

The Faculty Take on Student Learning

Inside Higher Ed

April 4, 2011

PHILADELPHIA -- As national and campus debates about student learning outcomes and now college completion have intensified in the last several years, faculty groups and individual professors have largely weighed in from the sidelines, rarely stepping into the actual fray. Whether that's because they have chosen not to participate, or because the policy makers and politicians leading the discussions have not sought to involve them, is a matter of debate -- and both are probably true.

AFT Higher Education, the division of the American Federation of Teachers that represents more than 200,000 college and university instructors, professional staff and graduate students, hopes to change that state of affairs with a new effort aimed at injecting its members (and professors generally) more directly into national and campus discussions about how, and how successfully, colleges educate students.

The campaign, which was formally begun at the group's national higher education issues conference here this weekend, included the release of a report, "Student Success in Higher Education," a summary of focus groups with students, and a session in which the group's members discussed the reports and the faculty role in student success with several national experts on learning. In the coming months, AFT plans to step up its discussions with national groups and foundations that are working on student success issues and to provide funds to local affiliates to help them with student learning initiatives on their campuses.

What is AFT doing stepping onto a minefield that seems to have little to do with the bread-and-butter wage and working-conditions issues on which it and other faculty unions have historically focused? Sandra Schroeder, president of AFT Washington (State) and chair of AFT's Higher Education Program and Policy Council, acknowledged that AFT has long ceded such terrain to campus faculty senates.

And while it's an obvious understatement to say that AFT and other unions have plenty of wage and work place issues to worry about right now (see related article), Schroeder said that the union's leaders know that their whole reason for "trying to keep our profession intact" is its underlying purpose -- educating students -- in which they believe deeply.

The union has chosen to get directly involved, said Lawrence N. Gold, director of AFT Higher Education, because as conversations about student learning outcomes and college completion have intensified (often without meaningful faculty involvement) at the national, state and campus levels, "so much of what our people hear is off-course." Among the flawed ideas, as Gold and AFT see them: calls for nationally standardized measures of student learning, for tying state funding to seriously flawed measures of graduation rates, and for significantly increasing the number of Americans with college credentials without sufficient concern for the quality of those degrees and certificates.

Tempted as many rank and file faculty members might be to respond to what they see as flawed assumptions by fighting back or withdrawing from the conversation entirely, that strategy ultimately does not serve professors or their students well, AFT officials acknowledge.

Professors' constant naysaying about efforts to assess student learning allows critics to write them off, fairly or not, as not caring about students -- not a helpful political posture at a time when anti-faculty sentiment appears to be on the rise.

And perhaps more important, the AFT report states, "a lot of what goes wrong with so many curriculum, teaching and assessment proposals is caused by the fact that classroom educators -- along with their knowledge of pedagogy and experience with students -- are not often at the center of the program development process. The perspective of frontline educators should assume a much more prominent role in public discussion about student success and about the most appropriate forms of accountability for assessing it."

The Faculty Perspective

No one reading the AFT's statement on student success will mistake it for the report of Margaret Spellings' Commission on the Future of Higher Education or other missives that focus on student learning measures as an accountability tool or urge colleges to produce more graduates with fewer resources.

The document is threaded, for instance, with warnings that colleges and professors will be unable to educate more students -- and to give them a meaningfully substantive education -- unless public investment in student financial aid increases and state disinvestment in public higher education ceases.

"[T]oo many policy discussions of student success avoid serious consideration of financial factors, as though investment in learning is not connected to student success," the AFT report says. "Paying for college is just about the biggest obstacle [students] face in completing their studies. Concerns about finances also lead students to work too many hours, which hampers their chances for success. Finally, students report that large class sizes, limited course offerings and difficulty in getting enough personal attention from overworked faculty and staff are key obstacles to their achievement."

Elsewhere in the document is an even more direct assertion that the decline in full-time faculty positions and the lack of support given to their part-time replacements seriously hampers student progress. "A real and lasting solution to the problems of college student retention and attainment will not be achieved without greater government support," it states.

But while the report contains numerous nods to faculty concerns that clearly mark it as coming from that perspective, it is perhaps more noteworthy for the common ground it inhabits alongside the student learning establishment. Many might be surprised to read in a document produced by a faculty union a statement like this: "AFT members fully agree that retention is not what it should be and that some action must be taken to improve the situation." (Yes, the intro to that sentence is "Even though the measurement of graduation rates is deeply flawed," but still....)

Or this: "Government has an obligation to hold institutions accountable for achieving demonstrably good results -- our members believe this very strongly." The AFT report's endorsement of "longitudinal tracking of students as they make their way through the educational system and out into the world beyond" is likely to jolt observers who believe that faculty members do not want to be held accountable.

And the AFT's own attempt to define the "elements of student success" -- the knowledge, intellectual abilities and technical skills that students should accumulate as they move through a higher education -- bears a striking resemblance to the Degree Qualifications Profile that the Lumina Foundation for Education released in January (and that a top Lumina official, Holiday Hart McKiernan, discussed with AFT members at the conference Sunday).

Praise and Pushback

McKiernan strongly praised the AFT report, noting that Lumina officials believe that a successful effort to increase the number of Americans with high-quality higher educations could not succeed without the full cooperation and involvement of faculty members.

Other national figures in the student learning outcomes conversation also welcomed the AFT initiative. Peter N. Ewell, a vice president at the National Center for Higher Education Management Systems, had several criticisms of the paper itself -- he questioned the link between institutions' resources and their student learning outcomes, for instance, noting great variation in the performance of colleges with similar per-student expenditures. But Ewell called the AFT paper a "very constructive sign of engagement," and said it was a "very positive development to see a faculty union wanting to be cooperative."

"I think this is a sincere effort by AFT," Ewell said.

George Kuh, project director of the National Institute for Learning Outcomes Assessment, said the paper is "largely a summary of what many other knowledgeable people have been saying," and breaks little new ground. But the fact that it comes from a group that represents faculty members who have often been (or been viewed as) recalcitrant about assessing learning is noteworthy, he said.

"It's a clear attempt to bring its membership along to think more deeply and in more meaningful ways about student learning," said Kuh. "It is pretty clear that AFT leadership thinks its members need to be doing more, and when a membership organization wants its membership to do something, there's a challenge. If you're too strident in tone, people may walk." AFT appears to have struck that balance well, Kuh said. "It speaks to its membership from an authoritative, informed and responsible position."

Judging by the audience's reaction during Sunday's discussion about the report, AFT appears not to have gotten too far out in front of its members, as no rotten tomatoes (or even harsh words) flew as AFT officials described the student learning initiative.

But lest anyone think that the rank and file AFT members are ready to join forces with the Bill & Melinda Gates Foundation's push for greater faculty productivity, audience statements during the Q&A session (in which questions were few and far between) quickly revealed otherwise.

"Students are coming into our institutions with no skills -- they can't read, they can't write," said a faculty member at one Pennsylvania community college.

Another noted the success that his institution's federally financed TRIO program had had in retaining significant numbers of academically underprepared students -- as well as how

expensive the program was, and therefore difficult to expand. "If there ain't no money on the table" to accompany the demands for greater student outcomes, he said, "we can't get this done."

— **Doug Lederman**

The Other 'Summer Melt' in Admissions

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"Summer melt" -- referring to those students who commit to enroll at a given college but then don't do so -- has been the subject of much discussion in recent years. Articles have focused on the challenges that colleges face when students put down multiple deposits (which they aren't supposed to do), throwing off projections of "yield," the percentage of accepted applicants who actually enroll. Students and their families have been encouraged to play off of colleges' fears of too much summer melt to ask for more financial aid (frequently of the sort that is not based on financial need).

But there is another kind of summer melt -- one that may have much more of a societal impact than whether a middle class student ends up at College A or College B and one that affects students who wouldn't have the money to put down multiple deposits. This kind of summer melt involves low-income students who have almost made it into college, but may not make it there -- students who applied, were admitted, filled out their financial aid forms, and qualified for substantial assistance.

A paper being presented this week by Benjamin L. Castleman and Lindsay C. Page, both doctoral students in education at Harvard University, shows significant summer melt for such students, especially those planning to enroll at community colleges. The paper -- which will be presented at the annual meeting of the American Education Research Association, in New Orleans -- suggests specific actions colleges and other institutions can take to minimize this kind of melt.

Given the importance of community colleges in starting students (especially low-income and minority students) on the path toward bachelor's degrees, the paper suggests that addressing this kind of summer melt may be key to various national goals for increasing the percentage of the public with either an associate degree or a bachelor's degree.

Castleman and Page examined the patterns of college enrollment of high school students tracked in two databases. One was the ACCESS program that works with low-income students in the Boston public schools to help them get aid for college. The other was a national database -- the Education Longitudinal Study of 2002. The former, while from one large city, focused on students who in many ways are key to increasing educational attainment -- those who are low-income but have connected to a program that will find them aid. And most of the students are so low-income that most would have no expected family contribution and so would qualify for maximum levels of federal and (in many cases) institutional aid.

Over all, Castleman and Page found that 22 percent of the ACCESS students who were "college intending" at high school graduation (and who thus seemingly could enroll) melted during the summer. The figures varied significantly based on the college to which students expected to enroll: melt was 19 percent for four-year institutions and 37 percent for community colleges. The lower students' income is, the more likely they are to melt.

In looking at characteristics of the students who enroll and those who don't, the research found strong impact of parents and peers. Students who "talked frequently with their parents about college" are 7 percentage points more likely to enroll than are those who talked only infrequently with their parents. The researchers also found "strong and positive association" between the proportion of a student's friends with college plans and college enrollment. If most of a student's friends plan to enroll, the student is 14.2 percentage points more likely to enroll.

Among the possible implications of their findings is that high school counselors need to stay in touch with low-income students over the summer, to be alert for signs of melt so that intervention is possible. (The authors note that this and other ideas that cost money may be difficult for the financially strapped schools that serve many such students.) Castleman and Page write that their research suggests that the most effective counselors in the summer between high school and college will be those who already have a relationship with the students. They also suggest the use of social networking as a way to stay in touch with these students and help them deal with last-minute obstacles to enrollment.

While a number of colleges have "bridge" programs that help disadvantaged students the summer before freshman year, the authors note that, while these programs are successful, very small percentages of low-income students actually enroll in them or have the chance to do so.

The researchers are planning a random trial in Boston this summer -- with other researchers conducting similar trials in Fort Worth, Tex., and Fulton County, Ga. -- to see if specific intervention strategies can minimize the melt.

They write that they hope to find approaches that could be carried out, given that their research demonstrates that low-income high school graduates with college plans are "particularly susceptible" to having those plans fall apart.

— **Scott Jaschik**

Presidents Defend Their Pay as Public Colleges Slash Budgets

The Chronicle of Higher Ed

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By Jack Stripling and Andrea Fuller

If there's a sure lesson from the economic recession, it's that perception matters.

When Wall Street bankers took taxpayer bailouts and then made off with big bonuses, they were vilified. Moral outrage ensued when chief executives of the Big Three automakers flew into Washington on private jets to ask for a government rescue.

Indeed, America's anemic economy ensures that people at the top of the heap, including some public-university presidents, will often have targets on their backs, particularly if they are asking for more state or federal support.

The highest-paid public-college executives, who receive compensation packages in the high six figures and more, walk a difficult political tightrope. They must at once argue that their state budgets have been cut to the bone and need to be restored, while at the same time acknowledging their rarefied personal financial circumstances in states where layoffs, program closures, and pay reductions have been all too common. In making that case, presidents and the trustees who set their salaries have for years argued that, irrespective of economic conditions, those presidential pay levels are fair, necessary, and performance-driven. While that case appears to have been effectively made in many states, some higher-education officials and compensation experts say a prolonged budget crisis could hamstring the wealthiest presidents as they argue that their institutions are deserving of increasingly scarce public resources.

Bob Graham, a former U.S. senator who helped shape Florida's higher-education system when he was governor, said he viewed high presidential salaries as a "potential vulnerability" for universities trying to stave off major budget cuts. According to Mr. Graham, the high pay allows lawmakers to say, "Look at how much the head of this operation is getting paid. If that's a reflection of how effectively their resources are being used, they could probably take a reduction in their resources."

So how well paid are college presidents? Given the complexity of presidential contracts, which often include bonuses and deferred compensation paid out over multiple years, *The Chronicle's* compensation survey this year provides two different measures to answer that question. The "total compensation" figure shows the amount of base pay, bonuses, and deferred compensation a president actually collected in the 2009-10 fiscal year. The "total cost of employment" number includes base pay, bonuses, and all of the money the university and the state set aside for the president during the fiscal year. This figure includes deferred compensation that may or may not be paid out in future years, depending on whether the president remains in the position to reap the full rewards of a contract. This marks the first year that *The Chronicle* has reported pay this way, meaning these figures are not comparable with those from previous years.

The median total compensation for college presidents in 2009-10 was \$375,442, and the median total cost of employment was \$440,487. On both measures, E. Gordon Gee, president of Ohio State University, topped the list, earning more than \$1.3-million in total compensation. His total cost of employment was more than \$1.8-million.

Among the highest-paid presidents for years, Mr. Gee has helped set the bar, creating an environment where compensation nearing the million-dollar mark for public-university leaders has lost some of its taboo and is becoming more common, said Stephen Joel Trachtenberg, who was among the highest-earning private-college presidents before stepping down as George Washington University's president in 2007. Moreover, college presidents' jobs are increasingly complex, and "frankly, I think they are earning" what they're paid, said Mr. Trachtenberg, now a consultant with Korn/Ferry International, an executive-search firm.

Some lawmakers, however, are ambivalent about what seems the new normal for presidential compensation. They want the best leaders, but they cringe at the cost.

There is a "throw-your-hands-up-in-the-air sort of sentiment toward it," said State Sen. Peggy B. Lehner, a Republican who chairs the Education Committee in the Ohio Senate. "We recognize that to get the very best it's a competitive process, so it's the whole system across the country that is probably out of kilter."

As states struggle with shrinking budgets, compensation at public universities isn't something lawmakers should "take off the table" as a policy issue, added Ms. Lehner, an ex-officio member of the Ohio Board of Regents. Even though Mr. Gee's compensation may seem like "small peanuts" in the grand scheme of Ohio State's \$4.8-billion total 2010-11 budget, it sets a high bar at the top, against which other administrative salaries are naturally measured, she said.

Defending Pay

Universities have been forced to make numerous defenses of presidential pay apart from budget crises, including the argument that a leader's salary makes up a small percentage of university budgets. When presidents or trustees are asked about top-tier pay, they also often mention that private corporations of equal size and complexity reward chief executives with far greater compensation.

"We're a \$20-billion operation with a complicated structure and mission, and it takes talented people to manage the organization," said Daniel M. Dooley, senior vice president for external relations at the University of California, who spoke about the compensation of the system's president, Mark G. Yudof. "We pay Mark \$600,000 a year, and the overall budget for the university system is about \$20-billion. There are very few organizations with a \$20-billion budget where the CEO makes only \$600,000."

Mr. Yudof ranks seventh for total cost of employment, with \$783,103 in 2009-10.

As more college employees are forced to take pay cuts, some presidents have taken steps to demonstrate that they're sharing in the sacrifice.

When Mr. Yudof introduced furloughs, in 2009, he used a tiered system that forced the system's highest earners, including himself, to take the most furlough days, equivalent to 10-percent salary reductions.

Other presidents voluntarily gave up or donated some of their pay in the 2009-10 fiscal year. Mr. Gee used his bonus to finance scholarships and other university efforts. Gary D. Forsee, president of the University of Missouri, declined to take \$100,000 in performance-based incentive pay for which he was eligible under his contract. And Elson S. Floyd, president of Washington State University, volunteered to take a \$100,000 reduction in his salary in light of budget difficulties facing his university.

But efforts by college presidents to manage public perception have not quelled all criticism. State Sen. Leland Y. Yee, a California Democrat, has introduced legislation aimed at curbing presidential compensation at public universities.

"When you hear about what these regents are paying the presidents and chancellors of a university or an individual campus, it's kind of a surreal feeling," he said. "It's almost like you're kind of in a dream."

Presidential pay is sometimes justified by drawing comparisons to peer institutions. The University System of Maryland adopted a policy several years ago that sets pay for senior executives at the 75th percentile of peer universities. William E. Kirwan, the system's chancellor, said the policy has helped assure lawmakers that there is a sincere effort to keep salaries competitive without being the highest in the university's peer group.

"That made a huge difference," Mr. Kirwan said. The salaries were not set "at a whim or random."

Nevertheless, he added, there are still legislators who "grumble" about his total compensation—\$716,744 in 2009-10—and that of others.

Potential Political Target

Several of the highest-paid public-university leaders hail from states facing the biggest budget gaps, as estimated by the Center on Budget and Policy Priorities, which studies federal and state budgets with the aim of protecting the nation's poor. Among the 10 states with the largest projected deficits for the 2011-12 fiscal year, measured as a percentage of their current budgets, two are home to university-system leaders who fall within the top 10 in terms of the total cost of employment. They are Francisco G. Cigarroa, chancellor of the University of Texas, and Mr. Yudof, of California.

As public universities work to demonstrate greater efficiency, high presidential pay could become a symbol of misplaced resources, said Dean A. Zerbe, who helped U.S. Sen. Charles E. Grassley, an Iowa Republican, investigate college spending practices. Not unlike the "\$800 hammer" cited decades ago by critics of military spending, compensation that appears excessive is an easy political target, Mr. Zerbe said. Such criticism is only likely to grow amid the antispending fervor sweeping the country, he said.

Raymond D. Cotton, a lawyer who specializes in presidential contracts, agreed.

"We now have the Tea Party, which we didn't have before, and they're going to raise their voices," Mr. Cotton said. "We haven't heard much from them in higher education, but it's only a matter of time."

Despite those concerns, many lawmakers and politicians say that executive compensation is a low priority in their state capitals. Alan G. Merten said he has never heard a peep from lawmakers about his compensation during 15 years as president of George Mason University. Mr. Merten ranks 10th in total compensation, with \$633,631 in 2009-10.

"There's probably an understanding on behalf of members of the legislature of market forces," said Mr. Merten, who recently said he would step down in 2012. "This is never talked about."

State Sen. Dick Brewbaker, a Republican who is chairman of Alabama's Senate Education Committee, said presidential pay wasn't on his radar because there were so many more-pressing

budgetary issues. Diminished resources for public elementary and secondary schools, for instance, have demanded far more attention in his state.

