



**PRESIDENT'S CONSULTATION
COUNCIL
MEETING**

Friday, December 6, 2019

10:00 am

Bertolini 4643

AGENDA

1. PCC Meeting Format
 - a. The group discussed updating the format of PCC to include allocated time for reports from each constituent group. The intention is to ensure that all groups have equal time to speak.
 - b. There was general support for this proposal.
 - c. There was a request that agendas be distributed earlier.

2. ERI Follow-up
 - a. The group reviewed the extensions to two early retirement incentive (ERI) retirement dates, both of which were made based on district need.
 - i. Vice President, Human Resources
 1. This extension request was made by the district and would keep Karen Furukawa in her current position until the end of July. The intention of the extension is to provide stability at a time when HR will be pivotal in supporting the reorganization implementation process.
 - ii. Senior Dean, Public Safety Training Center
 1. This extension request was made on behalf of the district due to very recent changes to the Commission on Peace Officer Standards and Training (POST) requirements, which SRJC must follow in order to maintain accreditation. The district received notice on Oct. 24 that POST will now require a POST-certified individual to oversee these training programs. Extending April Chapman's retirement to the end of April 2020 will allow the district to make the necessary adjustments to accommodate this

last minute change to the regulations.

3. Reorganization Update

- a. Following the October town hall presentations on the proposed initial phase of the reorganization, the vice presidents did a presentation to the board of trustees in November.
- b. The next step is to bring an item forward for possible board approval. This item was originally intended for December, but will now be addressed at the January board meeting.
- c. The district is in the midst of effects bargaining with the union and will not implement any aspects of the reorganization where impacts and effects have been identified, until negotiations on those matters have concluded.
- d. The district is currently moving forward a few “mission critical” positions, and is beginning to meet and confer with SEIU on those positions.
- e. Dr. Chong announced that he plans to present the second phase of the reorganization to the college community, which will include the executive management team, most likely by February.
- f. Comments included:
 - i. There was united support for continuing to follow the SEIU side letter when filling vacant and/or consolidated positions.
- g. An additional discussion ensued regarding concerns over the process for writing job announcements. Comments included:
 - i. Job announcements should use language that is more welcoming.
 - ii. Clarification that job descriptions and job announcements are not the same thing.
 - iii. A request that departments retain primacy when writing job announcements.
 - iv. Job announcements should refrain from anything that could discourage diversity. There was unified support for this comment.
 - v. HR has done a good job offering assistance departments on job announcements.
 - vi. SRJC has made great strides in hiring a more diverse workforce in recent years.
 - vii. PCC will review statistics regarding SRJC’s improvements with regard to employee diversity at the next meeting.
 - viii. The college also needs to focus efforts to retain its diverse workforce once employed.

4. Shared Governance Workgroup Update

- a. The workgroup will soon present recommendations to Dr. Chong and Eric Thompson. The current plan to share these proposals in spring 2020 with the possibility of implementing some changes in fall 2020, once there has been time to receive feedback from the college community.
- b. Comments included:
 - i. The workgroup is doing tremendous work.

- ii. Any possible committee changes will need to be brought to the board of trustees prior to implementation.
- iii. The workgroup will present several possible models, one of which is based on American River College's shared governance structure.
- c. PCC requested the ability to review this workgroup's original charge. That document will be sent to the group.
- d. There was a request for AFA to review the workgroup's initial proposal.
- e. There was also a request for the link to past PCC agendas and notes to be sent to the group. That link is [here](#).

5. Accreditation 2022

- a. The institutional self-evaluation report is due in August 2021, so the college must begin its work in early 2020. The accreditation team will visit SRJC in 2022.
- b. This coming spring there will be an accreditation representative at SRJC to meet with the Academic Senate executive leadership.
- c. A great deal has changed since SRJC last went through accreditation. There will be trainings available on the new process.
- d. There will be a faculty liaison chosen through Academic Senate and each of the standard committees has an administrative and faculty co-chair. Classified professionals and students will also be involved in the self-evaluation process.
- e. A discussion ensued regarding faculty representation for the accreditation visit.

6. PCC 2020 Composition

- a. Zehra will work with PCC members to find a new monthly meeting time for spring 2020.
- b. Representatives on PCC in 2020 will be:
 - i. Academic Senate
 - 1. Eric Thompson
 - 2. Julie Thompson
 - ii. AFA
 - 1. Sean Martin
 - 2. Karen Stanley
 - iii. Department Chair Council
 - 1. Lenny Wagner
 - 2. Alexa Forrester
 - iv. SEIU
 - 1. Sandy Sigala
 - 2. Jordan Mead
 - v. Classified
 - 1. Kathy Matthies
 - 2. Linda Jay
 - vi. Student
 - 1. Student Trustee Daniel Pablo
 - 2. SGA President Lekkyes Dakwakas
 - vii. Management Liaison

1. Victor Tam
- viii. Board representative
 1. Jordan Burns
- ix. Cabinet
 1. Frank Chong
 2. Jane Saldana-Talley
 3. Pedro Avila
 4. Kate Jolley
 5. Karen Furukawa
 6. Erin Bricker