

## ACADEMIC SENATE SPECIAL MEETING NOTES – January 31, 2018

### COLLEGE LEADERSHIP:

The Academic Senate would like a full-time president. Dr. Jackson said that face to face communication is needed.

She reviewed Dr. Russell's current health situation. He cannot return to the president position at this time. He has transferred to the district office. Roanna's contract is extended until the end of this semester. Currently there is no vice president. Roanna is looking at candidates for a temporary vice president. A permanent academic services dean position has been posted.

Comment: We feel the focus has to be on the LPC campus as well as on Dr. Russell's health. The situation has overburdened the campus leadership and not provided a sense of solid leadership. There is a void in the vice president's office regarding hiring processes which impacts the staff and the programs. The faculty does not want a part-time president or vice president. We are requesting more certainty in the situation.

Dr. Jackson feels that she is constrained by regulations; she is doing another assessment and based Roanna's contract renewal until June on that assessment. Dr. Jackson is looking outside the district for the VP position, who would be assigned "chunks of responsibility."

#### 1. **STEWARDSHIP OF THE DISTRICT OFFICE – regarding Chabot College overspending by 2.5 million**

Dr. Jackson related it was going to be 5 million, but coding was examined and changed to reduce the amount.

The Senate does not want LPC's budget to be affected. Dr. Jackson says that it will not be. Our model, according to Dr. Jackson, is that the colleges get to "keep their extra funds" and that the "deficits accrue to the college" and not to the total district budget. She pointed out that each college uses the same software so that was not the issue as was reported as to the cause.

Next year Chabot will not "repay" but that will go into effect the following year – there is a five-year plan submitted to the board (it should have been three years, but there is a clause for "exceptional situations").

Comment: the districtwide budget committee is reviewing the budget model, and is recommending changes.

Dr. Jackson said "checks and balances weren't checked and balanced." The alarm was sounded late in the year.

Comment: Moving forward, will there be more safeguards and transparency? Dr. Jackson said yes. Does the budget allocation model prevent for this happening again? Dr. Jackson said it was partly the district's fault for not providing oversight; it has been the president's responsibility to

oversee the budget. Now Dr. Jackson is requiring that presidents meet with the vice chancellor on the budget.

Explanation from Dr. Jackson: there are disciplines, each of which has a budget; the deans oversee this; the vice president oversees this; the president oversees this; the district office vice chancellor of business services oversees this. This is now a requirement not a recommendation.

Comment: The president and board should be responsible for this short-fall situation. Request for a mechanism for reporting each semester “in the black or in the red.” This needs to be made transparent.

Dr. Jackson responded that the behavior of having overages without responsibility went on a lot before 2013. Budgets were consistently not followed; overages and extra funds were put “back into the same pot.”

Comment: We had a financial model since 2013 so why were controls not in place? Dr. Jackson said she would get back to us on this. She felt that the campus entities were not meeting or reposting. **We request a report on how this situation happened and what controls are getting put into place and how they are being enforced.**

Dr. Jackson requested a recommendation to the above be made to her before Friday. Question as to why she would not be making this directive herself? Is this not her responsibility? She said she felt the controls were there but not being followed. **Dr. Jackson will research the charge of the PBC and report back to us on this.**

Question about non-credit compensation: It takes a year to get curriculum through; another year to get certificates through. We have been talking for two years about non-credit compensation for faculty. **Dr. Jackson responded that “she has a solution” that she believes the Faculty Association will accept. We request a report back. She has been trying since 2016; she has been aware of this issue as a recurring theme.**

Please note that we can’t write curriculum for a course that isn’t funded. Dr. Jackson said that on the state level multiple measures are being presented; doubling the number of students participating. But curriculum approval still takes two years; she agreed with this statement.

Concluding statement: there is a feeling that the two colleges’ budgets are not equalized. **Dr. Jackson will send information going back to 2012 on this issue.**

Question about no hiring of new staff: Dr. Jackson said there are recommendations regarding this but she can’t speak on how this will be accomplished. Comment that LPC has never recovered from years when they didn’t hire and Chabot did. Comment that when colleges acquire new square footage it triggers an additional staff, aligned to needs.

## **2. SHARED GOVERNANCE**

Student grievance policy was not a shared governance process. Now it has to be redone.

## **3. LEADERSHIP**

We are told we can't move forward with positions because there "isn't a parallel position" at Chabot. This needs to be addressed due to the differences in the campuses.

**Question about the best way to communicate with Dr. Jackson: Deborah delNascio and Audrey Ching should be cc'd on all communications. They are confidential staff. If she doesn't respond, call her, her staff or text her.**

Comment: When we didn't have a dean or athletic director, a faculty member met with Dr. Jackson and Dr. Jackson listened to him.