

Clark College AHE Senate Minutes

January 23, 2012

3:30-5:00

Cannell Library, Cannell Room

Members Present: Judy Alleman, Don Appert, Dave Duback , Anita Fisher, John Fite , Sara Gallow, Don Gonser, John Mitchell, Layne Russell, Katherine Sadler, Dick Shamrell, Roxane Sutherland , Nancy Thompson, Judy Van Patten, Jim Wilkins-Luton

Members Absent: Steve Clark, Roxanne Dimyan, Randy Givens, Dwight Hughes, Kim Matthews, Julian Nelson, Kenny Snyder , Kimberly Sullivan

Topic	Discussion
Approval of Agenda and Minutes	The senate came to order at 3:30. Kimberly Sullivan was at a meeting in Olympia, so Jim Wilkins-Luton facilitated the meeting. The Senate held a discussion on the function that Kimberly is attending and the lack of faculty representation at that function as well as the need for increased faculty attendance. Roxane moved to approve the agenda. John Mitchell seconded. The agenda was approved. The December 5 minutes were discussed. Judy moved as a new item that the Senate not take a position on the D- grade as the giving of grades is academic freedom. Anita seconded. Discussion was held around the grade issue and whether the issue is worth fighting. As a point of order, it was decided to wait until after the IPT meeting to bring this issue to the Senate and vote on it since a vote was not held on January 9 (the January 9 th meeting did not occur). It will be an agenda item for either the 6 th or the 20 th , depending on when the matter is brought to IPT . Dick moved to accept the Dec 5 minutes. Dave seconded. The minutes were approved with four abstentions.
Announcements and New Business:	Jim announced that we have a lobbying day on Feb 20 th . That is also a Senate day. Anita suggested that the Senate meetings might want to move to a different day of the week since they will consistently conflict with Monday lobbying days in Olympia.
3% budget reductions: negotiations update	We received a request to bargain from administration both the 3% reduction and voluntary separation agreement. The negotiation team has met with the administrative team one time. The frame for the 3% discussion was not what the team expected. The administration's position at the moment is that classified staff have to take 3%. As a result, President Knight is making administrative staff take a 3% cut. Administration is now framing a 3% cut for faculty as a moral issue rather than a financial issue. Bob Williamson announced that, financially, the college can handle the 3% another way and that each year the college has made money and put money into reserves, but that the administration wants faculty to "feel the same pain" as classified staff are feeling. Layne noted that classified staff are getting an exchange of value

	<p>because they are able to take days off in return for less pay. Roxane advised that we need to give the administration team more data so that they realize that faculty have been feeling pain in other ways. Our negotiation team also noted that the classified staff had no option but to take the cut; it was a state mandated cut that could not be bargained. Our issue is locally bargained, so we do have discretion. Senate members brought up the following issues: 1) it is important to discuss 3% of what: what does the picture for faculty look like before such a cut, and what would it look like afterwards? 2) the administration team seems fixated on pay cut rather than reduction, so we need both data, which has been requested, and a potent narrative to quantify what sacrifices faculty have already made and what else could be done; 3) it will be important to consider to whom to address our arguments (Roxane noted that the negotiating team is considering to whom and how to frame its arguments so that they will be effective); 4) opposition to any statement that faculty might be willing to consider a 3% pay cut; 5) that we have to differentiate between a 3% salary reduction and a 3% salary budget cut. John noted that Bob Williamson has suggested that the administration has “protected” the faculty up to now, but that the administration’s position is that they are out of financial “tricks” with which to protect faculty. The team’s position is that “tricks” have not been used. Rather, the college has become accustomed to adding to the fund balance and doesn’t want to draw down from it.</p> <p>Voluntary separation: The college doesn’t have to go through voluntary separation negotiation at the state level; it can be done at the local level. The administration team noted that they could be willing to consider voluntary separation ideas. They posited, for example, that any tenured faculty member could voluntarily separate, that the position could go into turnover dollars, that the faculty would get a lump sum and that the faculty could come back as an adjunct next quarter. No proposal was made, however. There seemed to be conversations worth having in this process.</p> <p>Roxane noted that the percentage that the state has given us has dropped considerably. Therefore, the administrative team is looking for any ways to both increase revenue and decrease expenses. Dave noted his prior experience on the negotiation team and the fact that the administration team tends not to be proactive in looking for alternatives.</p>
AHE Senate Reorganization	Sara Gallow, Don Gonser, Lisa Lewison, Kim Matthews, John Mitchell, and Jim Wilkins-Luton are all on the committee to reorganize the Senate. John presented the committee’s discussions and will send the committee’s report to the full Senate. John noted that until we know what the Senate does, it’s hard to know what the subcommittees should be. The committee brainstormed a list and John suggested that the whole

	<p>Senate revisit the mission of the Senate by looking at the list, clarifying it, prioritizing it, and then dividing items into buckets of related tasks for assigned subcommittees and focus groups once the list is clarified. The point is to identify exactly what we do and what we want to do, and then look at how to improve the information to various locations on campus. The goal is to balance the workload better and focus on strategic concerns and tactical concerns.</p> <p>One of the things that came up in the meeting was that we need to build infrastructure such as alternative document repositories, email listservs, and so on.</p>
Define AHE committees	<p>Jim noted that the Executive, PAC, and Grievance Committees are all required in the bylaws. Executive committee needs an adjunct faculty member. Three members are needed for PAC. Grievance needs faculty members. We have grievances running right now and we need opinions on important matters. Jim would like to step off, which will open two seats. Jim noted that the president in coordination with the Senate may create committees, permanent or ad hoc. The chair of the Membership committee is named in the bylaws, but the committee itself is not named. Membership committee is open and needs members.</p>
Executive Cabinet: Grievance Committee	<p>The Executive Council is meeting with legal from WEA to discuss a serious issue about a member.</p>
PAC Report	<p>Anita is in contact with state legislator Tim Probst to find out what is happening. The current move in K-12 is toward merit pay for highly qualified teachers. Anita suggested that we may want to take up a consideration of merit and how to recognize it. Anita also noted that administration is taking from the student fund and that the union needs to be working more closely with ASCC. Anita argued that the Senate adopt a more proactive political strategy and approach. Anita noted that the administration is good at getting its own story across to the <i>Columbian</i> and in doing various public relations with students. She suggested that the Senate may want to consider a public relations committee in addition to the PAC committee that will use a variety of strategies to publicize the accomplishments and importance of faculty.</p>
Labor Roundtable Report	<p>Next meeting is at 8 a.m. to 9 a.m. at Hometown Buffet near Target. People show up at 7:30 for breakfast. The information is on the SW WA Central Labor Council website: www.SWWACLC.org. The next meeting is Feb 3rd.</p>
Open Discussion	<p>Dave questioned whether students are being charged to rent their caps and gowns as that cost should be covered through their student fees.</p>
Adjourn	<p>The senate adjourned at 5:07.</p>