

**Council of Representatives Meeting Agenda****April 24, 2025, 3-5p.m.****Adopted Meeting Minutes**

Applied Behavioral Sciences (3) Elisabeth Deswart-P Cherie Moore-P	Movement & Health Sciences (2) Robert Neely -P Greg Enloe- P	Earth, Engineering, and Physical Sciences (2) Jennifer Shellhorn-P
Biological Sciences (2) Laurie McConnico-P Lisa Schicker -P	Languages & Communications (2) Anne Schreiber-P	Social Sciences (3) Fionnuala Butler-P Victor Krulikowski-P Mark Weber-A
Business Education (2) Neil Higgins-A Katharine Kinsman-P	Library/Learning Resources (1) Carina Love – A Matthew Davis-A	Student Development & Success (2) Amy Kayser-P Laura Harris-P
Engineering & Technology (4) David Fernandez-P	Mathematics (2) Shelby Burnett-P Robert Schwennicke-P	Student Success and Support Programs (2) Kat Gritton- A
English (2) Roland Finger-P Jude Rock- P	Nursing/Allied Health (3) Heather Tucker-P Nicole Gualtieri-A	Workforce Development (1) VACANT
Fine Arts (2) Brittany Mojo-A Douglas Highland-A	Performing Arts (2) Idona Cabrinha-A John Knutson – A	Non-Voting Members Galadriel Bree Highhouse, Tom Patchell, Greg Baxley

1. Approval of agenda

Motion to move Grievance Officer Update to #4 and modify subject line for #3 and #5 made by Roland, 2nd by Jude, no objections.

Motion to approve modified agenda made by Jude, 2nd by Laura, no objections.

2. Approval of minutes

Motion to approve 2-27-25 minutes made by Jude, 2nd by Tom, no objections.

3. ~~A Board Member requested to be briefed regarding faculty/administration consultations~~ Informal meeting with Board Member on civil discourse (Patchell)

- Library resolution was read at last BOT meeting. Deb Stakes reached out to Tom and they met.
 - Library struggled for about year with district. CCFT had to advocate to get a Chair from a different division even though this process is in the CBA.
 - Senate is powerful and can influence academics on campus.
- Debra expressed concern over civil discourse and how communication has been breaking down.
- Reorganization document is a proposal, and she emphasized that faculty can still have impact.
- Student Success Center didn't ask for input on instructional aide duties.
- Faculty requested more embedded tutors and Writing Center tutors, but they are not asking for input. Similar pattern to how they have dealt with the library.
- Debra encourages faculty to organize and be persistent in pursuing interests.

4. Grievance Officer Update (Patchell)

- Dealing with issues with DSPS accommodations in several areas across campus.
 - The director seems to be taking a fear-based approach with faculty.
 - There have been discrepancies in the guidelines and accommodation letters. Problems with director's interpretations.

- Some requests are unreasonable. Language is confusing. Instances where faculty haven't received accommodation requests in a timely manner.
- When attending meeting with admin – check to see if it could result in disciplinary action. If it can, you have the right to have a union representative present.
- DSPS has been approving testing accommodation after the test has been administered.
- They have been dictating what a faculty member should be doing in class and infringing on academic freedom.
- Coming to end of issue related to VPI senate incident – BOT needs to make a decision to resolve case.

5. CCFT request to Board for RP Group contextual data: Comparison of Cuesta's Campus Climate Survey results with results from other community colleges that have conducted the same Survey (Patchell, Rock, Baxley, and Finger)

- Would like to compare our results to those at other schools to have context to help interpret the results.
 - The request was made to Jill and the BOT and Cuesta's Institutional Research is in contact with the RP group.
 - Greg has started conversation with BOT and Jill – if comparison data doesn't exist, we may want a different survey. District is interested in longitudinal data.
- Looking into other options for surveys (Fionnuala, Anne, Jude, and Greg on the taskforce).
- RP (Research & Planning) group gave survey, and many community colleges use them.

