



## MEETING MINUTES

Date: May 1, 2020  
 Time: 11-1 p.m.  
 Loc: Zoom

### NOTES BY TOPIC

ITEM	TOPIC	DISCUSSION	OUTCOME	NEXT STEPS	*RESP
1	Introduction/Agenda Approval of Minutes	<ul style="list-style-type: none"> <li>Approve last meeting minutes: Issac Escoto moves to approve, Itzel Sanchez seconds</li> </ul>	Approved		
2	Student's Report	<ul style="list-style-type: none"> <li>Student's not present to give report</li> </ul>			
3	President's Report	<ul style="list-style-type: none"> <li>Thank you to Advisory Council for having this meeting; special meeting in light of our conversation last week.</li> <li>Not doing usual report but use this opportunity to open up the conversation. You all probably received the governance memo. Ability to come together in a time of crisis; be empathetic. To support our students. These are trying times, want to stay focused on the today we (Chancellor's and Board) have to prepare for the tomorrow.</li> <li>With Chancellor's permission I will be reading her prior</li> </ul>	Tri-Chairs and R&R will meet with President Nguyen to come up with next steps.	Tri-Charis meet separately and we draft a memo based on what we heard today; maybe meet with the Tri-chairs of the R&R council to see how this can be handled moving forward	



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		<p>statement: "We don't want to put a unilateral stop on hiring"</p> <ul style="list-style-type: none"> <li>• A lot of questions around the budget conversation;</li> <li>• For some it might be too early because we don't have a real budget set in place; for some it might be too late because decisions have already been made around certain holds placed for now.</li> <li>• Will try to hold back to be more in a listening mode; I look forward to hearing the conversation.</li> <li>• Pawel Szponar: What criteria was used to decide what positions were to be frozen?</li> <li>• Katie: Same questions as Pawel.</li> <li>• Isaac: Represent faculty; clear about the concerns wrote a formal letter; overall concerns:               <ol style="list-style-type: none"> <li>1. Reasoning from Judy was that some of the positions are not being used right now such as athletics and flea market</li> <li>2. Want to be thought partners early on and minimize feeling like the rug was pulled from under us</li> <li>3. Budget discussing commencing at the R&amp;R council</li> </ol> </li> <li>• Bret: Typically around May we have 3<sup>rd</sup> quarter projections however we don't have the details this year so; tax deadline</li> </ul>			



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		<p>extended, unemployment claims rising 19%; we don't have definite numbers yet</p> <ul style="list-style-type: none"><li data-bbox="709 456 1136 639">• Elias: Concur with Bret, we have entered a recession; impact is immediate; Los Rios put a hold on 95% of their positions; Sierra College also implemented a hold</li><li data-bbox="709 651 1136 769">• Micaela: Holding LRC Dean position; what is the plan for the management of tutoring and the library and STEM?</li><li data-bbox="709 781 1136 1149">• Amy Edwards: LRC position as well as the AVPI the other positions don't have as much impact on folks; we all understand that there is going to be a crisis the concern is our ability to be part of the discussions at the get go prior to decisions being made; distrust with district directive and what the college claimed the directed them to do</li><li data-bbox="709 1161 1136 1435">• Thuy: budget situation results in us being very careful and to review positions on a case by case basis; for classified positions their work requires physical presence and we virtual in the summer and most likely in the fall; placing positions on hold for now is not the finality</li></ul>			



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		<ul style="list-style-type: none"> <li>• When can we start lifting these holds? Look forward to the recommendations, etc.</li> <li>• Two administrator positions; appreciate faculty fighting for these administrator positions. Shared pain; admin team said they would share the pain as well during the previous cuts</li> <li>• Why these two positions? They were in the requisition queue for the Chancellors Cabinet</li> <li>• The Dean's role was not set out to be a physical role primarily</li> <li>• If you think these positions should not be put on hold we can do that, just know it will come with a cost</li> <li>• It's holds for now and gives the college an opportunity to assess</li> <li>• Ram: LRC and AVPI position are really important; will experience a huge surge in enrollment in the coming quarters; we need all hands-on deck to manage enrollment; passionate about AVPI position for that reason</li> <li>• Amber: Aside from budgetary concerns what other criteria went into deciding these positions?</li> <li>• Thuy: Hiring holds are there to give us time, room and flexibility. But if you feel we can use holds in other places, we can work</li> </ul>			