"You've got to kill the snakes closest to you," he said. "Re-examining compensation for university presidents is pretty far down the list."

But some lawmakers have followed the lead of State Senator Yee in California. In Texas, the Senate Committee on Finance questioned Scott B. Ransom, president of the University of North Texas Health Sciences Center at Fort Worth, when his base salary of \$904,562 was made public. During a recent legislative hearing, Sen. Dan Patrick, a Republican, suggested that Dr. Ransom's pay as a public president was difficult to square with the state's budget shortfalls. (The institution is not included in *The Chronicle's* survey, which features only universities classified as research universities by the Carnegie Foundation for the Advancement of Teaching.)

"I don't believe in class warfare, and people work hard," Mr. Patrick said at the hearing. "But you have to understand, that's a lot of money. A lot of money. And when we're sitting here having to make tough decisions, and people are losing their entire jobs, it's pretty hard to deal with."

The most vulnerable presidents may not be the highest-paid, but those who fail to meet the expectations of trustees and lawmakers, Mr. Merten said.

"If you're doing a good job, you're all right," he said. "If you're not, you should be in trouble and will be in trouble."

To ensure presidents are doing a good job, some public-university boards say they're taking more steps to hold college leaders accountable. At the University of Central Florida, where John C. Hitt's \$800,703 total cost of employment ranked him fourth among public-college presidents, trustees have developed an incentive-based compensation model that ties Mr. Hitt's bonuses to meeting benchmarks.

"He literally could lose 30 percent of his total compensation in any year because he didn't hit metrics," said Richard J. Walsh, chairman of the university's Board of Trustees.

Mr. Hitt's performance goals fall under the broad categories of fund-raising, improving admissions standards, and increased degree production. And the benchmarks have teeth, Mr. Walsh said. Indeed, in 2010-11, a period not represented in *The Chronicle's* survey, Mr. Hitt was denied nearly \$70,000 in potential earnings for falling short of some goals. Mr. Hitt's office said he was unavailable to be interviewed for this article.

Mr. Hitt's pay increases have placed him ahead of the president of Florida's flagship university, another fact that opens his compensation to scrutiny. J. Bernard Machen, president of the University of Florida, is the third-highest-paid president in the state, with a total cost of employment of \$523,668. Mark B. Rosenberg, president of Florida International University, also earns more than Mr. Machen.

Carlos Alfonso, vice chairman of the University of Florida's Board of Trustees, said it's natural to measure a president's salary against others in the state. At the same time, however, there has been no push to revisit Mr. Machen's compensation, particularly in this economic environment, he said.

"Part of me says that yeah, I want to compare," said Mr. Alfonso, who is chief executive of an architectural firm in Tampa. "But part of us says we've got this austere situation in Florida, and our president has been very fair with us and provided us great value."

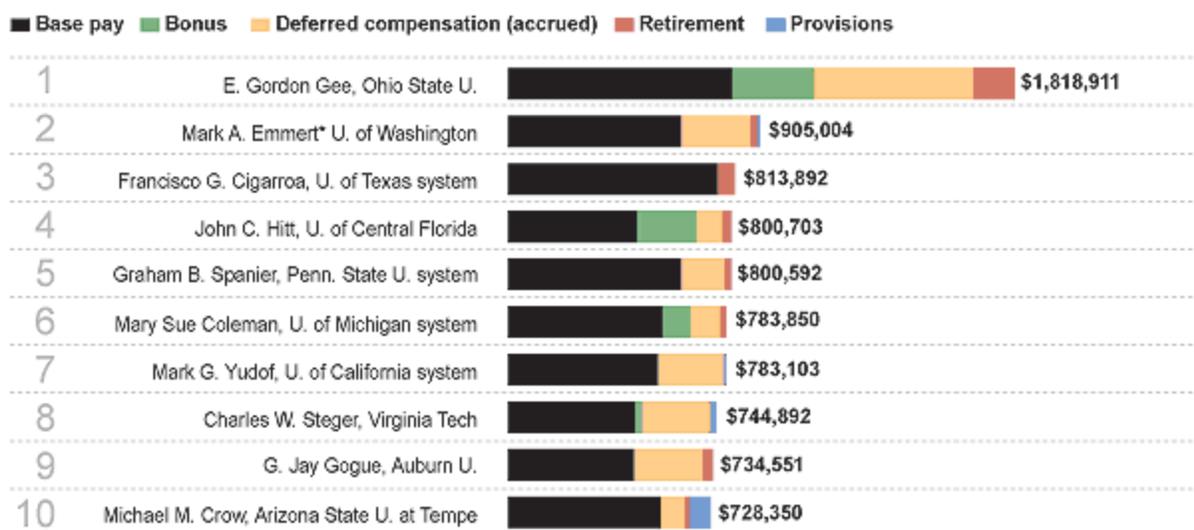
University boards would be well advised to demonstrate the value their presidents bring to the institution and the state, said Eric Dezenhall, a crisis-management consultant, who has worked with colleges. But while a strong record of success can dampen criticism, well-paid presidents can never fully insulate themselves from public rebuke, Mr. Dezenhall said.

"There is no way to make people feel good about somebody making what they regard as too much money in a bad economy. There is no secret, clever PR trick," he said. "Of course, the figures who are getting the money want it both ways. They want the money, and they want everybody to love them."

Highest-Paid Chief Executives at Public Colleges, 2009-10

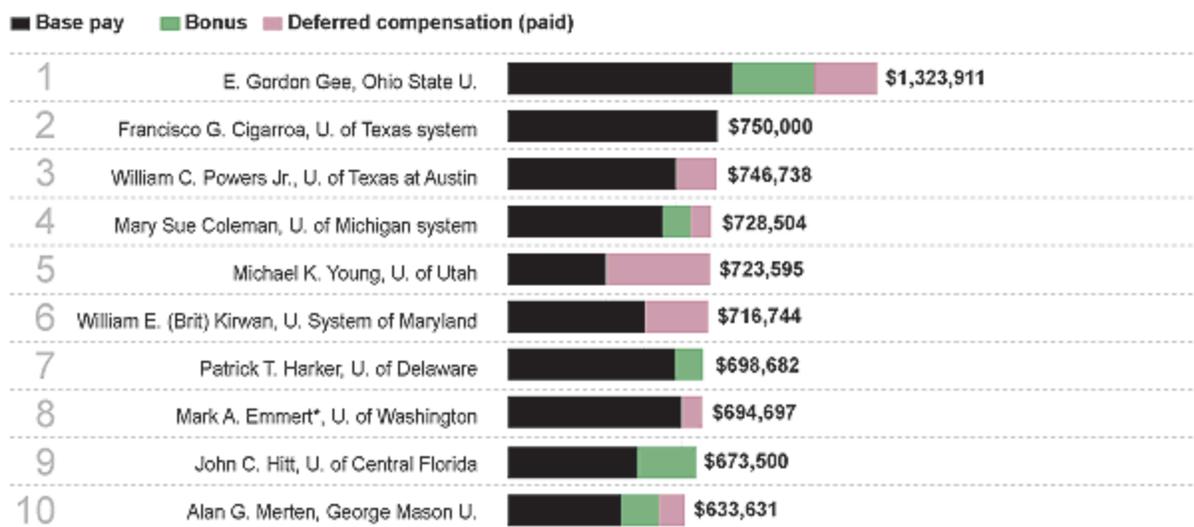
By total cost of employment

Total cost of employment is defined as the cost to the university and the state of employing the chief executive during the fiscal year, counting base pay, bonuses, deferred compensation and retirement set aside during the year, and other provisions, such as housing and car allowances, tuition assistance, and related spousal pay. It does not include deferred-compensation payouts.



By total compensation

Total compensation is defined as actual dollars received by the chief executive during the fiscal year in base pay, bonuses, and deferred-compensation payouts.



* No longer in office

As Universities Fend Off Budget Cuts, Some Researchers See Possible Benefits

The Chronicle of Higher Education

April 3, 2011

By Paul Basken

New York

As the federal government veers toward a possible shutdown this week, Republican lawmakers may have found some unexpected support for their quest to cut money for academic research: university researchers.

At a science-policy forum assembled last week by Arizona State University, three prominent university researchers expressed varying degrees of support for the proposition that the quality of federally financed research might improve if there was less of it.

"The more you spend, the less you think," said one of the researchers, Paul Davies, a college professor and theoretical physicist at Arizona State.

He and other researchers were joined in their critiques by Arizona State's president, Michael M. Crow, who wrote an article appearing in the current edition of the journal *Nature* that calls for "a radical restructure" of the National Institutes of Health, the nation's leading provider of research money to universities.

U.S. taxpayers spend more than \$30-billion a year through the NIH, with more than half going to universities. But that much spending isn't giving Americans a corresponding increase in their overall quality of health, said Mr. Crow, who played host to the annual policy discussion here at the Penn Club. That's due in large part to "outmoded beliefs" at the NIH about how best to organize its pursuit of meaningful science, Mr. Crow wrote in *Nature*.

Researchers at the science forum expressed caution toward endorsing actual cuts, especially on the scale advocated by some Congressional Republicans. But they questioned whether taxpayers were getting full value from the \$25-billion the federal government spends each year on university-based research, and talked of possible benefits from occasionally forcing scientists to compete for fewer dollars.

Freeman J. Dyson, a renowned theorist and retired professor of physics at the Institute for Advanced Study in New Jersey, said large-scale research projects seem especially wasteful. Martha J. Farah, a professor of natural sciences at the University of Pennsylvania, said cutting federal spending on science might have some benefit, but only if agencies such as the NIH had better systems for ensuring the best projects win approval.

"Theoretically, if we could perfectly prioritize science, in terms of what's long-term going to be the most advantageous, then what these guys were saying makes some sense," Ms. Farah said, referring to Mr. Davies and Mr. Dyson.

A Politically Charged Climate

The suggestions come at a politically vulnerable time for university researchers. Some Republican lawmakers are demanding \$61-billion in cuts from the current year's \$3.8-trillion federal budget, and Congress may allow the government to shut down if it cannot reach an agreement by Friday. The Republicans have called for cuts of as much as \$1.63-billion, or nearly

5.4 percent, from the NIH, and \$359.5-million, or 5.2 percent, from the National Science Foundation.

By and large, universities are aggressively fighting the proposed cuts. Just two days after the event here, a group of eight university presidents and chancellors met with six U.S. senators at the Capitol to emphasize the importance of federally financed university research to local economies.

The relationship has "been arguably the most successful investing partnership in the world," Samuel L. Stanley Jr., president of the State University of New York at Stony Brook, said in a statement after the meeting.

Critics can justifiably criticize aspects of federal spending on science, said Patrick J. Clemins, director of the budget and policy program at the American Association for the Advancement of Science. But calls for cuts right now could be dangerously counterproductive, Mr. Clemins said.

"Congress is looking for reasons to back up these cuts," he said. "There is potential for them to look at these comments made and take them out of context, for sure."

Dissatisfaction with governmental spending practices is common within higher education. Researchers and administrators, however, typically stop short of suggesting possible benefits in reduced federal support.

The departing president of the Association of American Universities, Robert M. Berdahl, suggested in 2009 that the nation may need "fewer but better" research universities. The editor in chief of the journal *Science*, Bruce Alberts, wrote an editorial last year saying the NIH had created a system of perverse incentives that encourage U.S. universities to "to expand their research capacities indefinitely." Their organizations, however, both advocate overall increases in federal spending on science.

Applicants for federal grant money currently have success rates of around 10 percent, leaving many worthwhile projects languishing for a lack of financial support, Mr. Clemins said. "The less funding there is," added Barry Toiv, a spokesman for the AAU, "the more conservative researchers become, as they are convinced that only the most surefire research will get funded."

'Serendipity in Science'

Mr. Davies said he certainly welcomes more support for quality science. "But just throwing money at a problem is often counterproductive," he said. "What you find, if you look back at the history of science, is major targeted research programs that have very large amounts of funding tend to return very little per dollar, and you often find that big breakthroughs come from somewhat impoverished programs."

A British national, Mr. Davies cites with admiration examples such as Jocelyn Bell, who made her groundbreaking discovery of pulsars in 1967 using a radio telescope fashioned from chicken wire in a field outside Cambridge, England. Too much federally financed research in the United States requires researchers to lock in their ideas for years at a time, while writing extensive formal reports describing their progress, he said.

"It really doesn't allow researchers to wake up in the middle of the night with a brilliant idea and think, 'Yeah, let's forget what we were doing yesterday—there's a great opportunity to go down this path,'" he said.

Mr. Dyson, now 87, said he's advocated reduced governmental spending in the past, saying, "Cut the research budget and see better science." He said he doesn't endorse that extreme step now, but he still sees too many instances in which large projects are wasting money that could be

spent on smaller grants and on "unfashionable fields" with a much greater likelihood of a meaningful breakthrough. Private donors often do a much better job of supporting science without excessive red tape, he said.

Ms. Farah said that reducing funding might cull bad scientists, but she said the problem with such a step now is that the NIH and other agencies don't have a reliable system for determining the worst 10 percent of the projects it supports. "The worst thing in the world is to have less money and peer review that people don't have faith in," she said.

Mr. Crow suggested in his article that the NIH, now divided into 27 units based largely on individual types of diseases, could do better by realigning itself into three institutes focusing on biomedical-systems research, health outcomes, and sustainable-cost models. "Such a change would reflect today's scientific culture, which is moving toward convergence," he wrote, "especially in the life sciences, where collaboration across disciplines is becoming the norm."

NIH officials acknowledged they need to keep improving the ability of researchers to work and collaborate without unnecessary interference and obstacles. Sally J. Rockey, the NIH's deputy director for extramural research, said a survey by the Federal Demonstration Partnership—a coalition of federal agencies and universities—found that scientists report spending more than 40 percent of their time on administrative issues involving grants.

"That is an extraordinary amount of time," Ms. Rockey said, "and we do try to do everything we can to try to reduce the burden on both scientists and on the institutions."

And critics may be overstating the problem, she said. Most NIH support is provided through grants, rather than contracts, allowing scientists to work without any requirement of "specific deliverables," Ms. Rockey said. "We still have expectations that a person will pursue the objectives that they propose," she said. "But there is this flexibility in here to allow for serendipity in science."

The NIH also has its Pioneer Awards program to provide the less-structured support to accomplished scientists that Mr. Davies and Mr. Dyson advocate, Ms. Rockey said. The Pioneer Awards program is only a few years old, and its budget is still much smaller than that of NIH's traditional grant programs, though that could change, said Kathy L. Hudson, NIH deputy director for science, outreach, and policy.

"It's probably getting close to time to evaluate that and see what produces the more innovative high-impact science," Ms. Hudson said. And over all, the NIH and other federal agencies will team up in an effort called Star Metrics to carry out comprehensive analyses of the benefits of government investments in science. Mr. Davies said a reduction in resources brings about its own discipline. "If you've got a limited budget, you've really got to sit down and think very carefully about what you're going to do and what you can achieve on a shoestring," he said.

Appointed CEO, DR. Curry Comes “Straight Outta Compton’

Los Angeles Sentinel, March 31, 2011

As CEO of Compton Community College, Dr. Keith Curry is in a unique position to make the college 'whole' again, academically

**By Yussuf J. Simmonds
Sentinel Managing Editor**

Ann Marie Garten, Director Community Relations, El Camino College Compton Center

Born and raised in Compton, Dr. Keith Curry said "Our goal for this district is to once again have a college." And as the interim chief executive officer, that is the focus of his goal: to make the college once again a bastion of academic excellence.

The Special Trustee for the Compton Community College District (CCCD), Dr. Genethia Hudley-Hayes, appointed Dr. Curry, who has served as the El Camino College Compton Center dean of student services since 2006, as the interim CEO.

In defining his position as CEO rather than the traditional president or superintendent, Dr. Curry said, "When the (Compton) college entered into the partnership with El Camino College (ECC), the title of president/superintendent to first provost/CEO because Compton Community College does not have a college. Then it was changed to chief executive officer when the college did a re-organization about a year and a half ago; so now we have a vice-president of the EL Camino College Compton Center, who is Ms. Barbara Perez and we also have the CEO of Compton Community College District."

"Dr. Curry is widely known for his dedication to promoting and supporting programs to help students succeed and reach their academic goals," said CCCD Special Trustee Hudley-Hayes. "His demonstrated leadership skills, ability to assess and quickly respond to student needs, and his familiarity with the Compton Center and the community are all assets he brings to this position."

Many existing student support programs expanded and others were created under Curry's leadership, most notably the First Year Experience (FYE). Established at ECC Compton Center two years ago, FYE offers a supportive educational environment that encourages student success through shared learning communities and services such as counseling, mentoring, orientation, and campus tours. The first year of the program, 68 students participated; by the second year, the enrollment more than doubled with over 140 students.

Compton Community College had its accreditation revoked by the accrediting commission since 2006 and at present, that accreditation has not been returned to the college. According to Dr. Curry, "Compton Community College District does not have a school or accreditation. By entering into a partnership with El Camino College, we are able to provide accredited courses on our site." There is a Compton Community College District with no college and it is important to note that what has happened in Compton has never happened anywhere in the State of California.

Curry previously served at the University of California, Irvine as director of the Early Academic Outreach Program. In this position, he worked with incoming freshman students to help them succeed in college. While at UC Irvine, Curry was instrumental in re-establishing a partnership between local school districts, including Compton Unified School District and the University of California, Irvine.

Dr. Curry has strong family ties to the community. His service to the community included volunteering as chair of the Compton Unified School District Achieving College Partnership and serving on the Compton Unified School District Foundation board; he also co-authored the Compton Unified School District Gear-Up proposal during his tenure at UC Irvine.

Curry earned his doctorate degree from the University of California at Irvine, and a bachelor's degree from the University of California at Santa Cruz. In explaining his association with AB 318, an assembly bill that was authored by former assemblyman, Dr. Mervyn Dymally, and was the source of Dr. Curry's Ph.D. dissertation, he said, " What happened through the dissertation writing process, I came up with a topic looking at the effects the de-accreditation had on the faculty, staff and administrators. And from that I did a survey of one-on-one interviews and study groups examining how the de-accreditation of Compton College the employment groups. What I found from that was the staff, faculty and administrators at the district supported (AB) 318."

