# MEETING MINUTES

Date: June 5, 2020

Time: 10:30-11:30 a.m.

Loc: Zoom

## NOTES BY TOPIC

| **ITEM** | **TOPIC** | **DISCUSSION** | **OUTCOME** | **NEXT STEPS** | **\*RESP** |
| --- | --- | --- | --- | --- | --- |
| 1 | Introduction/Agenda Approval of Minutes | * Anthony approves the minutes, Eric seconds | * Meetings approved unanimously |  |  |
| 2 | Students’ Report | * Leo: Farewell ceremony for outgoing ASFC officers * Protests escalating in the area; students experiencing them first hand; students feeling unrest; should I focus on my exams, or become part of this civil rights movement |  |  |  |
| 3 | President’s Report | * District wide all Administrator’s meeting and we discussed focusing our budget decisions around equity work; as you deliberate your recommendations you keep that in mind (focus on students of color and equity plan) |  |  |  |
| 4 | Hiring Holds: Discuss as a potential action for addressing possible budget reduction needs; make hiring holds recommendations if necessary. | * Isaac: Gather information from different departments and ask about impacts and whether programs could survive without a hire; discussions related to state budget * Thuy: VP Bret can you give us a sense of how the District is approaching it at this point * Bret: Tentative budget is available; following the governors May revise; combination of reductions and deferrals; reduction of 8% of the base * Big three are meeting to discuss the tentative budget; on schedule to pass the budget and will revise the budget in the Fall * Isaac: Look at the floor report; point of sharing is that even though it’s not final it gives us a general idea, can use it to make informed recommendations * Eric: There are triggers in the budget if the federal budget does not come through; this budget still fully funds 2020-2021 including growth and COLA * Kathy: if federal funding does not come through, there will be no COLA * Bret: non-resident is information we still do not have; will know until we get closer to Fall, another variable to think about * Preston: before we talk about the particulars I recommend we exercise a great deal of flexibility and look at different scenarios * Isaac: faculty hires are ongoing, that is where we are feeling the pressure because hires are talking as we speak * Kathy: heard that some committees have stopped hiring; hope that no matter what we recommend today that all committees proceed as if they are going to hire until we know more * Kristy: Reached out to Dorene Novotny, if we were to put a hold on hiring we could simply put a pause on the hiring process and not have to start over; if we are putting positions on hold, applicant pool may change because of waiting for a while * Eric: FA meeting, governance report from DeAnza; IPBT reported they were not putting any holds on their positions * Kathy: Report there were no faculty holds, but are holding some classified * Pauline: After the August revise if the outcome is that we are not going to hire the folks that were already in the process what are we going to communicate to them? * Kristy: coming to a decision as quickly as possible, have seen other Districts put (pending budget) on the position postings; we need to hurry up and make decisions because we don’t want to hurt other’s peoples job search * Kathy: not in favor of pushing the delay until after August, feel comfortable making a recommendation, don’t think its fair to the candidates to hold until August * Thuy: challenge is being asked to be definitive with something that is constantly changing; some relief is to dig in to the conversation regarding all the positions; faculty positions there is a hiring cycle; with administrative and classified it is rolling therefore it is easier from a hiring hold decision perspective; with that lens we can have a conversation regarding the faculty positions * We have a board presentation on Monday; there will also be some unpacking regarding the decision of the three * Kristy: Things have changed since Monday’s discussion; based on the directive from this group; including Academic Deans, FA, acknowledged the importance of each faculty decision; had a good debate and dialogue; based on the conversation we enormous uncertainty; all faculty hiring in process would be suspended with the exception of Rad Tech and horticulture program; recommend that the proposal be revisited when the college’s budget improves * Tenure could come up in this issue * Kathy: temp for one year and hired as permanent that first year would be their first year of tenure * Kathryn: acknowledge my biased perspective because of one of the positions going forward; am a member of a study group between senate and administration to dig in on the development around faculty prioritization; we are in the middle of that work in terms of what that process should look like and what criteria to look at; want to thank the committee that met on Monday; am concerned with the specific focus on program or department need * Eric: appreciate the work of the subgroup; things have changed since that meeting and every day; Thuy’s comments about equity, when we can hire fulltime it is someone that will be on campus and assist with equity efforts; make a motion that we recommend not holding any of these positions and proceed with hiring; talk about counseling positions separately but go ahead with the other positions * Kathy: reason why I think we need to discuss the counseling position is because it is funded by categoricals and grants; different things to consider * Denise: we need to make some movement on this; concerned that we are going back and forth and not making progress * Thuy: in light of time discuss the counseling position and we can give the other positions another week * Kristy: full time tenure track faculty member that is will expire June of next year 2021 * Amy: second Eric’s motion, we should make a decions * Eric: governance starts here and happens * Kurt: with Amy on the process; subgroup made a recommendation but no one has put that forward for vote; everyone is conflicted; and new information coming out is making this more challenging * Fatima: subgroup came up with the proposal and did not have all the budgetary information therefore we would need to revisit it next week because the recommendation was only based on partial information * Mike: we are getting lost in the weeds * Isaac: feel strongly that we don’t separate Counseling from this; if we are going to wait to make decisions because we need more information then we wait on all * Kurt: to Mike, I think it is our job to make recommendations to the President * Thuy: Thank you to the subgroup, can only imagine how tough it was; part of the reason I was asking you to consider tabling this was that ability to get more clarity; if the governor is in full disagreement because of the civil unrest; if for any reason there is a greater depletion of state funds I may come back to you * Debbie: glad to see that this vote happened; would like to bring up that there are other positions on hold that have not been discussed; we have not created any prioritization on how we look at classified and administrator positions; do we consider faculty positions separate, am concerned that all the no votes came from classified * Simon: This is not an easy conversation and guess that this will be changing on a weekly basis | * Simon: Anyone want to make a motion * Eric: There is a motion on the table, am open to amending my motion to include the Counseling position * Simon: Your motion is to move forward with hiring all faculty positions including the Counseling positions; Isaac Escoto seconds * Three no votes; 10 yes; three abstain; Motion is carried, R&R/A&C recommend moving forward with hiring all faculty positions | * Simon: Tasking the tri chairs to please draft the recommendation | Tri-Chairs |
| 5 | Review meeting norms  Public comments | Thank you everyone for being present. |  |  |  |

\*Include the person(s) and or group responsible for next steps.

## MEMBERS PRESENT

### Voting

Tri-Chairs: Anthony Cervantes, Isaac Escoto, Mike Mohebbi, Kurt Hueg, Sara Cooper, Denise Perez

Administrator:

Classified Staff: Julie Ceballos, Josh Pelletier, Danmin Deng

Faculty: Amy Edwards, Kathy Perino, Eric Reed, Preston Ni, Mary-Anne Sunseri, Cheyanne Cortez,

Students: Abhiraj Muhar, Leonardo Blas,

### Non-Voting

Ex-Officio: Kristy Lisle, Thuy Nguyen, Bret Watson, Debbie Lee, Teresa Ong, Chris Allen, Valerie Fong, Gay Krause

Recorder: Veronica Casas Hernandez

Facilitator: Simon Pennington (Pauline Brown and Asha Jossis present as well)