

ACADEMIC SENATE MINUTES OCTOBER 8, 2024

Nicole DeRose	President	2023-2025	Y
Elizabeth “Liz” Encarnacion	Vice-President/President-Elect	2024-2025	Y
Robin Witt	Secretary/Treasurer	2024-2025	Y
Angela Burk – Herrick	Curriculum Chair	2023-2025	Y
Joseph Lee	Business & Applied Technology	2024-2026	Y
Jonathan Polidano	Business & Applied Technology	2023-2025	Y
Hannah Carter	Chino Campus	2024-2026	Y
Robert Nazar	Chino Campus	2023-2025	Y
Sean Connelly	Fontana Campus	2024-2026	Y
Anthony Guaracha	Fontana Campus	2023-2025	Y
Jayne Clark Frize	Health Sciences	2024-2026	Y
Omar Estrada	Health Sciences	2023-2025	Y
Tara Johnson	HFIC	2023-2025	Y
Vacant	HFIC	2023-2025	
Terezita Reyes Overduin	Instructional Support	2024-2026	Y
Christina Holdiness	Instructional Support	2023-2025	Y
Robert Hadaway	Kinesiology, Nutrition & Athletics	2024-2026	Y
Annette Henry	Kinesiology, Nutrition & Athletics	2023-2025	Y
Laura Santamaria Brady	Language Arts	2024-2026	Y
Phatana Ith	Language Arts	2023-2025	Y
Jinny Lee	Mathematics & Science	2024-2026	Y
Robin Witt	Mathematics & Science	2023-2025	Y
Vacant	Social & Behavioral Sciences	2024-2026	
Patricia Gomez	Social & Behavioral Sciences	2023-2025	Y
Myra Andrade	Student Services	2024-2026	Y
Michelle Martinez	Student Services	2023-2025	X
Daniel Jacobo	Visual & Performing Arts	2024-2026	N
Leta Ming	Visual & Performing Arts	2023-2025	X
Sarah Chamberlain	Senator-At-Large	2024-2027	Y
Tamari Jenkins	Senator-At-Large	2023-2026	Y
Jackson Tropp	Senator-At-Large	2022-2025	N
Jennifer Flores Moreno	Adjunct Senator-At-Large	2024-2026	N
Tina Kuo	Adjunct Senator-At-Large	2023-2025	Y
Alternates			
Jay Scott	Business & Applied Technology	2023-2025	N
Manar Hijaz	Chino Campus	2023-2025	Y
Greg Creel	Fontana Campus	2023-2025	N
Lisa Doget	Health Sciences	2023-2025	Y
Vacant	HFIC	2024-2026	
Shelley Marcus	Instructional Support	2023-2025	Y
Candice Hines-Tinsley	Kinesiology, Nutrition, & Athletics	2023-2025	Y
Stephen Shelton	Language Arts	2024-2026	Y
Justin Keller	Mathematics & Science	2024-2026	Y
Louisa Villeneuve	Mathematics & Science	2024-2025	Y
Vacant	Social & Behavioral Sciences	2024-2026	
Melissa Johannsen	Student Services	2024-2026	Y
Fabiola Espitia	Student Services	2023-2025	N
Vacant	Visual & Performing Arts	2023-2025	
Vacant	Adjunct Alternate Senator	2023-2025	
Sarah Schmidt	Classified Senate Liaison	2023-2025	Y
Anthony Solomon	Chaffey College Student Government	2023-2024	Y

Guests:

