

Screening Committees

Screening committees processed this summer were vetted by the Executive Board on behalf of the Senate. Faculty who participated during the summer outside of the Fall/Spring contractual period were compensated for 15 hours work x \$30/hour = \$450. Note for last meeting of 2021-22 year: Senate needs to formally authorize E-board to act on behalf of the Senate when the Senate is not in session. Screening committees memberships have a preference for those who respond first and also to not have everyone from the same department on the same committee. For administrator positions, we made sure there were no duplicate department members. For faculty positions, we made sure to have one faculty person from outside the department as a best practice, even though Board Policy does not require that. For all screening committees, we also have a preference for tenured faculty.

The new EEO plan adopted by the Board of Trustees on June 10, includes Component 8: Training for Screening Committees that includes a description of the screening committees: *All position requests will include a list of qualified employees to sit on the screening committee. These lists will address the diversity of the committee as well as the dates of last training. A diverse committee should include people who (1) represent the gaps in the department (described in Component 12) and/or (2) reflect the student populations the department serves. To assure committee diversity, it is the expectation under this plan, that homogeneous programs recruit screening committee members who meet the above.*

In discussions Steven Holmes and I had with interim Vice-Chancellor of Human Resources, Dena Rhoades, in May 2021, VC Rhoades pointed out that the language above does provide some flexibility in the racial/ethnic mix of the screening committee. Flexibility means that the EEO plan strongly encourages a diverse committee with genuine effort made to diversify the committee when possible but it is not a policy requirement/mandate. There is some uncertainty about how we'd be able to ensure a racial/ethnic diverse screening committee unless potential screening committee members self-identify.

For faculty positions, the chair of the screening committee is determined at the first meeting of the committee. For administrator positions, BP 6B3I states that the college president or designee chairs the screening committee.

Screening committees processed include:

- Dean of Instruction
- Director of Public Safety Training Programs
- Instructor of Animal Science
- Program Manager for Bachelors of Industrial Automation program
- Instructor of Nursing
- Dean of Kinesiology
- Director of Counseling & Student Success
- IT Department Assistant I

Bakersfield College did not supply a faculty rep to the district educational administrator position Dean of Economic and Workforce Development because of the very short time frame required to meet a funding grant deadline in the first week of the semester. Jessica Grimes from Taft College was picked to lead the consortium headed by KCCD if KCCD wins the grant.

Equivalency Process

I met with Michael Ivey (chair of Equivalency Committee), Bill Moseley (admin co-chair Equivalency Committee), and Dena Rhoades (Vice-Chancellor Human Resources) on May 12th and then with VC Rhoades and Chris Hine (KCCCD Legal Counsel) on May 17th to talk about the equivalency process.

BC had assumed that Equivalency Committee recommendations were sent to the Board of Trustees (BOT) for final approval as stated in long-standing committee procedures. That has not happened. This past summer Tarina Perry and a student helper went through the Senate's paper records to find all the past equivalency recommendations because it looks like HR has NOT kept all of the records it should have kept. It looks like BOT will formally approve as many of the past equivalency recommendations going back as far as we have records. (Many years!)

The Equivalency Committee is a standing committee of the Academic Senate listed in Article VII of the By-Laws. Because it is formally declared as such, it would be subject to the Brown Act if it sent recommendations directly to the Board on behalf of the Senate. That is the opinion of Chris Hine and it jives with what I learned from the ASCCC's Faculty Leadership Institute. *However*, if all of the Equivalency Committee recommendations went through the Senate, including those for new hires, then the Equivalency Committee could do its work without having to abide by the Brown Act because the public would be able to be informed and have a chance to comment via the Senate meetings and have the decisions formally noted in the Senate minutes.

The Senate meets to approve actions only during fall and spring semesters, so any approval requests sent to the Board of Trustees will only happen in the fall and spring semesters, not during the summer.

From this point forward, the Equivalency Committee will forward to the Senate any of its equivalency recommendations. The Senate will be obligated to forward any recommendation for approval by the Equivalency Comm even if the Senate disagrees but the Senate will also forward any objections arrived at by formal vote of the Senate. This means that the timeline of formal BOT approval must take into account that the Senate could possibly have a first read and a second read of the equivalency recommendation.

Equivalency Committee recommendations will appear on the Senate's Consent Agenda like we do with the screening committee memberships now. A Senator/Senate officer could motion to remove the person's name from the consent agenda. The Senate would then discuss the Senate's position on the specific equivalency case and choose either to vote the Senate's position at that meeting or decide at the next Senate meeting. A decision/vote by the Senate would be required to take place no later than that second Senate meeting (the meeting after the equivalency request appeared on the Senate's consent agenda).

Equivalency recommendations need to be sent to the Senate office in time for it to appear on the Senate's agenda 72 hours before the Senate meetings on Wednesdays (Brown Act). The latest the Equivalency Committee should send a recommendation to the Senate office would be for the second-to-last meeting of the Senate in the spring if there's a need to get it approved by the end of the spring semester. An Equivalency Committee recommendation could first appear on the last Senate meeting's consent agenda BUT it could possibly not be approved until the first fall meeting of the Senate.

We still need to work out a procedure for how the Equivalency recommendation and Senate positions will be forwarded to BOT. The equivalency report will include both the Equivalency Committee's favorable recommendation and any potential Senate objection.

