

ACADEMIC SENATE AGENDA

OCTOBER 8, 2024

RANCHO CAMPUS, BERZ EXCELLENCE BUILDING, ARDON ALGER CONFERENCE ROOM, BEB-204

CHINO CAMPUS, CONFERENCE ROOM, CHMB 102

CHINO EDUCATIONAL BUILDING, ROOM 107C

FONTANA CAMPUS, CONFERENCE ROOM, FNAC 119

Nicole DeRose	President	2023-2025
Elizabeth “Liz” Encarnacion	Vice-President/President-Elect	2024-2025
Robin Witt	Secretary/Treasurer	2024-2025
Angela Burk – Herrick	Curriculum Chair	2023-2025
Joseph Lee	Business & Applied Technology	2024-2026
Jonathan Polidano	Business & Applied Technology	2023-2025
Hannah Carter	Chino Campus	2024-2026
Robert Nazar	Chino Campus	2023-2025
Sean Connelly	Fontana Campus	2024-2026
Anthony Guaracha	Fontana Campus	2023-2025
Jayne Clark Frize	Health Sciences	2024-2026
Omar Estrada	Health Sciences	2023-2025
Tara Johnson	HFIC	2023-2025
Vacant	HFIC	2023-2025
Terezita Reyes Overduin	Instructional Support	2024-2026
Christina Holdiness	Instructional Support	2023-2025
Robert Hadaway	Kinesiology, Nutrition & Athletics	2024-2026
Annette Henry	Kinesiology, Nutrition & Athletics	2023-2025
Laura Santamaria Brady	Language Arts	2024-2026
Phatana Ith	Language Arts	2023-2025
Jinny Lee	Mathematics & Science	2024-2026
Robin Witt	Mathematics & Science	2023-2025
Vacant	Social & Behavioral Sciences	2024-2026
Patricia Gomez	Social & Behavioral Sciences	2023-2025
Myra Andrade	Student Services	2024-2026
Michelle Martinez	Student Services	2023-2025
Daniel Jacobo	Visual & Performing Arts	2024-2026
Leta Ming	Visual & Performing Arts	2023-2025
Sarah Chamberlain	Senator-At-Large	2024-2027
Tamari Jenkins	Senator-At-Large	2023-2026
Jackson Tropp	Senator-At-Large	2022-2025
Jennifer Flores Moreno	Adjunct Senator-At-Large	2024-2026
Tina Kuo	Adjunct Senator-At-Large	2023-2025
Alternates		
Jay Scott	Business & Applied Technology	2023-2025
Manar Hijaz	Chino Campus	2023-2025
Greg Creel	Fontana Campus	2023-2025
Lisa Doget	Health Sciences	2023-2025
Vacant	HFIC	2024-2026
Shelley Marcus	Instructional Support	2023-2025
Candice Hines-Tinsley	Kinesiology, Nutrition, & Athletics	2023-2025
Stephen Shelton	Language Arts	2024-2026
Justin Keller	Mathematics & Science	2024-2026
Louisa Villeneuve	Mathematics & Science	2024-2025
Vacant	Social & Behavioral Sciences	2024-2026
Melissa Johannsen	Student Services	2024-2026
Fabiola Espitia	Student Services	2023-2025
Vacant	Visual & Performing Arts	2023-2025
Vacant	Adjunct Alternate Senator	2023-2025
Sarah Schmidt	Classified Senate Liaison	2023-2025
Anthony Soliman	Chaffey College Student Government	2024-2025

Guests:

Lissa Napoli, Administrative Assistant, Academic Senate

1. P.E. (12:30 P.M.)**2. CALL TO ORDER (12:35 P.M.)****2.1 Land Acknowledgement**

With respect and honor for the lands where Chaffey College resides and the leaders who came before us, we would like to take a moment to acknowledge the Gabrieleño-Tongva (GABRIEL-EN-YO TONG-VAH) Peoples, the original stewards of these sacred and unceded homelands. The Tongva people's history, language(s), cultural traditions, and legacy continue to shape this region and we recognize their continuing presence in their homelands.

2.2 Attendee Identification (Chino and Fontana Senators, cameras must be on and turn off all virtual backgrounds.)**3. PUBLIC COMMENT** (Reserved for Guests only and limited to two minutes.)**4. ADOPTION OF AGENDA**

- October 8, 2024

5. CONSENT AGENDA**5.1 Faculty representatives that have been requested to serve on these selection/hiring committees:****5.1.1 Outreach Specialist**

Kirk Collins, Counselor, Counseling

5.1.2 Plant Maintenance Mechanic

Donnie Guess, Aviation Maintenance Technology

5.1.3 Warehouse Specialist

Marlene Soto, Rad Tech

5.2 October 1, 2024 Meeting Minutes. See attachment titled, "ACADEMIC SENATE MINUTES OCTOBER 1, 2024 DRAFT"**6. REPORT(S)****6.1 President****6.2 President-Elect**

- Last week during the last agenda item, where Nikki asked for items that we would like to be addressed at upcoming AIG (Academic Issues Group) meetings, I shared that I planned to bring forward AP 3415 and AB 21 to the Executive Team. On Thursday last week, Alisha Rosas and Michael McClellan came

to present to the Undocumented Advocates Committee meeting and provided the following updates, which after speaking with two of the Tri Chairs of that committee, Yvonne Vitt and Neil Watkins, sufficiently addresses the original concerns for now.

- **AP 3415 & AB 21 Update:**

- AB 21 was signed in 2017 and requires CSUs and community colleges to have policies like AP 3415 and like this one at Southwestern College in San Diego:
 - [https://go.boarddocs.com/ca/swccd/Board.nsf/files/BEUT2V754F70/\\$file/3415%20-%20\(AP\)%20Immigration%20Enforcement%20Activities.pdf](https://go.boarddocs.com/ca/swccd/Board.nsf/files/BEUT2V754F70/$file/3415%20-%20(AP)%20Immigration%20Enforcement%20Activities.pdf)
- This resource guide from the CA attorney general has template language that can be used for AP 3415:
 - <https://oag.ca.gov/sites/all/files/agweb/pdfs/immigration/higher-education-guidance.pdf>

- **Below is a tentative schedule to expedite the processing of AP 3415 at Chaffey College:**

- Oct. 8 – Office review and draft update completion
- Nov. 12 – Senior administrator/advisory office(s) review completion (Proposed reviewers: Troy Ament – Sr. Admin; Chief of Police)
- Nov. 19 – President’s Cabinet, 1st reading and information
- Dec. 5 – Sunshine completion
- Dec. 10 – President’s Cabinet, 2nd reading and adoption

6.3 Secretary/Treasurer

6.4 Curriculum Chair

6.5 Classified Senate Liaison

6.6 Chaffey College Student Government Liaison

6.7 Library Update - see attachment, “Chaffey College Library, Update Fall 2024”

7. GUEST(S)/PRESENTATION(S) - None.

8. UNFINISHED BUSINESS *10 minutes max None.

9. NEW BUSINESS *10 minutes max per item

9.1 Discussion Item: Academic Senate Resolution Vote of No Confidence for Chaffey College

Superintendent/President Dr. Henry Shannon, Associate Superintendent Lisa Bailey, and Associate Superintendent Alisha Rosas.

- **Additional Resources:**

- See Attachment Titled “Vote of No Confidence Frequently Asked Questions”
- See attachment Faculty Senate Minutes 11/23/99 Previous Vote of No Confidence

- [Power of the Faculty: Consequences of No Confidence Votes for College Presidents | Journal of Research on the College President \(uark.edu\)](#).
- **10. FLOOR ITEMS** *10 minutes max (Reserved to raise concerns within the Academic Senate scope. The Senate will hear your concerns/questions, but may not respond. If requested, the concern can be included on a future agenda.)

11. ANNOUNCEMENTS

11.1 Chaffey College Academic Senate

11.2 Academic Senate for California Community Colleges (ASCCC) Information

11.2.1 Save the Date! [ASCCC's annual Fall Plenary Session](#), November 7-9, 2024. This is a hybrid event taking place at the [Visalia Convention Center](#) 303 E Acequia Ave, Visalia, CA 93291. We hope that all local faculty leaders will plan to join us in Visalia!