"I look forward to this opportunity to continue serving students and my hometown," Dr. Curry said. "I am encouraged by the positive spirit of collaboration I see as we work together with our partner, El Camino College, to achieve this goal."

His professional affiliations include working with the African American Male Educational Network and Development (A"MEND) organization, and the Association for California Community College Administrators. Dr. Curry is married to Nina Elizabeth Scott-Curry, and has one son Kamilo Ali Curry (1 year old).

Dr. Curry assumed the interim CEO position immediately after being appointed. The search process for a permanent CEO, following Board Policy 2420, will get underway in the future.

Haircut-a-thon benefits cancer patients

The Daily Breeze

From staff reports

Posted: 04/04/2011



Instructor Gino Rock cuts locks of hair from Rafael Lopez. El Camino College Associated Students Organization held a haircut-a-thon Monday at the college's Cosmetology Department. Participants donate a minimum of eight inches for cancer patients, or two inches that will be used to absorb oil in the ocean for Matter of Trust. The event will also be held Tuesday, April 04, 2011. Photo by Steve McCrank / Daily Breeze (STEVE McCRANK)

Haircut-a-thon will benefit cancer patients, environmental cause: Anyone with a few tresses to spare will have an opportunity to part with them for free at El Camino College today and Tuesday - all for the benefit of cancer patients.

The public is invited to a spring haircut-a-thon, a hair donation event that features free haircuts and manicures.

The event will be from 8:30 a.m. to 4:30 p.m. both days in the college's cosmetology department.

Participants are asked to donate a minimum

8 inches of hair to make real-hair wigs for cancer patients. The haircut-a-thon is happening in partnership with Pantene Beautiful Lengths, a charity program that encourages women and men to grow, cut and donate their locks to make wigs for women who have lost their hair due to cancer treatments.

Donors can also choose to get a trim of a minimum 2 inches of hair to help absorb the oil in the ocean for Matter of Trust, an ecological public charity that runs the Hair Mat Oil Spill Program. Salons worldwide send hair clippings, which are woven into mats that can soak up oil and clean our beaches and harbors.

Trustees Are Pressed to Demand Data About Educational Quality at the Colleges They Serve

The Chronicle of Higher Education

April 4, 2011

By Jack Stripling

Los Angeles

In an environment where lawmakers and the public at large are raising tough questions about the quality of higher education, college trustees are being pressed to apply the same type of scrutiny to their institutions.

Assembled at the annual meeting of the Association of Governing Boards of Universities and Colleges here on Monday, college trustees wrestled with their dual roles as the biggest cheerleaders and harshest skeptics of the institutions they serve. David W. Miles, president of the Iowa Board of Regents and a participant on a panel about governance challenges, suggested college boards will gain credibility only if "no one is asking harder questions of our institutions than we are."

Mr. Miles's suggestion mirrors a statement issued on Monday by the governing-boards association. Boards should be demanding more information about student-learning outcomes at their colleges, while showing deference to faculty expertise in shaping curricula and creating the tools to assess educational quality, the statement reads.

The statement follows a 2010 association survey of board engagement, which found that 62 percent of trustees thought their boards spent insufficient time discussing student-learning outcomes. Without concrete data showing student achievement, such as graduation rates and passage rates for professional examinations, trustees will be unable to respond to increasing questions about the true value of degrees their colleges award, speakers here said.

"The institution of higher education has been measured so long by the inputs and not by the outputs," Mr. Miles said.

"The conversation," he added, "should be about what do you want these institutions to accomplish for the state."

Board members have an important role to play in ensuring that colleges are delivering high-quality programs and degrees, but trustees should not dictate course offerings or design metrics to determine whether students are meeting objectives, said Susan Whealler Johnston, the association's executive vice president. It is very much within a board's purview, however, to ask, "How do we know that we do a good job?" Ms. Johnston said.

The association has long stated that educational quality is a matter of board concern, but the organization's new statement on the subject comes after years of growing scrutiny about the value of higher education. Congressional inquiries, along with books that have been critical of the academic rigor of American higher education, have placed colleges on the defensive. As several panelists noted, there is still considerable disagreement about how colleges should even go about determining their effectiveness in preparing students for their postcollege lives and careers.

"This is a field that hasn't grown up yet. We're still having a lot of fistfights in the schoolyard on it," said Suzanne Woolsey, chair of the Colorado College Board of Trustees and a trustee at the California Institute of Technology.

While there is no doubt that colleges will need to transform to better educate students at a time of diminishing resources, board members should also understand that transformation takes time in academe, said Mark G. Yudof, president of the University of California system. An impatient rush by regents to make changes without sufficient facts can backfire, he said.

"You shouldn't ride in on a white horse and say, I know everything about this university," Mr. Yudof said.

The trickle-down effect of community colleges

The Daily Breeze/Editorial

Posted: 04/05/2011 05:34:15 PM PDT

Updated: 04/05/2011 05:39:23 PM PDT

Prescription for a Golden State trying to regain its pre-eminence as a creative world economy? Invest in the most efficient, accessible job-training machine ever created - its community college system.

Prescription for economic disaster? Slash the community college budgets, lessening available classes to the point where some 400,000 students will be unable to even enroll next year, much less be able to transfer to the state's two university systems.

Disaster is precisely the option California, by default, is choosing.

Yes, given the huge budget deficit still facing the state - \$15 billion is one current estimate - everything, as they say, is on the table. And everything should be. That's the only way to get to the solvent fiscal place we need to be.

But the forecast that an entirely new \$800 million reduction to the budget of the state's 112 community colleges will be forced by the budget debacle means that thousands of classes across California will be unavailable to students. Hundreds of instructors will be laid off. And hundreds of thousands of young Californians at the entry point into higher education and the careers that makes possible will find their dreams deferred.

That would affect not just them. When it comes to the California economy, we are all in this together. Education creates jobs. Affluence begets affluence. What happens in our community colleges affects all of us.

El Camino. Harbor. Our local community colleges are at the heart of higher education in the South Bay. Other parts of California have the same relationship to their own colleges - they are, simply, key.

Republicans and Democrats in the Legislature must work with Gov. Jerry Brown to stave off the severest cuts to our colleges. Not to do so would be devastating to our delicate economic recovery.

Tuition at community colleges remains a great deal - even with a planned boost to \$36 per unit next year, students carrying a full load of classes will pay just \$540 per semester, an amazing bargain in a world of \$25,000-plus semesters at the state's elite private universities. Even if community college tuition fee had to go up to the \$50-per-unit range, we could understand, and we believe the community colleges would still be doing their job.

Perhaps the time has come to create - or at least seriously consider - the two-tiered tuition system for California Community Colleges some have long been advocating: Lower unit prices for younger students coming into college, higher prices for those who already have bachelor's and master's degrees and are either bolstering their knowledge for fun or looking to increase their skill level or prospects for career growth.

Just do something. As CCC Chancellor Jack Scott said last week, "If just 2 percent more of California's population earned an associate degree and 1 percent more earned a bachelor's degree, the state's economy would grow by \$20billion. We have to remember that funding for higher education in California is not a cost, but an investment."

El Camino Compton Center launches accreditation web page

From Staff Reports

COMPTON—A new web page has been added to the El Camino College Compton Center website. The new page is dedicated to communicating the process of accreditation for the Compton Center.

The accreditation web page may be accessed at www.compton.edu/campusinformation/accreditation.

The page is intended to provide the public with comprehensive communication about the accreditation process. To keep the community informed about progress toward independent accreditation, the web page conveys the actions and communications of both the Accrediting Commission for Community and Junior Colleges (ACCJC), the organization authorized by the U.S. Department of Education to evaluate potential colleges on the criteria required to achieve accreditation, and the work of the ECC Compton Center Accreditation Steering Committee (ASC).

The committee is co-chaired by the Compton Community College District CEO; the El Camino College Vice President, Compton Center and Compton Center's Faculty Council President. The committee includes students, faculty, classified staff and administrators.

The ASC includes five subcommittees that will assess and respond to the ACCJC's 21 eligibility criteria for accreditation.

Each ASC subcommittee is responsible for addressing one of the following areas: Organization, Instruction/Faculty, Student Services/Public Information, Financial Integrity, and Planning and Evaluation. ASC subcommittee members have begun the work of gathering relevant evidence demonstrating that the Compton Center meets the eligibility criteria before El Camino College applies for eligibility of its Compton Center.

The ASC is also responsible for updating

the web page on a regular basis to include its schedule of meetings, agendas and minutes, as well as other important documents related to the accreditation process.

Additional information currently posted on the Accreditation web page includes:

■ **Process to Accreditation** — published in October 2010, this document provides an overview of the actions required by the ACCJC for El Camino College Compton Center to progress toward accreditation eligibility, followed by candidacy and eventual accreditation. The document is intended to serve as a guide, briefly summarizing the overall accreditation process and conveying anticipated timelines. During the entire process — from eligibility and candidacy through full accreditation — the direction, guidelines and timelines, are determined by the ACCJC, not by El Camino College, ECC Compton Center, the Compton Community College District, or any other entity.

■ **Brick by Brick: The Road to Accreditation** — published on Dec. 1, 2010 by the Compton Community College District, this document was widely distributed to community members and leaders served by the Compton District as part of a larger communication plan. It outlines the process to achieve accreditation for El Camino College Compton Center.

■ **Process to Accreditation Communications Plan** — provides a framework for communication through many avenues from newsletters and direct mail to this dedicated web page and speaking engagements at key organizations throughout the community.

The district invites members of the community to regularly visit the accreditation web page to stay informed. Questions about the road to accreditation may be submitted on www.compton.edu/campusinformation/accreditation.

LA area stadium backers share stage, tout plans

By Jacob Adelman
Associated Press

LOS ANGELES—Backers of two rival NFL stadium projects proposed for the Los Angeles area agreed on one thing Thursday: Pro football can be a major economic driver for the region.

Majestic Realty Co. vice president John Semcken said at a panel discussion that the \$800 million stadium his firm wants to build in the city of Industry, 15 miles east of Los Angeles, would draw large numbers of fans to Los Angeles without exposing it to the risk of having the venue built within its borders.

He noted the most recent Super Bowl packed Dallas restaurants and hotels with visitors, even though Cowboys Stadium is located more than 20 miles away in Arlington, Texas.

"We're not asking for Los Angeles or any other city to spend any money or take any risk," Semcken said.

Dan Beckerman, chief operating officer for sports and entertainment firm AEG, countered that his company's proposal for a \$1 billion venue in downtown Los Angeles

Los Angeles has not had an NFL franchise since the Rams and Raiders left the huge TV market more than 15 years ago.

would involve much-needed improvements to the adjacent convention center.

AEG's plan calls for the city to issue some \$350 million in bonds to finance the relocation of a huge convention center hall to make room for the planned stadium.

AEG says it would pick up the entire construction tab for the 72,000-seat stadium but intends to ask the city to let it use stadium ticket taxes and new venue-related revenue from city-owned parking lots to service the debt on the bonds.

AEG already owns the nearby Staples Center and the LA Live hotel and entertainment complex.

Los Angeles has not had an NFL franchise since the Rams and Raiders left the huge TV

market more than 15 years ago.

The panel discussion was staged by the Pat Brown Institute of Public Affairs at California State University Los Angeles. The tone was mostly cordial.

Beckerman said a downtown stadium would have better public transit service along with more nearby bars and restaurants for fans. Semcken countered that Majestic's project has more parking and space for tailgating parties.

Beckerman touted AEG's experience developing and managing large venues such as the O2 in London and Shanghai's Mercedes Benz Arena. Semcken highlighted his own experience helping develop Staples Center before Majestic and AEG were rivals.

AEG began publicly discussing its stadium ambitions in 2009, soon after Majestic secured the permits it needed to begin building its 75,000-seat venue.

Since then, the rival camps have traded barbs, with Semcken claiming AEG was downplaying the venue's cost to the public, and AEG chief executive Tim Leiweke accusing Majestic of deploying a posse of lobbyists and consultants to sink the downtown project.

Semcken was candid in his remarks during the otherwise staid event.

"It'll never be built!" he blurted out about the downtown proposal during an audience question.

Majestic has tried to boost its competitive edge with a stadium redesign that would allow World Cup matches to be held at the venue.

The company also began stressing to the NFL that its 600 acres of undeveloped land amounted to a blank canvas that could accommodate any features the league desired.

"Our project is all about giving the National Football League exactly what they want," he said. "When they tell us to jump, we ask them how high."

Los Angeles Black Pride calls for volunteers

From Staff Reports

LOS ANGELES—Los Angeles Black Pride (LABP) is seeking volunteers to help plan its 23rd Annual Black Gay Pride celebration, scheduled for June 30 through July 4.

The event is one of the nation's largest Black lesbian, gay, bisexual, and transgender pride celebrations, and includes a beach party in Malibu on July 2.

Youth, women, and seniors are especially encouraged to apply.

Volunteer applications can be submitted online at myblackpridela.com/volunteer or by calling 323-285-4225.

LABP's 2011 Planning Committee holds meetings bi-weekly on Saturdays at 10 a.m. at the Nate Holden Performing Arts Center, 4718 W. Washington Blvd., Los Angeles. For more information, log on to www.myblackpridela.com or email volunteer@myblackpridela.com.

Experts say don't worry about radiation in US milk

By Alicia Chang
Associated Press

LOS ANGELES—So now Japan's radioactive fallout is showing up in milk on the U.S. West Coast. Not to worry, though. It turns out that traces of radioactivity are in many foods we eat, the air we breathe and the water we swim in.

Based on current radiation levels leaking from the stricken Japanese nuclear plant, experts say it's very unlikely that health problems will develop in the United States and other places far from Japan.

"This amount of radiation is tiny, tiny, tiny compared to what you get from natural sources every day," said John Moulder, a professor of radiation oncology at the Medical College of Wisconsin in Milwaukee who studies the effects of radiation exposure.

That radioactive fallout is turning up in food and water is hardly a surprise. Very low levels of radiation in the air connected to the Japanese plant have shown up coast to coast in the U.S., as well as in Iceland, Britain and Germany.

Most of the radioactive material disperses in the atmosphere, but some falls to the ground.

Radioactive iodine was found in the milk in California and Washington state, most likely after a cow ate tainted grass or drank puddles of rainwater containing it. Iodine-131, the type that was found, is short-lived and decays

fairly quickly, becoming harmless.

Moulder said he wouldn't be surprised if leafy vegetables like spinach are next to show contamination, the source being rainwater. Again, the health risk "is about as close to zero as you can get," he said.

Since this type of iodine is man-made, it isn't normally found in the environment. But we're exposed to natural sources of radiation every day — most of it from radon in the air and, to a lesser extent, from cosmic rays.

Foods we eat also contain low levels of naturally occurring radioactivity, including bananas, carrots and red meat. Even beer has it.

"Once you understand that we swim in this low-level sea of radiation, then it's just a numbers game," said Mike Payne of the Western Institute for Food Safety and Security at the University of California, Davis.

The Environmental Protection Agency normally tests milk, rainfall and drinking water every three months for radiation.

Since the March 11 tsunami that devastated parts of Japan and crippled the nuclear plant, the EPA began testing more frequently and screened samples from milk producers this week.

A small amount of radioactive iodine was found in a March 25 milk sample from Spokane, Wash. The amount detected was 5,000 times below the federal recommended limit for exposure.

In separate testing, the California Department of Public Health found a similar trace amount Monday at a dairy in San Luis Obispo County, where the Diablo Canyon nuclear power plant is located.

The department has an ongoing program that checks milk for radiation levels and occasionally tests vegetables grown near power plants. Since the Japan nuclear crisis, it started testing milk samples in the county each week.

"It is safe to drink milk. It is safe to eat dairy products," county Health Officer Penny Borenstein said at a news conference Thursday.

The Food and Drug Administration, which oversees the safety of the nation's food supply, said that so far it has not found radiation in any other foods.

To the north, health authorities in British Columbia said radioactive iodine levels recently found in rainwater and seaweed do not pose a health threat.

The United States had already banned imports of dairy and produce from the region of Japan where the crippled plant is located. Other foods imported from Japan, including seafood, are still being sold but are screened first for radiation.

"People shouldn't be afraid to continue eating dairy products, vegetables, fish and other nutritious foods," said Christine Bruhn, who studies food safety at UC Davis.

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Interesting insight on leadership and Tuesday's sacto visits

I'm studying for a Ph.D in Poltroonery: Calbuzz yields to no one in our support for California's system of higher education: we have not only studied but also worked in the system ourselves, we have kids and friends on campuses throughout the state and we staunchly believe that high-quality public universities, colleges and community colleges are crucial to the civic and economic health and future of the state.

So it pained us to see that 250 administrators from public universities and colleges descended on Sacramento Tuesday to argue that they should under no circumstances be asked to absorb any more than the \$1.4 billion in cuts they've been given because of California's budget deficit.

"We have done our part," CSU Chancellor Charles Reed told a crowd outside the Capitol at the start of a day of lobbying. "But you know what? That's enough."

Oh really? And if there are no tax extensions or other new revenue sources approved, who should suffer further cutbacks: widows and children, the elderly, blind and disabled? Please, oh self-interested scholars, spare us your self-pity.

Where were Charlie Reed, UC President Mark Yudof and community college Chancellor Jack Scott when the crucial need was rounding up two Republicans in the Assembly and two in the Senate to put tax extensions on the ballot to head off doubling the universities' \$1.4 billion haircut?

Where were the organized legions of trustees, boards of directors, alumni associations, lobbyists and cronies putting the screws to GOP legislators? They didn't have the guts to come out, push and pressure for tax extensions and now they want to be protected? What unmitigated gall.

Had the higher education lobby worked and argued fiercely and publicly for extending taxes and fees, they'd be in a far stronger position to fight against further cuts and scenarios of turning away 400,000 community college students, more from CSUs and UCs, not to mention raising tuition and slashing whole programs, institutes, courses and offerings.

Instead, the fainthearted "leaders" of the higher education community let Brown and the legislative Democrats do all the heavy lifting on the overall budget strategy while they singularly argued for more revenue only for California's once-great system of higher ed. And now, caught once again in the divide-and-conquer budget trap, they call for special treatment.

