

SCFA Minutes

September 18, 2023

Via Zoom

REPRESENTATIVE COUNCIL ATTENDANCE:

P	Angelina Rivers, President	P	Kara Perry, Chief Negotiator
P	Judith Kreft, Vice President	P	Diana Higashi-Ybarra, Dispute Resolutions
P	Ralph McGill, Treasurer	P	Wayne Barbee, Negotiations
P	Jason Sumi, Secretary	P	Debby Carter, Communications
P	Jay Hester, Equity, Inclusion, and Social Justice Director	P	Sonia Delgadillo, Strategic Council Rep
P	Karsten Stemman, Representative Council	P	Ralph de Unamuno, Representative Council
		P	Doug White, Representative Council

P = Present | A = Absent

Quorum Present: Yes

Visitors: Lucas Moosman

PROCEEDINGS:

- I. Meeting called to order at 4:04 PM

- II. Visitor's Comments:
 - a. None

- III. **Approval of minutes** from May 19, 2023, SCFA Meeting
 - a. Motion to approve Minutes from May 19, 2023, SCFA Representative Council Meeting
 - b. Motion seconded
 - c. Discussion:
 - i. None
 - d. Roll Call Vote:

A	Judith Kreft	Y	Kara Perry	Y	Sonia Delgadillo
Y	Ralph McGill	Y	Diana Higashi-Ybarra	Y	Karsten Stemmann

Y	Jason Sumi	Y	Wayne Barbee	Y	Ralph de Unamuno
Y	Jay Hester	Y	Debby Carter	A	Doug White

Y = Yes | N = No | A = Abstain | NP = Not Present

e. Motion approved

IV. Approval of Minutes from September 1, 2023, Unscheduled SCFA Meeting

- e. Motion to approve Minutes from September 1, 2023, Unscheduled SCFA Representative Council Meeting
- f. Motion seconded
- g. Discussion:
 - i. None
- h. Roll Call Vote:

Y	Judith Kreft	Y	Kara Perry	A	Sonia Delgadillo
Y	Ralph McGill	Y	Diana Higashi-Ybarra	A	Karsten Stemmann
Y	Jason Sumi	Y	Wayne Barbee	Y	Ralph de Unamuno
Y	Jay Hester	Y	Debby Carter	Y	Doug White

Y = Yes | N = No | A = Abstain | NP = Not Present

f. Motion approved

V. Secretary Report

- a. Yield

VI. Treasurer’s Report:

- a. Yield

VII. Equity, Inclusion, and Social Justice Director Report:

- a. Yield

VIII. Chief Negotiator’s Report:

- a. We are almost finalized with making 8 week courses FLEX eligible, we just had to verify if legally able to do it
 - i. Participant 1: Courses that are mirrored are already are counted for FLEX, non-mirrored (*Mirrored: Mirrored happens when there are two versions of the same course, credit and noncredit. The curriculum is the same. The differences are noncredit courses are tuition-free, can be repeated, Pass/Fail, and positive attendance.*)

IX. Vice-President's Report:

- a. Yield

X. Dispute Resolution:

- a. Yield

XI. President's Report

- a. Yield

REPRESENTATIVE COUNCIL REPORTS:

XII. Wayne Barbee

- a. Yield

XIII. Debby Carter

- a. Concerns were shared regarding faculty being asked to complete uncompensated work a week before term started. Concerns about what needs to be included in syllabus to submit to the Assigned Educational Administrator (AEA) were also discussed and clarified. SCFA Officers Sonia Delgadillo and Judith Kreft were also praised for their board reports

XIV. Sonia Delgadillo

- a. Due to limited remaining time for meeting, this report was tabled to next regular meeting

XV. Karsten Stemmann

- a. Due to limited remaining time for meeting, this report was tabled to next regular meeting

XVI. Ralph de Unamuno

- a. Due to limited remaining time for meeting, this report was tabled to next regular meeting

DISCUSSION ITEMS:

XVII. Calendar Committee Update Presentation by Executive Dean for Student Equity & Completion, Instruction Lucas Moosman

