

ACADEMIC SENATE MINUTES

May 6th , 2008

Attendance (X indicates present, exc indicates excused, pre-arranged absence)

Behavioral & Social Sciences

Brown, Maria
Rader, Emily
Widman, Lance X
Wynne, Michael X

Business

Halamka, Dagmar
Saddiqui, Junaid X

Counseling

Beley, Kate X
Gaines, Ken X
Raufman, Lisa/V. Ragfold

Fine Arts

Ahmadpour, Ali X
Davidson, Jason
Wells, Chris X
Crossman, Mark

Health Sciences & Athletics

Hazell, Tom X
Orton, Tory/Victoria (sharing)
Stanbury, Corey
Kim Baily (sharing)
McGinley, Pat (sharing) X
Moon, Mary (sharing)

Humanities

Hong, Lyman X
Marcoux, Pete X
Uyemura, Evelyn X
Kline, Matt X
Adrienne Sharp

Industry & Technology

Gebert, Pat X
Hofmann, Ed
MacPherson, Lee X
Marston, Doug X
Rodriguez, George

Learning Resources Unit

Striepe, Claudia X
Vince Robles X

Mathematical Sciences

Ghyam, Massoud
Kasabian, Judy
Scott, Greg
Tummers, Susan X
Marc Glucksman X

Natural Sciences

Cowell, Chas X
Golestaneh, Kamran
Palos, Teresa X
Vakil, David X

Adjunct Faculty

Kate McLaughlin
Owens, Annette X

ECC CEC Members

Fleming, Art
Hoffman, August
Panski, Saul X
Pratt, Estina
Smith, Darwin

Ex Officio Attendees: Francisco Arce, Jeanie Nashime, Janet Young

Guests and/Other Officers: Barbara Perez, Quajuana Chapman, Alice Grigsby (Dean's Representative), Vincent Armstrong

Unless noted otherwise, all page numbers refer to the packet used during the meeting, not the current packet you are reading now.

**ASSISTANCE TO ASSURE EFFECTIVE PARTICIPATION
IN DISTRICT AND COLLEGE GOVERNANCE**
(A Joint Program of the Academic Senate and Community College League)

The Academic Senate of the California Community Colleges and the Community College League of California have joined together to offer a program of assistance for local colleges and districts. The purpose of the program is to help districts and colleges successfully implement state law and regulations that call for effective participation by faculty, staff and students in district and college governance. The services offered will be most effective if used before major conflicts arise and prior to a heightened level of local unilateral action by any the parties involved in the local decision-making process.

The jointly-sponsored program does not replace the individual services offered by the League to trustees and chief executive officers and by the Academic Senate to local faculty. Yet it is recognized that challenges to improve local decision making processes can be aided by the mutual support of the statewide organizations. Because the services are carried out by volunteers of the League and Academic Senate, the services will not always be available on short notice and scheduled assistance should be arranged well in advance.

The program includes four distinct services that are available. Local college and district CEOs and faculty leaders who are interested in assistance should meet together to consider the services and to agree mutually on what assistance would be most beneficial. Although the program is intended to be flexible so that a mix of the four services or optional services may be available, the League and Academic Senate may not be able to help with some requests which vary too much from the four defined services or from the goal of improving the effectiveness of participation in governance.

The president of the Academic Senate and executive director of the League are available at this early stage to answer questions and to help in identifying the best approach. These two persons will reach agreement as to whether the mutual request for assistance can be carried out. No joint service will be provided unless there is a written request for assistance signed by the college president or district chancellor and local academic senate president.

This joint program is coordinated and implemented by the Executive Director of the League and President of the Academic Senate under policies established by their respective boards.

Each district or college using the service is expected to reimburse the travel expenses for the assistance team members.

The following provides a summary of the four services available within the assistance program: 1) informational presentation, 2) advisory assistance, 3) issue resolution and 4) special workshops and presentations.

INFORMATION PRESENTATION

The **informational presentation** service is intended to provide a basic overview of the state law, state regulations and guidelines concerning shared governance. The presentation is done by a representative of the League and Academic Senate and takes approximately two hours. Handouts are provided, good practices highlighted and questions answered.

This service is best used at a college or district where there are no significant issues of conflict but a recognition that many participants in local shared governance roles are new and need an orientation or refresher on the required processes.

ADVISORY ASSISTANCE

The **advisory assistance** service is intended to provide a facilitated and structured opportunity to identify possible areas of conflict or different interpretations of the law and regulations and to develop ways to resolve the differences.

The service is conducted by one to two representatives of the Academic Senate and League over four to six hours. The time includes a basic overview presentation for all interested parties and separate meetings with the faculty and with the trustees and administration.

A written advisory report is provided by the assistance team to the district or college within six weeks of the visit. The advisory report seeks to clarify the key issues identified by the team in its visit, makes recommendations for addressing the issues and suggests who might be responsible for embarking on the solutions.

ISSUE RESOLUTION

The purpose of the **issue resolution** service is to provide mediation assistance to a college or district when the parties have reached a stalemate and are unable to resolve their differences on a major issue. This service will not be provided unless the local board, chief executive officer and academic senate agree in advance and are committed and open to address seriously the recommendations of the assistance team.

