



Governing Council Meeting

Nov. 17, 2009 minutes

MEMBERS PRESENT

President Diana Bennett
Vice President Huy Tran
Secretary Lloyd Davis
Treasurer Rosemary Nurre

Creative Arts/ Jim Robertson
Social Science Benedict Lim

Language Arts Kate Motoyama
 Daniel Keller
Library Michele Alaniz
Math/Science Carlene Tonini
Student Services Ruth Turner
 Kevin Sinarle
P.E./Athletics Joe Mangan

MEMBERS ABSENT

Math/Science Tania Beliz

Business/ Suzanne Russell
Technology Lilya Vorobey

OTHERS ATTENDING

COI Laura Demsetz
AFT Dan Kaplan
Creative Arts/ Jesus Moya
Social Science Angela Orr
Student Services Carolyn Fiori

Language Arts Jing Wu
 Richard Castillo
Math/Science Kate Deline
 Linda Hand
 Barbara Uchida

SUMMARY

- Counterproposals and cabinet responses to them are posted on the Academic Senate website.
- Governing Council will vote on the final recommended list (consensus approval, support without consensus, or rejection) on Nov. 24, and is considering language asking for an improved process in the future, including district-wide discussions. Such language might go through District Academic Senate.
- The vote on the Language Arts resolution requesting information from district office and facilities on the FTE impact of its budget cuts on employee classifications, and asking them to consider deeper administrative cuts was postponed until Dec. 8 to allow members to educate themselves about data that is already available.
- Be prepared to discuss the minimum quals equivalency process on Nov. 24.
- A candlelight vigil in support of education will be held in the Fine Arts courtyard, Monday, Nov. 23, 5-6:30 pm.

CALL TO ORDER The meeting was called to order at 2:19 p.m in 36-109. The agenda, and the minutes of Nov. 10, were approved.

BUDGET REDUCTION – ADMINISTRATION RESPONSE TO COUNTER PROPOSALS

Diana emailed to all faculty the Cabinet responses to the counterproposals submitted last week. The counterproposals, for Art, Chinese, Ethnic Studies, Music 665, and Welding/Manufacturing/Machine Tool Technology, are on the Academic Senate website.

Daniel Keller said we have no idea what Skyline or Canada is doing about Chinese. Even if it is offered there it will not necessarily be cut here. CSM is reinstating Chinese 111 for Fall 2010, to give the Chinese department time to pursue alternative funding.

Points in discussion: At some point the District must step in and say we are better off not eliminating anything at every school. We were supposed to hear today about consolidation and cuts across the district. Canada president Tom Mohr and Skyline president Vicki Morrow are presenting their cuts to the Chancellor. Once those cuts are made public, the District will move forward with discussion.

Rosemary asked where students go if all three colleges cut the same classes. It would be better to have a coordinated effort. Diana agreed that should have been the first step. What we are doing now should have been last. Rich Castillo commented that the District Office has a 40 year history of fostering autonomy at the colleges, by not overseeing district-wide decisions but letting the colleges agree, then presenting to the Board. At the district level, decisions are financial. For academic control of program coordination, act at the DAS level. Diana said DAS is waiting for our sister colleges to reveal their cuts. The recommendations made at the meetings of the three college presidents with the Chancellor will be made public. In general, and specifically with regard to music, locations and facilities are not in the purview of the Senate.

Jing Wu said the Chinese department is looking into applying for funding through the Chinese Language Council International in Beijing, which is working to promote learning of Chinese language and culture globally. The college must make the first move, but Jing Wu has not heard from President Claire, and Cabinet has made no move at all. At most one community college in the San Francisco Bay Area will get funding.

Jing Wu expressed concern about the Chinese program dying if it cannot get outside funding or if it is offered at Skyline. Diana said Cabinet has responded to the counterproposal to try to accommodate what Chinese asked for, and has done so for other programs as well. Chinese depends on Skyline and external funding decisions. It looked like it would be eliminated, but we got something back. Cabinet compromised by putting it back on the table and allowing Chinese to obtain external funding.