11.2.2 Check out Academic Senate for California Community Colleges webpage for other great webinars/events at asccc.org

11.3 Chaffey College

11.3.1 Save the Date! [Report to the Community 2024](#), Road To Student Success, Thursday, November 7, 2024. Chaffey College Chino Community Center, 11:00 AM.




12. ADJOURNMENT (1:50 P.M.)

The next Academic Senate meeting will be on Tuesday, October 15, 2024

Chaffey College Library

Update- Fall 2024

Background- Library Resolution 2023/24

- Three resolved statements:
 -  Action plan to reach district compliance with the library staffing minimum standards set forward in CA Ed Code
 -  Hire an additional 2.0 FTE classified library clerks
 -  Academic Senate urges that the library locations should not be opened nor remain open unless at least one (1) classified library clerk and one (1) library faculty are concurrently present in the building

Progress made since then

- Series of three meetings to engage in talks (2 completed, 1 remaining)
- Library Clerk hiring
 - Filled the vacant .475 position
 - 2 new 1.0 positions
- Increased presence of Campus PD
 - More rounds made during the day
 - Officer present at closing times at all campuses

However...

Management declined to stop the practice of opening with “limited services”
(only one employee present)

Why is this
important?

Services in a fully staffed library

Services provided by Library Faculty

- Research Questions
- Searching for a book by title
- How to use the catalog
- How to use databases
- Librarian consultations
- Information literacy instruction

Services provided by Library Clerks


- Circulation
 - General Collection (books, magazines, journals, etc)
 - Calculators
 - iPads
 - Chromebooks
 - Headphones
 - Textbook Reserves

“Limited services”- No Library Clerk

Services provided by Library Faculty

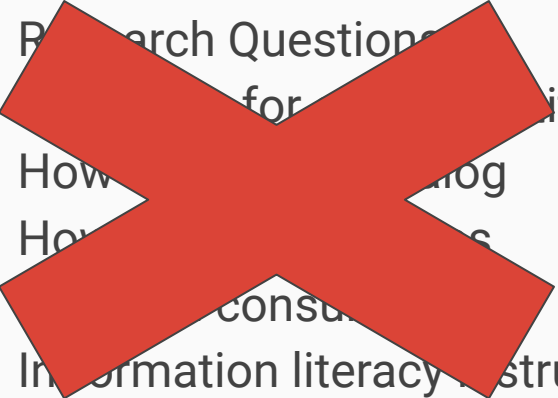
- Research Questions
- Searching for a book by title
- How to use the catalog
- How to use databases
- Librarian consultations
- Information literacy instruction

Services provided by Library Clerks

- Circulation
 - General Collection (books, journals)
 - Catalog
 - iPads
 - Circulation
 - Periodicals
 - Textbook Reserves
- 

“Limited Services”- No Librarian

Services provided by Library Faculty

- Research Questions
 - How to find for a title
 - How to use a log
 - How to use a s
 - How to consult
 - Information literacy instruction
- 

Services provided by Library Clerks

- Circulation
 - General Collection (books, magazines, journals, etc)
 - Calculators
 - iPads
 - Chromebooks
 - Headphones
 - Textbook Reserves

Opening the library without proper staffing results in a DECREASE in service to students and student satisfaction

Safety

Library as a target-rich environment

- Libraries are frequent targets in incidences of campus violence
- Libraries are open to the public; there is no tracking of who is in the building
- Libraries contain many valuable assets (desktops, iPads, chromebooks, etc.)
- Chaffey College Libraries have documented incidents of violence, as does every other library
- Pervasive issue of safety in libraries ([link](#))

Safety

Library as a target-rich environment

- It is standard practice in publicly accessible spaces to have two employees present at all times
- Chaffey College enacted the practice of remaining open despite staffing shortages in the post-pandemic environment (this is NOT a standing practice)

Opening the library without proper staffing results in an INCREASE to vulnerability of anyone present in the library- students, staff, and faculty

Library as a SAFE space

Library staff and faculty are calling for an end to this new procedure and return to pre-pandemic practice of ensuring at least one clerk and one librarian are in the library in order to remain open.

Academic Senate's purview

10+2

#5: Standards or Policies regarding Student Preparation and Success

The new standard of keeping libraries open without sufficient staffing is resulting in *decreased* service to students

Resolution regarding a Vote of No Confidence for Chaffey College
Superintendent/President Dr. Henry Shannon, Associate Superintendent
Lisa Bailey, and Associate Superintendent Alisha Rosas.

Preface: The Academic Senate finds itself compelled to address the erosion of faculty confidence of the Executive team over the last five years. While acknowledging the unfortunate timing coinciding with Dr. Shannon's medical leave, it is imperative to emphasize that the issues outlined in this resolution predate his leave and stem from a pattern of decisions and actions that have gradually undermined the faculty's role in the college's decision-making processes.

While Dr. Shannon may not be physically present this semester, he has been the Superintendent/President of Chaffey College for over 16 years and perpetuated the degradation of faculty trust we present below.

WHEREAS, Superintendent/President Dr. Henry Shannon ignored [Title 5 § 53021 Recruitment](#) by appointing Executive team members: Associate Superintendent of Business Services and Economic Development, Lisa Bailey, Associate Superintendent of Student Services and Strategic Communication, Alisha Rosas, and Associate Superintendent of Administrative Services & Emergency Operations, Troy Ament (see APPENDIX A). Title 5 § 53021 Recruitment states that vacancies should be filled using internal and external searches. Rather than conduct national searches to fill Executive Team vacancies and provide constituents with opportunities to provide input to select high level administrators, Dr. Shannon appointed these Executive Team members.

WHEREAS, The decision to appoint, rather than recruit, individuals for such a high level leadership roles is a violation of the intent of Title 5 (§ 53021, subdivision a) and participatory governance principles. The intent of these regulations is to actively recruit "qualified and equity-minded candidates," and exceptions to this intent should be reserved for extreme circumstances. Such poor judgment displays disrespect for participatory governance rules that are the north star of community colleges and perpetuates a culture of perceived cronyism, which erodes morale of employees across campus.

WHEREAS, from March 2023 to present a series of erratic and short-sighted decision making around career services occurred. In March 2023, the Career Center was abruptly shut down and a new Workforce Innovations and Entrepreneurial Development Department, that would include career services was announced via email. In violation of participatory governance principles, Career Center employees were not asked for input on how best to implement this structural change. WIED did not hire new staff to support student employment and FWS until Fall 2023, and because of the delay, six months passed without adequate personnel to support federal work study and student employment. Then, less than a year later, in January 2024, WIED was suddenly dismantled, in yet another significant reorganization, once again resulting in insufficient infrastructure to support federal work study and student employment (See APPENDIX B).

WHEREAS, for an institution that promotes career readiness as a central goal for all students, this lack of strategic planning around workforce and career development is counter to the Chaffey College mission, state-wide initiatives (e.g., Guided Pathways, Vision 2030, and the CCCC Career Education Master Plan), and demonstrates a profound level of incompetence by the Superintendent/President and the leadership team. Such erratic and short-sighted decision-making by the Superintendent/President Dr. Henry Shannon undermines the college's mission and the trust of its community.

WHEREAS, Associate Superintendent of Business Services and Economic Development, Lisa Bailey and the Associate Superintendent of Student Services and Strategic Communications, Alisha Rosas, under the supervision of Superintendent/President Dr. Henry Shannon, over the last 5 years have perpetuated the systemic abuse of recruitment and hiring practices that violate the spirit of Title 5 § 53021 through the overuse of interim positions, increased vacancies, and internal only appointments. This lack of strategic planning and cost-saving at the expense of our college mission has increased in non-instructional areas.

