April 8, 2014

Good evening.

The Academic Senate would like to thank Trustee Wood for sending BP 2525 to the Academic Senate and College Council for review. To the AS, this demonstrates the BoTs recognition of the importance of the Shared Governance process to our institution, and SG relation to ACCJC guidelines as per Recommendations 2 (Planning), 4 (Campus Climate), 7 (Leadership and Governance) and 8 (the BoT). As the AS noted last month, Academically and professionally, BPs 2515, 2520 and 2525 all have the potential to reduce course offerings, thereby lengthening the time it takes for students to reach their educational goals; reduce the number of faculty available to teach needed courses; and does not specify how the substantial reserves, from taxpayer money, will actually be spent...in other words, how do these proposed BPs support learning? So the AS formally recommends that BPs 2515 and 2520 be referred to the AS and to College Council so they, too, can be vetted appropriately to the campus constituencies and demonstrate that the BoT is committed to SG.

Related to these questions and the BPs are the handouts you’ve received.

A year ago, the AS initiated a baseline process for the executive team to review submitted PRs to generate a priority hire list; faculty hiring is part of the 10+1 area of the AS. This process was based on a rubric, which included student need, f-t to p-t faculty ratios, programs with no current f-t faculty, health and safety issues, and if
the position was mandated by law. Based on information given to
the AS last Spring, this list consisted of 11 full-time positions [first
page]. This list was presented to VVC Administration three times
between Spring 2013 and Fall 2013. In October 2013, VP of AS told
the AS at its monthly meeting that four positions were budgeted.
November, December and January came and went...with no
notification.

The AS has a process created in 2003, and updated last Fall (this
document will be on the BoT agenda, hopefully in May) that outlines
timelines for hiring. We are out of compliance with those timelines,
and it’s obvious that no f-t hires will be done this academic year.

For the AS, this is, to say the least, frustrating. Technically, according
to our own baseline policy (which should be in its second phase to
see if this will work long-term), the ASET should be reviewing this
year’s PR and Annual Updates for next year’s list. However, after
extensive discussion, ASET cannot, in good conscience, simply negate
all the hard work faculty did in their PRs last year and create another
list...yet this leaves ASET with another dilemma: what about those
not on the prioritized list last year, who still need a hire [page 2 of
handout]. You can see the extensive list, spanning almost every
instructional program.

Let’s talk about the impact of not hiring f-t faculty.

Restaurant Management was the top of last year’s list. Page 3-4 of
this handout shows all the classes this program teaches. There have
been no f-t faculty in this program for several years. The excellent p-
t faculty have shouldered the weight of ACCJC reports, PR, and keeping this employment-related program going.

If you look at the prioritized list, you’ll see Counselors and Librarians (both of who teach guidance and information competency, respectively, in addition to their primary duties). Both of these see hundreds of students, yet both are severely understaffed, affecting students. With the implementation of the SSA, which requires all students to have an Ed plan, our counselors, as I’ve noted in a previous BoT report, suffer with a ratio of 1 counselor to 1522 students, which is over the limit recommended by the state of 1:750. No doubt, students are frustrated over this; no doubt, the counselors are as well.

The blue and pink sheets indicate another casualty of the lack of f-t faculty: transfer. You’ll see on each sheet, circled all the courses representing positions requested on the 2013 priority hire list. Please note the number of courses, and how our students could be better served with more opportunities to complete their educational goals.

The mandated TMC degrees, the last part of the packet, reinforce the importance of hiring f-t faculty. Highlighted are those programs on the 2013 priority hire list, that haven’t been filled. Include ENG situation and SOC not having a hire in over 14 years after repeated requests.

For those who might think, based on the BPs presented last month, that faculty ‘cost too much’, or take up too much of a % of the
college budget, the AS asks: what is the mission of this institution? Education.

Related to this: a recent article in the Daily Press reported that the district spent an additional $707,000 on academic salaries last year. This article is misleading----most people would incorrectly assume that an increase to academic salaries means a raise for faculty. No one apparently took the time to ask or to clarify exacting what “academic salaries” means.

In general, academic salaries do include full-time faculty salaries, but they also include salaries paid to the college president, the vice presidents, the deans, and some managers, as well as hourly wages paid to faculty which simply means in this case more classes were offered for students. It’s a shame that this was not explicitly stated in the press.

Thank you.

1. Curriculum, including establishing prerequisites.2. Degree and certificate requirements.3. Grading policies.4. Educational program development.5. Standards or policies regarding student preparation and success.6. College governance structures, as related to faculty roles.7. Faculty roles and involvement in accreditation processes.8. Policies for faculty professional development activities.9. Processes for program review.10. Processes for institutional planning and budget development.11. Other academic and professional matters as mutually agreed upon.