Amanda Admire, Research/Data Solutions Analyst, Institutional Research
Jose Aguirre, Information Technology
Tina Altis, Senior Accounting Technician, Budgeting and Fiscal Services
Shireen Awad, Curriculum Specialist, Curriculum
Edgar Binoya, Information Technology
Jackie Boyobe, Counselor, Counseling
Lisa Bruchet, Accountant, Budgeting and Fiscal Services
Angela Cardinale, Coordinator, Distance Education
Maryline Chemama, Chemistry, STEM
Sandra Collins, Biology, STEM
Tanya Cusick, Dental, HW
Melissa Ruiz deLeon, Administrative Assistant II, HW
Lauren Ensberg, Community Relations Specialist, Alumni & Community Relations
Ryan Falcioni, Philosophy, PCS
Lizzette Garcia, Counselor, Counseling
Joan Godinez, Counselor, Counseling
Lauren Gulli, Administrative Assistant, Grant Development and Management
Ian Jones, English, ACD
Nicole Kemp, Administrative Assistant, Foundation
Henry Leonor, English, ACD
Andrew Long, Dean, School of Instructional Support
Britney Mercato, Administrative Assistant, Grant Development and Management
Lissa Napoli, Administrative Assistant, Academic Senate
Ava Nguyen, Communication Studies, ACD
Rose Ann Osmanian, Instructional Specialist, Success Center
Jose Pereida, Multimedia Manager, The Breeze
Ernest Pullett, Information Technology
Nan Shea, Biology, STEM
Robert Stoner, Information Technology
Vicky Tulacro, English, ACD
Mark Vidal, Director, Marketing and Public Relations
Neil Watkins, Immediate Past President, Academic Senate

1. P.E. (12:30 P.M.)

2. CALL TO ORDER (12:36 P.M.)

2.1 Land Acknowledgement

With respect and honor for the lands where Chaffey College resides and the leaders who came before us, we would like to take a moment to acknowledge the Gabrieleño-Tongva (GABRIEL-EN-YO TONG-VAH) Peoples, the original stewards of these sacred and unceded homelands. The Tongva people's history, language(s), cultural traditions, and legacy continue to shape this region and we recognize their continuing presence in their homelands.

2.2 Attendee Identification (Chino and Fontana Senators, cameras must be on and turn off all virtual backgrounds.)

3. PUBLIC COMMENT (Reserved for Guests only and limited to two minutes.)

- Neil Watkins stated, as the former Academic Senate President, a 21+ year faculty member from Language Arts, and a 21+ year resident, voter, and taxpayer in this district, he endorses the Vote of No Confidence Resolution as written. Neil says the document is exceptionally well researched and well written. The evidence is overwhelming and damning. The integrity of the Senate Officers is impeccable and he has complete confidence in them as well as the Senators of the Academic Senate, as Representatives of the whole faculty.
- RoseAnn Osmanian is in support of the Vote of No Confidence for several reasons:
 - First, the Leadership Team overstretched managers by not hiring new personnel to fill vacant positions, instead assigning those responsibilities to existing managers. This has led to less time for managers to adequately meet, discuss student and program concerns, innovate, and seek resources for growth. She does not speak on behalf of the managers themselves, but on behalf of the faculty and staff who see their supervisors caught in a tough position, juggling demands from both upper management and the employees they oversee.
 - Second, the Leadership Team does not embody a growth mindset, which is one of the core pillars of learning at Chaffey College. A key characteristic of a growth mindset is not feeling threatened by the ideas or successes of others. However, when individuals challenge the leadership's power or legitimacy, they are demoted, fired, or they leave. Instead of fostering growth, the Leadership Team appears to hire or appoint friends, family members, or employees who won't challenge them, without appropriate oversight from college stakeholders. As a publicly funded institution, this presents a serious conflict of interest and highlights the hypocrisy in our so-called growth-mindset approach.
 - Third, the Leadership Team no longer inspires innovation at Chaffey College. Rather than continuing to push for transformative change, they rest on the glories of past achievements from campus-wide projects in the 2000s which brought the college nationwide attention and enhanced Dr. Shannon's legacy. Even the nod to the 2017 Aspen Award was more about celebrating the past than focusing on future transformation. While individual faculty, staff, and programs continue to innovate and find ways to persevere, the college as a whole cannot transform the student experience without leadership that is willing to take risks, hire more employees, and provide proper funding. If we have any hope of being nominated for another Aspen Award, it won't happen under the current leadership team
- Lisa Bruchet agrees with the statements today from Neil Watkins as well as his statement at the last meeting about the impeccable integrity of Academic Senate President Nikki DeRose. She works extremely hard for the faculty, as all senators do. The support Classified Senate received from all of you has been amazing. We appreciate all of you and we support you. Although Lisa is fairly confident she will face some retaliation, she made the following statement regarding the Vote of No Confidence being discussed.
 - Lisa supports the efforts 100%. It is her opinion that the majority of employees feel the same. She heard a good amount of chatter on campus saying it's about time someone does something. The same cronyism has gone on in her area with an interim internal job written specifically to the credentials of a specific person. Once this person was in place, they were given authority by the Executive Team to add a new layer of management. This began by placing one of their cronies

into a newly created director position not listed on the management schedule, with no change in duties and no recruitment. Another one of this individual's cronies went through the recruitment process for another newly created director position and was hired, being the only candidate sent forward to the second interview. Internal candidates who were qualified were not even given interviews. Another crony was placed in this manager's old position as a professional expert interim position, and then they did a recruitment, and the person was made permanent. Multiple individuals from Lisa's department tried to address this with HR. HR said they would check into it but ultimately nothing was done and the hires went through. This shows that it is campus wide problem. All of them are doing it.

