

FACULTY SENATES COORDINATING COUNCIL
of the Contra Costa Community College District

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Contra Costa Community College District ■ 500 Court Street, Martinez, CA 94553

FACULTY SENATES COORDINATING COUNCIL

August 25, 2009

MINUTES

APPROVED

TIME: 1:30-3:00

LOCATION: CCCConfer

PRESENT: Laurie Lema, Michael Norris, Virginia Richards, Richard Akers, Keith Mikolavich
Ann Patton

ABSENT: Lynette Krahl

GUESTS: None.

Item #	Topic/Activity		Responsible Person(s)	Time Line
1.	APPROVAL OF AGENDA AND MINUTES	<p>It was MSC to approve the agenda of August 29, 2009. All in favor. Approved.</p> <p>It was MSC to approve the minutes of May 14, 2009. All in favor. Approved.</p>		
2.	PUBLIC COMMENT	None.		
3.	ANNOUNCEMENTS	None.		
4.	EEO PLAN	<p>Paul Guess, Faculty Rep on DVC'S Cultural Diversity Committee and the District Equal Employment Opportunity Plan Advisory Council, said he understands the FSCC has concerns with implications on the faculty hiring process.</p> <p>Norris explained DGC formed a work group to summarize the plan. Also Jeffrey Michels, UF President has submitted concerns that the work group has reviewed. The Colleges academic senates have also expressed concerns. DGC is anticipating a vote on October 13, 2009.</p> <p>The DGC subcommittee has summarized the plan. Council reviewed concerns submitted by Jeffrey Michels. He is concerned that the consequences of not having a diverse pool is to stop the hiring process. The other subcommittee members disagree.</p> <p>Norris said LMC senate agrees with Michels. They said it could totally shut down hiring</p> <p>Akers said CCC is also concerned with stopping the process after it has begun.</p> <p>Lema said DVC is waiting to hear about this discussion by FSCC. She said she predicts a big concern will be what is the District's role in getting the pools of candidates to the</p>		

colleges. The other concern is if a position gets stopped in the process we could lose diverse candidates because we have not moved fast enough.

Paul Guess told Council this plan has been around since 04-05, and it has been vetted by constituents and lawyers. He said there are some parts we cannot change, but there are things we can add to it. He said there are 16 major components to the plan and some are required by the state. He will forward those requirements to this Council. He said also it is required to test for diversity at 4 stages in the hiring process for adverse impact under title 5.

Council asked how it would be tested. Guess said there are percentages for each designated group established by the state.

Norris said his senate does not have a problem with the tests. It's the stopping the process that is problematic.

Lema said she sits on a lot of faculty hiring committees and asked what if we are hiring, there are no issues at first but how fast is the turnaround going to be when we are in the middle of the hiring process. Do the EEO officers put everything aside during hiring process to ensure a fast turn around if it needs to be stopped.

Guess suggests we get our college EEO committees going and we push for release time for EEO officer at each campus. He added that the committees are not required under state law but will be under our plan. The committees can work out timelines. He said the plan takes this out of one persons hands and into shared governance.

Norris said if there is a diversity problem with job requirements, minimum qualifications, etc, the plan recommends we cut those out. But those usually are the ones that come from the state and we can't change those.

He said recruitment is the first line in getting a diverse pool then the following stages should not have a problem and recruitment lies at the district level.

Guess said the local committees should put pressure on the district to advocate for the colleges.

Lema reminded Council there was a time when recruitment was done at the colleges.

Akers said there is money to implement this plan but it is misdirected and should be focused on recruitment.

Guess said the EEOAC is advisory and should be recommending how the funds are allocated.

Norris told Council to forward specific questions to Guess. Norris told Guess he would like the list of what is required before the following Tuesday.

Guess told Council this is a living document and these will be ongoing conversations. The document provides a way to have these discussions.

Norris said this will come back to FSCC after hearing from the senates and DGC.

<p>5.</p>	<p>DISTRICT BUDGET WORKSHOP</p>	<p>Council discussed the information that was received at the District Budget Workshop. I-heard that we need to ask a lot of questions – change direction of the questions from what classes do we cut – to what else can we cut at two meetings they heard some different figures (\$3 mill) mike thinks kindred had recalculated the interest richard – we are getting fuzzy math there are not kindred issues – these are formulas issues and the situation is dynamic do we agree we should focus on putting money towards what they feel are priorities ie parity pay I-there are protected and unprotected categorical funds I-when does dgc get to have a say early on in district priorities – they are supposed to be the budget committee – this is symptomatic-this needs to be said this puts us in a reactionary mode we should ask what can we preserve not what can we cut Richard..... Mike..... Kindred would like to change but..... Mike-there is more bad years ahead we need to be ready for r-the board is making recommendations that then go to DGC – we need k-900 mill in reserve for the state system What should the district have in reserve – we are well above the required 5% When dvc went to 4 ay schedule they got a bump- the other colleges could do Mike-you'd have to pay on the backside to get more teaching load Division deans are 12 mo at dvc-do they need to be? r-we serve 30% of students in the summer – we could use 30% less admin laurie-what about operational budgets? They are slim the district has proposed taking operational funds to keep reserve Richard supports taking 50% of the reserve Mike wants all undesignated reserved used I-lets ask right now it's a 3.5% that needs to be cutsee record..... I-if these end up being permanent cuts – how does it impact reserve?-would we have to include reserve funds next year and the next year currently we are 11 mill short –to fund the restoration we are not getting from the state Richard –spend down to 5% - how many years does it take to get there More from mike.....if we don't use it now and don't need to I-we have needs now – this is about access-it is a moral</p>		
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		<p>thing-keep it about our student it is not a criticism of people work – it's about --we need to ensure the most vulnerable students are taken care of Ginny – there are certain dss services that are mandated but some are not-like tutoring Parity cuts are a union issue Priority and planning are the key things in the budget discussions Richard and Laurie are being asked by their president for input Dvc-lamb has called emergency meeting with deans and dept chairs and will be going through the schedules, etc....they will actually be voting on what stays and goes they are looking at stand alone courses first r-it is going to the council of chairs he was involved in creating a criteria in the early 80's</p>		
6.	BUDGET REDUCTIONS AND ENROLLMENT MANAGEMENT	Postponed		
7.	SLO'S ON SYLLABUS	Postponed		
8.	FSCC BUDGET CONCERNS	Postponed		
	FUTURE AGENDA ITEMS	<p>mike –student rep wants to address at the next meeting Richard shared equivalency packet for next time – they want a codification on what is an equivalency in a particular situation-met with Helen about this and did not get clarification</p>		
9.	ADJOURNMENT	Adjourned 3:00		