



ACADEMIC • SENATE

Minutes

Thursday, March 14th, 2024

2:00 – 3:45 p.m.

Present: Manuel Mancillas-Gómez, Karen Marrujo, Hanaa Alkassas, Lindy Brazil, Jane Gazale, Rita Ghazala, Moriah Gonzalez-Meeks, Karla Gutierrez, Rachel Jacob-Almeida, Raad Jerjis, Jonathan Martin, Joan Rettinger, Miriam Simpson, Jennifer Tomaschke, Asma Yassi

Absent: Lindy Brazil, Can Curtis, Sahar King (as proxy for Camille Jack), Rachele Panganiban

Other: Leland Thibault, Jessica Robinson, Nicole Salgado, Robert Anness, Kim Lenox

Recorder: Aiden Lovewell

The Senate minutes are recorded and published in summary form. Readers of these minutes must understand that recorded comments in these minutes do not represent the official position of the Academic Senate. The Academic Senate expresses its official positions only through votes noted under "Action." In accordance with the Ralph M. Brown Act guidelines, Senators voting "nay" or abstaining will be identified. All other present members will be assumed to have voted "aye."

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- I. Call to Order/Introductions:** Manuel Mancillas-Gómez, Academic Senate President, called the meeting to order at 2:10pm and the visitors then introduced themselves. Jessica Robinson, the Cuyamaca College President, Nicole Salgado, the Cuyamaca VP of Administrative Services, Leland Thibault, a student-veteran, and Robert Anness all attended as guests.

No motion was made to allow Raad Jerjis and Asma Yassi to attend and vote via zoom.

- II. Approval of Minutes: February 22nd, 2024** – Senate reviewed the minutes from February 22nd, 2024. Senate to approve minutes. **Motion/Second:** Moriah Gonzalez-Meeks/Rachel Jacob-Almeida. **Nays:** None. **Abstentions:** None. **Motion Passes.**

III. Announcements –

A. Academic Senate Election Coordinator:

The Senate discussed the Academic Senate Election Coordinator position. Kim Dudzik will be the coordinator for two years. Election announcements will go out next week with the winner being announced April 18th.

B. Call-out for David Lizarraga proxy as part-time senator of instruction:

The Senate discussed the call-out for a proxy for the part-time senator of instruction position. This position still needs a call-out. There has been no responses yet and the next step will be to go out and start asking if anyone is interested.

C. Other:

Tomorrow there will be a Kumeyaay spring equinox celebration from 4-6pm at the Kumeyaay village behind the A-Building. There will be food, activities, and music.

Nominations will be sent out next week for full-time and part-time outstanding faculty awards.

IV. Action – None

V. Information (First readings and updates for future action) –

A. Budget Report:

Jessica Robinson and Nicole Salgado reviewed the budget report. Jessica Robinson discussed the conversation from the last Academic Senate meeting regarding the facilities project. Since the last meeting there have been requests for the exact budget for the data center move and the facility building costs. The board has requested a full facilities space-use assessment, and this will cost about 80,000 dollars, possibly more, pending conditions that haven't been considered for the assessment yet. Jessica then opened the conversation to questions.

Moriah noted that she and Josh Franco presented this to the board at the last board meeting including questions regarding costs for the data server move going from 300k to several million dollars. It was also unclear whether we have received approval to move the F-building to the parking lot which could affect a lot of the costs for the data server move. Moriah also expressed that the lack of participatory governance over facilities is concerning. Hopefully the board will provide more answers to the growing list of questions. Moriah noted that the new F-building will cut the instructional space in half from what the current F-building holds and that several divisions have classes held in that space. The space-use analysis is vital to make the case for the new F-building and ask President Robinson if there has been any new information or updates that could be provided for this.

Jessica said that there is no new information in regard to the data server cost increase yet but the information has been requested. There are some meetings that have been set up in the near future to gather more information around the facilities concerns. Jessica agreed that the space-use analysis data is going to be vital for our current needs as well as the growth of the college.

Raquel Jacob-Almeida asked for clarity around the “where we want to be” language and how we can ensure that we are not being designated as an online college.

President Robinson explained that the district has asked for this space-use analysis to see where we are at in terms of how we use our space as a mostly online college. The response that we gave was that we are not an online college as there is evident growth of in-person students.

Joan Rettinger asked if we could get the information regarding the space-use analysis out by Monday.

President Robinson confirmed that the information will be sent out by Monday and that feedback is greatly appreciated and needed for this process.