- Secretary/Treasurer Witt read a public comment submitted from student Travis VanBibber:
 - "My trust in Chaffey Community College's ability to appropriately govern itself has been completely eroded over the past year due to what I can only hope to be absolute ineptitude, but I fear is worse. Everyone knows that if you want a job at Chaffey, you "gotta know somebody".

I absolutely love to see my tax dollars help my community in fighting unemployment and underemployment, and seeing the fruits of that labor bloom. There are few things more wonderful in life than watching one's own community become cleaner, healthier, and more robust. Whereas watching my own home town's college disintegrate due to incompetence is excruciating.

Allow me to use my experience as a combat veteran with three deployments under my belt, who went to Boot Camp about four months after September 11th 2001, to offer what some would consider wisdom, but most would consider common sense. When positions are left vacant due to a lack of succession planning, the mission suffers. This is a fact which only a fool would argue against.

Chaffey College does not exist solely to pad egos and empower individuals in hiring positions to hire anybody they so choose. If you disagree, please let me know, so I can give your names to my Senator, Governor's office, and Congressman, as soon as this meeting is over.

Furthermore, allow me to speak to the lack of efficiency and effectiveness of available services. In my own experience due to the mismanagement of Chaffey bureaucracy, there is a lack of library staff, available tutoring time, and DPS availability for non-immediate services. It has been nearly impossible to be treated in any other way than a perfectly healthy non-working 18 year old who lives with their middle class parents. It's evident on the faces and in the voices of my professors as well as those who work in student services that although they are passionate about their service, they are absolutely over burdened.

On top of this, every single professor who I have asked "Why are all the professors low key pissed off?" their response is to lower their eyes and look away, ..."

Since the allowed 2 minute time ran out, the statement is attached to the minutes in full.

4. ADOPTION OF AGENDA

- October 8, 2024

- **Motion for Approval** - Senator Chamberlain moved to adopt the agenda for 10.8.24. Senator Clark seconded the motion. The motion was approved. 10.8.24, 22Y/0N/0A.

5. CONSENT AGENDA

5.1 Faculty representatives that have been requested to serve on these selection/hiring committees:

5.1.1 Outreach Specialist

Kirk Collins, Counselor, Counseling

5.1.2 Plant Maintenance Mechanic

Donnie Guess, Aviation Maintenance Technology

5.1.3 Warehouse Specialist

Marlene Soto, Rad Tech

5.2 October 1, 2024 Meeting Minutes. See attachment titled, "ACADEMIC SENATE MINUTES OCTOBER 1, 2024 DRAFT"

- **Motion for Approval** - Senator Chamberlain moved to approve the 10.8.24 Consent Agenda. President-Elect Encarnacion seconded the motion. The motion was approved. 10.8.24, 22Y/0N/0A.

6. REPORT(S)

6.1 President

- HR Recruitment and Selection Practices for Professional Expert Positions:
 - Thursday 10/3/2024, President DeRose learned that HR does not require Academic Senate approval for faculty to serve on Professional Expert recruitment and selection committees.
 - [AP 7120](#) was searched for any relevant sections pertaining to Professional Expert recruitment and selection. None were found.
 - [Title 5 53203 f](#) states "The appointment of faculty members to serve on college or district committees, task forces, or other groups dealing with academic and professional matters, shall be made, after consultation with the chief executive officer or his or her designee, by the academic senate. Notwithstanding this Subsection, the collective bargaining representative may seek to appoint faculty members to committees, task forces, or other groups."
 - An email was sent to Susan Hardie, Executive Director of HR, on 10/3/2024 to inquire about this practice. Ms. Hardie received the email, stated it would be looked into, and that a response may come this week.
 - These questions were sent to Ms. Hardie. Once the reply has been received, President DeRose will provide a follow-up report.
 - Which BP/AP describes professional expert recruitments? The only reference found for professional experts is in AP 7120, which states that professional experts are not classified positions.
 - Why are professional expert recruitment hiring committee member approvals different from other hiring committee member approvals?
 - Do professional expert position recruitments go through the same hiring process as other positions?
 - If yes, then why are faculty approvals by the Academic Senate not required?