On Ethnic Studies, Dan Kaplan pointed out reducing a program of 13 courses by 3 preserves a lot. The cabinet response says four courses will be cut. Three sections were cut for Fall 09. Does that mean one more will be cut in Spring 2010. The document is silent on that question. Diana pointed out the Ethnic Studies proposal was from an individual, not the division. Jim noted it came after the Social Science division submission. The 10/1 list cuts 3 sections per semester, but offers the courses most important to meet student needs. A faculty member sent a response, to which the 11/6 cabinet response was to refer to the Social Science division submission, which accepted Cabinet's original recommendations on Ethnic Studies.

Dan remarked it has been an interesting dialog. The list was intended to produce this kind of dialog. An unintended consequence was getting faculty more engaged in curriculum decisions. This is not happening as much at the other colleges. We have different processes. Skyline is using PIV and is a few weeks behind us. Faculty are unhappy on all three campuses.

Last year a \$30,000 retirement incentive was offered. There was talk of a higher incentive this year but it seems to be back to \$30,000. The District will likely be hesitant to offer postretirement contracts. Any retirement offer would have to go to all faculty members.

Diana reported President Claire has said there have been discussions about postretirement, overloads, banking, and perhaps looking at faculty who are in effect working for free because their retirement credits are so high. Programs to be identified at Skyline will go through an expedited PIV process. Skyline's PIV process is on its senate website. Skyline's Senate referred PIV to its Institutional Planning Committee. Programs to be identified soon will go through an expedited PIV process.

Diana sees our position being put forward next Tuesday. We have three options: 1) consensus; 2) no consensus but support; and 3) refusal to support. Rosemary suggested also making the suggestion that some programs might be saved by offering them on only one campus. We are concerned that all three colleges might eliminate the same programs. Jim Robertson agreed but said we cannot do it this round because the Chancellor told each college president do it by yourself. The presidents have taken collaboration off the table. Let us say that in the future, cuts have to be considered on a district-wide level. We need a two part statement: First, the process was flawed this time because of the short timeline and the lack of transparency at our sister institutions. Second, as we move forward these discussions have to be carried on district-wide. Make that part of our resolution. It doesn't have to be part of what we move next week, but it needs to be said. Diana has been working with other senate presidents to be sure it is senate driven and goes through DAS, so the Board gets the sense people across the District are thoroughly fed up at being siloed, without crosstalk led and promoted by the District.

Laura advocated including those points with the recommendations. The first list from Cabinet said this will not be final until we learn of other cuts across the District. Then launch into Jim's remarks. It would be more powerful if they go together rather than separately.

Jim suggested having the statements come from DAS, rather than from each college. That would be stronger, though it might take time to wordsmith at the District Senate level. Diana suggested adding Laura's piece, then a separate resolution to DAS, and ask other colleges to do the same, to show all three campuses are working together. Diana pointed out the Ad Hoc Committee said something like that, so it will not be new. Administration has heard it at all college meetings, faculty meetings, DSGC, DAS, Strategic Planning, and Board meetings. Jim said if another college does something outrageous, we have the right to come back.

Carlene said maybe the intent was more like a business model. Phase I is do a self-assessment to find where you are inefficient. Phase 2 is consolidation. Jim said Mike Claire did not expect this to turn into negotiation, which it has, and that has made the end result better.

Jim and Laura will work on language for a vote next week. The language will be sent out before the meeting, to be shared within divisions. There will be a statement on district-wide collaboration. Jim said having three options (consensus, support without consensus, reject) tangles us up. A small number of votes for each option would be inconclusive. He suggested one round of voting, then a runoff between the top two options. Diana said it is in our best interest for the future to send one message to district, Cabinet, and the Board. Governing Council approved the procedure, including Jim's additions, by consensus. Diana noted we have done all of this in a month.

Laura, Diana, and Cabinet got a memo from the English department. Diana forwarded it to Cabinet, asking for a response in a week. It was not clear the COI chair and Senate president should respond, but faculty have the right to know exactly why each recommendation was rejected. Diana said Susan answered direct questions at last week's senate meeting.

Daniel Keller said Susan did not give the rationale for not cutting six online classes per year as proposed by English. These are classes with high attrition, which end up with eight or nine students. Points in discussion: Cabinet should provide that rationale. At last week's meeting Susan responded by grouping all transfer level classes together. The English recommendation on online classes was the only proposal to or from the faculty that talked about the particular mode or time of day of the course offering. Diana asked English people to talk with their division about rewording the inquiry. Diana will send it forward. Cabinet will respond within a week.