WHEREAS, chaotic organizational decisions are further exacerbated by the District's excessive use of appointment and internal recruitment in non-instructional areas. Both practices demonstrate a lack of succession planning and leave positions vacant, often with no plan to backfill. Although temporary vacancies save the District money, they come at a cost to our students, employee morale, and our mission. Structural instability, combined with an excessive use of "interim" position titles (see APPENDIX C) demonstrate a lack of long-term planning and that results in decreased efficiency and effectiveness of essential services and which has a detrimental impact on students' ability to navigate services important to their learning, success, and career readiness (i.e. the Career Center).

WHEREAS, under the leadership of Associate Superintendent of Student Services and Strategic Communications, Alisha Rosas, and the supervision of Superintendent/President Dr. Henry Shannon, there has been an overreliance on interim positions and a lack of transparency in hiring practices that has exacerbated perceptions of nepotism and cronyism (see APPENDIX D).

WHEREAS, infrastructural growth has occurred only in Student Services, while Instructional infrastructure has been significantly diminished. In 2019, 36% of management positions were in Student Services and 64% were in Instruction. As of 2024, 59% of management positions are in Student Services and 41% are in Instruction, resulting in inadequate management infrastructure in Instructional areas.

WHEREAS, after Executive Leadership was made aware of faculty and classified professionals' concerns around nepotism in the 2021 Climate Survey, problematic hiring practices did not change; in fact they accelerated, culminating in the addition of an additional layer of management in Student Services in Summer 2024 ([Student Services Org Chart](#)).

WHEREAS, Associate Superintendent of Student Services and Strategic Communications, Alisha Rosas, allowed others to be publicly blamed for failing to communicate important Academic Senate Issues with Superintendent/President Dr. Henry Shannon and the Governing Board, despite being the one consistent Executive Team member of Academic Issues Group over the last four years and despite being positionally responsible for strategic communications for the entire campus ([See p. 10 of 9/3/24 Academic Senate Minutes](#)).

WHEREAS, in violation of Title 5 (§ 53200-53206, § 51023.5, § 51023.7) and with disregard for Chaffey's core values outlined in BP 1400, the Executive team under the leadership of Dr. Shannon, failed to engage in participatory governance with faculty, classified staff, or student government regarding the relocation of services that affected Disability Programs and Services (DPS) and the Center for Culture and Social Justice (CCSJ) in late summer 2024. Further, although the campus-wide email sent to faculty and staff by Superintendent/President Dr. Henry Shannon stated that the move would "provide DPS students with more accessible access to student support areas, such as Admissions and Financial Aid," this was not true because the areas around the location were not ADA compliant.

WHEREAS, in violation of Title 5 (§ 53200-53206, § 51023.5, § 51023.7) and with disregard for Chaffey's core values outlined in BP 1400, the Executive team, under the leadership of Dr. Shannon, failed to engage in participatory governance with faculty, classified staff, or student government regarding the reorganization from schools to Academic Career Communities (ACCs) and how to address challenges of implementing associated structural changes.

WHEREAS, Education Code §70902(b)(7) directs local Boards of Trustees to "Establish procedures that are consistent with minimum standards established by the board of governors to ensure faculty, staff, and students the opportunity to express their opinions at the campus level, to ensure that these opinions are given every reasonable consideration, to ensure the right to participate effectively in district and college governance..."

WHEREAS, participatory governance is required by law and is a best practice because no one individual (not the Academic Senate President, the Classified Senate President or even the College President) can possibly understand how best to facilitate student achievement of their educational goals in service of our mission.

WHEREAS, collaboration through participatory governance is especially key at Community Colleges like Chaffey, because we serve such a wide range of students, because we have such varied programmatic offerings, and because we are expected to accomplish our mission with limited funds.

THEREFORE, BE IT RESOLVED that the faculty of Chaffey College do not have confidence in Superintendent/President Dr. Henry Shannon's abilities to lead the college and make decisions appropriately in the best interests of the campus, as evidenced by the reasons stated above.

THEREFORE, BE IT RESOLVED that the faculty of Chaffey College do not have confidence in the Associate Superintendent of Business Services and Economic Development Lisa Bailey's abilities to lead the college based on, but not limited to, lack of succession planning and abuse of Title 5 (§ 53021) hiring practices, as stated above.

THEREFORE, BE IT RESOLVED that the faculty of Chaffey College do not have confidence in the Associate Superintendent Student Services and Strategic Communications Alisha Rosas, to act on good faith based on, but not limited to, evidence of inadequate management, cronyism, nepotism, and a lack of integrity.

APPENDIX A

History of Associate Superintendent/Vice President Positions

Associate Superintendent/ VP Position	Previously held by	Interim Position	Permanent Position	Documentation	Comments
Business Services	Cid Pinedo until Feb. 2014	Lisa Bailey as Interim, 2014-2015 org chart	Lisa Bailey, Permanent 2015-2016 org chart	Faculty Senate minutes 1/28/2014 8/25/2015	1/28/2014 announced Cid Pinedo's resignation; likely will fill with interim. No recruitment. See 8/25/2015 minutes excerpt below.
Administrative Services	Lisa Bailey until 2014	Melanie Siddiqi as Interim, 2014-2015 org chart	Melanie Siddiqi, Permanent 2015-2016 org chart	Faculty Senate 8/25/2015	No recruitment. See 8/25/2015 minutes excerpt below.
Administrative Services, continued	Melanie Siddiqi through June 2021	Troy Ament as Interim, 2021-2022 org chart	Troy Ament, Permanent 2022-2023 org chart	Faculty Senate/Academic Senate minutes & Governing Board Minutes survey	No recruitment in Faculty Senate/Academic Senate minutes. No employment or appointment in Governing Board minutes
Student Services	Unknown, Not on org chart prior to 2012-2013 or 2013-2014	Eric Bishop as Interim, 2014-2015 & 2015-2016	Eric Bishop, Permanent 2016-2017 org chart	Faculty Senate minutes 9/1/2015 11/10/2015 12/8/2015	These minutes state there will be a recruitment and indicate the faculty on the hiring committee
Student Services, continued	Eric Bishop through June 2020	Alisha Rosas as Interim, 2020-2021 org chart	Alisha Rosas, Permanent 2021-2022 org chart	Faculty Senate/Academic Senate minutes & Governing Board Minutes survey	No recruitment in Faculty Senate/Academic Senate minutes. No employment or appointment in Governing Board minutes
WIED (Workforce, Innovations & Entrepreneurial Development)	Position was created Spring 2023	n/a	Sheneui Weber, Permanent 3/20/2023	Dr. Shannon email dated 3/20/2023 to announce the new position	No recruitment in Academic Senate minutes.

			Remained until end of January 2024		
Instruction & Institutional Effectiveness	Sherrie Guerrero through June 2016	n/a	Meridith Randall, Permanent 2016-2017 org chart	Faculty Senate minutes, Spring 2016	Faculty Senate minutes document the recruitment process
Instruction & Institutional Effectiveness continued	Meridith Randall through December 2018	Laura Hope as Interim, 2018-2019 org chart (revised)	Laura Hope, Permanent 2019-2020 org chart	Faculty Senate minutes, December 2018 Faculty Senate minutes, Fall 2019	December 2018 minutes document the interim position recruitment process Fall 2019 minutes document the permanent recruitment process
Instruction & Institutional Effectiveness continued	Laura Hope through June 2023	Misty Burrue as Interim 2023-2024 org chart	n/a	Academic Senate minutes 8/15/2023	President Report from 8/15/2023 minutes document the interim recruitment process
Instruction & Institutional Effectiveness continued	Misty Burrue through June 2024	Michael McClellan as Interim, 2024-2024 org chart	n/a	Academic Senate minutes 4/9/2024	Consent Agenda from 4/9/2024 document interim the recruitment process

