

Classified Senate Meeting

Thursday, April 22, 2021

Attendee List

Name	Position	Attendance
Josh Pelletier	President	Present
TBA	President Elect	
Christine Mangiameli	Treasurer	Present
Al Guzman (temp)	Recorder	Present
Manny Diaz-Alvares	Classified Segment	Not Present
Chris Chavez	Classified Segment	Present
Danmin Deng	Classified Segment	Present
Alex Favela	Classified Segment	Present
Janie Garcia	Classified Segment	Present
Al Guzman	Classified Segment	Present
Konstatin Kalaitzidis	Classified Segment	Present
Jackie Lauese	Classified Segment	Present
Andre Meggerson	Classified Segment	Present
Jerry Robredo	Classified Segment	Present
Catalina Rodriguez	Classified Segment	Not Present
Itzel Sanchez Zarraga	Classified Segment	Not Present
Kathryn Maurer	Faculty Senate President, Guest	
Rick Edwards	Classified Member	
Adrienne Hypolite	Classified Member	
Kamara Tramble	Classified Member	
Martha Rubin	Classified Member	
Doreen Finkelstein	Classified Member	

Classified Senate – Regular Meeting – April 22, 2021

Agenda

1. Approval of March 25th Minutes
2. Classified Senate Elections
3. Updates from Advisory Council, Revenue and Resources
4. Academic Senate Resolution in Support of CS Engagement in Campus Governance
5. Academic Senate Letter to President Nguyen
6. Work Culture at Foothill College
7. Adjourn: Next Meeting **May 6, 2021**

Minutes:

Date: April 22, 2021

Location: via Zoom

Meeting convened: 2:10 PM

Meeting adjourned: 3:40 PM

1) Approval of March 25th Minutes:

- a) Al G moved to approve, second by Konstantin K
- b) VOTE – Minutes approved by Senate.

2) Classified Senate Elections:

- a) Discuss timing for elections and other circumstances.
 - i) Elections running late this year
 - ii) Two members from Classified Senate executive team are out on medical leave, one is President Elect.
- b) Vote to include special election for CS President and President Elect for 2021-2022 academic year
 - i) Josh P explained the need to include two positions for President - President and President Elect.
 - ii) Motion by Christine M to include President on ballot for this year, Al G seconds, discussion requested.
 - iii) Concern expressed by members that onboarding and type of support for incoming President is unknown. Also, we have a Co-President? In recent past, we have done this and, under special circumstances, the Senate can do what it needs to do. Josh P will do what he can to support new President. Josh P expressed that honesty is important and that is why he put work culture on agenda today. Acknowledges burden of responsibility placed on people, especially at Foothill College. Agreement expressed among members that serving on governance councils has been time consuming. This is true especially this year for roles like President, Facilitator, Tri-Chair or Recorder.
 - iv) Request to amend motion by Adrienne H. to commit support for new President and create plan for transition. Josh P agrees and says he will fill that role. Adrienne H recommends that Senate commits to supporting new President, not just one person. Christine withdraws her motion in favor of new amended motion. New motion is to 1) Add Classified President for 2021-2022 and 2) Senate will commit to transition plan for newly elected President. Al G. seconds motion.
 - v) VOTE – Motion approved by Senate
 - vi) Some housekeeping:
 - (1) Senate meeting May 6 – Needs to be call for nominations between now and May 6
 - (2) Between May 6 and May 27 meeting – Need to distribute voting links

(3) By June 10th results due. Would mean have until the end of June and Summer to work with new leadership for transition. Josh P summarizes bullet points 1-3.

3) Update from Advisory Council, Revenue and Resource

- a) Josh P gives update on Advisory Council. Faculty Prioritization list came through College Advisory Council. After list came through, more (SRP) money found to fund 3 additional faculty positions. Mainly due to students being very vocal that a position like this be considered, and after a lengthy discussion, a motion was made to consider a Trauma Counselor position in Psych Services to be one of the top three positions for recommendation to President Nguyen. Overall, the discussion heated, raises possible questions about transparency and how decisions are made. Janie G adds that next Advisory Council meeting to focus on Program Review and would like as many Classified members to be there to participate. Katheryn M gave an Academic Senate perspective. Expressed sentiment that if you did not vote for Trauma position to be higher in rank, you were not in support of our students, this could not be farther from the truth. This sentiment came into room and made conversation difficult. Andre M explained that since students asked for this the decision should be automatic. **Josh P added that evaluation by RP group on Foothill Governance available: [RP Group Preliminary Findings](#)**
- b) Revenue and Resource update not provided.

4) Academic Senate Resolution in Support of CS Engagement in Campus Governance

- a) Josh P gives summary. Wants to use this as opportunity to thank Academic Senate and Katheryn Maurer for supporting Classified Senate. It did pass and was distributed.
[AS Resolution in Support of CS Engagement in Governance](#)

5) Academic Senate Letter to President Nguyen

- a) [AS Letter to President Nguyen](#) Discussion and vote regarding an official response to item #7 (page 4)
- b) Josh P requests discussion and vote that we consider voting to support item #7 (above) Kathryn M said her preference, if circumstances had permitted, that Faculty Senate, Classified Senate, and ASFC draft proposal together. Konstantin K asks what resources requested. Kathryn response is that is up to each body, FS, CS, ASFC. Chris C expresses that leadership needs improvement and current state leads to overall distrust in decision making process. Josh P points out that also included in #7 is the request is not to give C&C the task of doing ongoing evaluations of our governance structure. C&C is already overworked. Having a separate taskforce makes a lot of sense. Kathryn M says this is perceived as Academic Senate attack on C&C. This is absolutely not the intent. This need leadership from everyone, or delegates thereof, and this deserves special attention by separate taskforce. Andre M would like to include a motion that: "This is not an attack on C&C" but adding more work would be detrimental to C&C. Chris C added that is why we went to the RP Group to evaluate our governance structure.
- c) Josh P confirms by motion by Andre M: We are we're moving to support item seven and that this is not an attack on C&C or a criticism of the work that they're doing. Motion seconded by AI G.
- d) VOTE - Motion approved by Senate.

6) Work Culture at Foothill College

- a) Share, discuss, and consider a vote regarding an official statement on the subject.
- b) Josh P points out recent troubling trend of people being overwhelmed and going out on medical leave because of overwork. In addition, we have professional development day May 14 and Josh P has workshop on balancing governance work and regular work at Foothill. Opens floor for discussion of work-life at Foothill. Konstantin K adds reclassification study questionnaire to fill out is a long form of 27 pages. Chris C says this appeal process was included in overall reclassification study. Christine M adds that any given classification can have individuals in same job doing different things. Doreen F said her classification is totally incorrect and only alternative is to go through this difficult long process to be assigned correct job title. Adds to feeling of being overworked, having too much to do, not able to give each task the attention it needs. Josh P said we will continue this discussion at next meeting and adds that burdens being placed on so many is disturbing. This plus the expectation of governance work without compensation was adding to overall stress.
- c) Martha R makes announcement to ask for more volunteer members for RSLs Study Group
- d) Al G said he will: volunteer for RSLs Study Group; volunteer to be temporary Recorder for Classified Senate; give presentation at MSA Social/Revival happening tomorrow. [Social Hour Friday, April 23, at 4:00 p.m.](#)

7) Adjourn:

- a) Next Meeting: **Thursday, May 6, 2021**