on AIQ’s discussions related to the State Chancellor’s Accreditation Taskforce Report.

- The full document is almost 300 pages with appendices; the report itself it 9 pages
- The task force was comprised of faculty and administrators who did not seek input from constituents
- Pluta noted AIQ concerns with one conclusion in the report related to confidence in ACCJC
  - **AIQ has reviewed the report and has recommends to Senate, CCA and College Council to not approve or support the report conclusions or recommendations**

Pluta addressed the Commission along with two other college presidents and 8 representatives from San Francisco Community College

- CCSF has lost approximately \$30,000-\$40,000 students and has hugely impacted sustainability of operations at the college
- One suggestion has been to remove the current ACCJC staff members and start anew
- ACCJC represents colleges outside of California as well
- Suggested to move from ACCJC to WASC; WASC evaluates 4-year schools and does not include a CTE component
- It is unclear how widely known it is that not all colleges agree with the report

### **CLOSING THE LOOP**

[https://committees.kccd.edu/sites/committees.kccd.edu/files/Closing%20The%20Loop\\_Year-End\\_10-14-15\\_0.pdf](https://committees.kccd.edu/sites/committees.kccd.edu/files/Closing%20The%20Loop_Year-End_10-14-15_0.pdf)

The year-end 2014-15 document is posted for College Council review and reference. The document outlines the connection between the program review process and budget decisions that are made throughout the year.

College Council can expect a 2015-16 mid-year report by January.

## **COLLEGE PROMISE DISCUSSION**

<https://committees.kccd.edu/sites/committees.kccd.edu/files/College%20Promise%20Resolution%20of%20the%20Kern%20Community%20College%20District.pdf>

Council members were asked to consider the impact of free community college. Discussion followed with the following highlights:

- Colleges are being asked to pass a resolution in support of College Promise
- The KCCD Board of Trustees asked for more time to review the resolution presented them on October 3
- Details of the College Promise:
  - Universal free tuition for community college
  - Feds and state partner to waive tuition for responsible students
  - Students must be enrolled ½ time and maintain 2.5 GPA
  - Eligible programs will include CTE and transfer programs
    - Occupation programs with high graduation rates
  - Funding would be based on performance
- Suggestion to promote the concept and idea of College Promise without committing to free tuition
- BC is working on a Renegade Promise that commits to students completing their educational goal in a shorter amount of time thereby saving them time and money. However the Renegade Promise does not include free tuition.