

## Small Program Resolution

Over the past several years, the Academic Senate continues to observe a lack of support for small programs by Ventura College administration. Below are specific examples that VC administration continue to implement that supports this position.

- When full-time faculty leave small disciplines (or part-time led disciplines), administration fails to fill these positions even when Academic Senate prioritizes these faculty positions. This practice disallows programs to, at minimum, sustain enrollment and for students to complete their program of study. This jeopardizes the vitality of the program/discipline.
- Left unfilled, the common practice removes the allocated salary from the budget and provides a false argument that there is not money in the budget to hire faculty.
- Administration uses the reasoning that enrollments are small and hiring a faculty member can't be justified. They refuse to acknowledge that enrollments decrease due to the lack of leadership by a full-time faculty member.
- There is no discussion with the department/program/discipline about their needs.
- Due to a lack of transparent processes used by administration in supporting small programs, faculty are reticent to participate in college and district leadership opportunities, sabbatical, or use of their banked overload time. This fear results in faculty burn out.
- Faculty workload burden within small programs is inequitable compared to larger departments and little, if any, additional support is provided by the college to adjust for these work demands.
- The current model of FTES allocation rewards large, high producing programs with additional FTEF to sustain and grow in size. This disenfranchises small programs and limits the ability to grow programming.
- Other programs on campus are also negatively impacted when courses are not available to complete certificate and degree patterns.

**Where as** it is mandatory to maintain full representation of faculty in positions of leadership throughout the Ventura College campus to best facilitate and support our diverse programs and their students;

**Where as** current policies exclude faculty from small programs to equitably participate in leadership roles, professional development, and the sabbatical process;

**Where as** without consistent and diversified faculty leadership, current policy and practices threaten program viability and integrity;

### The Ventura College Academic Senate

**Resolves** that administration, in collaboration with Academic Senate, must create and implement policy and procedure that is equitable and inclusive for faculty representing small programs in leadership, professional development, and sabbatical opportunities;

**Resolves** that administration must provide and adhere to transparent procedures, including notification of department/related discipline faculty, and Academic Senate, which guarantee automatic replacement of full-time faculty who leave their positions temporarily or permanently; separate from the faculty prioritization, out of cycle requests, and program discontinuance processes.