

**From:** [Bricker, Erin](#)  
**To:** [Chong, Frank](#)  
**Subject:** Update on Budget & Shared Governance  
**Date:** Friday, April 13, 2018 2:10:54 PM  
**Attachments:** [image003.png](#)

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*(Bcc'ed: Board of Trustee, Student Trustee & dl.staff.all)*

**This email is sent on behalf of President Frank Chong**

Dear Colleague,

At the Tuesday, April 10, 2018 meeting of the Board of Trustees, I laid out an initial proposal to address the District's budget deficit.

I focused on addressing the concerns I've heard from SRJC Faculty, Staff and Students related to:

- consistent shared governance
- better communication and transparency, especially about the budget deficit
- salaries of top-level Administrators
- greater Faculty input

With input from the President's Consultation Council (PCC), comprised of Faculty, Classified Professional, Management and Student leaders, as well as input from the college community, I offer you the following plan. I hope this will allow SRJC to be not only an excellent college, but a fiscally solvent one as well.

1. First off, I am committed to taking the Academic Senate and Student Government Assembly votes of "No Confidence" seriously and to work with the SRJC community to regain their trust.
2. Managers will take the lead in helping resolve the budget deficit, by adjusting their salaries as follows:
  - a. The President will forgo a promised 1.56% raise for 2018-19 and will take an additional 3.44% salary reduction, for a total of 5%
  - b. The Vice Presidents will forgo a promised 1.56% raise for 2018-19 and will take an additional 1.44% salary reduction, for a total of 3%
  - c. All other Managers will forgo a promised 1.56% raise for 2018-19
2. The total number of Administrators at the college will be reduced through consolidation of open positions.
3. I have asked Senior Director, Fiscal Services, Kate Jolley, to oversee the budget and to visit meetings of all of our constituent groups to provide budget presentations and to answer questions.

5. I will send more regular, consistent and understandable budget updates to the campus community.
6. The PCC will discuss the budget on a weekly basis.
7. At the PCC's suggestion, I have committed to ensuring that all proposed solutions to the budget deficit take into consideration the potential effect they could have on students, first and foremost.
8. The District will restart negotiations on the All Faculty Association (AFA) contract before going to fact finding. We have hired a different lawyer, Laura Schulkind, to consult on AFA negotiations, with the hope that she will be able to provide fresh insight to all parties.
9. I will include the Board of Trustees more actively, in order to receive their guidance on solving important issues, like the deficit.
10. I, along with the PCC, am committed to reviewing the current shared governance processes to increase effectiveness, transparency and communication with the college community.

I welcome your input on this plan and hope that we can collectively and collaboratively begin to move forward together towards solving our budget crisis.

## **Frank Chong, Ed.D.**

President/Superintendent

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