All of which brings to mind the words of our most venerable mentor, sage and metaphysical consultant, the great Calbuzzer, Confucius:

To know what is right and not do it is the worst cowardice.

unCommon threads at El Camino College: Garment Works in many forms

Culturemob.com

“unCommon threads” is a great show at El Camino College, featuring work by 12 artists, where the concept of “garment works” is explored. Clothing has become such a common symbol of life, death, self-expression, and identification, within our society that we take it for granted that it exists beyond a simple utilitarian function. It’s no coincidence that 10 of the 12 artists are women and that with just two exceptions, all of the pieces reference women’s clothing. The work is very personal in its expression and uses a wide range of materials to transform clothing into a media that speaks about life experiences. Pieces included are straightforward paintings, a traveling apothecary cabinet, video, Cibachrome images, and ceramic armor.

Three standouts are especially engaging.

Nancy Yodelman creates singular pieces of sculptural apparel using bronze, buttons, photos, leaves, dried flowers, letters and beads. Encasing the forms in bronze, they become ancient antiqued armor, full of history and the awareness that their usefulness is from another era. The use of the heavy material to resemble clothing, turns fashion into objects and collectibles. Dresses and shoes have a substance that is forever lasting now that they have been transformed into statues.

Victoria May fabricates organza blouses by hand that are delicate and airy. Each one is fitted with a nontraditional material imitating the addition of beading, patches or brooches to clothes. Long strands of hair, automotive glass, rusted nails and sand are some of the materials woven or sewn onto/into the fragile blouses. Tying in physical fragments of common objects creates associations with the clothing that not obvious but nonetheless significant. Materials can be symbolic such as long strands of hair symbolism femininity and youth or automotive glass representing transport, either of a physical or social nature.



Art work by Nancy Youdelman

Joyce Dallal and Lauren Kasmer collaborate to create “A Homesite Clothing Exchange,” where various pieces of clothing are hung on racks and the public is invited to trade a piece of clothing for another. Participants are then asked to fill out a card describing why they left that particular piece of clothing. The exchange plays on get-togethers women have where they bring old clothing for trading with each other in addition to the notion of donated used clothing for another to use. Filling out the cards makes each piece of clothing more personal, where you have a tangent to another’s past or feelings. Kasmer also creates happenings called “Apparel Alters” in which anyone who wants to participate can have a “Puffed Label Netsuke,” a 1” pillow made up of vintage and LMK textiles, sewn onto a label or in my case my purse. This is following by Kasmer thanking the participant for allowing her to alter your clothing, a way via hand crafted service of making ties and associations between two people.



Art work by Victoria May

The show is intriguing with its diverse materials and commentary on social themes; it runs through April 29 at [El Camino College](#).

For more images of work by the artists above go to my blog [LA Art Diary](#).

Compton Comm Coll Trustee to Present State of the District Address (10am)

The South Los Angeles Report

April 8, 2011

(Tartar Quad at the Compton Community College District (CCCD) at 1111 E. Artesia Blvd., Compton, CA 90221)

Special Trustee Genethia Hudley-Hayes will give a State of the District Address on Friday, April 8, at 10:00 a.m. in the Tartar Quad at the Compton Community College District (CCCD) at 1111 E. Artesia Blvd., Compton, CA 90221.

The purpose of this address is to provide an update on the District and the partnership between the El Camino Community College District and the Compton Community College District.

In December 2010, California Community Colleges Chancellor Jack Scott appointed Dr. Hudley-Hayes as the Special Trustee for the Compton Community College District; her appointment commenced on Jan. 1, 2011.

Who: Keynote:

Dr. Genethia Hudley-Hayes, Special Trustee, Compton Community College District

Featuring:

Dr. Jack Scott, Chancellor of the California Community Colleges

The Honorable Mark Ridley-Thomas, Supervisor, Second District County of Los Angeles

Dr. Ray Cortines, former Superintendent of the Los Angeles Unified School District

Reverend Norman Johnson, First New Christian Missionary Baptist Church

What: State of the District Address

Where: Compton Community College District, 1111 E. Artesia Blvd., Compton, CA 90221

When: Friday, April 8, 2011, 10:00 a.m.

Remedial Levels Inside Higher Ed

By Dean Dad April 7, 2011 11:35 pm EDT

A few weeks ago I promised a piece on remedial levels. It's a huge topic, and my own expertise is badly limited. That said...

Community colleges catch a lot of flak for teaching so many sections of remedial (the preferred term now is "developmental") math and English. (For present purposes, I'll sidestep the politically loaded question of whether ESL should be considered developmental.) In a perfect world, every student who gets here would have been prepared well in high school, and would arrive ready to tackle college-level work.

This is not a perfect world. And given the realities of the K-12 system, especially in low-income areas, I will not hold my breath for that.

Many four-year colleges and universities simply exclude the issue by having selective admissions. Swarthmore doesn't worry itself overly much about developmental math; if you need a lot of help, you just don't get in. But community colleges are open-admissions by mission; we don't have the option to outsource the problem. We're where the problem gets outsourced.

I was surprised, when I entered the cc world, to discover that course levels and pass rates are positively correlated; the 'higher' the course content, the higher the pass rate. Basic arithmetic -- the lowest level developmental math we teach -- has a lower pass rate than calculus. The same holds in English, if to a lesser degree.

At the League for Innovation conference a few weeks ago, some folks from the Community College Research Center presented some pretty compelling research that suggested several things. First, it found zero predictive validity in the placement tests that sentence students to developmental classes. Students who simply disregarded the placement and went directly into college-level courses did just as well as students who did as they were told. We've found something similar on my own campus. Last year, in an attempt to see if our "cut scores" were right, I asked the IR office and a math professor to see if there was a natural cliff in the placement test scores that would suggest the right levels for placing students into the various levels of developmental math. I had assumed that higher scores on the test would correlate with higher pass rates, and that the gently-slanting line would turn vertical at some discrete point. We could put the cutoff at that point, and thereby maximize the effectiveness of our program.

It didn't work. Not only was there no discrete dropoff; there was no correlation at all between test scores and course performance. None. Zero. The placement test offered precisely zero predictive power.

Second, the CCRC found that the single strongest predictor of student success that's actually under the college's control -- so I'm ignoring gender and income of student, since we take all comers -- is length of sequence. The shorter the sequence, the better they do. The worst thing you can do, from a student success perspective, is to address perceived student deficits by adding

more layers of remediation. If anything, you need to prune levels. Each new level provides a new 'exit point' -- the goal should be to minimize the exit points.

I'm excited about these findings, since they explain a few things and suggest an actual path for action.

Proprietary U did almost no remediation, despite recruiting a student body broadly comparable to a typical community college. At the time, I recall regarding that policy decision pretty cynically, especially since I had to teach some of those first semester students. Yet despite bringing in students who were palpably unprepared, it managed a graduation rate far higher than the nearby community colleges.

I'm beginning to think they were onto something.

This week I saw a webinar by Complete College America that made many of the same points, but that suggested a "co-requisite" strategy for developmental. In other words, it suggested having students take developmental English alongside English 101, and using the developmental class to address issues in 101 as they arise. It would require reconceiving the developmental classes as something closer to self-paced troubleshooting, but that may not be a bad thing. At least that way students will perceive a need for the material as they encounter it. It's much easier to get student buy-in when the problem to solve is immediate. In a sense, it's a variation on the 'immersion' approach to learning a language. You don't learn a language by studying it in small chunks for a few hours a week. You learn a language by swimming in it. If the students need to learn math, let them swim in it; when they have what they need, let them get out of the pool. I've had too many conversations with students who've told me earnestly that they don't want to spend money and time on courses that "don't count." If they go in with a bad attitude, uninspired performance shouldn't be surprising. Yes, extraordinary teacherly charisma can help, but I can't scale that. Curricular change can scale.

This may seem pretty inside-baseball, but from the perspective of someone who's tired of beating his head against the wall trying to improve student success rates without lowering standards, these findings offer real hope. It may be that the issue isn't that we're doing developmental wrong; the issue is that we're doing it at all.

There's real risk in moving away from an established pattern of doing things. As Galbraith noted fifty years ago, if you fail with the conventional approach, nobody holds it against you; if you fail with something novel, you're considered an idiot. The "add-yet-another-level" model of developmental ed is well-established, with a legible logic of its own. But the failures of the existing model are just inexcusable. Assuming three levels of remediation with fifty percent pass rates at each -- which is pretty close to what we have -- only about 13 percent of the students who start at the lowest level will ever even reach the 101 level. An 87 percent dropout rate suggests that the argument for trying something different is pretty strong.

Wise and worldly readers, have you had experience with compressing or eliminating developmental levels? If so, did it work?

Former Compton Community College still on life support

By Rick Rojas, Los Angeles Times

April 9, 2011

An official tells a campus meeting that it will be several more years before the school may regain the accreditation it lost in 2005 after an array of financial and administrative problems.

Nearly six years after Compton Community College lost its accreditation after an array of financial problems and administrative corruption, the school remains on life support, community college officials said at a campus event Friday.

School officials had embezzled money and the college was seen as woefully mismanaged when an oversight agency revoked Compton's accreditation in 2005. After the college gave up on its appeals, it was subsumed by El Camino Community College in Torrance, becoming El Camino Compton Center.

In a candid speech Friday, Genethia Hudley-Hayes, the appointed special trustee for Compton Community College District, said the road to accreditation is a long and difficult one. She also addressed grumblings in the community that by having its college become an El Camino satellite campus, Compton was losing a point of pride.

"If we get rid of El Camino, we as a patient on life support, we are dead," Hudley-Hayes said in her speech, adding later, "I expect the community to stop whining, stop complaining, to roll up their sleeves and get behind El Camino and Compton Community College."

The president of El Camino College, Thomas M. Fallo, said there was no established timeline for Compton to regain its accreditation, although he said it was likely to take at least several more years.

Hudley-Hayes, a former president of the [Los Angeles Unified School District](#) board, was appointed to the position in December by Jack Scott, chancellor of the California Community Colleges.

Hudley-Hayes said she took the job after making several visits to the campus last winter and was inspired by students she encountered.

"I saw young black and brown people who had book bags, not bullets," she said. "They were trying to get an education and not doing crack; they were trying to change their circumstances."

Since taking the position, she has ousted the school's chief executive, Lawrence Cox, as well as bought out contracts, changed law firms and pushed faculty members she deemed lackluster to improve their performance.

In her speech, she said, it's time for some faculty "to do less-than-better somewhere else."

Indeed, Hudley-Hayes called herself "an agitator" who makes as many enemies as she does friends. On that count, it seems she's correct.

Many in Friday's crowd were impressed with her straightforward delivery.

But Lestean Johnson, president of the Compton Chamber of Commerce, said she found her to be insulting and thought the relationship with El Camino infringed on community pride in Compton.

El Camino, Johnson said, has been "very disrespectful to the community. You removed our name, our colors. You removed our logo."

"We in Compton take pride in what we have," Johnson said. "I don't consider it Compton Center. It will forever be Compton College."

No debate over El Camino team's strength

The Daily Breeze

By Rob Kuznia Staff Writer
Posted: 04/11/2011



Richard Ewell practices impromptu speaking. He is given a topic, two minutes to think, and then must deliver a well-constructed five-minute speech. (By Steve McCrank / Staff Photographer)

If college speech-and-debate teams had the equivalent of a March Madness, El Camino College would be one of the powerhouse teams seeded to make the final four - even above the likes of UCLA, UC Berkeley and USC.

The team is ranked No. 1 in the nation among community colleges, and No. 2 when you add four-year universities to the mix, according to the National Parliamentary Debate Association.

This week, El Camino's 13 great communicators are in Connecticut, where they will compete in the national tournament for community colleges - and defend last year's first-place finish in the debate contest.

The national contest comes about three weeks after the state competition in Woodland Hills, where El Camino placed second overall. In that tournament, teammates from the Torrance-area campus took home the two top awards given out to individuals, for best speaker and best debater in California.

As the weeklong jamboree gets under way, the big question seems to be this: How is it that a community college can be such a dominant force? UCLA, for instance, is No. 16 in the pecking order; University of California, Berkeley, is No. 38. The prestigious University of Notre Dame ranks 115th; Santa Monica College, 183rd.

Students on the team credit the success in part to the stability of the faculty leadership, which has been affiliated with the team since 1986. Coaches, in turn, credit the students, noting that, as

four-year colleges get more and more expensive, the talent pool at community colleges such as El Camino becomes more formidable.

"As the budget gets tighter, and they cut more classes at the Cal States and the UCs and the community colleges, we're going to get better students," said Diana Crossman, a longtime coach with the program, which is officially known as "forensics." "People who had a 3.6 (GPA) and could have gotten into (Cal State) Long Beach a year ago? Now they can't."



El Camino College forensics team director Francesca Bishop gives constructive criticism after students practice their speeches. (Steve McCrank / Staff Photographer)

Then again, El Camino has been the team to beat for years. Whatever the case, this year's crew, perhaps the strongest yet, brims with charisma and diversity, both ethnically and intellectually.

There's Tony Liu, the resident expert on China, who hails from Taiwan. There's Richard Ewell, a 22-year-old philosophy major from Compton, who last month was named the best speaker in California. There's 19-year-old Sydney Awakuni of Gardena, the state's best debater. And there's Whitney Gamble, a 22-year-old actress originally from Savannah, Ga., who landed a big role in a recently completed movie with Danny Glover and Snoop Dogg ("Down for Life"). She thrives in the most theatrical of the categories, known as the interpretive events.

"This is kind of like my acting classes," she said. "I don't have to pay for going to some expensive instructor in Hollywood. I come here and I work on my character development."

Aside from the camaraderie and the joy of winning, the best argument in favor of placing a high premium on the team is pedagogical, the coaches say. The extracurricular activity not only instills confidence in the students - many of whom come from low-income families - but also opens doors, both academically and professionally.

During the final days of the national competition, officials from universities - much like talent scouts in the athletic realm - come to watch the standouts in action, with designs on giving out big scholarships.

Last year, the performance of two star players landed full-ride scholarships - room and board included - at Concordia University in Irvine.

In 2001, El Camino's Javon Johnson - a graduate of Crenshaw High in South Los Angeles - was crowned best speaker in the nation. For this, he was offered several full-ride scholarships, including one from Northern Arizona University. Once a student adrift, he's now a holder of a doctorate from Northwestern University and a professor of performance studies at USC.

Many former teammates now work as attorneys.

"It's probably not a good thing I'm turning out all these lawyers, but someone's got to do it," joked the head coach, Francesca Bishop.

One fear the coaches have is that the forensics team will not survive an approaching storm of budget cuts. In an effort to close a historic \$26 billion state budget gap, Gov. Jerry Brown has proposed carving 6.8 percent from the budget of the state community college system. Moreover, if tax extensions aren't passed, that amount could double. On the table for chopping is any program - such as forensics - that doesn't count as credit for transferring students to a four-year university.

The coaches concede that their program is extracurricular. But they say about 95 percent of the teammates transfer to four-year universities.

"I think a lot of people - and Javon, I think is one of them - come to us not quite sure of their direction, and find something that they are brilliant at," Bishop said, adding: "We've had years when 100 percent of our graduates have gone to either UCLA or Berkeley."

El Camino spokeswoman Ann Garten said that while the forensics program - like many others - could face cutbacks, it is not in danger of elimination.

As for this week's event in Greenwich, the entire competition will take place inside a Hyatt hotel.

In bedrooms and banquet rooms alike, up to 900 students from about 50 teams will square off in debates, write timed speeches, deliver memorized oratories and perform dramatic interpretations. It will be a grueling week that to the casual observer sounds anything but relaxing.

Persuasive speakers must memorize 10-minute addresses. Interpretive participants must distill entire plays or books into eight- to 10-minute performances. Impromptu speakers will be handed a notecard containing a quotation, and then be given two minutes to construct a five-minute speech.

During a typical practice session last week at El Camino, Ewell - the top speaker in the state, who rides the bus to the campus every day from his home in Inglewood - demonstrated his impromptu-speech prowess. A coach handed him a notecard containing the quotation: "A government big enough to give you everything you want is a government big enough to take it all away."

After his two minutes of preparation, Ewell delivered a lucid lecture weaving together three distinct phenomena: NFL quarterback Michael Vick, feminism and the housing crash. The underlying theme: large entities, be they the media or an upper-middle class or big banks, oftentimes tear down the same people they helped prop up.

"Once things got bad, the banks looked out for themselves, i.e., they took all these homes away from them," he said. "So the same power structure that gave them these homes took them away from them just as easily."

Afterward, Crossman, who has coached the team since 1986, offered feedback.

"It's a little fast - in nationals, you gotta slow down," she said. "The analysis, the variety of examples is great. It's interesting, it makes you sound educated but not nerdy. It's great."

Ask the Administrator: One Prediction Leads to Another

Inside Higher Ed/Blog U

By Dean Dad April 12, 2011 10:04 pm EDT

In response to yesterday's post predicting huge personnel movement as soon as the market starts to thaw, a new correspondent writes:

Your latest post on a coming personnel movement is right on, I think, and it brings me to this question: Do you see any benefit to junior faculty who stick it out? That is, will the realignment in higher ed open paths to administration or other promotions that might not have existed before? If so, will there be greater freedom to do those jobs in new ways (i.e., less structural resistance to change due to sheer desperation)? That could be an exciting prospect for some of us.

The first two numbers of my salary have not changed since I began my current job, leading me to seriously regret not negotiating harder at the point of hire, as you recommend. The salaries at my SLAC were already near the bottom of our conference, and the administration is absolutely unapologetic about this. On the bad days--those days when I'm sweating over a course, or dealing with departmental dysfunction, or defending a decision to kick a hostile student out of class--I think to myself: I could be getting paid so much more to do something way easier. (I spent years in the field before and during graduate school, so there is some basis for this line of thought.) However, I love the intellectual work of higher ed and I'm looking for reasons to stay. Might one of those reasons be future opportunities?

I don't mean this to be evasive, but it depends on what you mean by "stick it out." (And of course, every local context has its own quirks; any given college could run counter to a larger national trend.)

That said, I can say with confidence that I've found it far, far easier to fill tenure-track faculty positions than to fill dean's positions. There is no shortage of intelligent, qualified, engaging people who are eager to step into tenure-track roles, even for colleges like mine, at the lower end of the prestige hierarchy. The same simply cannot be said of deanships. Those are proving devilishly hard to fill with people who fit even the minimum qualifications.

I don't see the latter trend changing anytime soon; if anything, as I mentioned yesterday, it's likely to intensify. With the last huge generation of hires aging out of the profession, the thin faculty bench stands exposed. With budgetary pressures getting worse, many intelligent people see administrative roles -- largely correctly -- as no-win, so they stay away. And if your college is late to the party when the thaw finally comes, I'd expect to see people with options start to bail quickly. The resulting vacuum could create a powerful updraft. The key will be positioning yourself to take advantage of that updraft.

That's where I hesitate with your mentions of "sticking it out" and "doing something easier." The one thing that almost certainly will not work is standing pat. You'll need to be willing to step outside the traditional faculty role in order to gain the experience to be a viable candidate.

Whether doing administration is easier or harder than teaching is a matter of taste, I guess. Judging solely by the number of applicants, it must be harder. Overall, I'd describe it as the difference between distance running and sprinting. I'm not sure which is harder; they're just different.

The issue of whether the jobs will change in time to keep good people, I think, depends on whether academia is willing to change to survive. Based on what I've seen so far, I'm pessimistic on that one. It seems likelier to me that change will be done to us, rather than by us. I'd like to be wrong on that, though.

If the updraft happens before the structural collapse, you should be in good shape. I'd just advise getting some experience now, to make yourself a good candidate.

Good luck!

Wise and worldly readers, what do you think? How would you advise playing the situation?

Does Compton College need a new oversight model?

LA Examiner

April 9th, 2011 1:55 pm PT

Tony Hicks

Today the L.A. Times reported that Compton College (now formally an El Camino satellite college) lost its accreditation six years ago due **to embezzlement and mismanagement**, remains on life support. In a speech Friday, Genethia Hudley-Hayes, the appointed special trustee for Compton Community College District, addressed grumblings in the community that by having its college become an El Camino satellite campus, Compton was losing a *point of pride*. She also said that she “expected the community to stop whining, stop complaining, and to roll up their sleeves and get behind El Camino and Compton Community College.

In a related article about the L.A. Community College District, Compton College (aka El Camino Compton Center) is in need of a **more transparent** management system – so that the community at-large can *participate* in ensuring that the college affairs of the institution runs as smoothly and efficient as possible. The very people (students) who depend on those who are monitoring the management of their educational system, are not adequately involved in assisting that the system functions properly.

That’s why **students and their parents** should be *adequately trained* to serve on monitoring panels/committees to ensure not just compliance – but **effectiveness** in the operation of its educational system. If citizens are to be educated to participate in how to serve as an informed voter, and be involved in how our local, state, and federal governments operate, then why are we not encouraging them to also be involved in the oversight of the institutions that educate them?

To swiftly remove Ms. Genethia Hudley-Hayes and re-instate former CEO Dr. Lawrence Cox and Special

- Posted by [Bruce A. Boyden](#) on April 15, 2011 at 7:16pm
- [View Bruce A. Boyden's blog](#)

The Committee to Save Compton Community College District
Formal Request for the Removal of Newly Appointed
State Trustee Genethia Hudley-Hayes And
Reinstatement of Former CEO Lawrence Cox and Special Trustee Charles Ratliff

April 11, 2011

Governor Jerry Brown
c/o State Capitol
Suite 1173
Sacramento, California 95814

Chancellor Jack Scott
California Community Colleges
1102 Q Street
Sacramento, CA 95811-6549

Dear Honorable Sirs:

As President of The Committee to Save the Compton Community College District, it is my distinct displeasure to write to you to officially request the removal of the recently appointed Special Trustee Genethia Hudley-Hayes and the reinstatement of the former CEO Lawrence Cox and former Special Trustee Charles Ratliff, administrative executives who collectively possess 60 years of combined post-secondary experience.

I recently met with you, Governor Brown, along with Assemblyman Isadore Hall at the Capitol in March to receive the 2011 Woman of the Year Award for the 52nd District. I thank you again for such a prestigious honor that accurately reflects my years of community service and vested interest in the future of Compton and surrounding areas. I remain firmly tethered at the grass roots level--even when it becomes an unenviable task, such is now before me.

I speak for the communities and many, disenchanted and disenfranchised by the recent and unnecessary changes under Ms. Genethia Hudley-Hayes that have already negatively impacted and threatened the road and timetable back to accreditation. We recommend swift action on your part to remove Ms. Hudley-Hayes given her actions and demeanor are not amenable to this community and delay will further jeopardize our mutually stated goal of swift reacquisition of accreditation. Our Committee will take your response in writing from both offices.

Our concerns in making this request are sixfold:

1) Lack of Seasoned Leadership: A Triumvirate of Inexperience

In this most serious and precedent-setting first effort by the State of California to restore accreditation to a community college, we are now being lead by a "triumvirate of inexperience." On the job and chaotic in less than four months, newly-appointed Special Trustee Genethia-Hudley Hayes and newly-hired Chief Business Officer Danny Villanueva collectively have "zero" post-secondary experience to draw upon. Ms. Hayes then further exacerbated the leadership

vacuum by dismissing CEO Dr. Lawrence Cox who has 25 years post-secondary experience, and appointing Keith Curry as the Interim CEO, an administrator with no executive-level experience who only received his Doctorate degree within the last year! How are we to place faith in this leadership when the top three management positions collectively possess such a shocking dearth of knowledge and experience? Contrastingly, with sixty years of combined post-secondary experience, the Committee has observed and applauds that dismissed CEO Dr. Lawrence Cox and Special Trustee Dr. Charles Ratliff during their tenure were the two executives most successful and effective in advancing the District swiftly towards reacquisition of accreditation.

2) Unpopular Dismissal of CEO Lawrence Cox: The First of Many Expected Blunders

We are utterly dismayed at the disrespect shown and loss of CEO Dr. Lawrence Cox after his making gigantic and visible strides in recovering the campus and the District's momentum towards accreditation. Dismissed on now largely "unfounded insinuations" by Ms. Hayes, we believe his continued participation crucial to gaining independence. Under his direction, FCMAT scoring increased from 1's and 2's in July 2008 when he took over, to an average of 7 in November 2010, cutting in half the projected time to return to this level. Enrollment increased from 2,000 to 12,000, recapturing an eroded student base which had dropped out "en masse" rather than migrate to surrounding campuses. Walking the campus daily, Dr. Cox directed the rehabilitation of the grounds and facilities that were in shocking disarray; re-instilled student pride, community trust, and institutional stability; and orchestrated reduction of a five year structural deficit into a two million dollar surplus in his first year. He embraced community dialogue, had a sense of the institution's history and destiny, and was not a "puppet" but dared to stand with purpose and courage as a full "partner" to the partnering institution. Strong leadership of this type is needed if the District is to eventually stand on its own. Counting Special Trustee Dr. Ratliff, this is second time the community has suffered effective leadership it came to trust being summarily dismissed.

3) FCMAT Scandal or Inexplicable and Damaging Setback of Timeline to Accreditation

Ms. Hudley-Hayes has taken initial steps that are inexplicable, damaging to our reputation, and effectively setback and majorly reverse gains made to-date towards reaccreditation. Knowing crucial FCMAT measures need to be sustained for two years without decline to advance this institution toward accreditation, this community is scandalized by her untimely and ill-advised assertions, after being on the job less than two months, that scores are set "too high," she expects them to drop precipitously or not be maintained, and therefore reaccreditation will take longer than previously expected. While she attributes this new prognosis the fault of others, we, the vested public, fully intend to hold her and CBO Villanueva accountable for any such declines and delays occurring under their watch.

Further, if her assertion is true that scores were not based purely on District performance but were inflated due to friendships with former CEO Dr. Cox, then the state's independent financial finding team is compromised, and we are on the cusp of an epic FCMAT scandal. A level of fraud and betrayal of the public trust of the magnitude she describes requires FCMAT, El Camino College, and the Chancellor's office--the entities responsible for oversight--be held accountable. If not enough, we are frustrated by her multiple uninformed declarations about the FCMAT process that offer us no confidence. Namely, her position that FCMAT's role is advisory versus a critical measurement utilized for several semesters as outlined in AB-318; that the timeframe to accreditation is open-ended versus the District's Accreditation Committee last

published January 2016 target date; and that the FCMAT finding committee had no post-secondary experience when it was repopulated as requested by the District with Presidents, Vice Presidents, and Deans of colleges with Business, Finance, Student Affairs and Academic backgrounds. If her final assertion is correct that FCMAT was not proficient given their first foray and inexperience with a post-secondary institution, then what are we to expect of her since she has none herself.

4) State Trusteeship and Partnership: A Waste of 5 Years?

Hudley-Hayes also alleged in her April 8th meeting: "We are starting over and nothing has been done in the last five years." This begs the question then why public monies are being so completely squandered. While it took seven years from 1997-2004 under three administrators to lose accreditation, if she is to be believed, it has taken the State, seven years from 2004-2011 to make absolutely "zero" advancement. We would then assume to be completely ineffective four different appointed state Special Trustees (Tyler, Ratliff, Henry, Landsberger), three state Chancellors (Drummond, Woodruff, Scott), and a partnership with El Camino College under their President Superintendent Tom Fallo. And that an average approximate annual cost of five million for the partnership stipend to El Camino, half a million for FCMAT services, and \$200,000 for the Special Trustee, we would be looking at a \$30 million dollar fraud over five years. Therefore, we prefer to believe the aforementioned dedicated groups with decades of collective post-secondary experience did not aid-and-abet public fraud and are more believable than Ms. Hudley-Hayes who, if correct, means it is costing more money and time to fix the problem than it took to create it. Combine this with her mischaracterization of FCMAT, the \$200,000 in bogus purchase orders debacle, her miscomprehension of the Edison easement issue, a rising cost and dependence on consultants, and one alleged theft later found to be unsubstantiated, we have serious concerns that she is now part of the problem and therefore can hardly be the solution. Her boisterous, public missteps need to be terminated immediately. We have gone from being described as an organization ahead of schedule in recuperation as reported by former CEO Cox and Special Trustee Landsberger to, in only two months, a campus "on life support" according to Hudley-Hayes. Since simultaneously El Camino is to be glowingly praised for their oversight and performance, then her pronouncement of doom and gloom can simply not be correct. One or the other of these diametrically opposed positions will not stand. In short, given her unnecessarily negative inflammatory re-casting of the status of the District and the progress that has been achieved, we submit, with help like hers, who needs enemies?

5) Silencing the Community Voice: A Slippery Slope

Community college campuses across California are ruled by public voice in the form of a Board of Trustees, but under Trusteeship, our community has to suffer the indignity of not having a voice. In this quest for reaccreditation, we submit the purest voice will ultimately be those of the people, ever watchful, not distracted by hidden agendas, determined to see local governance return. The recent April 8th *State-of-the Compton District* affair held by Ms. Hudley-Hayes and attended by Chancellor Scott is not representative of this community as many of our leaders were conspicuously absent or simply not invited. Her admonishment at this sham event that this community needs to "stop whining, stop complaining, and roll up their sleeves and get behind El Camino" is indicative of her condescending disdain and shocking lack of local history. Standing-room only crowds since 2006 reflect our communities' concern and active involvement. We are not to be treated patronizingly when we have legitimate concerns about unnecessary burgeoning costs; the accounting for our \$100 million dollar bond; the retention of a respectful level of mutuality in the partnership with El Camino; the expedient return to accreditation; the nature and effectiveness of our Administrative team; and most important, demanding improvement in academics, services, student life, facilities, and institutional

integrity. While it may be convenient to silence the voice of the community so a Trustee and Partner can operate without seeming impunity and dictatorial powers, one is reminded of the old adage: "Power corrupts and absolute power corrupts absolutely." Would such vulgar public admonishments to be silent and subservient be heard in other than disenfranchised communities? We think not.

6) Hudley-Hayes: Appointment Disrespectful of the Communities' Wishes

Why do we have to be saddled with such a combative and confrontational personality, not appetizing or conducive to dialogue with this community? Her characterization in the April 9th Los Angeles Times article that she was inspired when she visited the campus and "saw young black and brown kids who carried book bags and not bullets" and that they were "trying to get an education and not doing crack" is offensive, insulting, and perpetuating of negative racist stereotypes at the least. We can only wonder and speculate on her characterization of this citizenry. And while it may serve the purpose of others who think Hudley-Hayes capable of "handling" this community and "firing persons as instructed," it is equally obvious, she is dictatorial, presumptuous, demeaning, condescending, disrespectful, dismissive of the input of others, and mean-spirited in manner and deed. The fact you would ask us to trade an Administrator who worked effectively with the community, only to appoint an abrasive personality who calls herself an "agitator" used to making "more enemies than friends" is further evidence of the total disregard in which this community is held. We could perhaps bear her manner if her tenure at LAUSD had resulted in success and turnaround of that system, but evidence does not bear this weight. And coming within her short arrival on the scene, her unnecessary caustic public pronouncements and insinuations of personal threats, institutional theft, corruption, and administrative mishandling hearkens back to days of old, summoning vanquished ghosts now long gone. Since many of her claims seem dubious, we find her actions akin to a "bull in a china shop" and a manifestation of her recklessness and ever-increasingly obvious lack of knowledge of accreditation and post-secondary methods. (Please inform Ms. Hudley-Hayes that the word is "accreditation" and not "accredi-DA-tion.")

Thank You El Camino

Please extend our continued thanks to the community of El Camino College for partnering with our District. Our appreciation is often lost in the din as we strive to stand on our own and have a voice in keeping with the mutually purported goal of the return of accreditation to Compton College and the Compton Community College District.

Remember our 83-year old institution was and is a "point of pride" to this community no less than El Camino College is for the City of Torrance. Thank you again for your support in our effort to revive our critically-needed community treasure.

Comment on Stewardship and Process and Progress

Many of our uninfluenced observations about the process and progress of this first venture to restore a community college may provide valuable insight into how this historic first effort is actually working or not working in practice. We therefore suggest some thought be given to the role of the disenfranchised community on the question of stewardship. No other party involved

could be more desirous of expediency, keeping costs in check, avoiding conflicts of interests, assuring “partnering” versus an imbalance of power, or retaining proven executive leadership. We caution there are no checks and balances or cap on monies or time inherent in having a weak un-experienced administration or a silenced community.

In Closing

In closing, we respectfully request you move swiftly to remove Ms. Genethia Hudley-Hayes and re-instate former CEO Dr. Lawrence Cox and Special Trustee Dr. Charles Ratliff if you are serious about swift reaccreditation and saving state and federal money. We believe them to be a seasoned team that would truly get the job done and have the trust and confidence of the community. We would also like to formally request a meeting with you and this Committee at our mutual earliest convenience and location. We look forward to your written response. You may also contact our President Ms. Hollis via telephone and in writing at the address and telephone indicated below to respond to this Committee.

Prepared by the Committee to Save the Compton Community College District
Marie Hollis, President
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Want to go to CSULB? Good luck

The Daily Breeze

By Rob Kuznia Staff Writer

Posted: 04/17/2011 10:25:14 PM PDT

Updated: 04/18/2011 06:54:53 AM PDT

Kate Gray, the senior class president at South High School in Torrance, wasn't surprised this month to learn that even though she'd been accepted at UC Santa Cruz, her application to California State University, Long Beach was rejected.

"A lot of people at South, they just kind of apply there and know they are not going to get in," she said.

The Long Beach campus was once a fairly common option for South Bay students heading off to college. But now, that practically neighborhood campus might as well be located across the state.

In recent years, the number of South Bay students attending Long Beach State has fallen precipitously, both among recent high school graduates and community college transfer students.

At El Camino College near Torrance, the drop has been so severe - by more than half in two years - that the school's president recently wrote a letter to CSU Chancellor Charles Reed requesting better treatment.

"We're all about student success, and this is certainly not helping students be successful," said El Camino spokeswoman Ann Garten.

The trend is the product of two main phenomena: exploding demand that set in a few years ago and the more recent budget crisis plaguing the state.

The situation is expected to get worse before it gets better. That's because a wave of deep budget cuts is forcing the entire CSU system to shave enrollment by a combined 10,000 students next year - even as demand continues to surge.

"We have unprecedented demand, and the budget is forcing us to take fewer people," said Vincent Novack, CSU Long Beach's assistant vice president of institutional research and assessment.

Like many of the CSU system's 23 campuses, CSU Long Beach responded to rising demand in 2002, when it began granting preference to high school students in its immediate area. The school often refers to the policy as the "Long Beach Promise."

For instance, at Lakewood High in the Long Beach school district this past fall, 86 percent of the students who applied to CSU Long Beach were accepted. At South High, where test scores are much higher, the success rate was just 42 percent.

Meanwhile, students in the South Bay do not benefit from such a promise, because the only four-year school in the area - CSU Dominguez Hills in Carson - is among the handful of CSU schools in the state not to extend preference to local students.

This year, access to CSU Long Beach for nonlocals grew even more difficult than in prior years, as the entry requirements for them steepened again.

Even before this year, the policy put a big dent in the number of South Bay students going to CSU Long Beach.

From 2001 to 2009, the number of graduates from Torrance's four high schools enrolling there as freshmen shrank from 130 to 45, according to state figures. The corresponding figure at Redondo Union and Mira Costa high schools decreased from a combined 47 to 11; at the two Palos Verdes Peninsula high schools, from 28 to 13.

Even more pronounced has been the reduction in the number of El Camino College students who transferred into CSU Long Beach as juniors. From fall 2007 to fall 2009, the figure dropped from 434 to 180. In 2009-10, El Camino students were almost as likely to transfer into UCLA as CSU Long Beach, with 162 of them heading off to Bruins country.

Officials from CSU Long Beach have fielded plenty of complaints about the issue, but say they are only trying to do well by the students in their area.

"I think we get kind of a bad rap on this," Novack said. "This campus is really bending over backwards to accommodate our local area."

The number of freshmen applicants at CSU Long Beach has more than doubled in a decade, to nearly 48,000 this past fall. Meanwhile, the number of students who enrolled there actually shrank during that time, from about 4,500 to nearly 4,000.

The flood of applicants is partly due to a mini baby boom that swept through California's high schools in the latter 2000 s, as well as the fact that more and more students have designs on going to college.

As for the local high school students in and around Long Beach, they still must meet minimum standards to qualify for a CSU school. For high school graduates, this means getting a minimum of a C in all required course work. Students who get a single D are often out of luck.

For students living outside the area, the GPAs and SAT scores must be higher. (For some fields that are in especially high demand - such as nursing - even students in the area need to achieve the higher scores.)