Diana said we need to get creative about how and when we offer courses. For example, Italian was approved for two sections, with no restrictions on which sections. Scheduling decisions will be made with faculty and deans.

Diana described the 11/12 meeting of the Ad Hoc Committee with counter proposer, all of whom showed up except welding and ethnic studies. The committee was willing to meet at other times and places. The goal of the meeting was to support and guide folks with counter proposals. The process was reviewed. The committee emphasized the importance of proposers not repeating what they already said, and of getting deep into rationale of why cabinet should reconsider. Diana saw it as helpful. The Ad Hoc Committee is the messenger, not the decision makers. The committee felt it important that counter proposals be different from what Cabinet had already seen.

Rich Castillo called the meeting important and helpful. A gut reaction to having to make a counter proposal is what could a department say that is different? The meaning of primacy is not that administration does something which it gives to the Senate which then gives it to faculty, who allegedly have primacy. It is offensive to say we have primacy under those circumstances. Cabinet presenting the Senate with a list of cuts should not happen again. We have to be the place where things start if primacy is to mean anything. Diana said the Senate agrees 100%. The present process was an anomaly.

With the counter proposals, we were able to get Chinese back on the table, with time for it to work on funding. Overall, the process was not good. Recommendations were not discussed, but were dropped in our lap. The senate needs to be proactive, not reactive. We need to state here what we want to do, and how, so we are prepared when we hear from cabinet or district. Diana said have faculty meetings where everybody steps in and is engaged. Talk about what is important to us, including curriculum and pedagogy. Rich said we must understand there is a basic problem with meeting to get rid of more classes.

Laura said Mike has talked about all campus discussions next spring, but people do not show up until they feel threatened. We have to step out of that. You need to participate, or you cannot complain when you get the list. Diana said she is open to suggestions for different ways to start the dialog and get to decisions and visions. Jim made two points: 1) Ideally this would have started with the Senate, but comparing the first list with what cabinet is signing off on we see our primacy. They have the ultimate say, but they rely primarily on the advice of the senate. 2) We need to initiate discussions. We need to know the budget parameters. That will drive our vision of the scope of change. They must provide financial data. Rich said it would be nice if the senate could present a proposed list of cuts to administration, and say to them react to this. The Senate could give a proposed list of how you could save money. Diana said it has been made very clear to her that CSM will shrink. Let us be proactive moving into the next round, which is likely to be in the near future.

Carlene said as a faculty we look at academic programs and the faculty portion of savings, e.g. retirements and voluntary furloughs. Facilities, e.g. bringing in groups to rent space, is something we do not worry about. Other boxes which must come together in a plan are for the district, administration, and classified. Where is the bird's eye view of a plan to get a dollar figure at the end? It would be nice to know about the other areas.

Diana said we have IPC and BPC, which know those boxes. Yesterday was the first open session of BPC. Board of Trustees president Karen Schwarz attended. The Board wants to know what is happening at the colleges. Some parts of BPC meetings are still closed for sensitive issues, such as personnel matters. Diana said the senate is working in one area, but there are others. IPC is at the top level. Carlene asked whether commitments for matching funds, e.g. for NSF and NIH grants, are untouchable.

LANGUAGE ARTS RESOLUTION Diana asked for a motion to postpone Senate action on the Language Arts resolution until December. Kathy Blackwood has agreed to submit information we request and to come to a senate meeting. Diana needs more specifics on exactly what we want. We can get lots of information ourselves. The state chancellor's office has CCI3 forms with information we can pull. AFT will also give out information. We can relate faculty, district and administrative salaries. AFT has created graphs on that subject. We as the senate need to be educated as much as we can on the information we have before we request other information. We want to be prepared.

In discussion of a motion to postpone, Kate Motoyama said data in the whereases that justify the request come from information submitted by districts to the state chancellor's office. Diana wants to make sure

everyone understands where the numbers come from. Give Kathy a chance to share information with us one on one. Kate said the chancellor has submitted a list of reductions at district, but it is difficult to read. We want more clarity. Kate's case is the colleges generate the money we operate on. We have a large district office which seems top-heavy. We could not interpret district reductions while making our cuts. We cannot tell the district what to do, but we are asking it to consider deeper reductions since it does not generate apportionment. She would like it to go forward, and thinks having more resolutions is better. We should write a position paper about the future of the college and how to proceed. In discussion there was disagreement about whether we are top heavy, and about whether we needed to wait on the resolution.