- If no, then why aren't professional expert recruitment processes included in AP 7210?
 - How long has this practice been in place?

6.2 President-Elect

- **AP 3415 & AB 21 Update:**
 - AB 21 was signed in 2017 and requires CSUs and community colleges to have policies like AP 3415 and like this one at Southwestern College in San Diego:
 - [https://go.boarddocs.com/ca/swccd/Board.nsf/files/BEUT2V754F70/\\$file/3415%20-%20\(AP\)%20Immigration%20Enforcement%20Activities.pdf](https://go.boarddocs.com/ca/swccd/Board.nsf/files/BEUT2V754F70/$file/3415%20-%20(AP)%20Immigration%20Enforcement%20Activities.pdf)
 - This resource guide from the CA attorney general has template language that can be used for AP 3415:
 - <https://oag.ca.gov/sites/all/files/agweb/pdfs/immigration/higher-education-guidance.pdf>
- **Below is a tentative schedule to expedite the processing of AP 3415 at Chaffey College:**
 - Oct. 8 – Office review and draft update completion
 - Nov. 12 – Senior administrator/advisory office(s) review completion (Proposed reviewers: Troy Ament – Sr. Admin; Chief of Police)
 - Nov. 19 – President’s Cabinet, 1st reading and information
 - Dec. 5 – Sunshine completion
 - Dec. 10 – President’s Cabinet, 2nd reading and adoption
- President-Elect Encarnacion then read the following statement:
 - “Last week during a discussion towards the end of our senate meeting, conversation surrounding the Academic Senate’s role in the Academic Issues Group came forward. Some of the AIG meetings are productive. We work collaboratively to problem solve and strategize action plans that the administration can take and how the Academic Senate and faculty at large can support the necessary initiatives and programs both student life and instruction see as goals for the institution. Other times, I find myself gearing up for intellectual combat in a power struggle over who understands the student experience more and who really knows what faculty, classified staff, students and taxpayers want to see, as if I myself am not a faculty and taxpayer who engages in meaningful conversations with students and classified staff members every single day.

Last week, I blurted out “the executive team thinks the officers are liars. That we don’t know what we’re talking about when advocating for what is brought to our attention.” And that’s true. I often feel that I have to remind the group that my comments in AIG are not my own but the collective opinions of the individual members of our campus community who trust me to advocate on their behalf because, as Sarah Schmitt so eloquently put it in the September Governing Board Classified Senate report, “there is a culture of fear and retaliation that has seeped through every square inch of this campus.” This fear even extends to tenured faculty - a group who (for better or worse) are given such a right as tenure in order to do what Angela Burk-Herrick did a few weeks ago, what Kim George, Vicki Tulacro, and Neil Watkins did last week, and what ALL guest commenters did today and give our opinions and criticisms for the betterment of the college and student learning. But I will not participate in Academic Issues

Group meetings if it means manipulation games and scare tactics. I will not play games of quid pro quo, and I will not participate in these meetings if my credibility and principles are questioned.

As President Elect, I will continue to uphold the aspects of democracy embedded in the meeting structure of the Brown Act. I will advocate for the 10+2, faculty and student voices, Title 5 and participative governance practices. I will uphold transparency and communication. I will respect the authority I am granted with the utmost care because by now I have seen way too many examples of individuals manipulating their false assertions of power and corrupting others through coercion. Because when I decided to take on the role of Academic Senate President for 25-27, I did so because I value what we as a collective stand for, I value fair collaboration, and I value the truth.”