As for Gray, the senior class president at South High, getting rejected from CSU Long Beach might mean that she will go to a community college next fall, even though she was accepted at UC Santa Cruz.

"As of now, my family can't afford a UC," she said, adding that she is pinning her hopes on San Diego State, which still hasn't given her final word.

Gray, who expects to finish high school with a 3.8 GPA, said she wanted to go to Long Beach not only because it's close to home, but also because she wants to be a teacher, and the school boasts a stellar education program.

"It would just be a very good school for me," she said, "but I guess it's not in the cards."

Students link hands in support

The Daily Breeze

By The Associated Press

Posted: 04/17/2011 10:00:00 PM PDT

Updated: 04/18/2011 06:34:28 AM PDT



El Camino College students and South Bay community members clasp hands to raise awareness of the needs of community colleges during the state and national financial crises. Participants from at least 53 campuses statewide were expected to take part in Sunday's event. (Steve McCrank Staff Photographer)

Community college supporters across California joined hands Sunday to raise awareness and scholarship money for students struggling to pay for college.

Organizers of Hands Across California said the statewide event was expected to be among the largest fundraising events in higher education.

At 2 p.m. tens of thousands of participants joined hands to create human chains across at least 53 of California's 112 community colleges, including El Camino College near Torrance. Many campuses also planned rallies, fairs and performances.

The event was aimed at raising money for the California Community College Scholarship Endowment. Every dollar raised received a 50 percent match from The Bernard Osher Foundation.

The fundraising's goal was to build a \$100 million scholarship endowment that would support at least 5,000 students every year, in perpetuity, said Melanie Lundquist, a Palos Verdes philanthropist and student at Los Angeles Valley College from 1967-69.

"The value of the community college system and what it represents to the well-being of California, students and the economy is huge," Lundquist said as she held hands in the chain along Crenshaw Boulevard.

Celebrities such as Arsenio Hall, MC Hammer, Ryan Seacrest and Los Angeles Mayor Antonio Villaraigosa were expected to participate in the hand-holding.

Sunday's event was inspired by Hands Across America, when an estimated

6.5 million people joined hands across the country to raise money to combat hunger and homelessness 25 years ago.

Community college advocates got help putting together Hands Across California from Ken Kragen, best known for organizing the Hands Across America, NetAid and We Are the World fundraisers.

California's public universities and colleges face deep cuts in state funding as lawmakers struggle to address the state's massive budget deficit.

The University of California and California State University systems each stand to lose \$500 million and possibly much more if the state doesn't extend temporary tax increases as Gov. Jerry Brown proposes.

Under Brown's plan, the community college system would lose \$400 million, a 7 percent budget cut, and student fees would rise 40 percent to \$36 per unit. Officials say that reduction would result in about 400,000 students not being able to get the classes they need.

The two-year colleges face much deeper cuts and possibly larger fee hikes if the governor's budget plan doesn't pan out.

The cuts will hurt enough, but the prospect of additional cuts makes the situation even more difficult, said Thomas Fallo, El Camino College president.

"There will be that many more students who need financial assistance," Fallo said.

The Case of the Vanishing Students

The Chronicle of Higher Education

April 14, 2011, 4:10 pm

By Julie White

Of the 27 students who originally enrolled in my course, I have 16 in class today. As I hand back the first test of the semester, I remark that maybe a lot of people have spring fever on this sunny day. One of my students suggests a different reason for the high number of absences, saying, “Well, refund checks were sent this week. By next week, there won’t be any problem finding parking on campus.”

Sigh. I’ve long bristled against the stereotype that “a lot of people are just here for their refund checks.” I’m referring to the students’ financial aid from the state and federal governments. That money is sent directly to an institution, which takes the portion required to pay a student’s tuition and fees, then writes a check to the student for the remainder. Students can then use the financial aid for living expenses.

In my experience, students stop coming to classes for all sorts of reasons, including child-care issues, medical problems, and work demands.

But whatever their reasons, some community-college students do vanish at this time of the semester. And while that financial-aid check may ameliorate a short-term economic problem, the long-term consequences of their disappearance from the classroom are much farther reaching. Those absences will turn into grades of “F” and “W” on their transcripts, which will eventually lead to loss of financial-aid eligibility. That will make coming back to college difficult and may also mean an inability to pay off student loans, which, in turn, leads to default, poor credit ratings, and, still, no degree.

While students no doubt have personal responsibility for their own enrollment, we must also examine how our systems contribute to this lack of retention. For one, community colleges have long had the practice of allowing students to register through the first week of classes. Some institutions are even ending late registration, realizing that half of their late enrollees either failed or withdrew.

Late enrollees are less likely to have financial aid in place when they begin classes, which often means they have no money for books or supplies. Add to that their missing up to a full week of classes, and they simply don’t have the basic tools needed to do well academically. When the refund check does come in, several weeks later, it may be too late to salvage their grades for that semester.

Of course, the community-college mission of access is the reason for the late-enrollment practice. But access means more than simply getting inside the doors. If they're not staying with us, then that access, just like that refund check, amounts to little more than a glint of hope turned into a false promise.

El Camino students, faculty to participate in 'Hands Across California'

The Daily Breeze

By Rob Kuznia Staff Writer

Posted: 04/15/2011 07:01:31 PM PDT

Updated: 04/15/2011 07:02:21 PM PDT

Students, faculty and staff at El Camino College near Torrance will participate Sunday in the "Hands Across California" event, in which thousands of community college students across the state will link hands to raise awareness about the value of community colleges at a time of deep financial uncertainty.

After a brief ceremony in the humanities building on campus, the El Camino students will head out to Crenshaw and Redondo Beach boulevards to start their hand-holding chain. It will go north to Manhattan Beach Boulevard, then turn west.

The public is also invited to participate in the event, which begins at 2 p.m.

Students who participate on Sunday will be eligible for a drawing in which at least three winners will receive 12 credits of free tuition for one semester.

Thanks to a commitment from The Bernard Osher Foundation, every dollar raised for the event will receive a 50 percent match that will be donated to the California Community Colleges Scholarship Endowment. The ultimate goal is to build a \$100 million scholarship endowment that will work to provide financial support to at least 5,000 students every year, in perpetuity. (El Camino has already met its fund-raising goal toward this end, a college spokeswoman said.)

The statewide event will involve most of the state's 112 community colleges. It will include some celebrity participants, some of whom attended California community colleges. They include actors George Lopez and Lily Tomlin, musician Quincy Jones, and Los Angeles Mayor Antonio Villaraigosa, among others.

- Rob Kuznia

Compton College: On the Road to Recovery!

Los Angeles Sentinel

Written by Yussuf J. Simmonds (Managing Editor), on 04-17-2011

AB 318, sponsored by former Assemblyman Mervyn Dymally has kept the college on the move. Last Friday, a group of educators, elected officials, staff, students and concerned citizens listened as the special trustee laid out the institution's past, present and possible future.

By Yussuf J. Simmonds
Sentinel Managing Editor

Dr. Genethia Hudley-Hayes is the special trustee for the Compton Community College (CCC). She was appointed in 2010 by the Chancellor of the state's community college system, Dr. Jack Scott, to oversee the college in order that it may regain its accreditation that it was revoked in 2006. As special trustee, Hudley-Hayes appointed Dr. Keith Curry as the interim chief executive officer of the college to assist her in returning the institution to academic normalcy, and regaining its accreditation.

To understand why CCC is now officially called El Camino College Compton Center (ECCC), it is important understand what AB 318 is and what it did.

In part, it read "... This bill would express various findings and declarations of the legislature with respect to the withdrawal of accreditation from the Compton Community College District and the impact the withdrawal would have on the students and residents of the Compton Community College District..."

In other words, AB 318 was a Dymally measure to prevent the school (Compton College) from being closed. With the legislation, then Assemblyman Dymally was able to get a \$30 million loan for the college. A condition to keep the school open was to have an affiliation with an accredited institution - the role of El Camino Community College.

Enter Dr. Hudley-Hayes! As special trustee, she invited the community, elected officials, staff, students, and educators last Friday, to join her at the CCC, as she laid out a plan to fix the ailing institution and return it to an independent status. Also addressing the audience were Chancellor Scott, Supervisor Mark Ridley-Thomas and former LAUSD superintendent, Dr. Ramon Cortines. Rev. Norman Johnson gave the invocation and Camille Johnson emceed the event. Seated in the audience were Dr. Dymally, Dr. Curry, Dr. Willie Jones and Barbara Calhoun (Compton city council-members), Dr. Thomas Fallo (president of El Camino College), both El Camino and CCC board of trustees, and hundreds of concerned citizens.

After the invocation, the emcee introduced Dr. Scott who explained the there had been fiscal mismanagement at CCC and his role, as a state senator, along with Dymally, in securing the \$30 million dollar to keep the college from closing its doors. He emphasized also that "... it is a loan and not a grant and has to be paid back."

When Dr. Genethia Hudley-Hayes addressed the audience, she was articulate and forthright in every way. She explained why she accepted the challenge to turn CCC around, her background and her observations and analyses of the campus. In part, she gave the reason for the El Camino/CCC partnership and said, "... We are on life support and as a patient, if we get rid of El Camino, we are dead." And she chided the community to stop complaining and to roll up its sleeve and help solve the problem: getting CCC back on its feet.

Furthermore, she added, "I saw young Black and Brown people with book bags and not bullets, trying to get an education and they were not on crack." In her final moment addressing the crowd, Dr. Hudley-Hayes said forcefully, " I am unapologetically an agitator." Her husband of 41 years sat proudly in the audience and listened to her eloquent speech.

She was followed by Supervisor Ridley-Thomas, whose role on the program was described as a 'response to the state of the district address. However, he was quick in support her and the ambitious plan she laid out for CCC's recovery. In supporting her, the supervisor said, "Where there's a will, there is a way." And in his conclusion, he rendered a philosophical tidbit: "Candor counts; hope springs eternal."

Dr. Cortines then offered some brief closing remarks.

In essence, the stated purpose of the address was to give a concise report on the condition of the District to the community and to provide an update on the progress and process that is in place to obtain independent accreditation for ECCC and return to the community of Compton. After all it is/was named Compton "Community" College.

As its primary benefactor, Dymally said, "It is my judgment that Dr. Genethia Hudley-Hayes is the right person for this institution at this present time. In her message to the community, she was very forthright; she laid out issues facing the college and emphasized, as did the State Chancellor, the number one issue for us is accreditation."

And as an educator himself, Dr. Willie O. Jones added, "I am supportive of the college because it is such an important educational institution in our community and it has such a great and outstanding history. But I was pleased to hear from the California State Chancellor, Dr. Scott, to say that he wanted to make sure the college would move forward to full accreditation and to restore local control to the elected trustees. I was also impressed with the statement by the special trustee that her primary goal was to return the college to its full accreditation and local control.

And with support of Mark Ridley-Thomas, our supervisor, and El Camino's Dr. (Thomas) Fallo, I am very hopeful that in the near future, we will have our college fully accredited and the governing board fully returned to local control."

In addition to Compton, CCC serves the following communities: Carson, North Long Beach, Lynwood, Paramount and Willowbrook.

LOCAL ACTIVISTS CALL FOR HUDLEY-HAYES RESIGNATION

Compton Bulletin

2011-04-20 / Front Page

Special trustee for Compton Community College District poses new approach to accreditation
By Cheryl Scott, Bulletin Staff Writer

COMPTON—The Committee to Save Compton Community College District is going head-to-head with the district's state-appointed special trustee, Dr. Genethia Hudley-Hayes. In a lengthy and detailed letter to State Chancellor of Education Jack Scott the group is calling for her resignation after only three months in the position.

Hudley-Hayes was appointed special trustee by Scott in December 2011. She began her tenure on Jan. 1, 2011.

The committee was incensed when she fired CEO Dr. Lawrence Cox, who had been widely praised for the progress made under his administration toward accreditation.

Speaking to The Bulletin at the time, she said she was unable to comment because Cox's termination is a personnel matter that must remain confidential.

In a State of the District address in April, Hudley-Hayes furthered angered the group by stating that recent FCMAT scores were not accurate and by describing the college as being "on life support."

"We have gone from being described as an organization ahead of schedule in recuperation, as reported by former CEO Cox and former Special Trustee Peter Landsberger to a campus on life support in only two months," said Hollis in the letter.

The committee has accused Hudley-Hayes of ignoring local leaders when making her controversial decisions and criticizes her for lack of post-secondary experience in education.

Hudley-Hayes recently appointed Dr. Keith Curry as interim CEO, a decision the committee opposes because it claims Curry "has no executive level experience and only received his doctorate degree within the last year."

Hudley-Hayes was not available for comment as of press time. However, earlier this week she established an Independent Audit Review Committee for the district. The inaugural meeting of the committee took place on April 14.

"The 2009 external audit for the district included 22 material findings," said Hudley-Hayes. "Last year there were 20 material findings. The district's role in preparing for future accreditation includes appropriate fiscal practices and policies. This committee, along with the consulting firm of Vasquez and Company, will assist us in getting our financial house in order."

The Audit Review Committee is responsible for reviewing the activities and effectiveness of independent auditors, and for the review of policies and procedures that substantially impact the finances and operations of the district. It is convened by the special trustee and must report its findings, conclusions and recommendations to her.

Vasquez and Company will address four areas for the district which include: identifying issues in the fiscal area and developing a work plan and timeline to address these concerns; providing staff training in appropriate practices and policies; recommending appropriate technology enhancements; and providing best practices especially relative to economies and efficiencies for the financial area of the district.

Members are Dr. Joseph Zeronian, adjunct professor, University of Southern California;

Cheryl Branch, executive director, Los Angeles Metropolitan Churches; Charles Davis, president, CCCD Board of Trustees; Clifford Graves, interim city manager, Carson; JoAnn Higdon, El Camino College vice president, Administrative Services; Willie Norfleet, Compton city manager; Richard Powers, executive director, Gateway Cities Council of Governments; Robert Torrez, assistant city manager, Lynwood; and Danny Villanueva, chief business officer, CCCD.

Committee members serve as volunteers and receive no remuneration for their services.

Compton Community College lost its accreditation in 2006 because of fiscal mismanagement and other issues pertaining to the operation of the school. El Camino Community College stepped in to run the college through AB 318, a piece of legislation authorizing the move in order to keep the doors of the college open.

Now it is engaged in a lengthy process to become accredited as a separate campus of El Camino College by the ACCCJC, the committee that accredits community colleges. Once accreditation is earned, the college would then be transferred back to the Compton Community College District.

The process is the same as it is for any college seeking accreditation and has been estimated to take approximately 10 years. It requires reports to be submitted in every area of college operation and periodic reviews by the ACCCJC. Improvement results are measured by the Fiscal Crisis Management Team, which did a detailed study of the operation of the college that was the basis for its loss of accreditation. FCMAT issues periodic reports detailing and measuring improvements according to a point system.

“FCMAT’s scoring increased from as low as one and two in all areas in July 2008 to as high as seven in November 2010,” said Marie Hollis, president of the committee. “It cut in half the projected time to return to this level. We are utterly dismayed at the loss of Dr. Cox after the gigantic and visible strides made while he was CEO.”

During that time enrollment at the college increased from 2,000 to 12,000.

“Knowing that crucial FCMAT measures need to be sustained for two years without decline to advance this institution toward accreditation, we are scandalized by her untimely and ill-advised assertions that FCMAT scores are too high,” Hollis said.

Last year Cox and Dr. Fallo, El Camino CEO, told The Bulletin that accreditation would take several years because of the many steps involved in the process. Hudley-Hayes has said that the college is still pursuing accreditation as an independent college but that it may take more time than originally estimated.

Q&A: GENETHIA HUDLEY-HAYES

LOS ANGELES WAVE

By LEILONI DE GRUY, Staff Writer

Story Created: Apr 13, 2011 at 9:24 PM PDT

Story Updated: Apr 14, 2011 at 1:42 AM PDT



Ushered in as special trustee of the Compton Community College District in December, Genethia Hudley-Hayes is a self-described “agitator.” The former president of the Los Angeles Unified School District Board of Education is known for making as many foes as she does friends — Hudley-Hayes has been heavily criticized in recent weeks for ending the employment contract of the CCCD’s former CEO, Lawrence Cox, without consulting with constituents and stakeholders — but her mind is not on the naysayers. As she sees it, her role is

to do what she deems best for aiding the district in its recovery after a loss of accreditation led to a controversial partnership with El Camino Community College in 2006. In an interview with *The Wave*, Hudley-Hayes spoke about the state of the district, accreditation and the community.

Have you tried reaching out to the community or local governments to explain what is happening in the district?

I have made a presentation to the Los Angeles Metropolitan Churches. We had a board meeting on the eighth of March where we outlined some of the things, some of the deficits that are still here at the college. We began the process of providing good, solid, current, correct information with supportive data because I think that’s what you have to do. I have already made a presentation to the Lynwood City Council. I have made a presentation to the Carson City Council. On the 22nd of March I [made] a presentation to the Compton City Council. We have already spoken to the Lynwood Unified School District’s superintendent and his assistant superintendent about making a presentation.

What do you hope will come from this outreach?

I’m looking for involvement; that we can in fact help people to understand that the El Camino Compton Center is a place where young people and people who are looking to gain new job skills can come and get an excellent education. There are good programs here, there are excellent faculty here. But if we don’t explain that to people, and all they hear is Compton and the only the thing they think about is bad stuff, then we are doing a disservice to the city and the college.

Rumors continue to circulate in the community — the most common being that El Camino has no intention of surrendering control of the campus, and is dragging its feet on re-establishing accreditation. Is there truth to this or is the community missing something?