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		<p>with that. Buying time to make decisions holistically.</p> <ul style="list-style-type: none"><li data-bbox="709 423 1152 516">• Sara Cooper: we want to be part of the decision-making process from the get go</li><li data-bbox="709 521 1152 646">• Isaac Escoto: we feel like decisions keep being made without the stakeholders at the table</li><li data-bbox="709 651 1152 1498">• Sara Cooper: I'm on the R&amp;R council and we didn't hear any of this information or there was no discussion at that council about whether we should put hiring holds or freezes; the whole campus wants to be a part of that discussion and the frustration comes when these decisions are made without consulting anybody else on campus; there were no faculty involved in these discussions, none of the councils were involved, what we are asking is to be a partner in these decisions; in order to be a partner we need to be able to see the data even if it's not concrete, and we want to be able to hear your rationale and then we want to be part of the conversation and making decisions about holds, freezes, program elimination, budgets, etc.; it's frustrating because there is a process, you have</li></ul>			



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		<p>faculty now sitting on multiple committees and multiple councils waiting to be a part of the conversation and decisions keep getting made in a way that the decision is made and then we go through this meeting where we sit and listen to the rationale and we are all a little angry that we weren't a part of the decision and people are frustrated at this pattern; it would've been more effective to come to governance and discuss the budget situation and positions that could potentially be put on hold and coming up with a decision together, right now we are told what positions were put on hold and now we need to consider what the consequences of those are, that seems short cited</p> <ul style="list-style-type: none"><li data-bbox="709 1094 1136 1312">• It would have been really helpful to discuss this with the folks who are in tutoring, in the library, or with the folks that are going to be affected by the AVPI position and it doesn't feel like that happened</li><li data-bbox="709 1317 1136 1442">• Big picture regarding a process in place; coming to R&amp;R and having these discussions seems appropriate</li><li data-bbox="709 1446 1136 1495">• Conversations need to be had before the decisions are made;</li></ul>			



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		<p>so that the people who have spent countless hours especially in the last couple of months ensuring this college keeps running feel like they have a say, because they don't right now</p> <ul style="list-style-type: none"><li data-bbox="709 581 1152 1365">• Isaac: There's 127 people on this meeting because we feel like decisions keep getting made without consulting us before hand; this is why Academic Senate chose to write a formal letter to formally request the campus please stop making these decisions prior to involving the stakeholders; thank you Thuy for asking for our opinion now; but we ask you to please stop making these decisions before consulting us, people are finding out about the decisions being made at Advisory Council meetings; letter asks that you consider a faculty presence on the President's Cabinet because decisions are made and then you realize faculty were not involved; we don't want to feel blindsided; please stop making decisions without involving the stakeholders</li><li data-bbox="709 1377 1152 1500">• Katherine Maurer: Thuy, this is the perfect example that our system is not working; receiving these informed comments in a</li></ul>			



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		<p>10 minute Q&amp;A President's Report; this is not the mechanism in which this should be happening. We need to figure out a way to make this work, because the system is clearly broken.</p> <ul style="list-style-type: none"><li>• It is very concerning that you are potentially reversing the holds based on an impassioned plea at this point; that hearing from folks in this mechanism has made you sway your decision; if you made a decision based off of data, etc., it shouldn't be changed because people are pleading for it.</li><li>• Confused with the district relationship with our budget</li><li>• Preston Ni: Reason why so many people have logged on today is because of the impending situation of the state budget as well as the concern with the decision making process of the college; we need to address the decision making process before we talk about specific issues and concerns; dealing with two issues, internal and external; if we address the internal problem first as a process in the spirit of shared governance we can deal with any external threats collaboratively</li></ul>			