Prior to the six to eight hour visit of one to two representatives from the League and Academic Senate, focused discussions and investigation occur to clearly delineate in writing the issue to be resolved and the approach to be used. During the visit there will be focused interviews with individuals and groups.

A written advisory report is provided by the assistance team within eight weeks of the visit. Prior to the formal presentation of the written report, the local parties involved will be given an opportunity to clarify, correct or refine the recommendations or statements in the report. The assistance team will return to the college or district to present the report and to answer questions publicly. In addition a follow-up training session to provide guidance on implementing the recommendations will be provided if requested.

SPECIAL WORKSHOPS AND PRESENTATIONS

The fourth service involves **special workshops and presentations** on topics that help local personnel better understand particular issues and various aspects of effective decision-making processes. These jointly presented workshops are designed under the direction of the President of the Academic Senate and the Executive Director of the League, working with local college representatives.

**AB1725 Implementation
ASSISTANCE REQUEST
(Academic and Professional Concerns)**

This form is intended to provide faculty and administrators in California community colleges with a way to request the initiation of a process which may assist colleges in resolving perceived problems in the implementation of AB1725 mandates. It is hoped the form will be filed jointly by the Chief Executive Officer, on behalf of the local governing board, and the local academic senate president. However, a request form submitted by one will be sufficient to initiate the process.

Name(s) **Peter M. Marcoux**

Title(s) **President, Academic Senate**

College **El Camino College**

College Phone 310-660-3254

Email Address
pmarcoux@elcamino.edu

Best time to Call **afternoons**

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Areas of Concern (Check appropriate area):

- | | |
|--|--|
| <input checked="" type="checkbox"/> Shared Governance | <input type="checkbox"/> Budget Process |
| <input type="checkbox"/> Curriculum | <input type="checkbox"/> Disciplines |
| <input type="checkbox"/> Minimum Qualifications | <input type="checkbox"/> Hiring |
| <input type="checkbox"/> Equivalence | <input type="checkbox"/> Tenure |
| <input type="checkbox"/> Peer Review | <input type="checkbox"/> Evaluation of Administrator |
| <input type="checkbox"/> Administrative Retreat Rights | <input type="checkbox"/> Other (please specify) |

Request for Actions: On a separate page briefly explain the nature of the problem, how you have tried to solve it, and the individual(s) involved.

Please mail or fax this form to:

Community College League of California or
2017 O Street
Sacramento, CA 95814
Fax: (916) 444-2954
Email: cclc@ix.netcom.com

Academic Senate for California
Community Colleges
910 K Street, Suite 300
Sacramento, CA 95814
Fax: (916) 323-9867 Email: asccc@ix.netcom.com

May 16, 2008

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Request for Technical Assistance

The Academic Senate of El Camino College would like to request Technical Assistance from the State Academic Senate and the League of California Community Colleges. Specifically we are looking for Advisory Assistance in regards to El Camino's Board Policy 2510: *Participation in Local Decision Making* and guidance in regards to shared governance. The faculty believe that language of the policy is not consistent with the Section 53200, California Administrative Code, and that in some instances the administration is reluctant to adhere not only to the language but also to the spirit of Section 53200 of the California Administrative Code.

First, the central issue of the strained relations between faculty leadership and Administration at El Camino is the language of El Camino's Board Policy 2510: *Participation in Local Decision Making*.

The current policy has subtle differences that weaken the rights and the effectiveness of the Faculty.

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Education Code dictates that the Board will "rely primarily upon the advice and judgment of the academic senate." In contrast, El Camino's policy states that the Board "will normally accept the recommendations of the Academic Senate on academic and professional matters (emphasis added)".

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Although these two statements appear to be similar, the subtle differences seem to allow administration to sidestep or even ignore the recommendations of the Senate and cause a sense of mistrust between major stakeholders on the campus.

Because of this verbal shell game by administration, there are examples showing that neither the language nor the spirit of Section 53200 in the California Administration Code are being adhered to at El Camino College.

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The clearest example of this is, ironically enough, the recent revision and Board approval of Board Policy 2510: *Participation in Local Decision Making* in the fall of 2007, not only without consent of the Academic Senate but also willfully ignoring the written resolution of the Senate which asked the Board not to pass that policy because it did not go through the proper channels (i.e. senate) and did not take into consideration of the faculty's rights in the important policy. As of this writing, neither the Board nor Administration has yet to respond to the recommendation in the form of the resolution.

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There have also been instances where courses were stopped by the President from being presented to the Board without providing written explanation or following the colleges own Board Policies.

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Additionally, the Senate in the past four years has passed recommendations in the form of resolutions to the Board/Administration regarding matters the Senate believe fall within the ten plus one items. For

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the most part, these recommendations have been ignored and rare have been shared with the Board of Trustees. Only on two occasions, both in October 2007, have any written responses to a senate resolution been provided. Even for these two occasions, the written responses did not result in mutual agreement or resolution to the problems, as is prescribed by Board Policy.

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The Senate would like to express that for the most part El Camino College succeeds at striving for shared governance. However, there are instances, as noted above, where we have failed. These failures have festered and have caused problems between administration and faculty. We have tried to work with administration to solve these problems but administration has refused to believe that problems even exist, despite the admonitions of all of the past four senate presidents. This is best supported by the fact that they refuse to jointly request assistance. It is the belief of the Senate that fixing these problems now will help avoid larger, more serious problems in the future.

