

AS Report to the Board of Trustees 8/10/2022

Good evening board of trustees, thank you for giving me the opportunity to address you this evening using this remote option!

- 1) Academic Senate does not meet over the summer, but we have our Faculty Retreat at Baker Station next weekend to leap into the work for the Fall. Our Inservice Academic Senate meeting agenda is already packed with ongoing and new topics. We do plan on continuing the MJC/CC shared Senate Executive meetings to working on shared topics.
- 2) Faculty are in support of our classified colleagues being paid at a competitive rate. Classified employees are not “second class citizens” the district could not function without them. Classified staff are the backbone of our district. Remote and flexible working options are how we are best serving our students.
- 3) Summer school is wrapping up next week. Students and Staff are still becoming ill with Covid and are continuing to need remote and flexible options to complete the course outline of record on a reasonable timeline. Summer class sizes are generally much smaller than regular semester class sizes and faculty are looking for leadership direction on how the college is planning on mitigating this increased risk. The fact that Columbia College still has completed a successful search for our Health Services position since Lauren Campagna’s retirement is a concern.

1. Lots of good things happening
 - a. Go Columbia Days this summer in person were a huge hit for our incoming student population.
 - b. Math Jams and Jump Start workshops to help new students in their successful start at Columbia.
 - c. Advising Guides implemented as part of the Guided Pathways initiative - on line and in print for students to see the programs we offer and the coursework required to achieve their goal. For the October board meeting at Columbia, you will get to see them all in the hallway in Manzanita.
 - d. Classes, counseling and services available IN PERSON as well as remote/distance - making ourselves available in the way our students want to access us.
 - e. English 1A:E (Enhanced First Year Composition) is being taught for the first time this semester. This course was created four years ago in response to AB 705, so we are excited and happy to provide this support to students now. Just in time support for Math students through our Math lab as well as low unit support courses for transfer classes.
 - f. Looking forward to the upcoming Claim Jumper Day on 9/29 for the community to see what Columbia has to offer.
 - g. Teaching Learning Community (TLC) is providing professional development opportunities, with our theme of Metacognition – Book “Teach yourself how to learn”
 - h. Academic Senate have reaffirmed our dedication to our students with the refrain of: Students above all! Is this good for students, and how?
2. Accreditation at Columbia is in full swing with most faculty involved in the self-study. “No college is perfect” was repeated several times in our workshop from last week with Catherin Webb:
3. Ongoing frustration from student that there is no physical bookstore at Columbia.
4. We would like to consider implementing ongoing cycle of evaluations for Administration (similar to what we are already doing for Faculty). Continuous improvement, and support- good for the college, good for students.
5. Working on our Faculty Hiring prioritizations with the guiding principles of
 - a. Keep our areas of strengths strong
 - b. Partnership with our community with opportunities for skills sets for local jobs, increasing outreach and marketing
 - c. Decrease barriers for students
 - d. Robust modality options for students- in person, online, while making data driven decisions of what best serves students.
 - e. Area for the district to address: How MJC and CC can share full time faculty role. Ex) a full time Physics instructor that teaches 10 units at MJC and 5 units at CC to make up their 15 units of load, 1 FTEF for the district.
6. Several interim administrator positions and interim and unfilled classified positions is making for an inefficient and stressful work environment. Things are falling through the cracks and there are just not enough classified employees to complete all of the tasks. Our Classified staff are working so hard for the college, arriving early, staying late, taking work home on the weekends, skipping lunch... all while CSEA negotiations continue in the background. Our classified professionals are highly qualified and the college function grids to a screeching halt without their valuable work. We need to continually work to keep and attract these valuable employees with fair and competitive wages.