Faculty Senate Minutes, 8/25/2015

VI. REPORTS

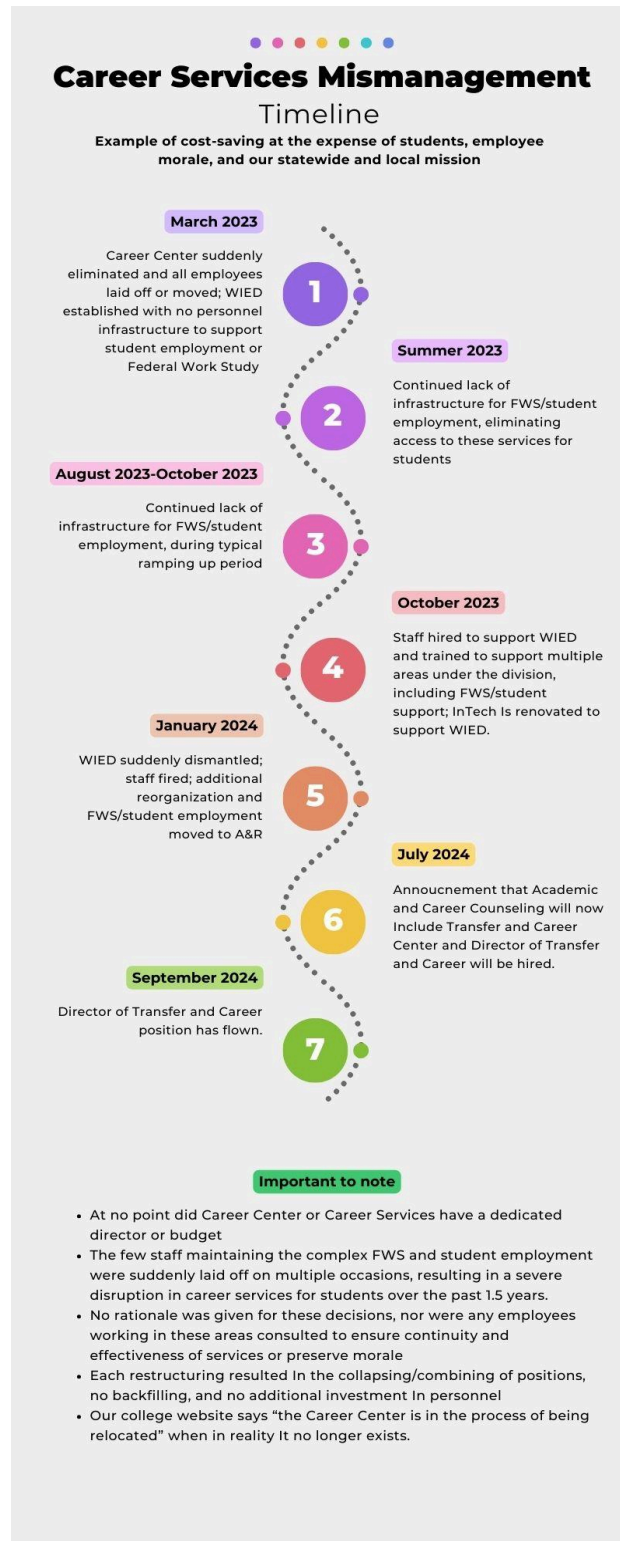
- President

Reorganization, Accreditation, and Institutional Stability—President Alger passed around the Superintendent/President’s Report that was presented at the June 25 Governing Board Meeting and highlighted the following two senior administrative appointments, effective July 1, 2015:

- o The position of Vice President of Administrative Services will be eliminated and the position of Associate Superintendent of Business Services and Economic Development will be created. Lisa Bailey, who has served as the Interim Associate Superintendent of Business Services and Economic Development since February 2014, will occupy this position.
- o The position of Executive Director of Administrative Services will be eliminated and the position of Vice President of Administrative Affairs will be created. Melanie Siddiqi, who was the Executive Director of Administrative Services, has served as the Interim Vice President of Administrative Services since February 2014. Ms. Siddiqi will occupy the position of Vice President of Administrative Affairs.

APPENDIX B

Infographic showcasing Career Services Mismanagement



APPENDIX C

Management Org Chart Interim Position Summary (2012 - 2024)

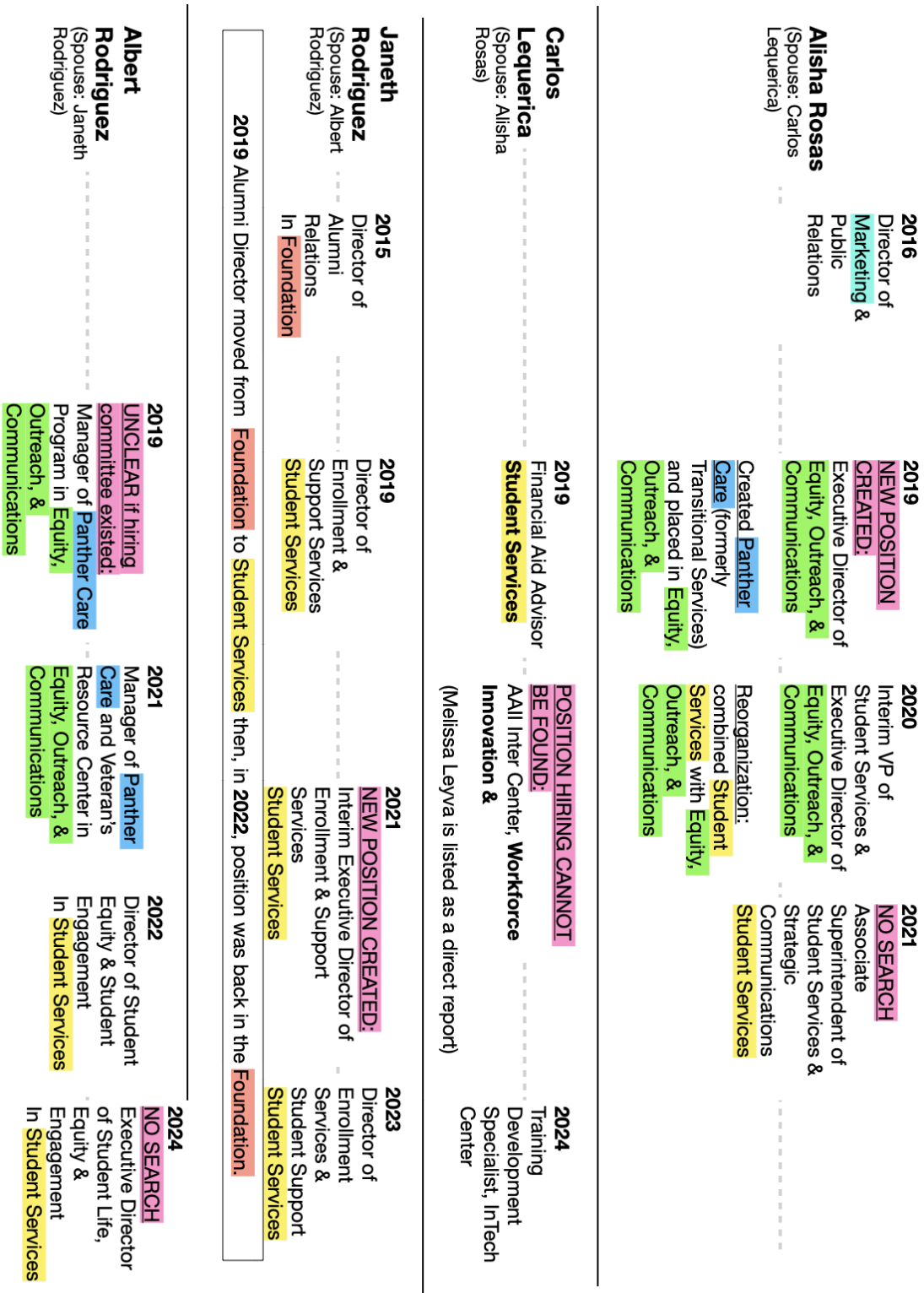
AY	Number of Interim Positions	Positions by Area: Business Services , Administrative Services, Instruction , Student Services WIED , Other
2024-2025	13	<ul style="list-style-type: none"> ● Interim Director, Purchasing Services ● Interim Director, Technical Services ● Interim, Information Security Manager ● Interim Director, Human Resources and Diversity, Equity and Inclusion (vacant) ● Interim Director, Safety & Risk Management ● Interim Director, Workforce Development ● Interim Captain, Campus Police ● Interim Associate Superintendent of Instruction and Institutional Effectiveness ● Interim Dean, ACD, Work Experience, and Evening Programs ● Interim Director, Student Health Services ● Interim Dean, Academic and Career Counseling ● Interim Director, Rising Scholars ● Interim Director, Student Systems Integration & Innovation
2023-2024	15	<ul style="list-style-type: none"> ● Interim Director, Purchasing Services ● Interim Director, Technical Services ● Interim Director, Infrastructure & Security ● Interim Executive Director, Human Resources & Senior Strategic Advisor ● Interim Director, Human Resources and Diversity, Equity & Inclusion ● Interim Director, Facilities/Physical Plant ● Interim Chief of Police ● Interim Campus Police Captain ● Interim Associate Superintendent of Instruction and Institutional Effectiveness ● Interim Director, Admissions & Records ● Interim Director, Student Systems Integration & Innovation ● Interim Director, Dual Enrollment ● Interim Dean, Workforce Innovations ● Interim Director, Workforce Development ● Interim Director, Foundation, Community Partnerships, and External Relations
2022-2023	14	<ul style="list-style-type: none"> ● Interim Executive Director, Fiscal and Audit Services ● Interim, Internal Auditor ● Interim Director, Purchasing Services ● Interim Director, Technical Services ● Interim Director, Infrastructure & Security ● Interim Executive Director, Human Resources & Senior Strategic Advisor ● Interim Director, Human Resources and Diversity, Equity & Inclusion ● Interim Director, Facilities/Physical Plant ● Interim Chief of Police ● Interim Campus Police Captain ● Interim Dean, Math & Science ● Interim Dean, Visual and Performing Arts