6.3 Secretary/Treasurer - no report

6.4 Curriculum Chair - no report

6.5 Classified Senate Liaison - Sarah Schmidt thanked everyone for their support. She reminded everyone that what she said at the Governing Board meeting remains true. While there is a culture of fear and retaliation at Chaffey, she firmly believes in what she said and wants to build bridges. She wants us to be on the same team. CSEA and Senate on the classified side of the house have not gotten along and through intentional action over the last 4 years they have that bridge. Sarah feels inspired by that change. The fact that they are now existing in teamwork is amazing to her, and she is excited to continue to build bridges on this campus. That means having hard conversations, having messy conversations but having those conversations means that we can actually function as a team. So the Classified Senate is happy to partner with the Academic Senate as we move forward with the Vote of No Confidence. Although we don't know exactly what that looks like yet for classified, she will fill us in once she has spoken to some representation.

6.6 Chaffey College Student Government Liaison - no report

6.7 Library Update - see attachment, “Chaffey College Library, Update Fall 2024”

- Senator Marcus added that the library has a lack of staffing and a great lack of security. Panic buttons were requested 15 years ago.

7. GUEST(S)/PRESENTATION(S) - None.

8. UNFINISHED BUSINESS *10 minutes max None.

9. NEW BUSINESS *10 minutes max per item

9.1 Discussion Item: Academic Senate Resolution Vote of No Confidence for Chaffey College

Superintendent/President Dr. Henry Shannon, Associate Superintendent Lisa Bailey, and Associate Superintendent Alisha Rosas. See attachment titled, “Resolution regarding a Vote of No Confidence for Chaffey College Superintendent/President Dr. Henry Shannon, Associate Superintendent Lisa Bailey, and Associate Superintendent Alisha Rosas.”

- President DeRose explained that the Vote of No Confidence (VNC) resolution appeared because it is the responsibility of the Academic Senate to consider placing items on the agenda. If those requests come from faculty, administrators, or maybe someone else within the college district, the officers look at the request and consider whether it falls within the 10+2. The VNC resolution was presented to the officers and President DeRose decided to model the Statewide Academic Senate (ASCCC) with this resolution.

Any faculty member of any community college or any member of ASCCC can write and submit a resolution to ASCCC. If ASCCC considers the resolution worthy of debate then the resolution goes forward to be considered by the delegates for plenary, as well as any Academic Senate member or faculty member of any community colleges. So, looking at this VNC resolution, and recalling the multiple public comments in alignment with the content of the resolution, President DeRose decided to bring it forward for the Academic Senate to consider.

At 5:22 pm on Monday, October 7, the Academic Senate received an email from a member of the District's Law Firm indicating there are concerns about the proposed resolution that pertain to Title 5, section 53021. Specifically, members of the college were appointed within section d of Title 5, which is an exemption section.

Ordinarily with recruitment, a district or a college is supposed to recruit, both internally and externally, and limit interims to 2 years, etc., but section d allows for exemptions, and so the district attests that they followed Title 5 section d. This is referred to in the content in Appendix A.

In response to the letter, Appendix D was removed.

Therefore the Academic Senate officers took the proposed resolution that was in this packet, and prepared a new draft. President DeRose then read the revised proposed resolution (see attached).

President DeRose reminded senators that when we have our first look at resolutions, it's not for debate. It's for members to ask clarification questions and offer suggestions to improve the language that would improve the clarity, intent, or focus of the resolution. We welcome feedback but please refrain from using the statement "I support this resolution, or I'm opposed to this resolution" because that enters the debate which may occur at a later stage.

- Senators then engaged in a robust discussion, here are the highlights:
 - The District's Law Firm's feedback was helpful. It allows us to clean up some areas that were unclear and will make the VNC resolution more accurate.
 - This VNC resolution is not a legal document, it is about the perception of faculty and feelings campus-wide. It explains why the faculty are not confident in the leadership of the college. It is about our campus culture.
 - What could be inaccurate about Appendix D? We should keep it in or modify it.
 - Individuals were named on Appendix D who are not named in the VNC so maybe we should delete names but keep titles.
 - The faculty who brought this resolution forward were thanked for their careful work and the officers were thanked for the recent edits.
 - Typo found in sentence "Such actions perpetuate a culture of perceived cronyism which erodes more of employees across campus. Fixed to "Such actions perpetuate a culture of perceived cronyism which erodes morale of employees across campus."