Diana said we need to be sure to be educated about the budget so we are familiar with the numbers and the terminology. In December we should hear what the other colleges are doing. What the Chancellor sent out was very unclear.

Dan Kaplan reported AFT is bringing in the CFT's research director to give a training workshop on how to read 311 forms and other state financial documents. Several math instructors and a Skyline economist will take the four hour afternoon training in the first or second week in December. Others wishing to participate should contact Dan. Dan has five participants so far, and there is no cap yet. The trainer will supply 311 forms.

Diana said there is a resolution about the increasing disparity between faculty and administrative salaries that could be included. Jim said fewer, not more, resolutions would strengthen our case. Given the budget constraints, budget for administration cuts into instruction. We want to free up more money from the district, but that must be based on better information.

Kate Motoyama said she is content to let the resolution be voted down and postponed. At ASCCC, multiple resolutions are submitted. It does not weaken us to have more than one.

Dan said the document from the District came up at a meeting he and Diana attended. At CSEA's request, Kathy Chaika was sent a clarification of the document, but there is some question about whether the information is publicly available. Diana said she needed to check with CSEA to see if they felt it could be made available. Kate Motoyama described the document as opaque. Many people moved to other funding sources. Some are taking advantage of retirement incentives. There is a name next to each position. As of December, some KCSM people will be gone.

MSP (6-3) to postpone action on the Language Arts resolution to Dec. 8, our last meeting this semester. On Dec. 9, President Claire will submit the proposed reductions to the Board.

ASCCC FALL PLENARY UPDATE Colleges and senate leaders across the state are feeling the budget pain. The same issues and the same discussions face other districts and administrations making decisions. One wag described ASCCC discussions as group therapy. Faculty representatives agreed we need to be strong to keep our primacy over curriculum. All will work together. As much as we feel CSM is dysfunctional, we are farther along than many other colleges. Some have no BPC. Some have decisions made by administration and trustees without discussion with faculty. Diana said we have issues and problems with administration, district, and faculty, but we are able to talk and get information.

The first two days at Fall Plenary were open sessions about resolutions. Last year was all about accreditation. This year was all about budget. Jim asked whether there was discussion about the suspension of four professors at Southwestern College after they participated in demonstrations against budget cuts. Diana and Angela Orr said there have been no problems or issues with protests and vigils at CSM.

DISTRICT RULES AND REGS Dan said §7.21 of District Rules and Regs is now going through DSGC. §7.21, Speech: Time, Place and Manner, is on free speech and creation of "free speech zones." The AFT position is it is blatantly unconstitutional. Unfortunately it is based on a Community College League of California recommendation. An AFT attorney has prepared an 18 page letter asserting that the regulation is

unconstitutional and the item is negotiable. It is related to what happens at Southwestern College in San Diego. Why is the League promoting it? Maybe they anticipate student protest and want to marginalize it.

Dan said if § 7.21 is approved AFT will demand it be negotiated. The district is arguing it is not a negotiable item. Initially the district said it is only about students, but the language has no such restriction. Diana said we need to think about the other issues, not what is or is not negotiable. Once vetted by DSGC, regulations come to college Governing Councils for feedback. Action on District Rules and Regs was postponed to Nov. 24.

MINIMUM QUALS EQUIVALENCY PROCESS – Diana has emailed us the DRAFT revised process. Look at it. What will be added are things that came up about the grandfather clause and the process for challenging. Look for other changes you think are necessary.

COMMITTEE APPOINTMENTS Governing Council approved the appointment of Frederick Gaines to the Student Development Committee.

INFORMATION/ANNOUNCEMENTS Angela Orr asked members to share with constituents that there will be a candlelight vigil in the Fine Arts courtyard, Monday Nov. 23, 5-6:30 pm. It is an opportunity to support higher education and to see and be seen. The press, including newspapers, radio, and TV, will be present. Flyers are being passed out starting today, and will be available electronically in a day or two. The event will be all inclusive and respectful. Organizers have checked with President Claire and Chief Public Safety Officer John Wells. Jim said Creative Arts/Social Science Dean Kevin Henson sent out the message it is permissible as part of teaching citizenship to have faculty urge students to attend. President Claire will be a speaker.

The meeting was adjourned at 4:05 pm. The next regular meeting will be Nov. 24, 2009.