		<ul style="list-style-type: none"> ● Interim Executive Director, Enrollment & Support Services ● Interim Director, Foundation, Community Partnerships, and External Relations
2021-2022	6	<ul style="list-style-type: none"> ● Interim Vice President, Administrative Services, Emergency Operations, Facilities and Construction ● Interim Chief of Police ● Interim Dean, Math & Science ● Interim Dean, Health Sciences ● Interim Director, Distance Education, Research, and Community Education
2020-2021	5	<ul style="list-style-type: none"> ● Interim Dean, Visual and Performing Arts ● Interim Dean, Institutional Effectiveness and Intersegmental Partnerships ● Interim Director, Grant Research & Community & Distance Education ● Interim Vice President, Student Services & Executive Director, Equity, Outreach & Communications ● Interim Director, EOPS, CARE, CalWORKs, NextUp
2019-2020	4	<ul style="list-style-type: none"> ● Interim Dean, Visual and Performing Arts ● Interim Dean, Institutional Effectiveness and Intersegmental Partnerships ● Interim Director, Grant Management & Research & Community Education ● Interim Director, EOPS, CARE, CalWORKs, NextUp
2018-2019	7	<ul style="list-style-type: none"> ● Interim Director, Community Outreach ● Interim Director, Career Development ● Interim Director, Purchasing Services ● Interim Administrator, Campus Store ● Interim Director, Distance Education ● Interim Director, Athletics ● Interim Director, Transfer Center and High School Outreach
2017-2018	8	<ul style="list-style-type: none"> ● Interim Operations Supervisor ● Interim Director, Career Development ● Interim Director, Purchasing Services ● Interim Administrator, Campus Store ● Interim Director, Athletics ● Interim Dean, Athletics ● Interim Director, Transfer Center
2016-2017	10	<ul style="list-style-type: none"> ● Interim Bookstore Supervisor ● Interim Chief of Police/Director of Public Safety ● Interim Director, Career Development ● Interim Operations Supervisor ● Interim Dean, Health Sciences ● Interim Dean, Fontana Campus ● Interim Dean, Library ● Interim Dean, Kinesiology, Nutrition, Athletics ● Interim Director, Athletics ● Interim Director, International Students
2015-2016	11	<ul style="list-style-type: none"> ● Interim Director, Economic Development ● Interim Chief of Police

		<ul style="list-style-type: none"> ● Interim Bookstore Supervisor ● Interim Operations Supervisor ● Interim Dean, Library and Learning Resources ● Interim Dean, Health Sciences ● Interim Dean, Fontana Campus ● Interim Vice President, Student Services ● Interim Director, International Students ● Interim Dean, Kinesiology, Nutrition, Athletics ● Interim Director, Athletics
2014-2015	1	<ul style="list-style-type: none"> ● Interim Director, Economic Development
2013-2014	0	<ul style="list-style-type: none"> ● No interim positions
2012-2013	2	<ul style="list-style-type: none"> ● Interim Director, Athletics ● Interim Supervisor, Lithography

APPENDIX D

Cronyism and Nepotism Displayed from Alisha Rosas in hiring practices and reorganization of institutional services for personal interest.



Vote of No Confidence Frequently Asked Questions

- 1. What is a vote of no confidence in the Superintendent/President? What does it mean?**
 - a. A vote of no confidence by an Academic Senate in the Superintendent/President means exactly what it says: The faculty body collectively lacks confidence in the college president to lead the college and do the work of the college based on the “whereas” statements described in the resolution.
- 2. How does an academic senate take a vote of no confidence?**
 - a. There is not a one-size-fits-all for votes of no confidence, different Academic Senate’s will utilize different voting procedures.
 - b. Chaffey College Academic Senate will meet during regular session and Senate representatives would hold a motion to approve the resolution asserting no confidence. Then a vote by the representatives would take place to uphold the vote of no confidence or vote it down.
- 3. What are reasons to vote no confidence in a college Superintendent/President?**
 - a. The reasons can be varied. Often votes of no confidence focus on two key areas of leadership: fiscal accountability and governance.
- 4. How many votes are needed to pass a resolution affirming a vote of no confidence?**
 - a. The Chaffey College Academic Senate Constitution requires a simple majority of voting members of the senate to pass a vote of no confidence.
- 5. What happens if we pass a vote of no confidence?**
 - a. The Academic Senate President will transmit the resolution and the vote to the Chaffey College Administration, the Chaffey Board of Trustees and the District, and publish it on the Academic Senate website.
- 6. Then what happens?**
 - a. The Academic Senate President would address the Board at their next meeting on October 22, 2024 at 2 pm and share the results of the vote on the resolution.
- 7. How can I contribute my thoughts on this?**
 - a. All members of the public and employees of Chaffey College are able to provide public comments to Academic Senate meetings and Governing Board meetings during the guest comments portion of the meeting, under the Brown Act.
 - b. The Brown Act protects public comments and public opinion specifically so that criticisms of policies, procedures, programs and services of the legislative body can be shared openly (Government Code Section 54950).
- 8. What about the Board? Do They Have to Respond? Will This Accomplish Anything?**
 - a. The Board does have an obligation to acknowledge the resolution, to hear from faculty and others who support the resolution as well as from those who do not. However, the resolution is not binding on the Board and they are not required by the resolution to take any action.
 - b. In most cases, Governing Boards are compelled, in some format or another, to issue a response to a vote of no confidence due to the pressure from employees

and the public at large. This can come in the form of a statement, removing the person(s) named in the vote of no confidence from their positions, retirements, resignation, or movement to other institutions/other employment.

9. Then why are we even doing this, if it is more of a symbolic vote and doesn't in actuality change anything?

- a. Academic Senates, in addition to ensuring the primacy of faculty recommendations with regards to the areas outlined in the 10 + 2, must also bear the responsibility of holding Chaffey's executive team accountable for questionable decisions, irresponsible hiring practices, lack of engagement in participatory governance, and their failed leadership.
- b. Further, there are the "optics" of the Board doing nothing in response to a faculty vote of no confidence in a college president. The Board are, after all, elected by members of the public.
- c. Lastly, symbols have value. That our college has reached a point where the faculty are considering a vote of no confidence in our college president, speaks to the serious and consequential breakdown in every effort to resolve the existing issues and tensions by all other means. How else to draw attention to the seriousness of the problems we are contending with? There is power in taking a public stance on the issues at stake even if such a stance does not result in the outcome you desire.

