

**Resolution of No Confidence in Chancellor Oakley
Santa Rosa Junior College All Faculty Association
Adopted November 28, 2018**

Whereas, the Chancellor of the California Community Colleges and his office have pursued an agenda of reform, including but not limited to the “Vision for Success,” the Fully Online Community College, the passage of AB 705 and AB 19, and the new completion-based funding formula, in ways that trample on the rights and prerogatives of faculty, as those rights are enshrined in the Academic Senates of local colleges and in the Statewide Academic Senate, and also in the legal bargaining units for faculty at California Community Colleges.

And whereas, the All Faculty Association of Santa Rosa Junior College affirms and supports the resolution of no confidence in the Chancellor recently passed by the Santa Rosa Junior College Academic Senate.

And whereas, AFA wishes also to observe and affirm that these reforms are having and will have manifold impacts and effects on workload, compensation, and other terms and conditions of employment included with the scope of representation by the union, as outlined in the EERA 3543.2(a). The actions of the Chancellor and his office in pursuing these reform policies have shown a reckless disregard for the legal rights and prerogatives under California law of AFA, and of other faculty bargaining units statewide, to negotiate these impacts and effects before such policies are implemented.

For example:

- The placement by legislative fiat of large numbers of underqualified or unqualified students into transfer-level Math and English courses will bring about major unnegotiated increases in the workload of instructors for those courses.
- The new funding formula provides financial incentives for instructors to pass students, whether or not the students have adequately mastered the course material. Because faculty were hired to teach students, not to pass them, or ensure their “completion”, this represents a major, unnegotiated change in working conditions. It is likely to have especially profound impacts on adjunct instructors, or contract instructors in the tenure process, who will need contractually negotiated protections from being sanctioned for not passing students. AFA wishes to add that this feature of the funding formula shows a reckless disregard for the educational interests and needs of students.
- The implementation of the Chancellor’s guidelines for putting AB 705 into effect have created enormous new workload demands on Math and English faculty in particular, in rewriting curriculum, writing new courses from scratch, and otherwise adjusting their instructional programs to the mandates of reform. The Chancellor’s decision to ignore established guidelines for consulting with faculty, in favor of a needlessly hasty timeline

for rolling out his reforms, has create needless difficulty for AFA and the District in negotiating compensation for this work. AFA expresses its gratitude to the SRJC administration for their willingness to work with faculty locally to address these workload issues, but notes that this willingness does not extend statewide, and that it doesn't excuse the Chancellor's high-handed, autocratic, and reckless actions.

- The Chancellor's insistence that the Boards of Trustees of all Community Colleges affirm their support for the goals of the Vision represents a brazen and unprecedented move to transfer power from the local level to the Chancellor's office. With this move, the Chancellor seeks to trample established rules and values of local shared governance, in yet another violation of the purview of local Academic Senates and local faculty bargaining units.

Therefore, be it resolved that the All Faculty Association of Santa Rosa Junior College has voted unanimously to declare that it has no confidence in the leadership of Chancellor Oakley.