

# Thoughts on the Upcoming Year

I'm still trying to make sense of where we find ourselves today. And to be honest, the words have escaped me, so I needed to write some thoughts down.

Where are we now?

We've known for some time that this chancellor does not fully understand the true scope of work that we do as Counseling faculty in this district. We've watched for the past year as the contributions we make to this institution as a whole - both inside and outside the classroom - were segmented off, treated as less essential, and allowed to become a point of debate instead of a non-starter from the beginning.

Most of you will leave this Senate meeting today and go back to teaching your courses as part of your weekly contractual load. That is no longer a right that Counseling faculty have in this district. Some of you will leave today and go back to program coordination as part of your load, leadership positions in shared governance, guided pathways, and many other good & necessary efforts on campus. That is no longer a right that I have as a Counseling faculty member.

The Rancho Santiago Community College District now has the unique distinction of being the first district in Orange County - the only district in all of Region 8 - that has stripped Counseling faculty of the right to teach our courses and coordinate our programs in-load. They've taken from us the very essence of what it means to be a faculty member in higher education. Speaking for myself - to say that I am disappointed is a vast understatement.

Every other district in our region has held as a standard that Counseling faculty can and should teach and coordinate programs in-load. Why is that? Because they know that having faculty in the classrooms and coordinating programs provides a voice and expertise that is vital to curriculum and educational program development. We have now lowered that standard. These are faculty issues - equity issues - and 10+1 issues that we've allowed them to step over and strip away. Think about the message that we have sent to our colleagues in neighboring districts this week - because I believe this decision will reverberate back out and impact faculty groups across this region for years to come.

Sure – Counseling faculty will go on and we will do the work that we do here. For most of us - it was never about the hours - we do this work for the students. But after nearly 15 years as a faculty member at SCC, I sit here today in disbelief. I'm a faculty member by title - but I can no longer teach coursework in my own discipline in-load. I can no longer coordinate the programs and grant partnerships I've been cultivating for over a decade of my life now unless I do it beyond my 40-hour work week. How can this be

right? Is this truly the best we could've hoped for? How did we allow this to happen to our fellow faculty?

I'll leave you with this: I believe we've given 2323 N Broadway exactly what they wanted this week. What's done is done - they've already taken what they wanted from our discipline. What will we allow them to come for and take away next?

In solidarity with those most impacted by this week's actions...

Phillip Crabill, Ed.D.  
SCC Counseling Faculty

A handwritten signature in black ink, appearing to read "P. Crabill". The signature is written in a cursive, somewhat stylized font.