Board Report 10_12

1. Students Above All! Is it good for students, and how.
2. Program of Study cards in the hallway.
3. This Saturday 11-2 at Carkeet park we are having La Fiesta, Celebrating Comunidad, free event Celebrating Latinx culture and community through music, dance, food, and art. Continuing our UndocuAlly training through our Dream Resource Center.
4. Updating our Catalog Rights to ensure that students have access to their original catalog so long as they are continuously enrolled within the district, while also providing support through counseling to advise the students if a more recent catalog is more appropriate for them.
5. As we continue on our process of continuous improvement with our accreditation cycle, faculty are involved in reviewing documents and editing them to be more concise and clear. In addition to revising curriculum for the Oct 21 deadline for our 22-23 catalog.
6. Continuing our Faculty Hiring Prioritization to determine which of the 14 positions will move forward for Full-time faculty hiring, 1 year temporary hiring, or remain unfilled. This data driven faculty process concludes on Oct 31 with a co-recommendation from faculty and admin team coming together to make a joint recommendation to Pres Tran for final review. Once the list is formalized by Lena, faculty will begin the next step of the process of revising the historical job descriptions for equity minded job descriptions.
 - a. Since Columbia has (by my count only 7 department with 2 or more FT faculty: eng, math, bio, chem, hhp, fire sci, hosp) the other 40ish programs have a single full-time faculty member or a partial FT faculty because they are overseeing multiple departments, or one of the many orphaned programs that are courageously kept afloat by dedicated part-time faculty...
 - b. The replacement positions are: Athletic Trainer/Bio combo, 2 biology, Counselor, Earth Science/Geography/GIS combo, welding, DE coordinator, and Health Services faculty (director positions remains unfilled).
 - c. New or more than 2 years unfilled are: Art, and serving currently orphaned programs who currently do not have FT faculty: computer science, Ethnic Studies, Humanities, Performing art, Spanish/ESL combo.
 - d. ...these hires mean the difference between a program having a faculty member who can advocate for and grow the program and a program that is destined to diminish by the reality that part-time faculty do not have the same level of rights and responsibilities for the program. Each full-time faculty member at Columbia carries a large load of responsibility for their department as well as in the governance of the college.
 - e. The wisdom of the faculty is also seeing the balance of preparing for an unknown future of a changing, unstable FON, hopefully (slowly) rising FTES, as yet unknown effects of the pandemic on primary education and the needs of college students in years to come ... so there is balance, serving students here with a comprehensive course offerings and not overextending.
7. Last board meeting I reported on the vacant classified professional positions at Columbia that are the backbone of support for faculty, students, admin, and the general wellbeing of the campus. Some of those positions have been posted and hopefully at least one of them will be filled pending board approval in November. Expect for me to cheer! I apologize in advance for the avalanche of work to catch up and fix all of the things that have fallen through the cracks while these important positions remained vacant and interim classified positions tried to still help out at their old jobs while on the steep learning curve of their new jobs. Everyone at Columbia will be so grateful when "Interim" is no longer a part of anyone's job title.

Board Report 11/9

1. Congratulations to MJC for the well deserved recognition for the great work you are doing. Our Big Sister College is so cool!
2. Columbia Academic Senate has 2 more meeting before the end of the semester and the agendas are packed with discussions on Credit for Prior learning, preparing equity minded job descriptions for faculty hiring, Self service Add authorization agreement, and the list goes on.
3. ASCCC- Academic Senate of California Community Colleges held Plenary this last week, with the theme of “Centering Authentic Voices and Lived Experiences in the 10+1”, culminating in voting on Saturday from 9 to 2:45 where the very last item ([#07.15 F22 Minimum General Education Unit Requirement for High-Unit Majors](#)) was split 50/50 and President Ginni May had to cast the deciding vote... which just served to remind all of us that our vote matters and that leads me into my next item on.
4. Agenda item 8.7- Academic Calendars. The 23-24 calendar does not indicate that June 19 as a holiday, which is in direct violation of [AB 1655 –State Holidays: Juneteenth](#), which became law on Sept 29, 2022. Excerpt from the law states: “June 19th... community colleges... close”

Can we fix this error before we adopt the calendar? Seems silly to adopt a calendar with a known error that violates the law.

As for the 24-25 calendar, the college and district calendar committees have recommend adopting all three holidays (Juneteenth, Caesar Chavez, Indigenous peoples day).

5. As deliberations continue over FON- the minimum obligated number of faculty that each college must maintain or face an 80k fine per each faculty below this minimum. We must keep in mind that there is a timeline. Each college needs to advertise faculty positions as soon as possible and as widely as possible to follow the process that gets us to interviews as early as possible to offer positions to the best candidates. Every day we delay announcing what faculty positions are moving forward could potentially mean a loss for our district. HR has requested the list of positions by the end of November at the latest to bring job descriptions to job faires.
6. It is music to my ears to hear “Pending Board Approval” 7.16 Personnel “Jeri Pourchot- Administrative Secretary” should be starting her first day on 11/14 where part of her job duties will include supporting faculty committees such as the Academic Senate. A Huge shout out to the Columbia Classified professionals – Kasey Fulkerson and Kelsie Gillen – for filling in since the end of August on Brown Act required duties to support Academic Senate. Now with dedicated support by Jeri, multiple faculty committees can start catching up on the frighteningly long list of all the things that were falling through the cracks. Classified professionals Bring It every day and the hole left by Jessica Anselmi was a big one. Welcome Jeri, I am so looking forward to working with you and utilizing your vast institutional knowledge!
7. Thank you Margie Bulkin for your graceful, thoughtful leadership, I have learned so much about professionalism and leadership from you, and I wish you all the best in your next endeavors. You will be missed! Whomever you successor is, they have big shoes to fill!

12_13_2022 Board Report

Introduce myself.

Melissa- wonderful presentation about The Columbia Way of welcoming students. I love starfish to connect students with resources and providing a holistic network of support for students! Thank you to our student representatives- who are both theater majors- for their wonderful presentations!

