



**COLLEGE COUNCIL MEETING**  
**Thursday, February 26, 2009**  
**Admin #109, 3:00 p.m. – 5:00 p.m.**  
**DRAFT**

Members: P. Ahrens, A. Argyriou, K. Moberg for C. Castillo, R. Covington, C. Espinosa-Pieb, B. Fink, R. Griffin, A. Guevara, L. Hearn, L. Jeanpierre, L. Jenkins, A. Khanna, C. Lam, A. LaManque, S. Larson, C. Lee-Klawender, B. Murphy, V. Nguyen, M. Spatafore, T. Sterling, M. Winters

**I. The College Council minutes of February 12, 2009 were approved. *Handout #1***

**II. Budget Updates**

B. Murphy distributed the document "FHDA Community College District Budget Plan to Reduce \$11M Structural Deficit." Our '08-'09 budget was compensated for with one-time monies in anticipation of this year's state budget and approved prior to the collapse of the world economy. The state budget was approved last week and included good & bad news; community colleges fared reasonably well. The .68% COLA was eliminated, no cuts were made to categorical programs and \$135M was funded for growth.

CSU budgets will be cut 5-6%, UCs will reduce enrollment by 10%, and K-12 was hit the hardest. Enrollment at SJSU will be reduced by 10,000 with reduced windows for applications. Despite these reductions, De Anza will need to grow enrollment by 7% or apportionment will fall.

B. Murphy provided an overview to page 2 of the aforementioned document. With reduced revenue estimates, FHDA will be facing a \$13M operating deficit. Currently identified solutions include the elimination/suspension of 10 faculty and 16 non-teaching positions. Beyond the 26 positions identified for 2008-09 it may be necessary to eliminate/suspend 50 non-teaching positions and reduce B budgets. De Anza's share of this deficit is \$2.5M. Through the planning & budget teams, we will need to identify cuts (approx. 32 positions), and priorities within each vice presidential area. Program reviews will be complete by end March.

No layoff notices will occur until 45 days prior to 6/30/10. C. Espinosa-Pieb raised the question about the length of the notice period (i.e., one-year). Discussion followed regarding what is done in the private sector with severance packages and the use of employment/career services. A preliminary unpublished list through HR and bumping process with both campuses is expected by end May. Sensitivity, ambiguity and collective morale were stressed.

The Dean of Learning Resources position will be suspended, along with 14 classified positions. However, we will proceed with 2 vice presidential searches and 1 associate vice president position.

The good news is that we have a healthy one-time fund balance of \$5.2M through 12/09. We will need to provide the Board with a concrete, structural plan with a listing of positions to be eliminated. The timeline for senior staff is to complete different scenarios this Spring. Layoffs planned for 6/30/10 with collective bargaining and bumping to protect core functions.

## **II. Faculty Hires**

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C. Espinosa-Pieb distributed a document illustrating the IPBT's vs. Deans ranking of faculty positions. The SSPBT had not yet met and therefore not able to provide a similar ranking. A proposal was made to proceed with search committees for these hires due timing constraints. This information will be shared with the Academic Senate on March 2 with a provisional note for Student Services information.

## **III. Burning Issues, Quick News, Wrap up**

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- ◆ M. Winters thanked all who attended the African Ancestry Scholarship Luncheon
  
- ◆ B. Copeland presentation scheduled for March 12
  
- ◆ A. Khanna shared a flyer recruiting faculty as division liaisons for SLO training scheduled for March 11.
  
- ◆ B. Murphy to schedule a meeting re: morale to bring forward ideas to HR.