



**PRESIDENT'S CONSULTATION COUNCIL
MEETING**

Friday, February 28, 2020

10:00 am

Bertolini 4875

NOTES

1. PCC Notes
 - a. PCC made edits to the January meeting notes.
2. Faculty/Classified Communications
 - a. PCC revisited this conversation from the last meeting.
 - b. Comments included:
 - i. SEIU is leading the effort to form a subcommittee with the goal of improving communications between classified professionals and faculty. The union requested input from all groups, particularly faculty.
 - ii. Suggestions to utilize technology to improve communications.
 - iii. A recommendation to create clear guidelines for classified employees with regard to faculty communications and reminders.
 - iv. Clarification that faculty are responsible to meeting their deadlines.
 - v. Support for the idea that classified employees should not be responsible for determining which communications are appropriate.
 - vi. A statement that there are instances where faculty give students additional opportunities to make up exams, which can cause delays in final grades. It was requested that everyone

keep this perspective in mind and not assume that all faculty who are close to the deadline are “bad actors.”

- vii. Support for maintaining a consistent location for information, such as critical deadlines.
- viii. A suggestion from faculty that faculty leadership work on communication to faculty to acknowledge the additional work administrative assistants have taken on.
- ix. Clarification regarding faculty overseeing the work of classified staff: faculty do not supervise or evaluate classified employees, but may direct some of the day-to-day work in certain instances, like in labs.
- x. Support from faculty for clear delineation of classified employee roles, so that work requests remain appropriate
- xi. A reminder that the upcoming classification review study is a good opportunity to clarify classified roles.

3. Shared Governance Workgroup Update

- a. PCC reviewed the status of the Shared Governance Workgroup’s efforts:
 - i. The workgroup completed their work and presented to College Council.
 - ii. After the workgroup’s presentation, College Council reviewed purview, mandatory subjects of bargaining, 10+1 and 9+1 for students.
 - iii. Representatives from AFA and SEIU are reviewing the full list of SRJC’s committees, councils and workgroups and will come back to College Council regarding their assessment of these structures.
 - iv. At the next meeting, College Council will discuss their findings and will follow up with the president when they are ready to provide a recommendation on the matter.

4. Board Compensation

- a. Dr. Chong reviewed the matter of board compensation. Historically the board has not received compensation, which is allowed by Ed Code. Most other California community college districts do compensate trustees.

- i. This is an equity issue, since some potential candidates may be discouraged from running, if they can't afford the costs associated with serving.
 - ii. SRJC wants to encourage diversity on the board.
 - iii. There are guidelines as to how much a trustee can receive per Ed Code.
 - 1. Trustees can receive \$400/month.
 - 2. The student trustee earns \$1600/year, but that's not mandated by Ed Code.
 - iv. The board will consider this at April board meeting.
 - v. Board members will be able to opt out if they choose.
- b. Comments included:
- i. General support for the idea and efforts to improve equity for trustees.
 - ii. Support for providing the trustees free admission to events when possible.
 - iii. Support for additional support for student trustees, where possible.

5. Reorg Phase 2 Discussion

- a. PCC reviewed the town hall presentations and the proposed reorgs.
 - i. The reorg will centralize services to better reflect that SRJC is a single college district.
 - ii. It will eliminate two senior management positions, saving nearly \$500,000.
 - iii. It will reduce the executive leadership structure from five vice presidents to four.
 - iv. Overall, the two phases of reorganization have reduced management by 12 positions total.
 - v. However, the work of those positions has not gone away and other managers are taking on increased responsibility.
 - vi. The reorganization will be presented to the board at a listening session on March 5.
- b. Comments included:
 - i. HR has felt devalued by some of the recent feedback around the proposal to refill the VP, HR position. There was a request to acknowledge the department's contributions to the college.

- ii. There was an acknowledgement of HR's work, though some still had reservations about refilling the VP, HR position.
- iii. Requests to provide responses to those who provided input or suggestions on the reorganization.
- iv. Support for continuing the conversation about "what we're not going to do anymore."
- v. Encouragement for agreeing to consistent ways of doing things.
- vi. Requests to get proposals in advance of town halls.
- vii. Acknowledgement for the classified employees who spoke during the town halls.
- viii. A recommendation that we work with integrity and kindness as we all adjust to the many changes that are going on.

6. Coronavirus Response

- a. PCC reviewed the current situation around the coronavirus.
 - i. Administration is actively working with the chancellor, the county and other groups to plan for potential scenarios.
 - ii. Some faculty are proposing ways to accommodate learning, even if the school were to close.
 - iii. The biggest priority right now is prevention, much of which is through common wisdom (washing hands, staying home when sick, etc.)
- b. Comments included:
 - i. Closures impact students heavily. There was support for planning how best to help them fulfill the requirements of their classes in such a situation.
 - ii. Acknowledgement that while some people may not be directly impacted, they may have to assist family and friends who are.
 - iii. Faculty concerns that the last closures resulted in negative evaluations from students that were frustrated by the situation, rather than the instructor.
 - iv. The need for emotional support for students and employees.