~~6.~~ Request for nominations for Co-Chair of the Counsel of Representatives: Anyone interested in the position needs to attend the 4/24 meeting. Jen Shellhorn's term as Co-Chair is concluding this semester, and she wishes to be elected for another term. ~~Currently, Jen Shellhorn is the only nominee.~~ Jen welcomed others if they were interested. No others were interested.

Motion to nominate Jen as CoR Co-Chair made by Jude 2nd by Laura, no objections.

7. Negotiations (Baxley)

Finished contractual negotiations and voted on TAs, which passed. Team is still working on a few items including DSPS appendix that defines student contact hours.

a. Job descriptions

Working on revising this

- Current job descriptions are outdated and were not vetted by faculty.
- Greg shared draft of description and invited feedback. He looked at descriptions at other colleges while revising this.
- FT faculty and PT descriptions are slightly different (governance encouraged not required, and update course materials and not curriculum for PT)
- EB gave feedback on description. Greg requests feedback by May 7th.
- Coaches will have separate job description.

b. Coach evaluations

- Teaching environment is different, so tailoring evaluation forms for them.
- Unions perspective on the 50% DE teaching rule. Deans are now saying that 50% is the most faculty can teach DE, planning to enforce cap in spring 2026.
 - The agreement is not written as a cap.
 - Greg requests that deans send that message to him so he can review it. Email from Jason to Chris that there are very few exceptions. Deans think it will bring students back to campus.
 - Language- faculty are not guaranteed more than a 50% online load. There is no cap. We will need a discussion with Jason.
 - Technically not ratified by the board. Why are they acting on it?
 - Trying to restrict a modality like that goes against DEI. District may have made accommodations for some faculty.

- DE Committee has found that we are gaining students because of the online courses.
- Last CoR meeting- rental vans was discussed at negotiations.
 - Transportation is needed for events off campus. District has not compensated faculty properly for transportation issues and options aren't always suitable. Trying to come to an agreement.
 - A lot of what we are doing is extra contractual.
 - Faculty should be compensated according to travel schedule, so coaches' accommodation will go up to current per diem rates for meals and accommodations. That is a benefit for those travelling. Deans trying to figure out where money will come from.
 - Vans were on the P& B prioritization list.
 - District perspective – we should budget for things that can be budgeted. Divisions should prioritize items that they need in their departments.
- AP and BP through Senate on vans give feedback to senators.

8. Part-Time Faculty and COPE Updates (Highhouse)

- Plans to gather PT faculty to create subcommittee for PT and COPE.
- Next year there will be a lot of political activity. Important to have voices from different communities.
- Plan to have meetings in fall of this year. Let people know and invite participation.
- Discussed possibly having a stipend for certain roles on the committee e.g., secretary.

9. Treasurer Update (Higgins)

Current bank account figures:

Main Checking \$176,216

COPE Checking \$5,094 of which \$1,813 is for BOT

Savings \$130,125

The EB approved a move to Community West Bank, and Neil is processing this shift.

10. Division and Union Issues or Concerns?

- Issue with getting low response rate from students with DE courses evaluation. It's up to the individual faculty and committee whether they keep the evaluations open longer than 2 weeks to get more responses.
- DSPS issue- keep department chairs in the loop about this.
- What do we bring back to divisions from discussion today:
 - 50% teaching cap- not resolved.
 - Greg is getting emails from chairs stating that fall schedules need to be changed. They should not be changed (converting DE to F2F) to fit Jason's mandate.
 - There is no final word on this yet. Jason sent out a retraction about fall schedule.
 - How about next spring? The contract will not have a 50% cap. VPI wanted a cap, but the union didn't agree to it.
 - It is going to take some work between Greg, VPI, and President.
 - If VPI is demanding that chairs change fall schedule, let Greg know.
 - Revision to job descriptions- updating it to make it more relevant.
- Proctoring center lost a test. Not sure if it was campus mail, or who proctor is reporting to.

All Member meeting May 9th at 11:30am- 1:00pm in room 2609 and virtually.