

DISTRICT CONSULTATION COUNCIL
November 28, 2022

SUMMARY

MEMBERS PRESENT: Byron D. Clift Breland, Jim Bunker, M. Leonor Cadena, Jennifer Combs, Damon De La Cruz, Carlos Diaz, Raine Hambly, Geoff Hurst, Cherry Li-Bugg, Kathleen McAlister, Fola Odebunmi, Jeremy Peters, Valentina Purtell, Irma Ramos, Jeanette Rodriguez, JoAnna Schilling, Melissa Serrato, Pamela Spence, Kai Stearns, and Fred Williams.

VISITORS: Simone Brown Thunder and Danielle Davy.

Chancellor Byron D. Clift Breland called the Zoom teleconference meeting to order at 2:04 p.m.

TELECONFERENCE RESOLUTION & SUMMARY

Teleconference Resolution: There was consensus to approve Resolution No. 22/23-03 to authorize remote teleconference DCC meetings for 30 days.

Summary: The summary of the October 24, 2022 meeting was approved as submitted.

STRATEGIC GOALS & PLANNING

Budget Update: Fred Williams, Vice Chancellor of Finance & Facilities, reviewed the Legislative Analyst's Office Fiscal Outlook for Schools and Community Colleges with DCC.

The majority of the report focuses on Prop 98 calculations and the use of the State's rainy-day funds (currently established at \$8.3 billion), but does report on the estimated COLA for the next several years. The current COLA estimates are: 8.73% for 2023-24; 5.3% for 2024-25; 4.5% for 2025-26; and 4.2% for 2026-27. As a reference, the average COLA for the past 20 years has been approximately 2.8%. Other information presented shows that while 2023-24 will likely have a significant deficit, using reserves should be able to cover on-going commitments and partly fund COLA at 8.38%. Current economic conditions point to an elevated risk of a recession starting in 2023-24 with sluggish growth in 2024-25, but some improvements in the 2025-26 and 2026-27 fiscal years. Vice Chancellor Williams cautioned that there is uncertainty in education funding in the near future, but rainy-day funds will help smooth over the next several years. The report also includes recommendations to consider reductions to programs that are under capacity or lower priorities or to review existing programs with more oversight. There is also an option given to fund a lower COLA than the starting estimates.

The next budget milestone will be the release of the Governor's January Budget Proposal.

One-time Funding Request: In May 2021, the Board adopted BP 3580, Sustainability Plan which requires the District to maintain and continue to evaluate a sustainability plan. In February 2022, AP 3580, Environmental Sustainability was adopted and it provides guidelines for implementing principles of environmental sustainability in the institutional design, services, and operations of the District to meet or exceed all applicable statewide policies, target and goals, relevant to sustainability using guidelines established by Advancement for Sustainability in Higher Education (AASHE) using the sustainability, tracking, advancement & rating system (STARS) as the guide.

Per AP 3580, the Chancellor has designated the Vice Chancellor, Finance and Facilities the responsibility of publishing a sustainability plan and creating a formal committee to oversee the implementation of the administrative procedure and to prepare a report for the Board of Trustees on the status and progress of the various sustainability goals. Vice Chancellor Williams has formed a committee which has been convened and they agreed to prepare a Request for Proposal (RFP) to hire a firm that will assist the District and campuses to develop the plan and assist in gathering of data to meet the inventory and benchmark requirements.

This plan was presented to Chancellor's Staff on November 9 and they recommended that the resource request include a position at each campus to work with the campus sustainability committee and to hire a firm that will help develop the plan and assist in the gathering of data. At its November 14 meeting, the Council on Budget and Facilities approved the one-time funding request of \$1 million dollars and moving it to DCC for consideration and approval.

During the discussion, members asked for a breakdown of how the \$1 million figure was arrived at, and others shared how time-consuming sustainability efforts are because they require extensive gathering of data and expertise which necessitate a consultant in order to truly move the campuses forward and towards STARS approval. Vice Chancellor Williams noted that there is \$10 billion available in state sustainability funding and the District needs to have some of these items in place in order to participate in that funding.

There was consensus to allocate \$1 million for the implementation of AP 3580 in order to hire a sustainability firm and to help the campuses staff a position to focus on sustainability for the next two years.

NOCCCD IEPI Partnership Resource Team Spring 2023: Cherry Li-Bugg, Vice Chancellor of Educational Services & Technology, shared that the District applied for IEPI Partnership Resource Team (PRT) Technical Assistance visits on the topic of enrollment management which was approved. The PRT visits will occur in the Spring 2023 and will require DCC support to select participants from all sites for the visits.

Vice Chancellor Li-Bugg stated that assistance in several areas was requested and includes transforming the academic calendar, discussing the possibility of accommodating a formal full-fledged winter intersession, potentially moving up the fall registration calendar to the spring term so students have an opportunity to register for fall, and the creation of an annual registration calendar/plan for students in alignment with guided pathways. The visit was shared with DCC because when the time comes to select participants, DCC will be heavily relied on.

Chancellor Cliff Breland thanked Dr. Li-Bugg for her work and noted that just because the District applied for assistance in these areas, it does not mean that they will be implemented and also noted that the timing was ideal in advance of the upcoming accreditation visits. Participation information will be provided from Vice Chancellor Li-Bugg and the Presidents as we get closer to the visits.

OPERATIONAL REVIEW

Membership Addition of NOCE Student Leader to the Council on Budget and Facilities: To ensure equity among the three schools, a request for the addition of a student leader from NOCE to the Council on Budget and Facilities (CBF) membership in alignment with student representation from Cypress College and Fullerton College was proposed. The proposal was

approved by CBF membership at its November 14 meeting and forwarded to DCC for consideration and approval.

