

Academic Senate SBVC	AD/SS 207 3:00 - 4:30
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Minutes of February 18, 2015

Time	Topic	Discussion	Further Action
	Call to Order		
	Approval of Minutes from February 4, 2015		Motion by R Metu for approval of the Minutes of February 4, 2015 2nd by J Buchanan Voice vote - Unanimous
	President's Report	<p>J Gilbert addressed the following in his report (attached):</p> <p>Advancement in Rank Reminder: nominations should be sent to Senate Secretary by noon, March 2. They may be submitted by the individual, academic peer, faculty chair, or division dean.</p> <p>Faculty Hiring Update: five positions are closed or about to be: chemistry, physics, psychology, English (2). First-level hiring interviews will take place shortly. Five equivalency meetings were held Feb. 17, with more on the 20th. Kinesiology and two nursing positions close in early March.</p>	
	New Business	<p>SP15.01 Culinary Arts Program Resolution [First Reading]: Withdrawn by Author</p> <p>ACCJC Report and Deficiencies: J Gilbert summarized the college being put on warning; the campus' one deficiency dealt with Program Level Outcomes. C Huston reported that PLOs were now at 82%, up from 22% during the site visit. Technology was the first division to finish. Statewide, ACCJC does not habitually sanction campuses for SLOs; 7 of 10 schools reaffirmed had deficiencies in either SLOs or PLOs. SBVC now has both Institutional Set Standards and measured Core Competencies. Our SLO process is standardized and moving to the Cloud. S Lillard expressed the Senate's appreciation for C Huston's leadership. J Gilbert reiterated that the seven reaffirmed campuses with deficiencies had minimal district deficiencies.</p>	

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	<p>New Business (cont)</p> <p>Old Business</p>	<p>Chancellor Baron affirmed the college team and Senate: “You have done a great job.” He then expressed his disappointment with the warnings, which came as a surprise considering the complimentary demeanor of the accreditation team. He referenced the seeming disconnect between a visiting team’s work and what happens when the report gets to President Beno at the commission. He distributed a written proposal responding to the warnings and outlining recommendations to our Board.</p> <p>1. Board of Trustees following its own policies and bylaws: Chancellor proposes a mandated workshop/study session/retreat by Summer 2015 to evaluate the Accreditation Report and the proper role of Trustees (four of seven are new). Regarding policy/procedure development/revision, fifty policies have already been updated. Many are a decade old; the District goal is to go through all of them and have them up to date, with a process in place for continuous/annual review.</p> <p>2. Human Resources had two unsuccessful searches to hire a Vice Chancellor; a third is in process with 26 applications. The screening committee has selected four for interviews. There are no excuses for the high turnover in staff; improvements are needed. The Chancellor is working closely with Jack Miyamoto to address deficiencies in the report. HR has been directed to begin putting screening committees in place during the recruitment process, not afterwards. He expressed a strong commitment to addressing the identified issues. He will also work with both HR and campus leadership to make sure personnel evaluations happen on schedule and that employees take responsibility for their own evaluations. The plan will include dates so the campus is held accountable.</p> <p>3. Resource Allocation Model being transparent and “supported by a comprehensive district-wide Enrollment Management Plan and an HR/Staffing Plan integrated with other district-wide programs and financial plans, broadly communicated to the colleges.” College Brain Trust did assess enrollment throughout the district; “right now we don’t have a district-wide plan.” Issues include FTES goals and allowable (unfunded) numbers exceeding caps for both campuses. Meetings have been held with both colleges’ leaders to craft an ongoing enrollment strategy taking into account budgets and campus needs. Chancellor hopes to bring a tentative budget to the Board in May. He concurred with the finding that technology, financial, and facilities plans need to be integrated. District and college plans need improved integration/coordination as well.</p>	

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		<p>4. Board Orientation Program: a handbook has been developed for new members; the board is working on processes to introduce incoming participants to the workings of the body.</p> <p>Chancellor pledged himself to getting these tasks accomplished and getting our campus off sanctions. Preparing for the March 2016 report will be his top priority. Periodic updates will be provided.</p> <p>Discussion followed on various items. A Chatterjee asked about the lag time between a chancellor hiring faculty and having the Board ratify the appointment. Could the Board meet twice monthly to expedite the process? B Baron noted that boards typically do not second-guess chancellor choices; the last board to consider an increased schedule rejected the proposal. A Avelar asked if the Board handbook was vetted through various campus bodies. Reply: the Board itself compiled and reviewed it, drawing on board policies and procedures from the college league. B Baron offered to share it with the Senate for constituent review. Several suggested that some policies and/or agenda items are bloated and trivial. One possibility: group all proposed advisory meetings for an upcoming year for approval in the June meeting. B Baron conceded that some policies are rarely followed due to a lack of penalties. He also said that the final report sent back to the Commission would have more definitive language.</p> <p>R Pires expressed frustration that, during the financial downturn, classes were cancelled and students turned away while District held a 35% reserve; recommended levels are just 5%. Also, some retiring positions – already budgeted – were not automatically replaced. In her view, the accreditation team thought it was doing the college a favor by putting it on warning. “Are we OK with just meeting the minimum Faculty Obligation Number (FON)?” B Baron agreed that his office needed to better communicate re budget issues; the current newsletter is not sufficient. He noted that, while our teachers are admittedly still underpaid, no other district in the state has given an 8.5% raise to faculty. From the Board’s perspective, reserve funds are one-time monies; an organization can’t be sustained on a one-time reserve. He had recommended to the Board that 15% of the reserve (35% down to 20%) be freed up. Several hundred thousand dollars have been invested in student success; more than \$1M spent on increased access.</p>	