One of the things I can tell you that has not happened here is that that kind of outreach has never happened prior to me coming [to the district]. The misinformation that is in the community is not necessarily because the community is making stuff up, it's because the community doesn't know anything. And when there is a void, people make stuff up and I'm not angry with them about that. And I'm not even believing that they shouldn't. When you don't have information and you know that for 11 years this place has been struggling along and we have been promising these citizens — taxpayers, because we are using their money and that is where the apportionment comes from — that we are going to give them back an accredited school, and here we are 11 years later and we haven't made any progress, I'd be angry too, [especially] if no one was telling me anything or only telling me half of the truth or a part of the truth — that everything is rosy and wonderful and moving along in the right direction. ... People are confused. People believe that if the legislature just were to amend AB 318, local control could be back and they could be accredited. None of that is true. I believe that there was a deliberateness to keeping the people in Compton believing that El Camino was a horrible school in Torrance that came here and took the school away from Compton. Even though it was difficult and I know there are people who don't want to hear the truth, El Camino did not take the college away from Compton. Compton's accreditation was revoked as a result of their fiscal mismanagement — \$1.3 million was embezzled from this college when it was under the leadership of an elected board of trustees. The college itself had to call the state and say, "We cannot meet our payroll." The state stepped in and took over; the state is ... who removed the elected board of trustees' power from them, El Camino didn't do that, and AB 318 did not do that, the state did that because they felt the board of trustees was not honoring its responsibilities to watch out for the public's money.

How did or does AB 318 come into play?

When the state took over ... that is when [former assemblyman] Mervyn Dymally very quickly wrote AB 318, which in fact saved the district. If he had not done what he did, there wouldn't be a district. Jack Scott, who is now the chancellor of the California Community College system, jockeyed that bill on the Senate side. Between the two of them, they got that bill through the legislature in record time. That was the only thing that saved the district; not the college, but the district. It left the Compton Community College District intact. That also led to the state giving the district a \$30 million loan for recovery.

How has the El Camino partnership lent itself to the college's growth and existence?

The Accrediting Commission for Community and Junior Colleges revoked the accreditation in 2005. At that time there was no college here. The students who graduated would not have been able to transfer to a four year university because all of their course work would not have been accredited. The then-chancellor, Mark Drummond, looked around trying to find a partner who would take over the academic side, so that at least the students would not suffer. For the summer of 2005, Santa Monica filled that gap, but they did not want to be involved. Drummond then set about trying to find a community college that had its accreditation intact to partner with the Compton Community College District and take over its educational activities. He couldn't find anything. That's what this community doesn't understand is that nobody wanted the college and nobody wanted to deal with the mess that was made. Los Angeles Community College District said no, Long Beach Community College District said no, Pasadena Community College District said no, Cerritos Community College District said no. ... Ultimately El Camino stepped up to the

plate and said ‘we will take them and we will accept the challenge of seeing them through regaining an accredited institution in their district.’ It’s not re-accreditation because that’s not what it’s called. Once a college loses accreditation, there is no college, though it is physically standing and people can see it. There is a Compton Community College District, but within the district there is no accredited institution. We are building an institution from the ground up. Had El Camino not partnered, the college would have closed — period. There would be no Compton Community College. My belief is that without a college, the state would have looked at the 88 acres of prime real estate and re-purposed the land. There is no way they would have let it sit there unused. So, the community needs to understand that.

El Camino receives money for overseeing the college and many in the community see that as an incentive for not wanting to relinquish control of the college. What are your thoughts on that?

It is true that El Camino does get \$4 million because they stepped up to the plate, but it’s not money that comes from Compton, it is money that comes from the state of California. If El Camino went away tomorrow, it’s not our \$4 million; we wouldn’t get it. The state simply would not have to pay El Camino for doing what it’s doing with the center. So, while that’s true people need to understand that it’s not \$4 million that should be coming to the Compton Community College District, that money never would have come here, it never did come here. What they give back is their accreditation, they do not take any of our full-time student equivalency dollars — that is where you get your apportionment from. The students belong to El Camino. What they could have said was “OK, we are taking the students, we are taking on the responsibility of educating the students, we are not giving you any of the money from the state, we are taking all that money ourselves.” They could have taken all of that, and still the [Compton Community College] district would have been left bankrupt. Instead, they let the apportionment accrue to the benefit of the Compton Community College District even though we don’t have an institution. In that \$4 million, they are giving back to the district \$1.3 million every year to cover the \$17 million that the district has used from the \$30 million line of credit.

What are your goals?

My goal is to tell the truth and be transparent. What the community is not happy about is that nobody ever told them all of this information before. All of a sudden here comes this Black person. They feel like, “How dare you come here and tell us all of these things and how did you get here and in two-and-a-half months find out all of these things? Why did you buy out Dr. Cox’s contract?” Because there was no movement. We needed — and need — people in place that are going to do the hard work of getting us to eligibility by 2013. We have to be ready by 2013 or else we will have to wait until 2015. The commission only meets in the spring and the fall. If we are not ready in 2013 we have missed our opportunity until 2015. We don’t have time to fool around. We have been working on this since 2005, and if everything was so fine then why is the eligibility study not done? We have lost five years, almost six years.

Many in the community have had a lot to say about you and have raised many questions. How would you like to respond to them?

My question is where was the community during all these lost years? Why were they not pushing and asking for the right information and demanding that there be excellence in the institution and district instead of spending so much time being angry at El Camino? They should have been asking for data rather than relying on people’s word. Did you know that there still is no

education master plan? How the heck are you going to get accredited without one? Why weren't they asking that question?

How are you taking all of the backlash? Also, you have described yourself as an agitator — is that a title you are OK with?

People have broken into my house and threatened me. I'm not against being an agitator, I was an agitator when I was on the [Los Angeles Unified] school board and I am an agitator now. I expect excellence. I am not going to let someone tell me that everything is fine without me saying "show me." And if you tell me that it's fine and I found out that it is not, my job is to agitate until things are corrected. I do not mind that label as long as I am doing the right thing.

Tell us something about yourself that people may not know.

I know how to read a budget, I know how to read a budget book, I know what a budget should look like and how to manage a budget because I was on the Board of Education. Also, I have been a special trustee in Pennsylvania, Illinois and Alabama.

How close is the college to being once again accredited?

We are not even in the stage where we can meet the 21 eligibility criteria — let me just be very clear with you. Not only do we have to meet them but we have to sustain them for two years before we can even be presented for candidacy. I know that the community is not comfortable with that, they are not happy about hearing it. We have not even gotten to the point where we can stand up in the community and say, "We have met the 21 criteria for eligibility." All that gets us to is we are eligible to send something up to the accreditation commission. That doesn't even mean we will be accredited. It doesn't even mean we are on the road to it; it simply means we are sending a document up to the commission saying, "We would like for you to consider us for eligibility to apply for candidacy to apply for partial that will get us to permanent accreditation." We haven't even set up an eligibility study. ... Accreditation can't happen any faster than it can happen. The steps have to be followed in the accreditation process, which is outlined on ACCJC's website.

So there are several more years before accreditation is in sight, is that correct?

Oh my gosh, yes there are several more years. We have until the fall of 2012 to be prepared to send an eligibility study. Well, actually we have to present the eligibility study to El Camino College District because they are the ones that actually now have taken over the college and it has become the El Camino Compton Center. So, we have to do the eligibility, we have to see where we are with the 21 criteria. We have to send that to El Camino, and they are working very hard because a portion of it is that they are helping, they have to because they are partnering with us. Once that is done, El Camino has to present the center for eligibility, which is another thing the community doesn't understand. The college cannot present itself for eligibility because the center doesn't belong to the district, the center belongs to El Camino. All of this stuff has not been thoroughly explained.

All that said, is the district on track in terms of meeting those goals?

I think we are on track, but for people to believe that this thing was going to only take two years or three years, that is never going to happen. There is a lot of work that still has to be done — a lot of work. What I'm not happy about is that the community has never had a good, thorough presentation about that. I don't think the press has, I don't think any one has. On the eighth of April, we [did] the first ever State of the District address here at the center, where we invited people in and provided them with clear information about where we are, what the steps are we

need to take, what that timeline might look like. We sent out 1,000 invitations, we cast our net wide. We are trying to be as broad as we can so that people can come in and feel connected, feel that we are caring for them, feel that we are speaking to them in a way that will allow them to feel like they are being given good information. At our April 12 board meeting, we discussed these things openly and anybody that had questions could sign up to address the board and ask their questions. We are doing these two [events] that I feel are long overdue.

You mentioned a deficit. What is the district looking at in terms of that?

The deficit — and I want to be very clear because I don't want people to think that Dr. Cox created that — is just because of the health of the state. The problem is that the college, along with every other college in the community college system, is going to face either a seven percent cut or a 14 percent cut, which means that we may need to make cuts as deeply as \$13-15 million. The deficit that we are facing between now and June 30 of this fiscal year — which we will be able to make up — comes from the fact that there were no sound business practices here in the district. When you don't have checks and balances, when you don't have systems in place to make sure that your numbers are right, it is easy enough to say, "Well, we have a \$40 million budget and \$15 million on this line of credit, and \$20 million on that line." The question is, are those numbers real, and what I discovered is that the numbers weren't real. On some lines we are out of money already. We will be able to recover that deficit, we will not end up in the red but the covering of the deficit means we have to borrow more money from the \$30 million loan that the state gave for recovery. But, when you borrow money, you have to repay it. ... One of the [other] problems is that we've had — I believe they've told me we've had — six or seven CBO's in four years. You have people that have been coming in and out. It causes confusion ... Our business office is no where near what it needs to be. The systems are not in place, the processes are not in place.

Caption: Genethia Hudley-Hayes, special trustee of the Compton Community College District, spoke last Friday to a packed audience during a State of the District Address. (Photo courtesy of CCCD)

SAN JACINTO: Summer session emphasis changes at college

10:00 PM PDT on Tuesday, April 19, 2011

By GAIL WESSON
The Press-Enterprise

With severe budget cuts likely in the new fiscal year, Mt. San Jacinto College will scrap its summer schedule of academic credit courses in favor of back to basics, remedial classes and fee-based seminars.

The move is expected to save more than \$250,000, which will be used to support the course offerings during the fall and spring semesters, according to a college news release.

Details about what is being called MSJConnect, will be announced after May 1. The not-for-credit program begins June 6, and uses funding from grants and other sources for no-cost workshops and fee-based seminars, lasting from one day to two weeks.

"We've been waiting on the state budget to see what we could allow," Karin Marriott, district spokeswoman said by phone, with cuts aimed at having the least impact on students. District officials were hedging on making a decision in hopes that a tax extension measure would be placed on a special election ballot in June.

Gov. Brown had proposed tax extensions to cover about half of the budget shortfall, but the deadline has passed to place a measure on the ballot before the taxes expire June 30.

Without the extensions, "the chance of an all-cuts budget is highly likely," California Community Colleges Chancellor Jack Scott said last month in a news release.

In the worst case scenario, Mt. San Jacinto could lose more than \$7 million in funding for 2011-12.

The MSJConnect program will include free workshops in English, math and science skills and computer basics. Film and photo makeup, math boot camp and animation boot camp are examples given by the college for fee-based programs.

"Participation in the seminars could raise a student's math or English assessment score and save them a semester of classes by placing them in a higher-level class," Dennis Anderson, the college's vice president of instruction, said in a news release.

Last summer, some 2,454 students enrolled in a pared-down summer program and in 2009 some 4,541 students were enrolled, according to statistics from the California Community Colleges chancellor's office.

Information: www.msjc.edu/MSJConnect

INDEPENDENT COMMITTEE TO REVIEW COMPTON COLLEGE FINANCES

THE WAVE

Nine-member panel will help oversee fiscal practices in troubled Compton Community College District.

By LEILONI DE GRUY, Staff Writer

Story Created: Apr 20, 2011 at 9:18 PM PDT

COMPTON — If Compton Community College District is to prepare itself for future accreditation, its fiscal practices and policies must be intact, according to college officials.

On April 14, a nine-member audit review committee was established by CCCD Special Trustee Genethia Hudley-Hayes as a means to get the district back to fiscal solvency.

“The 2009 external audit for the district included 22 material findings; and last year there were 20 material findings,” Hudley-Hayes said. “This committee, along with the consulting firm of Vasquez and Company, will assist us in getting our financial house in order.”

After looking at the previous audits for the first time, when he was hired to fill the position in December, CCCD’s Chief Business Officer and committee member Danny Villanueva thought, “Oh my God.” And that was just his first day of work.

The most recent audit “had material weaknesses, which means you are really in trouble and other stuff that could lead to trouble,” he added. “When you look at the audit from the previous year, you see this recurring theme where things are falling through the gaps and were not attended to appropriately. We didn’t get here because of one bad budget, we got here because of several bad budgets. This committee is not here because we had one bad audit, the committee is here because we had perpetual [bad] audits.”

According to a PowerPoint presentation given by Vasquez and Company, prior audit findings discovered that there were more than \$3.3 million of adjustments to the district’s accounting records, accounting systems were not in agreement with each other and high personnel turnover left unqualified staff to remedy the deficiencies.

Additionally, there was delinquent filing of the annual report, fixed asset accounting reports were inaccurate, work was understated by \$1.2 million, disposals were not recorded, depreciation was not well calculated, some monies were not recorded and expenditures of federal awards were incomplete and inaccurate.

There was also an incurrence of \$328,000 for the Student Supportive Services Program despite it no longer being funded by the federal government, work began on construction prior to purchase order approvals or signed contracts and there were no vendor invoices.

The Chancellor's office, reads the company's findings, was not advised of 2003's refinancing of bonds, which resulted in the state's continued withdrawal of debt service payments from the district's general revenues to repay the obligation. This caused \$1 million of funds to be held by the special trustee when they should have been used to pay the bonds.

Also, the Payroll Clearing Fund was not reconciled and was complicated by untimely payment of deductions withheld from employee paychecks. Failure to formally close out outstanding loans within the discontinued Perkins Loan Program or resolve a cash clearing account and a Workers' Compensation Self-Insurance bank account added to financial miscalculations. Accounting records for the Associate Student Government also had major unexplained adjustments.

Furthermore, "the district's original calculation of the salaries of classroom instructors and 50 percent law identified a shortfall of \$1.4 million, subsequently revised to \$326,000," said the presentation. "The changes resulting in the revised calculation were not recorded in the general ledger, do not consider the impact of audit adjustments and their accuracy has not been reviewed by the independent auditors. This district is not in compliance with the requirements of the 50 percent law calculation by an amount between \$329,000 and \$1.4 million."

Though an El Camino Community College District internal auditor raised many of these concerns, there was no risk assessment plan or follow up on reviews.

"That is not good for business," Villanueva said. "Sometimes when you are too customer service orientated, you lack in other areas. I think that is the challenge we have had. We need a culture that permeates excellence, appropriate practices and policies for accounting and for the business office, all the way around. ... We need to be a lean, mean financial machine. This is going to help us refocus. It is going to tell us the raw truth necessary to move forward."

For Charles Davis, committee member and CCCD Board of Trustees president, a huge upset to the district's financial standing was personnel turnover. According to district officials, there have been up to seven different CBO's in a matter of four years, which has resulted in mass confusion.

"I think this is a good move. I have been on the board for just over a year and these audit exceptions are from then," he said. "We have to work at the things that can be corrected. Some things won't be that easy. One of our problems, and some of the other members recognized it too, is that we've had more than five CBO's and that's when you lose your stability at the top. It makes it very difficult because every new person that comes in has a different perception on how things should be done. We hope that the things found in the audit can be corrected once we have them documented in detail ... and Vasquez and Company provides us with the necessary recommendations and processes."

The committee, comprised of non-paid volunteers, will be responsible for reviewing the activities and efficiency of independent auditors and analyzing the policies and procedures that impact the district's finances and operations.

Vasquez and Company will hone in on four key areas: Identifying fiscal issues and developing a work plan and timeline to address them; providing staff training necessary to implement the practices and policies; recommending needed technology and enhancements; and providing best practices relative to economies and productivity within the financing department.

According to a district source, an audit report should be available by June 30. The expectation is to have measurable outcomes and updates every 60 to 120 days.

Other members of the committee include: Joseph Zeronian, adjunct professor at USC; Cheryl Branch, executive director of Los Angeles Metropolitan Churches; Clifford Graves, interim city manager for the city of Carson; JoAnn Hidgon, El Camino College vice president of administrative services; Willie Norfleet, city manager of the city of Compton; Richard Powers, executive director of Gateway Cities Council of Governments; and Robert Torrez, assistant city manager for the city of Lynwood.

Interim administrators appointed at El Camino College Compton Center

The Bulletin

2011-04-20 / News
From staff reports

COMPTON—El Camino College Compton Center appointed two interim administrators on March 25. Valarie O’Guynn will serve as the interim dean of Student Services, and Elizabeth Martinez has taken the post of interim director of Extended Opportunity Programs and Services and the Cooperative Agencies Resources for Education program.

O’Guynn is an alumna of the former Compton Community College and has served the college since 1993. She has served as director of EOP&S/CARE at El Camino Compton Center since July 2006.

She has supported students in the EOP&S/CARE office for more than 17 years in the capacities of EOP&S specialist, CARE coordinator and EOP&S/CARE counselor respectively.

O’Guynn earned both a master’s degree in education and counseling, and a bachelor’s degree in behavioral science and psychology from California State University Dominguez Hills.

Elizabeth Martinez has served as Transfer Center coordinator at the Compton Center since 2005. Prior to that, she was a counselor at the Center for Community Counseling at California State University San Diego from 2004 to 2005, and the co-founder of the Coachella Valley Youth Conference from 2003 to 2004.

Martinez is currently a doctoral student at UCLA in the Educational Leadership Program. She earned a master’s degree in education, specializing in multicultural counseling, from SDSU, and a bachelor’s degree in sociology from UCLA.

Martinez has dedicated her career to working as a student mentor and counselor with such programs as Wahupa Upward Bound, MAAC Community Charter School, and MEChA de UCLA’s Xinachtli Program.

Los Angeles officials want workers to trade furloughs for pay cuts

By David Zahniser, Los Angeles Times

April 25, 2011

City employees who have lost money because of unwanted days off are interested, but a number who are exempt from unpaid leave are urging opposition.

Los Angeles' elected officials have spent weeks trying to convince their employees to take a 4% cut in salary in exchange for an end to unpaid furloughs that stood to slash their incomes by even more.

That tradeoff, part of the strategy for eliminating a \$457-million shortfall, has been greeted warmly by city workers who faced salary cuts of 10% due to the mandatory unpaid days off. But the demand for more concessions has been complicated by a little-known fact: The vast majority of workers at City Hall have not taken any furloughs.

Some departments, including the Los Angeles World Airport and the Port of Los Angeles, are exempt from the furloughs imposed over the last two years. So are police officers, sanitation workers, librarians, zookeepers, streetlight workers and parks and recreation employees who either are considered too crucial to remove from their posts or are paid from funds that cannot be raided to balance the budget.