Nicole Salgado gave the budget report with a Budget Development and Timeline report and a Budget Highlights report. In January, the governor releases their proposed budget and the district submits a report reviewing where they are in their budget. Chancellor's cabinet reviews enrollment data, then find an agreement on FTES and FTES targets. This FTES impacts the

budget because the number of students we have based on efficiency designates the faculty that we target and it is important to have these as soon as possible. Moriah asked what the formula is for this. Nicole said that at the May 6th ILAT meeting there will be a spreadsheet on this exact formula but essentially it is the number of FTES divided by the number of FTEF that we need to meet our efficiency goals. Nicole then reviewed the Budget Development and Timeline report. The full report as well as the Budget Highlight report are both available on the Academic Senate website.

B. Resolution position on Together We RISE Center:

Karen Marrujo shared the resolution for the ongoing issue regarding Together We RISE Center workers. Karen Marrujo gave context to this issue and reminded the senate of the conversation from the last meeting. 1st resolution focuses on the need for trust, transparency and fairness. The salary schedule for the two workers being affected was approved, and salaries were increased but later reviewed and designated as excessive and rescinded later with demands for returning the money that was deemed to have been paid in excess. The Senate proposed an update to include language that holds the District more accountable and to potentially add language for a legitimate third party to look at these issues instead of the district-chosen third parties being used. The 2nd resolution is regarding a vote of no confidence in Linda Beam. This item will be brought as an action item at the next meeting.

C. Teaching and Learning Coordinator:

This item will be tabled until next meeting with a small update. The reassigned time was not increased for this position and there are now conversations around how to manage this position going forward.

D. April Curriculum Board Packet:

Jane Gazale reviewed the April Curriculum Board Packet. Modifications are being made to the DE form. The form previously had 19 pages, then 10 pages, and will now be reduced to 3 pages. The form has been purged of unnecessary information to make this easier for faculty to fill out. The links on the form will take users to regulations, accessibility rules, etc. There was a need to include language regarding additional time for scheduling meetings with students. Faculty cannot schedule meetings in person if they're teaching online and must give them online meeting options. The curriculum items were mostly cleaning up associate degrees for transfer. This item will be brought as an action item at the next meeting.

E. DE Recertification:

Robert Anness reviewed the DE recertification. Distance Education recertification would be a three-year cycle with 5 hours of DE training in the 3rd year to be compensated at non-classroom hourly rate if over FLEX obligation. This is coming up now as we have increased our online offerings and will continue to increase accessibility and close equity gaps. This will go to the Grossmont Academic Senate next week and from there it would ultimately go for negotiation with the district. Joan Rettinger asked if anything has been done to for the accessibility of instructors as well as there are faculty that have accessibility needs as well. Robert noted that he doesn't have that information currently and would have to look into it. This item will be brought as an action item at the next meeting.

VI. President's Report –

A. Camera Placement Update:

All plans around the campus camera placement have been paused for now. Students are now requesting more information on their own and are creating their own survey for other students to take.

B. Faculty Evaluation Workgroup:

Meetings for the workgroup are starting on Monday. More information will be coming in future meetings.

C. District participatory governance IEPI workshops:

This item has been tabled.

VII. Vice President Report –

Karen Marrujo gave her Vice Presidents report. The full report will be available on the Academic Senate website.

VIII. Part-Time Officer-at-Large Report –

None

IX. Committee Report –

None

X. Public Comments –

Leland Thibault introduced himself and gave context to his upbringing and why he enlisted in the Air force. He expressed his support for the teachers and counselors at Cuyamaca College and brought some issues specifically targeting the veteran's certification at Cuyamaca College to the attention of the Academic Senate. Leland has attempted to work with the district to resolve these issues and the District has been telling Leland to "just go through the process" without any clear guidance on what that process is. The administrative procedures need to be better explained and abided by.

Manuel Mancillas-Gomez asked if there is any specific place where these are occurring.

Leland explained that these issues are stemming partially from counseling and further through the District with the greatest issue being VA Certifications. The VA pays for the students for tuition and housing allowance but only after each student is verified with the college. This is especially important in San Diego where housing costs are high. Many of the delays that students are experiencing are lasting longer than a month. The current estimate is that around 100-250 thousand dollars are delayed for around 60 students. There is a meeting with district this Friday where there will hopefully be more information on getting an administrative procedure written for this.