FACULTY SENATE MINUTES

November 23, 1999

Members Present:

President	June Pichel Cook
Vice President/President-elect	Ardon Alger
Secretary/Treasurer--Physical/Life/Health	Renee Ketchum
Curriculum Chair	Craig Justice
Arts & Humanities	Jonathan Ausubel
Business & Applied Tech	Richard Haug
Inst. & Student Services	D. E. Creasy
Inst. & Student Services	Cathy Olivera
Physical Life Health Science	Cathie Keenan
Social and Behavioral Sciences	Tim Greene (Alt)
Senator-at-Large	Chuck Cargill
Senator-at-Large	TerriAnn Linn-Watson Norcutt

Members Absent:

Senator-at-Large	Mark Rafter
Social and Behavioral Sciences	Bill Purkiss

Guests:

Director, Computing Services	Isabel Acosta
Vice President, Information and College Services	Michael Edwards
Vice President, Planning and Institutional Development	Jan Braunstein
Professor of Mathematics	Karen Pender

I. CALL TO ORDER

President Cook called the meeting to order at 12:30 p.m.

II. APPROVAL OF MINUTES

Minutes of November 16, 1999 meeting were unanimously approved as amended.

III. REPORTS

PRESIDENT

- President Cook distributed a draft of an analysis entitled "Spring Registration Issues." Senators reviewed the document carefully and added additional comments. A copy was delivered earlier in the morning to Isabel Acosta and Michael Edwards for perusal prior to their visit today.

VICE PRESIDENT

- President Elect Ardon Alger asked if DataTel knew if Chaffey was having significant problems getting the system to register students. It was reported that at the CLCC meetings, DataTel representatives stated that very few problems exist state-wide and few, if any, colleges have reported serious problems. This was news to the Chaffey College staff attending the meetings.
- Mr. Alger also announced that federal court ruled in favor of the district on all counts (i.e. Chaffey College won) in the recent litigation initiated by Wendy Brown.

CURRICULUM

- Curriculum Chairperson Craig Justice reported that the High School Articulation review process is being developed by the Curriculum Committee. A meeting is scheduled on December 9th with Bob Pile, Janet Nix, Craig Justice, Muriel Zimmermann, Paul Parnell, and Maggie van Riper to refine the process.
- Craig Justice reported that numerous data files of the Faculty Senate and the Curriculum Committee were destroyed as a result of an unauthorized erasure of the main hard drive in the Faculty Senate computer, including a destruction of all 1,600 Course Outlines of Record and numerous Faculty Senate files. While the Curriculum Office has back-ups for all CORs, all recent modifications will have to be re-entered.
- First readings of 48 new courses are scheduled for Wednesday, December 1st.

IV. OLD BUSINESS—all items postponed until next meeting.

V. NEW BUSINESS

- Spring Registration—Mike Edwards and Isabel Acosta attended the meeting to report on problems and to respond to questions.
- Isabel Acosta—a problem exists with “Resource” which allows the system to handle multiple users. We seem to be limited by the “box” which allows about 50 users at a time; we now have over 80 users at a time, which is slowing the system down. An additional HP Unix box (or minicomputer) has been brought on line. An additional processor with more memory will arrive and will be installed this week. The vendors (Epos, DataTel, HP Unix) differ and therefore troubleshooting of problems is more difficult.
- Mike Edwards was asked why problems are so much worse this semester compared to last fall. Mike stated that we had the same telephone registration problem. In addition, we are having performance problems, which weren’t experienced last semester. Additional memory will arrive and will be installed tonight.
- Isabel Acosta said that response time of the system was affected in a “trickle down” way. One problem affected another. Response times have been unusually high. Both internal staff and HP concluded that a “CPU bottleneck” was the problem; additional memory and processors would be needed. Telephone registration drops students off the line if no response is obtained within a certain time span; thus several problems during telephone registration have been experienced. Problems with corequisites continue to exist. DataTel version 16.0 has about 190 updates (software patches), which may be causing some problems.
- Mike Edwards was asked why other colleges aren’t having problems, but we were. Mike said that this was a misnomer (sic), that all first-year users have experienced problems.
- Isabel stated that experience at other colleges indicated that more hardware would be needed to reduce transaction time (i.e. about 20 minutes per student). Even though forewarned, problems are still being experienced and resources weren’t in place in time for this semester’s registration process. With the additional processor and memory, time per transaction should drop. The speed should increase by one third. File re-sizing (compression) should help as well. Datatel uses static and dynamic files. Dynamic files get re-sized automatically. Our system takes 5 hours to re-size. It does not appear that file re-sizing would have improved performance significantly. [DataTel representatives disagree saying that failure to re-size daily greatly harms performance. Isabel stated that we are re-sizing about once per week or less.]
- Isabel added that the IS staff have no intention of treating students in a “cavalier” manner. Isabel acknowledged that communication needs to be improved. No information has been provided to the faculty who are in key positions to provide information to students and defuse some of the tensions.
- Mike Edwards was asked about the contingency plans that were made to anticipate potential problems. His response was that it is not possible to anticipate the area that will be the source of the problem; therefore, it is not possible to develop such plans.

- Students can be told this: there is a CPU bottleneck and if the processor arrives, it will be installed right away. Registration is the software where most of the problem resides. Another server is being looked into to improve performance.
- Jan Braunstein discussed the telephone “on hold” messages and communications issues. Jan commended Isabel for extraordinary attempts to resolve the issues. No walk-ins were expected last week at all because telephone registration should have been working and there would have been no need for walk-ins. Old benchmark for the Legacy box was 60-70 [+20] users. What was not known was that once the 70-threshold was hit, performance problems emerged. The response time is the problem here, and the CPU is the culprit. Couldn’t someone have forecasted the significant increase in users?
- Mike Edwards states that the 96-user limit has not been reached yet. Yes, we do have a bottleneck. HP doesn’t understand why. Whatever the cause of the problem, the increase in memory and processor should help. We do not know exactly when the system will be repaired.
- What is happening about the academic history transfer of records? Isabel reported that the conversion is continuing. Data will be transferred next week into the test account. IS is doing as much testing as they can to try to address problems.
- Better forecasting is needed particularly when counter-acting conservative attitudes of excessive frugality. We are soon approaching our data processing limits. **By next fall, the problems we’re experiencing now may recur, possibly even worse.** As a result, it is likely that a new unit or “box” will be needed to get back to a 6-minute-per-student registration time. Since it has not been confirmed that this is the source of the problem, a new box may not be the solution. This issue needs to be studied.
- Senators discussed issues after the guests left. In summary, Mike Edwards seemed to be saying:
 - Adding CPU and memory may increase throughput by one-third (45 minutes reduced to 30 minutes).
 - All system resources are determined by outside firms.
 - No internal technical expertise exists.
 - No backup plan can exist.
 - No one can estimate when problems will be solved.
 - Current ‘box’ \$125,000—with price decreases, etc., new box should cost \$200,000-\$250,000.

Senators felt that “resources are the issue” as an excuse is a red herring. Outside resources are being relied upon too heavily. No top-notch hardware expert is on the staff to question the vendors about performance problems and interpret their diagnoses. Lack of senior-level planning, lack of hardware expertise, and lack of communication seem to be the crux of the problem.

- **The following motion was made and seconded: “Because of recurring problems over several years in resource management of the Information Services area, in particular the lack of planning to prevent anticipated problems, and because of the continuing negative impact on students and the instructional processes resulting from this long-term mismanagement of resources, be it resolved that the Faculty Senate (in conjunction with CCFA) expresses no confidence in Jerry Young and Mike Edwards.” The motion passed unanimously.**

VI. COMMITTEES

Faculty members are fulfilling their professional obligations by serving on the following committees:

- Policy and Budget Committee—Bill Stanford, Pauline Corse, Terry Giugni, Craig Justice
Senate unanimously approved the above appointments.

VII. FLOOR ITEMS—none.

VIII. ADJOURNMENT

The meeting was adjourned at 2:30 p.m.