- a. This presentation and discussion references Article 14.2 in the SCFA Contract. In this committee, there are 8 faculty appointments and 6 staff appointments. Lucas provided a timeline of Calendar Committee events:

- i. Calendar Committee met in April 2023 to recommend breaks in Week 9 for both Fall and Spring terms and proceeded to visit various Sierra College senates
 - ii. A campus email was distributed in May 2023 to garner feedback and we received 6 positive responses, and 4 negative and other bringing the total to 10
 - iii. On August 25th, the Calendar Committee convened to to finalize recommendation
 - iv. On August 28th, another campus email was distributed with final recommendations
 - v. On August 30th, we visited Academic Senate
- b. Additional considerations shared:
- i. Students were interested in alternative schedule options and the committee saw there were departments beginning to expand their offerings to 8 week. The Business Department is doing a pack of 8 week courses
 - ii. Growth of 8 week course offerings has been about 14-20%
 - iii. The data nationally shows some improvement in student success for shorter term classes
 - iv. A challenge with 8 week course is that it is difficult to turn around classes for financial aid reasons. We talked quite a bit about the implications for faculty/staff on students as well as comments that the Calendar determines course offering types. The Calendar doesn't drive the schedule, this does not make departments schedule that way as Chairs and Deans need to have these conversations with their departments. There may be some departments that may not be able to have 8 week offerings of their classes such as lab or science classes which are also conversations to be held in departments
 - v. Success Data shows improvement in overall student success 8 weeks vs. full term 16 week classes
 - vi. Some out of state colleges have had some success, but again the conversations will need to happen within departments

- vii. Participant 2: 8 weeks vs 16 weeks - I have a clarifying question about success data. I would like to know what the success data for the 16 week offerings was so I have a better reference point
 - 1. Lucas: Overall success rate is about 70%
- viii. Participant 2: What the Success is, I wonder what the success rate is from the instructors about those who completed all 3 equity certificates?
- ix. Participant 3: When I see data like this, what is the attractiveness about the data that brings students to go to the 8 week classes?
 - 1. Lucas: The survey that we did , the responses appreciated the shorter offering of the classes
- x. Participant 1: You mentioned these are small numbers; this was a 3 year average
 - 1. Lucas: It is a little wonky from pandemic, but overall.
 - 2. Participant 1: This can become institutionalized. Is it already higher achieving students? This is a big change and it does affect part-time (PT) employees, it behooves us to know that this is making a significant actual difference. I hope there is a plan to dive in deeper in the coming few years.
- xi. Participant 4: Breakdown of early ending 8 week vs late start 8 week success rates. There is a significant difference between first and second 8 week. First 8 week can sometimes be higher than second 8 week. There may be personal and academic related reasons. It would be nice to see a breakdown
 - 1. Lucas: We haven't split the data out that far but we can definitely dig into that data
- xii. Participant 5: I echo the same what was previously mentioned about early ending 8 week vs late start 8 week; the late start 8 week has a different group of students. I do ask students of this about why you are taking an online course vs 8 week, what tips can you give to other students. The things I can say is that they are being very strategic to choosing an 8 week course, they are strategic in terms of which classes they are taking and are usually taking more than one 8 week course. They are doing a first and then a second 8 week, the success rates I've

seen is that the classes I teach as an 8 week include several local area 4th grade teachers in my class who prefer not to be in a 16 week offering of the class. Students are selecting courses that they want to get done faster. It is more than just students wandering into the class. Students have a lot of reasons for it and it is something that students want