CBE Collaborative Implementation Team

The Executive Board in May approved Anna Melby (assistant professor Culinary Arts) to be the BC Competency-Based Education Collaborative Implementation Team chair. The Senate will approve most of the other faculty members of the CBEIT at the September 8 meeting and then the remaining two faculty members from the chosen CBE pilot program at the Senate's September 22 meeting.

AS P/VP Meeting with BC P/VP

Erica and I meet with President Zav Dadabhoy and Vice-President Billie Jo Rice once a week. Here are some notes from the August 31 + Sept 7 meetings.

- Fall 2021 FTES is down 11.5%. We're hoping to have a good 8-week classes start in second half of the semester.
- Waitlist sizes will be increased to use them as an interest list to see if an additional section will be opened up. Class sizes will not be changed.
- All faculty, including those teaching face-to-face only, should be using their Canvas shells to help students keep up on assignments. This will be especially necessary as the pandemic continues and students are forced to miss class because they're sick or they have to quarantine.
- **Inform President's office of faculty or classified staff kudos!** If you know of faculty or classified staff doing great work outside of the classroom or their particular job to help BC students or are doing great work in the educational community at the city, state, or national level—who are putting BC on the map—please get the info (5-7 lines worth) to Monica Scott or Debi Anderson by Friday, so President Dadabhoy can include it in his Renegade Roundup.
- Concern about the *thousands* of grades that are not entered in a timely manner and especially, the repeat offenders who have to be nagged to get their grades in. Delay of grades can hold up a student's progress, especially for the course that is a prerequisite to course(s) the student wants to take the following term. Delay of grades can also affect a student's academic progress status for financial aid. Grading timeline and procedures is covered under Article Four (Professional Expectations), section C (The Faculty Member Shall), item 19 of the faculty contract.

Pell Runners

The Senate presidents from the three colleges joined college presidents/vice-presidents and AR and Financial Aid directors, and institutional researchers at a work shop about "Pell Runners" on Aug 28. Pell Runners are criminals who create fake identities in order to defraud colleges and the federal government. They are not legitimate enrolled students. Of the three colleges in KCCCD, Porterville College was hit, especially hard with the fraud—7% of their applications were fraud (BC's was just 1%). The criminal organizations have targeted all of the public higher education institutions in CA (and probably other states too) because there is A LOT of emergency aid money in addition to the Pell grants.

Winter Intersession Being Studied

Bill Moseley has been tasked with looking at the possibility of creating a winter intersession with a hoped for start with the 2022-23 academic year. Many details to be worked out but it looks like it would start the week right after Fall semester ends and go through the week before

Spring Flex week with or without instruction in the week of the campus hard closure between Christmas and New Year's. We'll be discussing this in the October meetings. Academic Calendar for 2022-23 must be approved by the Senate sometime this fall semester before it is sent to the Board of Trustees for their approval. You can view BC's academic calendar and PC's and CC's calendars (for comparison) at the Educational Services section of the KCCD website: <https://www.kccd.edu/educational-services/academic-calendars> .

Brown Act Teleconference Section and Zoom

The emergency waiver of the teleconference section of the Brown Act is set to expire on September 30th. When it expires, it will require a drastic change in how we attend via Zoom because the teleconference section is a bit antiquated.

After September 30th: As a Senator/Officer who has voting privileges, if you want to Zoom in, you will need to let the Senate office know before the agenda is posted from where you will be zooming, giving the physical address of where you will be Zooming. We will need to put that address in the posted agenda. On the day of the meeting, you need to be sure a hardcopy of the agenda is posted at the room entrance from where you're zooming AND make sure that the building and your Zoom room is unlocked and open to the general public the entire time you are attending the meeting virtually via Zoom.

Yes, it's crazy and you can see why groups up and down the state are asking the Governor to extend the emergency waiver or asking the legislature to fix the Brown Act teleconference section. Probably won't happen in time.

If you're willing to abide by the teleconference provision of the Brown Act after September 30th, then you can continue to Zoom in. If not, then you/your department will need to find someone who can be your proxy and you will need to fill out an individual proxy form for each meeting or vacate the position and have the Senate office run a new department representative election at the next regularly-scheduled election.

Message from ASCCC about the expiration of the waiver:

The ASCCC is aware of concerns at local colleges regarding the potential ending of the Brown Act allowances that the governor created with his executive order N29-20 at the start of the pandemic last spring. We have been in conversations with the Chancellor's Office, including the CO legal counsel, as well as legislators and the governor's office, about the need to extend these exceptions. There is legislation moving through the process (AB 361; Robert Rivas, 2021, as of 26 August 2021) that would allow the current allowances to be maintained during a declared state of emergency but would not come into effect (assuming that it passes) until 1 January 2022. We will continue to update the field as more information becomes available, but please know that your concerns are being heard and conveyed to the administration and the Chancellor's Office.

Faculty Leadership Institute

Erica Menchaca and I attended the ASCCC's Faculty Leadership Institute June 16-18 (virtually via Zoom, of course). Topics covered in addition to the usual Senate 10+1 roles included: improving DEI efforts systemwide and college wide (recruitment, participation, decision-making, etc.), resolution writing, Brown Act, budgets, working with the Board of Trustees, + Min quals. We ended with a mock plenary session to prepare us for the upcoming Fall ASCCC Plenary in November.