Respectfully submitted by,

Shirley Emilio, Recording Secretary

Renee Ketchum, Secretary/Treasurer

ACADEMIC SENATE MINUTES OCTOBER 1, 2024

Nicole DeRose	President	2023-2025	Y
Elizabeth “Liz” Encarnacion	Vice-President/President-Elect	2024-2025	Y
Robin Witt	Secretary/Treasurer	2024-2025	Y
Angela Burk – Herrick	Curriculum Chair	2023-2025	Y
Joseph Lee	Business & Applied Technology	2024-2026	N
Jonathan Polidano	Business & Applied Technology	2023-2025	Y
Hannah Carter	Chino Campus	2024-2026	Y
Robert Nazar	Chino Campus	2023-2025	Y
Sean Connelly	Fontana Campus	2024-2026	Y
Anthony Guaracha	Fontana Campus	2023-2025	Y
Jayne Clark Frize	Health Sciences	2024-2026	Y
Omar Estrada	Health Sciences	2023-2025	Y
Tara Johnson	HFIC	2023-2025	Y
Vacant	HFIC	2023-2025	
Terezita Reyes Overduin	Instructional Support	2024-2026	Y
Christina Holdiness	Instructional Support	2023-2025	Y
Robert Hadaway	Kinesiology, Nutrition & Athletics	2024-2026	Y
Annette Henry	Kinesiology, Nutrition & Athletics	2023-2025	Y
Laura Santamaria Brady	Language Arts	2024-2026	Y
Phatana Ith	Language Arts	2023-2025	Y
Jinny Lee	Mathematics & Science	2024-2026	Y
Robin Witt	Mathematics & Science	2023-2025	Y
Vacant	Social & Behavioral Sciences	2024-2026	
Patricia Gomez	Social & Behavioral Sciences	2023-2025	Y
Myra Andrade	Student Services	2024-2026	Y
Michelle Martinez	Student Services	2023-2025	X
Daniel Jacobo	Visual & Performing Arts	2024-2026	N
Leta Ming	Visual & Performing Arts	2023-2025	X
Sarah Chamberlain	Senator-At-Large	2024-2027	Y
Tamari Jenkins	Senator-At-Large	2023-2026	N
Jackson Tropp	Senator-At-Large	2022-2025	Y
Jennifer Flores Moreno	Adjunct Senator-At-Large	2024-2026	
Tina Kuo	Adjunct Senator-At-Large	2023-2025	Y
Alternates			
Jay Scott	Business & Applied Technology	2023-2025	N
Manar Hijaz	Chino Campus	2023-2025	N
Greg Creel	Fontana Campus	2023-2025	N
Lisa Doget	Health Sciences	2023-2025	N
Vacant	HFIC	2024-2026	
Shelley Marcus	Instructional Support	2023-2025	Y
Candice Hines-Tinsley	Kinesiology, Nutrition, & Athletics	2023-2025	Y
Stephen Shelton	Language Arts	2024-2026	Y
Justin Keller	Mathematics & Science	2024-2026	Y
Louisa Villeneuve	Mathematics & Science	2024-2025	Y
Vacant	Social & Behavioral Sciences	2024-2026	
Melissa Johannsen	Student Services	2024-2026	Y
Fabiola Espitia	Student Services	2023-2025	N
Vacant	Visual & Performing Arts	2023-2025	
Vacant	Adjunct Alternate Senator	2023-2025	
Sarah Schmidt	Classified Senate Liaison	2023-2025	Y
Anthony Solomon	Chaffey College Student Government	2023-2024	N

Guests:

Angela Cardinale, Instructional Specialist, Online Education and English Faculty, ACD
Kimberly George, English Faculty, ACD
Andrew Long, Dean, Instructional Support
Michael McClellan, Interim Associate Superintendent, Instruction and Institutional Effectiveness
Lissa Napoli, Administrative Assistant, Academic Senate
RoseAnn Osmainian, Rancho Success Center Instructional Specialist
Albert Rodriguez, Executive Director, Student Life, Equity & Engagement
Alisha Rosas, Associate Superintendent, Student Services and Strategic Communications
Nan Shea, Biology, STEM
Vicky Tulacro, English Faculty, ACD
Neil Watkins, English Faculty, Faculty Tri-Chair, Undocumented Advocates Committee

1. P.E. (12:30 P.M.)

2. CALL TO ORDER (12:35 P.M.)

2.1 Land Acknowledgement

With respect and honor for the lands where Chaffey College resides and the leaders who came before us, we would like to take a moment to acknowledge the Gabrieleño-Tongva (GABRIEL-EN-YO TONG-VAH) Peoples, the original stewards of these sacred and unceded homelands. The Tongva people's history, language(s), cultural traditions, and legacy continue to shape this region and we recognize their continuing presence in their homelands.

2.2 Attendee Identification (Chino and Fontana Senators, cameras must be on and turn off all virtual backgrounds.)

3. PUBLIC COMMENT (Reserved for Guests only and limited to two minutes.)

- Vicky Tulacro expressed exhaustion due to lack of meaningful college leadership. Last Thursday, an email went out about an ice cream social to reward faculty and staff for their hard work. Another email followed about a 30-minute Zoom Meeting for suicide prevention, and then another one about the second suicide of a Los Osos High School student. Vicky was deeply insulted at the invitation for an ice cream social and does not want another party. She wants Wi-fi that actually works and water bottle stations. The Language Arts area does not have a functioning water fountain nor a place for students to refill a water bottle. Vicky wants better support for DPS students. Of the money in reserve, including millions of the MacKenzie Scott money, Vicky says none of it has been allocated to support our DPS population which comprises an estimated 20% of our students. Vicky also expressed a need for infrastructure in DE support. In addition, she wants a real mental health care system that isn't constantly changing protocols so she can give her students reliable information at the moment they need it. This is how she can be rewarded for a good job and for her hard work. Vicky believes the leadership here is tone deaf and preoccupied with affectations and distractions like an ice cream party.

- Neil Watkins shared remarks about the character and leadership of our Academic Senate President, Nikki DeRose. Neil believes President DeRose is conscientious, meticulous, and supremely honest. In the many meetings he attended with her Nikki never exaggerates nor overreacts. Her integrity is impeccable. Furthermore, the College’s recent affirmation of accreditation received last year is the direct result of Nikki’s diligence and attention to detail as the faculty tri-chair. The lab reports and her hard work literally saved Chaffey College. Nikki is a calm, reliable, and trustworthy leader who we should all be proud of. We are privileged to have Nikki and the Senate officers leading us at this time.
- Kim George agreed with Vicky about being tired post pandemic. Kim stated that our jobs are very different than before, but students are still learning and receiving support services largely online. Faculty continue to help students navigate technology and the reality of asynchronous learning. Students and faculty are taking and teaching classes in a wider variety of modalities and calendars than ever before. Keeping track of assignments, deadlines, add dates, drop dates, and grading due dates is more hectic than ever before. The student need for academic and mental health support is still great and it all continues to feel like a heavy lift. The college still struggles with technical issues. Wi-fi continues to be a barrier for students and faculty. The 2-factor authentication continues to lock out students and faculty who don't have good reception, including all of those affected by the Verizon outage yesterday. We get locked out of Canvas and the portal. We have to take valuable in-person instructional time to deal with these issues. We rely on our personal devices and hotspots. Facilities and outdoor spaces around offices in the LA Building continue to be in the same sorry state they have been since she was first hired in 2015. The slope from the north parking lot continues to fill with weeds and floods when it rains. The lack of plants is exposing the irrigation pipes on the slope. Only after numerous complaints, the stairs (that have been causing a trip hazard) have been fixed and restrooms have been properly labeled. We are finally in compliance with those laws. However, we still have no drinking fountain for our students. Kim acknowledged this is a big campus, and there are a lot of projects going on, and things take time but faculty had to pivot really quickly during the pandemic, and we did that. We made it work. We also have a large budget, large reserves, large gifts that could help. It seems there continues to be a lack of planning which impacts students and our learning and working environments.

4. ADOPTION OF AGENDA

- October 1, 2024
- **Motion for Approval** - President-Elect Encarnacion moved to adopt the agenda for 10.1.24. Senator Joseph Lee seconded the motion. The motion was approved. 10.1.24, 24Y/0N/0A.