1. Lucas: If all of a sudden we have these breaks it would be challenging to turn this over. For financial aid to do their thing, for students to meet with a counselor and use appropriate student services
 2. Participant 5: There is an element of saving their semester by evaluating where they are but then they will go and retake the class. That second 8 week would help them with that
 3. Lucas: I am seeing good conversations happening between departments and counselors about what would make sense. It would be nice to get HIST 17 A&B done in the same term but we would need more conversations with the academic departments and the calendar committee about these changes
- xiii. Participant 3: Does that mean there are 16 week semesters that will convert into 8 weeks. How does this affect faculty, are they gaining classes or losing classes? This sounds good, but really as far as the enrollment we will still be canceling classes, it is hard to project how many we will be able to teach
1. Lucas: Enrollments had a big dip over the pandemic and are just happening to come back now. I believe the colleges in the area are already doing these 8 week offerings and students have more flexibility to go to other colleges. Students will vote with their feet and go to classes and online for where they want and need. They migrate to get what they want and when they want it.
- xiv. Participant 2: You mentioned that students should be able to get thru quickly - half of my students are working adults and something has got to give if taking on too much. Adult learners are not might not even be taking 12+ units, when it does not need to meet their needs to succeed.
1. Lucas: Students are given an opportunity to enroll in these offerings and must meet with a counselor. There might be

flexibility there to design a schedule that would be more fitting for them.

2. Participant 5: It is easier to focus on them and they are still moving forward, it is an example of how a student can build a schedule - focusing on 2 classes at a time. Imagine structurally, it could help open up. Most students are taking a mix and they are kinda seeing a decompression at the beginning
- xv. Participant 2: What percentage of students meet with a counselor for academic help?
1. Chief Negotiator: Students are required to meet with a counselor before they can register but there are some alternatives like transition counselors who are counselors embedded within the local area high school. However, we do not know the exact percentage
- xvi. Lucas: This may create more of a workload and impact PT faculty, Please bring these concerns forward. We do not know how many of these people will be impacted. The committee and group provides these recommendations. Ultimately, the committee wants to talk about the meeting and start the spring a week earlier, the group is interested in creating space for departments to talk about what their schedules look like for 2024-2025.
- xvii. Participant 3: I am okay with the change, I had two challenges: the survey that asked faculty - I felt for the parents of elementary school kids, it felt like it undermined an impact, there is a childcare impact that wasn't mentioned previously. The con was that it might not match K-12; particularly about spring break. I come at this from a different angle, primarily to look out for the interest of our members, my concern is if there were any discussion in the committee about this. One of the points it made was that it better aligned with other districts - it is still different, it didn't need to be there. But I'm just saying functioning going forward. It is going to create a problem if we do not have child care on campus. How do we make this happen, I don't think at this point there is no direction between us. There's my two cents.
- xviii. Participant 1: Regarding the survey participants, I would be interested in how many faculty and of those FT and PT?

1. Lucas: Admin 40, Classified 65, FT Faculty 137, PT Faculty 89, Students 266

- xix. Participant 2: Shared concerns about unemployment benefits for PT faculty and inability to claim during breaks as well as FLEX conflicts
- xx. Participant 5: 8 week classes might be able to save semester by changing a 16 week into a late start 8 week
- xxi. Participant 4: It might be something if we have an adjunct that loses a class due to low enrollment, anyone gets prioritized for the first 8 weeks. Maybe add 1-3 late sections for the adjuncts in the situation to getting their load it would be something to communicate to departments across campus. We teach a lot of 8 week classes
- xxii. Participant 2: Would FT faculty have a right to overload if a PT loses their class? Would there be competition? Then there is a seniority issue
- xxiii. Participant 5: I do not know if seniority would affect a late start because semester offerings have already went out.
- xxiv. Chief Negotiator: Students cannot register on their own for a late start 8 week class that has pre-requisite but can through a manual process - which should become more automated.

XVIII. Membership Outreach Opportunities

- a. Due to limited remaining time for meeting, this report was tabled to next regular meeting.

XIX. Motion to stipend payment of \$500 for Debby Carter’s webmaster role

- a. Motion seconded
- b. Discussion:
 - i. None
- c. Roll Call Vote

Y	Judith Kreft	Y	Kara Perry	Y	Sonia Delgadillo
Y	Ralph McGill	Y	Diana Higashi-Ybarra	Y	Karsten Stemmann
Y	Jason Sumi	Y	Wayne Barbee	Y	Ralph de Unamuno
Y	Jay Hester	A	Debby Carter	Y	Doug White

Y = Yes | N = No | A = Abstain | NP = Not Present

d. Motion approved.

XX. Meeting adjourned at 4:59 PM