- Appendix D is a worthwhile document to keep even if names are removed.
- The tone and voice in the fourth WHEREAS statement will be fixed.
- Consider adding Counseling and Athletics as being displaced in the 11th WHEREAS statement.
- Athletics does not have a dean, even though it is an instructional program. Directors have been basically overseeing Athletics for the last year and a half. This is just one of the complications resulting from the move to ACCs. The Leadership Team's lack of planning and transparency caused problems in Athletics that have yet to be fixed.
- Student Government Liaison, Anthony Solomon, requested to add the mismanagement of the MacKenzie Scott gift to the VNC resolution.
- One of the results from the 2021 incident during the Hip Hop Summit was a hastily developed 10 Point Plan. This plan was developed in isolation. The plan has a lack of collaboration and was stolen from San Diego State University. This can serve as another example of a failure from the Executive Team to have any kind of participatory governance.
- Appendix D holds power so it should be included with the names removed. Senators are in agreement to include some version of Appendix D.
- Appendix D could be converted to a narrative on the perception of nepotism and cronyism since some of the public comments today described additional aspects of the perception of nepotism and cronyism.
- Athletics is not the only instructional program that moved into Student Services. Dual Enrollment and Rising Scholars are also examples of moving infrastructure.
- The Executive Team also moved mental health and created Chaffey Champions which are masters-level success coaches. These positions were not flown and are positions going out to the high schools with a difference in pay and unclear job descriptions.
- Since the proposed draft of the VNC resolution is not ready for a vote next week, we will continue the conversation with another draft of a VNC resolution at next week's meeting.
- Additional Resources:
 - See Attachment Titled "Vote of No Confidence Frequently Asked Questions"
 - See attachment Faculty Senate Minutes 11/23/99 Previous Vote of No Confidence, see Attachment Titled "Faculty Senate Minutes - November 23, 1999"
 - [Power of the Faculty: Consequences of No Confidence Votes for College Presidents | Journal of Research on the College President \(uark.edu\)](#).
- **10. FLOOR ITEMS** *10 minutes max (Reserved to raise concerns within the Academic Senate scope. The Senate will hear your concerns/questions, but may not respond. If requested, the concern can be included on a future agenda.)

11. ANNOUNCEMENTS

11.1 Chaffey College Academic Senate

11.2 Academic Senate for California Community Colleges (ASCCC) Information

- 11.2.1** Save the Date! [ASCCC's annual Fall Plenary Session](#), November 7-9, 2024. This is a hybrid event taking place at the [Visalia Convention Center](#) 303 E Acequia Ave, Visalia, CA 93291. We hope that all local faculty leaders will plan to join us in Visalia!

11.2.2 Check out Academic Senate for California Community Colleges webpage for other great webinars/events at asccc.org

11.3 Chaffey College

11.3.1 Save the Date! [Report to the Community 2024](#), Road To Student Success, Thursday, November 7, 2024. Chaffey College Chino Community Center, 11:00 AM.

12. ADJOURNMENT (1:50 P.M.)

The next Academic Senate meeting will be on Tuesday, October 15, 2024

Lissa A. Napoli, Recording Secretary

Robin Witt, Treasurer / Secretary

Letter from student Travis VanBibber to the Academic Senate for Public Comment on 10/8/24:

My trust in Chaffey Community College's ability to appropriately govern itself has been completely eroded over the past year due to what I can only hope to be absolute ineptitude, but I fear is worse. Everyone knows that if you want a job at Chaffey, you "gotta know somebody".

I absolutely *love* to see my tax dollars help my community in fighting unemployment and underemployment, and seeing the fruits of that labor bloom. There are few things more wonderful in life than watching one's own community become cleaner, healthier, and more robust. Whereas watching my own home town's college disintegrate due to incompetence is excruciating.

Allow me to use my experience as a combat veteran with three deployments under my belt, who went to Boot Camp about four months after September 11th 2001, to offer what some would consider wisdom, but most would consider common sense. When positions are left vacant due to a lack of succession planning, the mission suffers. This is a fact which only a fool would argue against.

Chaffey College does not exist solely to pad egos and empower individuals in hiring positions to hire anybody they so choose. If you disagree, please let me know, so I can give your names to my Senator, Governor's office, and Congressman, as soon as this meeting is over.

Furthermore, allow me to speak to the lack of efficiency and effectiveness of available services. In my own experience due to the mismanagement of Chaffey bureaucracy, there is a lack of library staff, available tutoring time, and DPS availability for non-immediate services. It has been nearly impossible to be treated in any other way than a perfectly healthy non-working 18 year old who lives with their middle class parents. It's evident on the faces and in the voices of my professors as well as those who work in student services that although they are passionate about their service, they are absolutely over burdened.

On top of this, every single professor who I have asked "Why are all the professors low key pissed off?" their response is to lower their eyes and look away, as though they are passengers on a rudderless ship.

I would also like an explanation as to why my first visit to DPS was in a central location in the quad, and the next time I visited, it was a construction zone. Then a helpful faculty member showed me the new location being shared with GPS. The next time I visited it was in yet another location, on the other side of the building from GPS which a faculty member walked me to. The time after that when I went to DPS, I was walked to yet ANOTHER location, near the veterans center. I haven't seen such disorganization since I asked my five year old to plan a birthday party for our cat.




Along the lines of only being able to get a job at Chaffey if you "know somebody" I have recently become aware of the fact that spouses are being hired without any form of oversight. This is beyond the immoral practice of a "good ol' boys club" or cronyism, and has obviously delved into the illegal practice of nepotism. My community deserves better than this. My fellow students deserve better than this.

Chaffey College Library

Update- Fall 2024



Background- Library Resolution 2023/24

- Three resolved statements:
 -  Action plan to reach district compliance with the library staffing minimum standards set forward in CA Ed Code
 -  Hire an additional 2.0 FTE classified library clerks
 -  Academic Senate urges that the library locations should not be opened nor remain open unless at least one (1) classified library clerk and one (1) library faculty are concurrently present in the building

Progress made since then

- Series of three meetings to engage in talks (2 completed, 1 remaining)
- Library Clerk hiring
 - Filled the vacant .475 position
 - 2 new 1.0 positions
- Increased presence of Campus PD
 - More rounds made during the day
 - Officer present at closing times at all campuses

However...

Management declined to stop the practice of opening with “limited services”
(only one employee present)

Why is this
important?

Services in a fully staffed library

Services provided by Library Faculty

- Research Questions
- Searching for a book by title
- How to use the catalog
- How to use databases
- Librarian consultations
- Information literacy instruction

Services provided by Library Clerks


- Circulation
 - General Collection (books, magazines, journals, etc)
 - Calculators
 - iPads
 - Chromebooks
 - Headphones
 - Textbook Reserves

“Limited services”- No Library Clerk

Services provided by Library Faculty


- Research Questions
- Searching for a book by title
- How to use the catalog
- How to use databases
- Librarian consultations
- Information literacy instruction

Services provided by Library Clerks

- Circulation
 - General Collection (books, journals)
 - Catalog
 - iPads
 - Circulation
 - Periodicals
 - Textbook Reserves
- 

“Limited Services”- No Librarian

Services provided by Library Faculty

- Research Questions
 - How to find for a title
 - How to use a log
 - How to use a...
 - How to consult...
 - Information literacy instruction
- 

Services provided by Library Clerks

- Circulation
 - General Collection (books, magazines, journals, etc)
 - Calculators
 - iPads
 - Chromebooks
 - Headphones
 - Textbook Reserves

Opening the library without proper staffing results in a DECREASE in service to students and student satisfaction

Safety

Library as a target-rich environment

- Libraries are frequent targets in incidences of campus violence
- Libraries are open to the public; there is no tracking of who is in the building
- Libraries contain many valuable assets (desktops, iPads, chromebooks, etc.)
- Chaffey College Libraries have documented incidents of violence, as does every other library
- Pervasive issue of safety in libraries ([link](#))

Safety

Library as a target-rich environment

- It is standard practice in publicly accessible spaces to have two employees present at all times
- Chaffey College enacted the practice of remaining open despite staffing shortages in the post-pandemic environment (this is NOT a standing practice)

Opening the library without proper staffing results in an INCREASE to vulnerability of anyone present in the library- students, staff, and faculty

Library as a SAFE space

Library staff and faculty are calling for an end to this new procedure and return to pre-pandemic practice of ensuring at least one clerk and one librarian are in the library in order to remain open.

Academic Senate's purview

10+2

#5: Standards or Policies regarding Student Preparation and Success

The new standard of keeping libraries open without sufficient staffing is resulting in *decreased* service to students

		Present	Adoption of the 10.8.24 Agenda	Approval of Consent Agenda 10.8.24			
<i>Alternate Senators Italicized</i>							
Representation	Name						
President	Nicole DeRose	Y					
Vice President	Elizabeth "Liz" Encarnacion	Y	Y	Y			
Secretary/Treasurer	Robin Witt	Y	Y	Y			
Curriculum Chair	Angela Burk-Herrick	Y	Y	Y			
Business & Applied Technology	Joseph Lee	Y	Y	Y			
Business & Applied Technology	Jonathan Polidano	Y	Y	Y			
<i>Business & Applied Technology Alternate</i>	<i>Jay Scott</i>						
Chino Campus	Hannah Carter						
Chino Campus	Robert Nazar	Y	Y	Y			
<i>Chino Campus Alternate</i>	<i>Manar Hijaz</i>	Y					
Fontana Campus	Sean Connelly	Y	Y	Y			
Fontana Campus	Anthony "Tony" Guaracha	Y	Y	Y			
<i>Fontana Campus Alternate</i>	<i>Greg Creel</i>						
Health Sciences	Jayne Clark Frize	Y	Y	Y			
Health Sciences	Omar Estrada	Y	Y	Y			
<i>*Health Sciences Alternate</i>	<i>Lisa Doget</i>	Y					
HFIC	Tara Johnson	Y	Y	Y			
HFIC	Vacant						
<i>HFIC Alternate</i>	<i>Vacant</i>						
Instructional Support	Terezita Overduin	Y	Y	Y			
Instructional Support	Christina Holdiness	Y	Y	Y			
<i>Instructional Support Alternate</i>	<i>Shelley Marcus</i>	Y					
Kinesiology, Nutrition, & Athletics	Robert Hadaway	Y	Y	Y			
Kinesiology, Nutrition, & Athletics	Annette Henry	Y	Y	Y			
<i>Kinesiology, Nutrition, & Athletics Alternate</i>	<i>Candice Hines-Tinsley</i>	Y					
Language Arts	<i>Laura Santamaria Brady</i>	Y	Y	Y			
Language Arts	Phatana Ith	Y	Y	Y			
<i>*Language Arts Alternate</i>	<i>Stephen Shelton</i>	Y					
Mathematics & Science	Jinny Lee						
Mathematics & Science	Robin Witt						
<i>Mathematics & Science Alternate</i>	<i>Justin Keller</i>	Y					
<i>Mathematics & Science Alternate</i>	<i>Louisa Villeneuve</i>	Y					
Social & Behavioral Sciences	Vacant						
Social & Behavioral Sciences	Patricia Gomez	Y	Y	Y			
<i>*Social & Behavioral Sciences Alternate</i>	<i>Vacant</i>						
Student Services	Myra Andrade	Y	Y	Y			
Student Services	Michelle Martinez						
<i>* Student Services Alternate</i>	<i>Melissa Johannsen</i>	Y					
<i>* Student Services Alternate</i>	<i>Fabiola Espitia</i>						
Visual and Performing Arts	Daniel Jacobo						
Visual and Performing Arts	Leta Ming						
<i>*Visual and Performing Arts Alternate</i>	<i>Vacant</i>						
Senator-At-Large	Sarah Chamberlain	Y	Y	Y			
Senator-At-Large	Tamari Jenkins	Y	Y	Y			
Senator-At-Large	Jackson Tropp						
Adjunct Senator-at-Large	Jennifer Flores Moreno						
Adjunct Senator-at-Large	Tina Kuo	Y	Y	Y			
<i>*Adjunct Alternate Senator</i>	<i>Vacant</i>						
Classified Senate Liaison	Sarah Schmidt	Y					
Chaffey College Student Government	Anthony Soliman	Y					
RED indicates reported absence	PURPLE indicates reported tardy/leave early						
Total Yes Votes		33	22	22	0	0	0
Total No Votes			0	0	0	0	0
Total Abstentions			0	0	0	0	0
- = Not available during meeting to vote							
41 members total - up to 28 voting at any given time. The President is a non-voting member, but counts as quorum. Curriculum Chair now votes per 8.2							
President ONLY votes to break a tie.							
A quorum shall consist of two-thirds of the voting members of the Academic Senate							
19 members are needed for QUORUM							
65 Present at this meeting = 33 members, 32 visitors							
10.8.24 Academic Senate Meeting							