Jennifer Tomaschke noted that this is an emergency as this is causing VA students to not be able to pay rent or food.

Jessica Robinson expressed that the affected students have the full support of the college. President Robinson is working diligently to support the VA students and figure this issue out and this is currently a very high priority. President Robinson noted that this issue is two-fold. On one hand we are very understaffed in a lot of areas which slows everything down and on the other hand is the actual certifying portion of this issue. Our goal is to find ways to get more people in a position where they

can certify student's VA certification. Furthermore, what can we do based off of these BP's/AP's? Our college will not lose sight of this issue and we appreciate the advocacy of Leland on behalf of the students.

Leland noted that while he does not doubt that there is hard work being done for this, this system feels very dysfunctional in its current state and further noted that the documentation for this issue on Leland's part has been thorough and Leland hopes that others will also maintain a similar thorough chain of documentation.

Jessica Robinson noted that she will communicate with the district on this but that she will be taking the ultimate initiative on processing this and that she will be working with the district to get this done but this is also a college issue and wants to make sure that it is well known that we are taking responsibility for this and we will figure this out.

Leland asked if the district writes its own policies.

Jessica explained that the colleges implement the policies from the board as best as they can.

Leland asked whether or not the Chancellor is in charge of implementing the administrative policies.

Jessica explained that the Chancellor is in charge of implementing the policies and we will make sure as well that there is follow-through. We want to make sure that Leland is supported as best as he can be.

Leland noted that through this whole process he has been hesitant to speak up and further asked for clarification on the staffing issues like in Student Affairs where it's notably understaffed.

Jessica explained that these facilities are built for growth and we hope to grow these spaces as much as possible by staffing them further as they grow.

Manuel asked if there is something procedurally that is preventing this particular certification.

Jessica explained that we currently have only 1 person that can do this certification and this slows the process down significantly.

Leland agreed that this is a huge issue and noted that there needs to be accountability for the process.

Joan Rettinger noted that this is a long-standing issue and asked President Robinson how much longer until we can expect a resolution on this.

Jessica explained that this was recently brought to her attention a few weeks ago and progress has been and continues to be made regarding this. There is a meeting on Friday with the Dean and that training will have to take place for additional certifiers which will take time. Creating a deadline at this point is difficult but progress is being made. In regard to any administrative policy changes to go into effect they would go through the usual AP process which could take some time and any AP changes would be hopefully done for fall.

Joan Rettinger noted that it is highly concerning that veterans are unable to pay for rent or food for the last month and this could take even longer to solve.

Jessica agreed and said that we need to get more people involved in this issue.

Jennifer Tomaschke asked if there is any potential stopgap we can implement for this?

Jessica explained that the college is currently looking into short-term solutions.

Moriah noted that there are around 60 other students being affected by this as well and asked if we can have Grossmont's help with certifying for the time being.

Jessica said that the college is looking into this as well and is trying to approach for all angles.

Raquel asked if there is a way we would know if we had a student facing this.

Leland noted that this is unlikely as these aren't the type of students that would typically complain.

Karen Marrujo noted that the concern over setting a timeline is understandable but asked if we can set some parameters over possible milestones.

Jessica explained that this would not really be possible. This is an evolving situation with meetings being set and conversations happening regularly to get a better understanding on what to do and how long this will take.

Jennifer Tomaschke asked if we as a college can possibly set an aspirational goal for this or a planned update.

Jessica agreed that there will be frequent updates on this.

Karen Marrujo noted that we as a college want to be held accountable to the slow nature of our district and that it is not the students' fault that we haven't been able to address these issues. This is an emergency situation and needs to be handled in an emergency response kind of way.

Jessica expressed that she feels the college is approaching this and putting in the effort to address this in an emergency response way. There is a large focus on what the college can do right away and how to rectify this long-term.

Karla Gutierrez asked if there are any other resources that could assist these students financially in the meantime.

Jessica noted that the Cuyamaca Cares Program and Covid Cares has emergency grants and that this is a potential avenue.

Manuel asked if Leland knows any other students personally who are in this situation.

Leland said that he has talked to several in the past few weeks and has made significant attempts at finding emergency funding.

Moriah asked if there is a full list of the students that are impacted by this.

Jessica said that the VPI is trying to connect to students and dean to figure this out.

Moriah asked if it would be possible for the college President or Vice President of Instruction to update us on this as they can.

Jessica agreed and said that updates will come as soon as possible.

Adjourned at 3:48pm