Valentina Purtell, NOCE President, thanked Raine Hambly for bringing the long overdue item forward and noted that if approved, a similar item would be presented for DCC so that the Decision Making Resource Manual can also be updated.

Members inquired if student representatives on shared governance committees would be compensated. Vice Chancellor Williams noted that the matter has been discussed in Chancellor's Staff and the team is supportive especially since there have been difficulties with student participation. Irma Ramos, Vice Chancellor of Human Resources, clarified that the campuses have been tasked with putting a process in place to compensate students.

There was consensus to add a NOCE student representative to the Council on Budget & Facilities Committee membership.

POLICY

New AP 7120-13, Employee Records: Gender Identity, Gender Expression, and Chosen Name: DCC received a second reading of proposed revisions to AP 7120-13, Employee Records: Gender Identity, Gender Expression, and Chosen Name in order to align with the District's inclusive, supportive, and non-discriminatory work environment so that employees have the option to identify themselves with their chosen name on records and documents where legal names are not required by law or District policy. Simone Brown Thunder, District Manager of Human Resources, thanked Janelle Herman, GLADE, and other FSA members who provided feedback that was incorporated into the current draft and noted that a Q&A was being developed to help everyone have a better understanding of the AP.

During the discussion, members asked if the AP was vetted by legal counsel due to recent cases involving faculty being disciplined and subsequently suing (it was clarified that the procedure does not mention disciplinary action) and approved a suggestion to change "recourse" in section 5.0 to instead read, "appropriate course of action." [emphasis added]

There was consensus to adopt AP 7120-13 and post it on the District website.

Revised AP 7120-4, Management Employee Hiring: DCC received a fifth reading of the proposed revisions to AP 7120-4, Management Employee Hiring which incorporated revisions based on the feedback received at the October 24 DCC meeting that was shared by Simone Brown Thunder, District Manager of Human Resources.

During the discussion, members shared the following:

- Section 3.1: This new section needs to be added to include the definition of diversity as outlined in the District EEO Plan.
- Section 3.0: Concern about the committee composition reflecting broad representation and how that will be defined; the need for more clarification on how the diversity definition will be interpreted by the committee because it is too vague; adding the definition is a first step, but criteria is needed to identify what could be missing from the committee to ensure diversity; what the reference to Title 5 is trying to satisfy in this section since it's not a

requirement; problematic for representatives who are elected to the committee (not appointed) and the potential for subsequent interference; a desire to remove this section altogether; the intent of this section is to be self-reflective and not aimed at telling constituent groups what to do, but to have a process with an outside eye to ensure that best practices are in place; it serves as an opportunity to go beyond the rhetoric and is a call for all of us to truly look deeper into all of our organizations and be flexible to have the right representation from each group if necessary; it is an exception and not the rule and has only been used a few times in the past; it is included in order to provide flexibility, but the goal is for the committee to make a decision; it was changed at the request of DCC from Human Resources making the decision, to the Chancellor; it is a complex topic, but if language is not included it will provide no options; and where would the additional members that would be added to provide diversity come from and who would make that determination?

- Section 4.3: The Fullerton College Faculty Senate approved having one Adjunct Faculty United representative, one United Faculty representative, and four Senate representatives because three is not enough, and the addition of one more management representative if there is an imbalance as a result. The Cypress College Academic Senate was OK with one adjunct representative and one from United Faculty, and would prefer to have the additional seat for faculty. Members asked if adjuncts will be compensated for participating (yes) and whether there would be provisions for United Faculty to fill a vacant adjunct seat (no). It was noted that if faculty representatives are being added other groups will want additional representation as well to an already large committee.
- Section 5.1.1: Change “certain exceptions” to “noted exceptions” to make the exceptions more explicit.
- Section 5.1.4: Make it explicit that students must complete search committee training.
- Section 8.2: Concern with the executive officer selecting the chair in consultation with the committee; it should be the committee selecting the chair in consultation with the executive officer.
- Sections 8.8.1-8.8.4: CSEA and United Faculty expressed concern about the revisions to these sections which take away from the power of the committee and should still be included. (The difference between search committees and hiring committees was clarified and it was highlighted that these are search committees.)
- Concerns about the job announcement reduction was voiced, but not detailed.

Chancellor Clift Breland called for a vote on the proposed revisions to AP 7120-4 with two additions based on the discussion that included: 1) the definition of diversity and 2) updating the composition for Vice President/Dean committees to include one United Faculty representative and three campus senate faculty representatives.

There was not consensus to approve the revisions with ten members voting yes, eight members voting no, one abstention, and four absences.

AP 7120-4 will return to a future meeting for consideration.

OTHER

Pilot Hybrid Remote Workgroup: Chancellor Byron D. Clift Breland reported that the Remote/Hybrid Workgroup met for the first time where input was provided on several areas including impact on departments, challenges, and strengths. The goal of the workgroup is to

bring ideas and practices forward and continue to collect data to see how the flexible schedule is working for students. He reiterated that any workgroup recommendations would be presented to DCC with items negotiated as needed during the process. He noted that the next meeting would take place on November 29 and an update would be provided at the next DCC meeting.

The District is currently operating under a 3/2 schedule (3 days in-person, 2 days remote) as determined by the area manager and is expected to continue the schedule into the spring semester.

ADJOURNMENT: The meeting adjourned at 4:05 p.m.