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		<ul style="list-style-type: none"><li data-bbox="709 363 1136 797">Pawel: library is overlooked when decisions are made; again when a decision is going to be made, involve the stakeholders; transparency is not there; AVPI what criteria is being used to fill this position, we already have someone in the interim position and it seems like this person is constantly being overlooked; what qualifications are being looked at for a successful candidate because I feel we already have that person</li><li data-bbox="709 808 1136 1495">Thuy: I hope the Advisory Council would start talking about the actual recommendations for processes and the holds, want to follow up with what faculty is saying, this is an opportunity; hiring holds are meant to slow down the process to allow us time to make decisions, it's a hold for now, not an elimination of the position, other colleges are placing hiring freezes; the point of hiring holds for now means we didn't have the data or information to make an informed decision; we are norming with each other; these decisions are burdensome; might require Advisory Council to meet more frequently, especially in these times because there are deadlines</li></ul>			



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		<p>that need to be met; faculty hires will move forward; AVPI position is at its finality to clarify</p> <ul style="list-style-type: none"><li data-bbox="709 456 1152 1019">• Amy Edwards: most of us don't feel like the questions we have brought up are being answered by Thuy in this meeting; questions are being evaded; key here is that the stakeholders are not being consulted; you are not owning the decision; Judy said colleges made the decision; there is a feeling of distrust; stakeholders need to be approached if this is a shared governance before a decision is being made; why are the people who are drastically affected by this not being spoken to before decisions are handed down administratively</li><li data-bbox="709 1029 1152 1430">• Thuy: as a member of the Chancellor's cabinet; we try to reach an agreement between all of us; conversation agreement; we can sparse about whether who's decision it is; the answer is we don't know what the ramifications are, we are using a tool that buys our college time by placing a hold for now until we have more clarity; this is our opportunity, I want to do right by you</li><li data-bbox="709 1440 1152 1502">• Tri-Chairs: Anthony: we need to look at the process, consult</li></ul>			



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		<p>R&amp;R when these decisions are being made; would like to know what is going to happen with the Interim roles</p> <ul style="list-style-type: none"><li>• Mike: agree with everything that's been said</li><li>• Isaac: the outcome is not the issue, it's how we get to the outcome; what process should we follow; we are being asked to make a recommendation on the holds, however, we don't have that information at the moment to make an informed decision; our cultural norm is using our governance council; we want to share that load in decision making</li><li>• Thuy: this is part of the challenge of administration is many times we have to make decisions when we don't have all the information, having to be comfortable of operating in the unknown, that is why we are having holds for now until we know, there was no science on the holds; this is why it's challenging; with the unknown, what would you like to do at this point</li><li>• Isaac: everyone knows that there is unknown; people want to be involved in preparing for the unknown, being in a place where we can work with the</li></ul>			



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		<p>stakeholders when preparing for the unknown</p> <ul style="list-style-type: none"><li>Eric Reed: R&amp;R would be happy to schedule meeting to discuss this, would like to see the date and be involved in the decision making</li><li>Thuy: would R&amp;R discuss the different scenarios so that recommendations are offered to the President in that context</li><li>Kathy: If we had been consulted before any announcement was made maybe even arrived at the same decision; don't know what I want to do right now because many times we are given the decision and then you realize we wanted you to ask so you do but you give us such a strict timeline; I need to process what I've heard today; another issue is that the councils meet once a month, I know what we have isn't working; speaking for myself personally, Thuy if you want to make this decision, then make it and own it, if you want our recommendation then ask</li><li>Thuy: the pandemic has taken out of order the budgeting process; nervous moving forward and taking on such decision points because people want to be engaged; I want to do right by you</li></ul>			



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		<ul style="list-style-type: none"><li>Denise: Agree with Kathy; this is incredibly frustrating, define what administrators do and what shared governance is for; R&amp;R sometimes it is hard for us to make a recommendation because we don't have all the data to make informed decisions</li></ul>			
4	Preparing for Potential Future Financial Uncertainty	<ul style="list-style-type: none"><li>Did not address this agenda item.</li></ul>			
5	Review meeting norms Public comments	<ul style="list-style-type: none"><li>Did not address this agenda item.</li></ul>			

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

## MEMBERS PRESENT

### Voting

Tri-Chairs: Isaac Escoto, Mike Mohebbi, Anthony Cervantes

Administrator: Betsy Nikolchev

Classified Staff: Itzel Sanchez Zarraga, Danmin Deng

Faculty: Amy Edwards, Preston Ni

Students:

### Non-Voting

Ex-Officio: Thuy Nguyen, Bret Watson, Elias Regalado

Recorder: Veronica Casas

Facilitator: Simon Pennington

Prepared by: