

# Reorganized and Edited for Clarity (w/Word)

## Narrative Focused on the

Administration already made the cuts so how is this a negotiation/collaborative process?

- Results from today should flow back
- Admin should consult with department chairs and division deans before cutting classes.
- In the event of class cuts, there must be a consultation process prior to implementation (not an appeals process afterwards)

No cuts without proper consultation with deans and chairs prior to final decision.  
Do not make significant schedule reductions after the rally. (No repeat of midnight cuts.)

- No across the board cuts (e.g. 5% for all departments).
- Priority - Stop cutting unilaterally.
- Stop making arbitrary decisions (budget, etc.) without notice.
- STOP unilateral decisions about online classes, i.e. what is/isn't online.
- Build a time for consultation with deans.
- Administrative budget opportunities important to instructional budget allocations and

not make cuts mid-stream.

Communicate clear processes and consistent guide when e.g. with priority completion or enrollment #?

- Makes decisions and sticks with them allowing college/departments to implement.
- Encourage more departmental collaboration among departments/chairs (transfer, etc. among departments.)

Priority should be to fund programs

Follow program discontinuance policies.  
honest.

Should fund departmental level outreach support to students who express interest in programs - to increase completion.

Would be good to have a "student empowered" view they can see completion process to cert and degrees.

Completions need to be supported.

Should prioritize funding to facilitate program completion

- Prioritize programs that tend to create high rates of employment (e.g., nursing, aeronautics)
  - Do not remove classes required for completion (degree, cert, transfer, capstone)
  - Allow programs with new degrees and certs to run so those already initiated and counted down
- Many were just created
- New degrees and certs in progress (anticipate numbers, advertise/promote, and follow through completion)
- Break down data by department re: funding formula
  - We want to know how the departmental time at the expense of others' only if it sum outcomes.
  - Encourage collaboration between departments.
  - Increase budgets that have high FTE/F/G and W/L success metrics in order to subsidize and support smaller, critical programs and courses.
  - Increase funding for departments with high productivity:
- Include variety of factors in addition to productivity and completion success:
    - Transfers
    - Supporting master's degree app
    - Certifications
    - Employment outcomes
    - Wage gains
  - Give more resources to Social Justice w/ equity initiatives
  - Research—Look at what are these popular? Do they have high completion rates?
  - We should not have too many students in our classes as it can take away from their student experience.
  - Measure productivity considering individual department class caps, special equipment, jobs vs. making productivity comparisons college wide.
  - Articulate how much you will hand to the funding formula. What will work and what won't satisfy the formula.
  - Keep diverse curriculum.
  - Make student centered decisions regarding access, equity (evening courses, weekend, location/community)
  - Increase instructional budgets to departments that close equity gaps
  - Increase instructional budgets to departments that have high completion rates
  - Diverse classes save lives.

- Completions need to be encouraged
- Should prioritize class offerings to facilitate program completion
- Prioritize programs that demonstrate high rates of employment (e.g. nursing, gerontology)
- Do not remove critical funding for completion (help support transfer completion)
- Allow programs with new degrees and certs to claim so many credits
- Many
- New degrees and certs in progress (anticipate numbers, advertise, promote, and follow through completion.)
- Break down data by department re: funding for
- We should not increase dept instructional time if it uses on others, only if it is a sum outcomes.
- Encourage collaboration between departments
- Increase budgets that have high FTE/FS and VL as success metrics in order to support smaller, critical programs and courses.
- Increase funding for departments with high productivity.
- Include
- o Transfer
- o Supporting master's degree app
- o Certifications
- o Employment outcomes
- o Waiver
- Give more resources to Social Justice M.A.T. Degree
- Research – Look at with high enrollments that are not part of a program – are these popular? Do they support student mental health? Close equity gaps?
- We should not have too many students in a program if it can take away from the student experience.

- Evaluate the productivity by considering individual departments
- Articulate what is important for the future
- Keep diverse curriculum.
- Make student centered decisions regarding accessibility (evening courses, weekend locations, community)
- Increase institutional budget to departments that close equity gaps
- Increase instructional budgets to departments that are high quality
- Diversify classes and types
- Diversity is important...
- Supply departments with enough money for all the classes with historical enrollments of 20 students.
- Avg. class size should be adjusted in classes
- Balance small and large
- Use longer term planning - takes more than a year to get
- Don't prioritize only STEM. We are a community college.
- Reduce SFUSD classes.
- Summer classes
- With new scheduling software, we ensure department chairs can schedule classes that meet students' needs
- Implement new financial systems
- Priority changes would be based on metrics.)
- Restore those non-credit courses/programs that are important
- Identify areas to expand those

- Eliminate culture of fear.
  - Counseling programs in completion alongside faculty and students
  - What does a degree transcript say for specific field of study?
- (It should include a list of 5-10 programs that students could)
- Administrators - question all "I feel like..." arguments! e.g. "I feel like this program is outdated" - "I feel like this doesn't fit..."

### Broad Campus Issues Related to Enrollment

- Improve campus climate including student morale.
- Train dept chairs on new
- Use SWB man
- develop new CTE program
- Students hired out classes - should count in fulfillment formula.
- Fight for more funding - Lead!
- Fight for a Community College - Not only transfer/continuation
- Make completion applications available online.
- Email registered students that I am in a class, never get a bill
- Community kept in college
- Priority
- Site management
- Get college finances in order and share
- Re-establish trust through transparency
- Keep academic and health support services available to students
- If college wants to grow the online program, aid
- Review
- Keep an updated organization chart
- Replacement position for 7/17/18 chair

- Diversity is important.
- Supply departments with enough money for all 20 students.
- Avg. class size should be adjustable – healthy vs. marginal classes.
- Balance small/large depts.
- Use longer term planning.
- Don't prioritize only STEM, CTE, important too! we are still a community.
- Reduce SFUSU costs.
- Support for and CTE CTE.
- With new scheduling and times students.
- Implement new software.
- Priority: Chairs need access to more complete and accurate metrics.
- Restore those non-credit courses/programs that have high apportionment.
- Identify and evaluate.
- Should track student enrollment patterns.
- Should make explicit the state to enroll.
- Other CTE outcomes data (check prog. renew/ prog. Accred data adv. Committee)

## Campus Processes That Impact Enrollment Management

- Fix registration process.
- Should allow counselor/department chair override so students who sign up for the class again during normal registration.
- Get college finances in order to know what we have.
- More budget accountability and transparency.
- CFO reporting regularly.

- Eliminate the... of...
- Consider signing present... in position... alongside faculty and students
- What does... degree transcript say re: specific field of study?

(It should state title of degree...)

- Administrators - question all "I feel like..." arguments! e.g. "I feel like this program is outdated" - "I feel like this doesn't lead to jobs"

### Broad Campus Issues Related to Enrollment Management

- Improve campus climate including student...
- Train department chairs on new funding formula.
- Use SWP... CTE...
- Students hired out class...
- Fight for more funding - Lead...
- Fight for a community college... quality training...
- Make completion applications available online.
- Email registered students their tuition...
- Commitment to college re-mission.
- Priority - support programs with release time...
- Site management and tuition...
- Get college finances in order and share out what we have...
- Re-establish... CTE...
- Keep... the...
- If college wants to grow the online program...
- Resources to support...
- Keep an updated organizational chart.
- Replacement...

- Should track track student enrollment patterns.
- Should make sure we track the various ways in which to school tracks students and ensure we are getting all funding for which we are eligible.
- Other CTE outcomes data matching existing data (e.g. ACP, SACS, adv. Committee)

## Campus Processes that Impact Enrollment Management

- Fix registration process.
- Should allow counselor/department chair to override so that students who is failing can sign up for the class again during normal registration.
- Get college course numbers and make sure we know what we have.
- More budget accountability, and
- CFO reporting regularly.
- Hire, announce and introduce a chief of police.
- Hire, announce and introduce a chief financial officer.
- Should get CFO.
- Explain budget process and present.
- Work with the city/county, SCS to accept its financial support for supporting the college - guide a term plan.
- Advocate for the city to provide funding. Call on Supervisors and Mayor to develop ongoing funding for CCS. If the state wants to take care of it, call on the state to provide funding. Call on supervisors who are responsible for funding.
- Advocate at state level to change the so called Student Certificate - Accredited - funding formula (SACS) that emphasizes completions.
- Become basic aid district by taxing companies.
- Make students aware of the various options.
- Equal sacrifice in college construction.
- Operate with integrity.

## Narrowly focused on the Logistics of Self Scheduling

- Administration already made the cuts so how is this a negotiation/collaborative process?
- Administration has disproportionate power.
- Results from staff should flow back to DCC for discussion.
- Admin should **consult with department chairs and division deans**.
- In the event of class cuts, there **is an appeals process afterwards**.
- No cuts **without proper consultation with Deans and Chairs** prior.
- Do not make **selfish and other self-serving** decisions **at the threat of midnight cuts**.
- No **across the board cuts** (e.g. 5% in all departments).
- **Priority: Stop cutting unilaterally.**
- Stop making arbitrary decisions (budget, etc.).
- STOP unilateral decisions about omnibus classes, i.e. what is/isn't omnibus.
- Build in time for consultation with deans, chairs and department chairs.
- Administration needs to honor its commitment to instructional budget allocations and **not make cuts mid stream**.
- Communicate **early and often** (before completion of enrollment, etc.).
- **Makes decisions and stick with them** allowing college/departments to adjust.
- Encourage more **dialogue** among departments.
- Priority should be to fund programs.
- Follow program discontinuance policy if we do need to end programs, **starts front and center**.
- **Should fund departmental level outreach** (support at-risk students who experts are interested in).
- programs - **to increase completion**.
- Would **need to have access to a list of declared majors** and where they are either pathways or support **so they can see completion pathways** and degrees.

- Get college finances in order and share out what we have.
- Re-establish trust through transparency.
- Keep academic and health support services available to students.
- If college wants to grow the online program, allocate the resources.
- Resources to support online student services.
- Keep an updated organizational chart.
- Replacement position for AI/AM Chair.