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	Additional Reports	<p>Third-Party Complaint: L Lopez summarized his communications with the Chancellor going back to August 2014 and following. He said the ACCJC position is that the presidential post must be filled by someone who is qualified. Two options exist; the Chancellor's recommendation is to extend the time while the College is out of compliance as G Fisher addresses the deficiency. Or: immediately resolve the compliance issue by appointing a candidate who meets the qualifications. B Baron responded based on three conversations with President Beno. According to her, ACCJC would not get involved in district-level personnel decisions. Their job is to point out to the campus when a standard is not being met; in this case, the CEO doesn't have a degree from a regionally accredited state department of education. Their mandate is: "Make sure she gets it" (or is making satisfactory progress toward same.) There is precedent for the reality that the college will not be sanctioned for that finding. In other cases, "the president went back to school." Over the past 20 years, the state chancellor's office has said that such a law degree meets the minimum qualification: a master's degree to teach or be an administrator in the district. Dual realities, he said, are that G Fisher was honest about her credential, and that the state chancellor's office held it to be satisfactory. To date, G Fisher has not shared her plans with the Chancellor. L Lopez countered: why choose the path that keeps us out of compliance? After two failed searches, the college needs an immediate remedy: someone qualified right now. B Baron said the screening committee was instructed not to send final-interview candidate names the college could not live with; they sent him three names, including G Fisher's. A Chatterjee noted that "grandfathering" is viable for a job a person already holds, but not a future position. Brief discussion followed about evaluating interim positions. B Baron concurred that they should; K Weiss said that proposal has already been approved. B Baron concluded by noting that the district's attorney had a letter from the State chancellor's office, stating that G Fisher's credential allows her to serve in any administrative position within the district. He also responded to a query by saying that teachers are being hired to teach our 800 unfunded students, but does not know how long that can continue. Senators are welcome to attend district budget meetings.</p>	

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		<p>J Gilbert outlined Senate options in responding to the recommendations and Chancellor report. In discussion, dissatisfaction was expressed about the chancellor's apparent previous lack of attention to these ACCJC problems. L Lopez noted that under Board Policy 7110, the Board delegates hiring and personnel to the Chancellor. J Gilbert said that CHC's Senate does share some of Valley's concerns re district deficiencies. L Lopez addressed the clarity of the law change in 2009, which is quite specific that "grandfathering" does not work. J Gilbert summarized that, in ACCJC's consideration, a) the president does not meet the standard, b) it's up to the district to determine how to address the deficiency, c) the issue is not part of the overall sanction. All must be addressed by March 2015. As a member of the hiring committee, he explained the working assumption that all names forwarded by HR are qualified, e.g. a master's degree and experience. R Powell suggested that Senate focus on fixing the problem rather than fixate on assessing blame. "We are where we are."</p> <p>Ed Policy - Student Services - no report. Personnel Policy - no report. Career & Tech Ed - no report. Financial Policy - no report. Equity and Diversity - no report. Legislative Policy - no report. Elections - no report. Curriculum - Program Review - Professional Development -</p> <p>College President's Report - SBCCD-CTA - District Assembly -</p>	<p>Motion by G Mack requesting Executive Committee to draft resolution language addressing: 1) district deficiencies, 2) ACCJC recommendations regarding the candidacy/ qualifications of G Fisher. No Second; Motion failed.</p> <p>Motion by A Chatterjee to initiate a vote of no-confidence regarding the Chancellor. 2nd by M Copeland. Vote: ayes (15), nays (3), abstentions (4).</p> <p>Motion by C Huston for J Gilbert to contact ACCJC's President Beno and request a written summary of her conversations with Chancellor Baron regarding G Fisher's qualifications, specifically if ACCJC recommended she be retained, if satisfactory progress toward a master's degree is acceptable, and what timeline they envision. 2nd by J Buchanan. Vote – unanimous.</p>
	<p style="text-align: center;">Public Comments</p> <p style="text-align: center;">Announce- ments</p>	<p>S Lillard: CTA sponsors Part-Timers Appreciation next week. Supportive buttons and fliers have been distributed.</p> <p>A Avelar has sent out an email addressing difficulty in reaching all FT and PT faculty mailboxes.</p>	
4:40	Adjourned		

