

Resolution of No Confidence
Behavioral Sciences Department
April 4, 2018

Whereas the President/Superintendent's impulsivity and lack of leadership have resulted in poor decision making;

Whereas the President/Superintendent and Component Administrators' decisions have violated California Title 5 law;

Whereas the President/Superintendent and other Administrators have consistently taken raises during an institutional budget crisis;

Whereas the District continues to have blatant disregard for shared governance and has consistently failed at responsible strategic planning;

Whereas the District continues to profess the replacement of faculty retirements with contingent adjunct instructors is a creative cost saving measure;

Whereas the District has made clear they believe "Rank 10" salaries are *not* essential to our college's success, but competitive salaries are necessary to recruit quality administrators;

Whereas the District has declared impasse in negotiations with SRJC faculty as its first step in imposing a 3.17% decrease in monthly payroll for SRJC faculty this academic year;

Whereas the District continues to ignore basic professional and pedagogical insight regarding reasonable class size and the attention it allows faculty to give students;

Whereas faculty leaders were not consulted and/or included in the recent decision to cancel the majority of face-to-face classes for Summer 2018;

Whereas the reduction of the summer schedule will cause anxiety, chaos, financial loss, and disruption in the lives of our students, including transfer students, high school students, students on visas, students needing prerequisites for other course, and students depending on scholarships;

Whereas part of the district's budget plan is to accept hold-harmless/stability funding from the state over the summer rather than hold courses as scheduled;

Whereas SRJC is facing a huge projected budget deficit;

Whereas a culture and climate of fear, anxiety, and mistrust has been created and maintained; and

Whereas faculty and classified staff are feeling devalued by the District; now therefore be it

Resolved, the Behavioral Sciences Department finds No Confidence in President/Superintendent Dr. Frank Chong, Senior Vice-President of Academic Affairs Dr. Mary Kay Rudolph, and Senior Vice-President of Finance and Administrative Services Dr. Doug Roberts.