5. CONSENT AGENDA

5.1 Faculty representatives that have been requested to serve on these selection/hiring committees:

5.1.1 Instructional Assistant III, Biology

Louisa Villeneuve, Biology, STEM

5.1.2 Manager, Maintenance

Abel Chen, Business Law, BTH

5.2 **September 24, 2024 Meeting Minutes.** See attachment titled, “ACADEMIC SENATE MINUTES SEPTEMBER 24, 2024 DRAFT”

- Correction to minutes: Biology will add Supplemental Learning requirements to 4 of their courses, not one.
- **Motion for Approval** - Senator Chamberlain moved to approve the 10.1.24 Consent Agenda. Senator SantaMaria Brady seconded the motion. The motion was approved. 10.1.24, 24Y/0N/0A.

6. REPORT(S)

6.1 President - see page titled “Academic Senate Governing Board report for September 24, 2024.”

- President DeRose will facilitate the next Senate meeting from the Chino campus conference room.
- Senator Johansson emailed a clarification regarding injured students not being able to move around campus. The email will be attached to the minutes.
- Senator Gomez shared a letter from a student which will be attached to the minutes as well. Note: there is a typo in the letter. “PTA” should read “DPS.”
- The Academic Senate President Report read at the Governing Board meeting last Thursday is also attached to the minutes.

6.2 President-Elect - no report

6.3 Secretary/Treasurer - no report

6.4 Curriculum Chair - no report

6.5 Classified Senate Liaison - no report

6.6 Chaffey College Student Government Liaison

- The CCSG will have their second Senate meeting on Monday, October 7th. Anthony plans to give a small report about what he has been seeing on participatory governance. The CCSG agenda is on the Chaffey website.

6.7 Governance Handbook Workgroup

- Making good progress on the handbook. They should have the first draft at the end of October.
- Who will make edits to the governance handbook moving forward?
- President-Elect Encarnacion asked the senators if the following committee are still active:
 - Student Success and Support Advisory Committee - no
 - Transfer Center Advisory Committee - no
 - 504 Compliance Committee - will follow up
 - Professional Relations Committee - no
 - Green Earth Movement (GEM) Committee - no
 - Cultural Affairs Committee - no
 - Ethics Across Curriculum Committee - no
 - Community Education Advisory Committee - no
 - Sign Committee - no
 - Some of the committees above may have merged with other committees.

7. GUEST(S)/PRESENTATION(S) - Associate Superintendent, Student Services and Strategic Communications, Alisha Rosas, and Faculty Tri-Chair, Undocumented Advocates Committee, Neil Watkins, will share information about the UndocuSuccess Fellowship, how the Dream Project started and the goals behind the future fellowship. See attachment titled, “UndocuSuccess Fellowship Endowment (launching fall 2024) \$1 million endowment (annual funding from earned interest)”

- The UndocuSuccess Fellowship Endowment of \$1 million is funded by the MacKenzie Scott gift and serves as a way to institutionalize so more students will benefit.
- This fellowship is a good example of participatory governance.
- Originally, classified professionals did not have a mentorship role in this project. As advised by President DeRose, Alisha attended the Classified Senate meeting and together they were able to work it out so everyone has the opportunity to be a mentor. If it becomes overwhelming, we will fix it together.
- The Fellowship can be launched this month.
- Neil gave props to Myra Andrade from EOPS who was the initiator of the Dream Project in the Fall of 2019.
- The self-paced mentor training is called “UndocuReady” (similar setup as Cyber Training and Title XI Training).
- Senator Chamberlain asked if hiring some of the current unfilled classified positions could help lighten the workload of the classified professionals so they have time to be mentors.
- Email Neil if you would like to join the Undocumented Advocates Committee.

8. UNFINISHED BUSINESS *10 minutes max

8.1. Discussion Continued/Update from Dialogue with the Board meeting: The Academic Senate discussion of the \$1 million endowment of the MacKenzie Scott gift, emphasizing the importance of engaging with faculty for input and perspectives. **Update:** At the September 25, 2024 Dialogue with the Board meeting, it was agreed that the [Convocation plan](#) for the MacKenzie Scott gift will change in the following ways:

No change to these:

- Overcoming Barriers Funding (Ongoing Work and Launching in Fall 2024) \$1M
- UndocuSuccess Fellowship Endowment (launching Fall 2024) \$1M

Combine these and these funds will fall under the Advisory Group. The Advisory Group will be utilized to plan for the remaining funds:

- Academic Senate Endowment (launching fall 2024) \$1M
- From Enrollment to Employment Endowment (launch spring 2025) \$2M
- Building FIERCE (Functional Inspirational, Effective, Responsive, Connected, and Efficient) Spaces \$1M
- The Chaffey College Trust \$20M

9. NEW BUSINESS *10 minutes max per item

9.1 Discussion Item: Academic Issues Group (AIG) Meeting October 4, 2024. Call for agenda items.

- Math Department Recommendations for the Future Use of the East Wing of the Math Building. Endorsed by the Academic Senate on September 24, 2024.
- Better Wifi, water stations, DE infrastructure, and mental health resources.
- The impact and academic challenges of multiple modalities/calendars on faculty and students.
- Instead of a hotline number, we need someone to walk a student in crisis to a trained professional on campus at all 3 campuses.
- Expanding evening services on campus past 7pm.
- Basic needs for students like free menstrual products in all (not just some) restrooms.
- Athletics is an instructional program and should not be split from Kinesiology. There are classes offered in the athletic program but no faculty member to update the curriculum. Athletics do not have an instructional dean, instead all approvals go through a director. Most colleges have Kinesiology and Athletics together.
- Lack of meaningful leadership is a pressing issue.
- Get the searches started for interim positions.
- CIS, including the coordination of the Accounting department with CIS, separate from the Business is not efficient. Accounting and Business course scheduling must avoid overlapping since they serve the same population of students.
- Moving instructional areas into student services is concerning.
- Digital equity resources and accessibility is an ongoing need.
- The need for more DPS infrastructure and support.
- AB 21 was passed in 2017 and requires California Community Colleges, Cal States, and the UC's to establish policies and procedures to create safe and welcoming environments for all students, faculty and staff, regardless of immigration status. Chaffey College is noncompliant with this bill. In addition, numerous undocumented students have been facing issues this semester because of blatant mismanagement in the finance department where they put false charges on their accounts. Students who are undocumented paid those amounts because they thought they would be dropped from their courses. The corrections for these issues were not made until concerns were brought forward to the administration. Then blame was placed by the administration in multiple different directions.
- Bring the Childcare Center back and support students taking evening classes needing childcare beyond the Head Start program.

10. FLOOR ITEMS *10 minutes max (Reserved to raise concerns within the Academic Senate scope. The Senate will hear your concerns/questions, but may not respond. If requested, the concern can be included on a future agenda.)

- Anyone can email their public comment at the Governing Board meeting if you are unable to attend in-person.

11. ANNOUNCEMENTS

11.1 Chaffey College Academic Senate

11.1.1 Save the Date! *Welcome Reception*, Wednesday, October 2, 2:00-4:00 PM, Faculty Success Center. Come celebrate and welcome the new faculty, staff, and managers. Light refreshments will be available.

11.2 Academic Senate for California Community Colleges (ASCCC) Information

11.2.1 Save the Date! [ASCCC's annual Fall Plenary Session](#), November 7-9, 2024. This is a hybrid event taking place at the [Visalia Convention Center](#) 303 E Acequia Ave, Visalia, CA 93291. We hope that all local faculty leaders will plan to join us in Visalia!

11.2.2 Check out Academic Senate for California Community Colleges webpage for other great webinars/events at asccc.org

11.3 Chaffey College

11.3.1 Save the Date! [Report to the Community 2024](#), Road To Student Success, Thursday, November 7, 2024. Chaffey College Chino Community Center, 11:00 AM.

12. ADJOURNMENT (1:50 P.M.)

The next Academic Senate meeting will be on Tuesday, October 8, 2024

Lissa A. Napoli, Recording Secretary

Robin Witt, Treasurer / Secretary