1. YCCD Area 1 Trustee Welcome Don Davis
 - a. Please join us at Academic Senate so that we can get to know you better. Looking forward to a positive working relationship.
2. Drop for non-payment date on 1/4 is of concern-
 - a. perfect storm of implementing the new enrollment software- selfService and Free for Me at Columbia – not do FASFA in time to get the check mark that they have no fees to pay.
 - b. Campus is not open until 1/3, so few students will be able to get help with payment plans or financial aid before they are dropped the next day on 1/4.
 - c. Drop for nonpayment occurs before classes start on 1/9. Most students don't check their email prior to the start of the course. They sign up for the class and show up on the first day to learn what's what, but this new policy will keep this from happening.
 - d. Communication has been sent out to current students about what is happening next semester, it's the brand NEW students who will be most impacted, the very students we are trying to attract to our campuses. This is the opposite of being welcoming.
 - e. Once dropped they cannot get back on the waiting list and will lose their seat in class
 - f. Coupled with SelfService software issues of students not being able to add to a waitlist after a certain point and not being allowed to add to open classes on.
 - g. Concern about cancelling classes for low enrollment because students were dropped for nonpayment.
 - h. Solution: Drop for Non-payment date is after the semester starts when students can get assistance, such as Census date or Financial Aid disbursement date.
3. Domino effect of Interim positions:
 - a. Brian Sanders interim VPI of MJC since June-> Raelene Juarez as interim VPI at Columbia -> one of 3 deans at Columbia is Interim-> Sean Osburn interim ASHP dean, taking from DSPS, where we have temporary backfill by Rebekah Rogers. Thank you to everyone for stepping into vacancies where needed and we will all feel better when things are resolved and more stable.
4. Faculty Hiring
 - a. Currently moving forward with 7 positions keeping us at 49 FT faculty depending on how you're counting (DE coordinator who is retiring but on banked leave, Sean who is interim dean). Could be seen as conservative hiring or not fulfilling our potential or serving students. Dr Trans is in the process of doing her due diligence and is scheduled to provide information on the potential 8th position –which would bring us up to FON of 50- by the end of this week.
 - b. YCCD Faculty Hiring Procedures document has been updated in terms of Diversity, Equity, and Inclusion language and has been passed by both senates. I have a meeting with HR on Thursday to finalize the document for publication.

- c. Reflecting on 8.11- the 400 ish Part-time faculty appointments for Spring 2023, and how this shows the actual number of faculty needed to teach classes. Considering the possibilities... if all the classes taught by PT faculty were instead taught by FT faculty hired to serve those areas and were now contractually obligated to create and update curriculum and participate in shared governance- all the other activities outlined in Title 5 10+1 faculty roles and responsibilities... how much smoother things would run. I can only speak for Columbia, but the number of hats each FT faculty member wears (I'm AS pres, ASHP curriculum rep, math dept lead) is overwhelming. As we reflect on and refine our FON formula, the actual number of faculty it takes to teach the courses, the actual number of faculty it takes, cannot and should not be held to a minimum obligation, but instead should consider the actual faculty needed for each college to thrive.
5. Questions? Happy holidays

Board report 1/11/2023

Good evening President Begs, Board of Trustees and Chancellor President Yong. Happy New Year. Columbia is off to another wacky start to the semester with a campus closure on the first day of the semester, but across the board faculty and classified professionals have been supportive, flexible, and communicative with students. The Columbia Way of that personal touch to support students is seen broadly- giving directions to first day students, welcome week activities, emails and phone calls to students needing assistance. We are making it happen!

Tonight's report is alphabet soup, I challenge you to count the number of acronyms I use tonight

1. Inservice and Professional development day last week. One interesting topic was a Co-Presentation by computer science and English faculty (Joe Manlove and Kim Pippa-Tonneson respectively) on How students might be using Artificial Intelligence (AI) writing programs to submit work and how this is changing the face of education and how to assess students on critical thinking and formal writing. I liken this to how math was taught before calculators and how more common use of that tool changed the face of how mathematics was approached. Education is constantly evolving. Which is exciting and challenging!
2. Discussion continues on Credit For Prior Learning (CPL) implementation. Likely going to need some reassigned time for some faculty in order to onboard the process.
3. Looking at some possible goals for Diversity, Equity, Inclusion, and Accessibility (DEIA) as well as professional development through our Teaching Learning Community (TLC) to utilize funding from a potential grant, the Culturally Responsive Pedagogy and Practice, Innovative Best Practice Grant.
4. Opportunities for faculty to fulfill our contractual professional obligations are abounding with our standing committees such as Student Learning Outcomes and Program Review (SLPOR) who is overhauling our program review process, Cultural Enrichment Committee (CEC) who is having an extensive planning meeting this coming week. Faculty are also serving on multiple screening committees.
5. Faculty are working on creating Summer and Fall schedules of classes and looking forward to welcoming our new faculty members after this spring season of faculty hiring.
6. Ongoing challenge at Columbia and across our district is the significant number of interim and vacant administrative positions. Interim positions are best left to temporary stop gaps while a plan to regain stability with permanent positions is executed with all due swiftness, as many of our public comments also addressed with passion. To give a timely example, interim and vacant positions are like trying to use a couple of sandbags to hold back the flood from an atmospheric river. It doesn't work and also illustrates a lack of planning and systemic infrastructure failure. We can do better.
7. Looking forward to the welcome reception for Trustee Don Davis next week. I am personally looking forward to a break in the weather that allows me to join the board meeting in person in the coming months.

Hope you are all well, warm, and dry. If there are any topics that you have questions about or any topics you would like for me to bring back to Columbia Faculty or for Columbia and MJC to discuss together, I would be happy to know about them. And did you count the number of acronyms? There were 7.