That situation explains why a relatively few employees have called on their co-workers to reject the deal struck by Mayor Antonio Villaraigosa and leaders of the Coalition of L.A. City Unions, which represents six labor groups. City leaders "continue to give exemption after exemption to all these people," said Paul Castro, a 13-year City Hall employee who opposes the new agreement. "[At] the harbor, the airport, they're not going to be furloughed either way. Why should they make this sacrifice?"

The proposed labor agreement is central to the budget unveiled last week by Villaraigosa, who says it will save \$69 million and serve as a model for other union deals. Tuesday is the last day to cast ballots, so supporters and opponents of the agreement have been making their cases.

Backers of the agreement say it offers important new protections for healthcare coverage provided to retired city workers. They contend that even workers who don't face furloughs want to see them end so that city services are no longer disrupted by missing employees.

"We're a union, and we stand together," said city employee Simboa Wright, who has not had to go on furloughs because his Bureau of Sanitation job is paid from funds outside the city budget.

Villaraigosa has warned that if the deal is rejected, he will impose more than seven weeks of furloughs for every coalition member, even those who were spared last year. That would be the equivalent of a 14% pay cut in a single year.

"I've had discussions with other union leaders, and I see a path to getting agreements across the board," the mayor said last week as he rolled out his new budget. "But as I said, if the bargaining units choose not to approve this, we'll just have to move ahead with 36 days of furloughs."

Still, City Administrative Officer Miguel Santana, the top budget official at City Hall, said city officials face another hurdle. After two years, some employees have gotten used to furloughs and incorporate them into their routines. "If people don't work particular days, they spend more time with their family," Santana said. "I'm not saying that's everybody. But for some people, it may be an issue."

The proposed deal reached by Villaraigosa and the coalition is part of a broader attempt to rein in growing retirements costs, which could consume one-third of the budget by 2015. The deal would require coalition members to contribute 4% of their pay for the cost of retirement healthcare coverage and delay three pay increases totaling 7.25% for a year or more. They would also take a 1.5% pay cut this year in exchange for four days off during the week of Christmas.

Of the group's 14,570 full-time employees, 57% were spared from furloughs, either because they were in independent departments or had salaries paid with state and federal funds, budget officials said. In addition, the coalition includes 4,200 part-time workers who are exempted from furloughs but can vote on the contract, according to a union spokeswoman.

Those figures have caused even some supporters of the agreement to wonder why members would favor it. "Some of these coalition members, as I understand it, have nothing to gain," said Councilman Bernard Parks, who heads the council's Budget and Finance Committee.

Coalition leaders and Villaraigosa aides say the support stems from the provision to guarantee healthcare coverage for employees and spouses after workers retire. The current \$1,190-per-month retirement healthcare subsidy, which can be used to purchase health insurance and covers spouses and partners, is not guaranteed, said Matt Szabo, Villaraigosa's deputy chief of staff.

Santana described that provision of the agreement as "a big get" for the city's employees that would turn the tide in favor of the proposal. "I think at the end of the day that they'll vote for it," he said.

Jerry Brown falls short on union contracts

LA Times April 25, 2011

The California governor's explanation for why he didn't achieve the budget savings he projected from collective bargaining is not persuasive.

By George Skelton Capitol Journal

When Gov. Jerry Brown proposed a new state budget in January, he projected saving \$515 million in employees' take-home pay through collective bargaining. He didn't come close and is being ripped by critics.

He particularly is being slammed for a contract his representatives negotiated with the politically powerful prison guards union.

"Union puppet." "Payoff." That sort of thing.

After all, the guards union — the California Correctional Peace Officers Assn. — did spend nearly \$2 million helping him get elected last year.

Brown naturally takes offense.

A public safety union that strongly supported Republican Meg Whitman — the California Statewide Law Enforcement Assn. — got basically the same contract deal as the prison guards, the governor's aides point out.

Brown told me that a few people have "tried to say there was something corrupt" in his union negotiating. But he loudly insisted: "I'm not a jerk, a clown or a crook...."

"As God is my witness, I did the best I could."

Back to that budget proposal: Heading into contract negotiations with six public employee unions, the governor calculated \$515 million in employee compensation savings for the total budget, and \$308 million for the crucial deficit-plagued general fund.

The nonpartisan legislative analyst has estimated that Brown fell roughly \$300 million short on total savings and missed by nearly \$200 million in the general fund.

Different terms get tossed around. Brown had projected reducing "take-home pay" for the affected employees by 10%. The legislative analyst says he actually saved only 3.6% in "employee compensation costs." In the end, the Brown administration pegged "payroll savings" at 5% for the next fiscal year.

Whatever language is used, there's no question that the governor missed his stated target. It's the target that the Legislature had assumed he'd reach when they whittled the general fund deficit from roughly \$26 billion to \$15 billion in March, mostly by slashing healthcare and welfare.

If the proposed union contracts are ratified by workers and the Legislature, the deficit will be \$200 million deeper.

Brown offered me an explanation for the \$200-million budget miscalculation that I never would have imagined. It wasn't a miscalculation at all, he said. He just didn't want to place in the budget

the real figure he was willing to settle for in collective bargaining. So he made up the projected savings targets.

"Here's the deal: You can't put your bottom line in the budget," the governor said. "It's a little awkward. Unions then figure out where you're going. You have no chance of getting that number."

OK, but what about the credibility of the governor's budget proposal? What else is phony in there? How about those tax extensions? Are they all really necessary, or just an opening bid in negotiations with Republicans?

A very dangerous precedent.

The six union contracts essentially are patterned after 15 negotiated last year by then-Gov. Arnold Schwarzenegger, Brown said. He couldn't get tougher with unions than Schwarzenegger did, the governor insisted, because that would have amounted to "discrimination" against some.

Anyway, he said, "I've got to work with people. I'm not declaring war on employees. We can't just have everybody anxious and fighting. During the last administration, there was a lot of ill will."

The big picture, Brown said, is that the prison guards union is "collaborating" with him in trying to shift roughly 40,000 felons convicted of nonviolent crimes from high-cost state prisons to county jails. The union could have pressured Democratic lawmakers to oppose the so-called realignment, he said. But it's supporting the move, even though ultimately union jobs will be lost.

"I'll close some prisons down before we're through," he said, saving \$1 billion annually.

But that would require the extension of a higher vehicle license fee to reimburse local governments for their added jail costs.

So far, no Republicans have offered to provide any of the two GOP votes necessary in each house to extend the higher income, sales and car tax rates. The same number will be required to ratify the union contracts, and there isn't any GOP enthusiasm for them, either.

"If the governor had hit the \$308 million [general fund savings], he'd probably have gotten a couple votes for it," says Senate GOP Leader Bob Dutton of Rancho Cucamonga. "I just don't think there will be any."

Sen. Mimi Walters (R-Laguna Niguel), vice chairwoman of the Appropriations Committee, says, "Personally, I think he needs to renegotiate.

"It appears that the governor is making sure he takes care of his friends at the cost and expense of people who really depend on government." The \$200-million hole will result in more program cuts, she predicted.

Republicans are griping mainly about Brown's failure to achieve the payroll savings he projected. They're not carping about details, such as the governor's lifting of an 80-day cap on accrued vacation time for guards.

The Brown administration contends that won't cost taxpayers one dime because the cap isn't enforced anyway and can't be. Because of a staffing shortage and forced furloughs, guards aren't allowed to take all their vacation time. And there is no "use it or lose it" in state government.

There should be.

"In collective bargaining," Brown said, "it's fantasy to say 'I want it all my way and shut up.' [Unions] are big players and a big part of the equation. Just like Republicans are...."

"Anybody can sit on the sidelines and throw spitballs."

Consider this a spitball.

Rough road ahead for El Camino students

The Daily Breeze

By Rob Kuznia Staff Writer

Posted: 04/24/2011

Summer is fast approaching, which usually means a slower season is around the corner. But for students at El Camino College - and most other community colleges in California - it will mark the beginning of a frantic year of competing for scarce classroom seats.

In less than a month, when students begin registering for summer courses, they are bound to discover that the courses are tougher to get into - even more so than the year prior - because about a quarter of the normal summer offerings have vanished.

Come this fall, classes will be more expensive. A few months later, signing up for winter-session courses will likely be impossible, as El Camino officials plan to eliminate the six-week mini-semester altogether. Spring semester also will see quite a few class reductions at the Torrance-area campus.

All told, the number of course offerings is scheduled to shrink by 8 percent next year - and the number of students served is expected to dwindle by more than 2,000 - setting the stage for a first-come, first-served rat race for seats.

"The situation is more uncertain this year than it has been in any other year I can recall, and probably more ominous," said El Camino President Thomas Fallo.

The dire outlook is tied to the way El Camino is shouldering its share of the \$400 million budget cut that will shave an estimated

7 percent from the entire California community college system next school year - all in an effort to reduce a \$26 billion shortfall in the state budget.

And the deed may only be half done. If temporary tax hikes are not extended - Gov. Jerry Brown and Republican legislators are still battling over whether to put the proposal on the November ballot - the cuts could be twice as severe.

The deep uncertainty in Sacramento has provided El Camino leaders a fuzzy foundation on which to prepare their budgets, meaning plans for next year are especially fluid and subject to change.

But as is, the plan at El Camino calls for reducing the student head count next school year by 11 percent, from the current equivalent of 19,400 full-time students to 17,300. That's down from 21,000 two years ago.

There is some good news. The deans and administrators at El Camino have attempted to structure the cuts so as not to impact the fall schedule. This means that, assuming the current plan holds, the number of sections offered this coming fall will be equal to that of the prior year.

But the number of course sections is set to drop considerably for the summer and spring.

The crunch will also take a bigger bite out of students' wallets.

Beginning in the fall, the cost of taking classes at California's community colleges will increase for the first time in years - from the current \$26 a unit to \$36. (Classes generally consist of three units.)

The first classes in line for cuts are the ones least likely to help students transfer to four-year colleges, attain basic skills or earn certificates of completion for career-oriented disciplines, such as firefighting or nursing.

At El Camino, the casualties this summer include dance classes - both ballet and modern dance - two music courses, one of two photography classes and 17 P.E. courses. Also on the chopping block are a few math and physics classes.

"I think we're getting into the meat and potatoes of the programs," said Francisco Arce, the college's vice president of academic affairs. "We don't have what some people might call fluff."

Students, meanwhile, are feeling the pinch.

Rio Schwichtenberg, a recent graduate of Environmental Charter High School in Lawndale, is a music student.

"It's always been my passion," she said, while working out in an El Camino weight-

training class that is also slated for cuts this summer. "My mom played drums, she sang, she played guitar. I remember being in the basement playing the guitar and shaking the maracas, like since I was 3."

Schwichtenberg said she wants to gain an associate degree and transfer to a four-year school, but the cuts are making it difficult for her to get the classes she needs.

"I just think it's ridiculous," she said. "Everyone always says 'children are our future, education is everything.' Well then why are you cutting it?"

Jordyn Mathis, who graduated last year from West High in Torrance, said it will probably take her three years instead of two to transfer to a four-year university.

"Pretty much everyone on campus has difficulty," said Mathis, who plans to major in business management.

Meanwhile, the rumors are flying. Last week, administrators posted and then promptly removed from the El Camino website the summer schedule to make a few tweaks. Some students took this to mean the summer-schedule was canceled.

"There's a lot of gossip on campus right now, a lot of fear, which is understandable," said Connie Fitzsimons, the dean of El Camino's fine arts division.

Although summer classes haven't been canceled at El Camino, such a fate has befallen many other schools, including the Los Angeles Community College District, West Los Angeles College and City College of San Francisco.

El Camino officials say their school is in better standing than some because it has had the benefit of a healthy reserve. But the rainy-day fund has been spent down, and is approaching the minimum amount required by the state.

Under the current plan, El Camino's \$110 million budget for 2011-12 would shrink by nearly 11 percent. Should the situation in Sacramento get even grimmer, El Camino officials have a fallback budget that includes \$17.5 million in cuts. (The college's final budget must be passed in September.)

El Camino administrators say they will recommend the worst-case budget if there is no tax-extension package approved by voters, and if the Legislature opts to suspend Proposition 98 - a ballot measure approved by voters in 1998 that guarantees an annual increase in school spending in California. As is, the state spends 52 percent to 55 percent of its budget on K-12 and higher education, according to the Governor's Office.

Across California, educators estimate that community colleges will serve up to 400,000 fewer students next school year - roughly the same number served by the entire California State University system, according to the office of California Community Colleges Chancellor Jack Scott.

"The uncertainty for students is: how many classes are we going to offer, and, worse yet, if you come to El Camino, it could take longer," Fallo said. "Then, it's where do you go after that? Are you going to be able to get into a CSU campus, because they are cutting back also. ... It's a bummer of a birthmark to be born in this generation right now."

Release Pay for Union Work at Issue in CSU Contract Talks

By Laurel Rosenhall
lrosenhall@sacbee.com

Published: Saturday, Apr. 23, 2011

Facing at least \$500 million in cuts for the year ahead, California State University officials are looking for ways to trim. And as they negotiate a new contract with the faculty union, they're asking professors to shoulder some of the burden.

The parties have been negotiating a new contract for many months, and tensions have begun to flare. Professors took their fight into the open last week by organizing protests at all 23 CSU campuses.

Publicly, the union is highlighting ongoing cuts that have a direct impact on students – reducing the number of classes offered, increasing the time it takes students to graduate and trimming the number of students CSU enrolls.

But privately, one of the big issues the parties are fighting over is how much the university – and by extension, taxpayers and students – will pay professors who cut back on teaching to work for their union.

The university spends \$1.5 million a year on salaries for professors who work for the California Faculty Association, which represents 23,000 professors across the state. The sum includes the salaries of the top two officers who take a leave from their campuses to lead the statewide union, as well as the salaries of dozens of professors who reduce the amount they teach while working part-time for the union chapters on their campuses.

CSU wants to spend less on the professors who teach part-time while they do union work, and stop paying the salaries of the two union leaders.

"Why should we pay someone who doesn't teach at all?" said Claudia Keith, a spokeswoman for the CSU Chancellor's Office. "We feel the union should pick up that representation cost."

It's one of dozens of issues the university and the California Faculty Association are negotiating as they bargain for a new contract. But this one has caused particular tension, with the union saying it reflects the broader anti-worker movement radiating from the Midwest.

"That smells like Wisconsin to us," said CFA President Lillian Taiz, who believes the university should continue paying her salary while she is on leave from teaching. "That smells like, 'Let's make it harder for working people to protect themselves.'"

The contract between CSU and CFA calls for the university to pay the salaries of the union's president and political action chair. This year, the university is spending \$137,061 in salary and benefits for Taiz.

It is spending \$59,935 in salary and benefits for John Travis, the political action chair. He participates in CSU's early retirement program in which professors over age 55 work up to half time for up to half pay while drawing a pension. In addition to his pay from the university, Travis receives a pension of \$69,385, according to CalPERS.

Neither Taiz nor Travis are paid by the union. Both are longtime union leaders who draw salaries as professors though they have not taught in many years. Taiz, a history professor at Cal State Los Angeles, last taught a class in 2001, the campus reported. Travis, a political science professor at Humboldt State, last taught in 2003, according to a campus spokesman.

Taiz said it makes sense for CSU to pay their salaries because they are performing a service to the university by leading the faculty union.

"The underlying question is, 'Do you believe people need to have representation to protect them on the job?' " Taiz said.

She points out that the university uses public money to pay administrators who handle labor relations and to represent the management side in negotiations. Union dues cover some of the cost of faculty representation, Taiz said, but it's only fair that the university kicks in, too.

"It's a little unrealistic to expect workers who work a day job to go up against ... lawyers who work full-time and are paid by the state to do this work," she said.

Union watchdogs like Mike Antonucci counter that it makes no sense for a public university to pay its professors when they are working full-time for their union, which is a private organization.

"If you're using public money to pay people to do a job for an organization that is not under your control and is a private entity, I believe that's a waste of public funds," said Antonucci, a consultant based in Elk Grove who works on teacher union issues nationwide.

Release time is common in organizations that employ unionized workers as well as in universities where faculty are not unionized.

In academic settings where faculty are not unionized – such as the University of California – professors can continue to earn their salaries while they're released from some teaching duties to work on special committees or take on additional research.

But among California's large public employee unions, CSU's arrangement appears unique. Other state worker unions reimburse the state the full cost of salary and benefits for workers who go on leave to conduct union business, said a spokeswoman for the Department of Personnel Administration. Lynelle Jolley said the state picks up the cost only for a handful of workers who spend sporadic days in contract negotiations.

The large K-12 school districts in the Sacramento region also get reimbursed by their teacher unions when teachers go on leave to serve the union.

At CSU, the faculty union reimburses the university for a portion of the salaries for professors who reduce their teaching load to do union work. And the union recently agreed to increase the rate at which it reimburses CSU, said Bernhard Rohrbacher, CFA's lawyer and chief negotiator. "It was a concession on the part of the union, acknowledging the times that we're in."

But the reimbursement rate doesn't cover the full cost of letting professors out on union leave. The university says the union reimburses it for about 18 percent of the cost. The increased reimbursement rate would raise the union's contribution to about 20 percent, according to CSU.

At most CSU campuses, between two and four professors are released from some teaching obligations each year to work for the union. At Sacramento State, Cecil Canton is the professor who has taken the most union leave in recent years. In the past three years, he has taught one class each semester while drawing a salary above \$95,000.

During last week's campus protest organized by the faculty union, Canton held his criminal justice class on the quad, amid the crowds speaking out against the university administration. He said it was important for students to see the protest.

"We have to demonstrate to them what collective bargaining and collective action is all about," Canton said as he passed out take-home quizzes to his students. "And what better way to do that than bring them here and say, 'Look, we're invested in this thing, too.' "

Former powerhouse community college inaugurates hall of fame

April 23, 2011 | [Adolfo Guzman-Lopez](#) | KPCC



James Newman coached the 33-0 Compton College men's basketball team to a state championship.

Plenty of college athletic departments sponsor halls of fame. But the one that has just opened at the former Compton Community College is epic. Since Compton opened nearly a century ago, the college has sent teams and athletes to national championships and on to gold medals at the Olympics. This hall of fame is central to an effort to uplift the campus after a spell of mismanagement nearly a decade ago that nearly sunk the community college.

As a high school student, Albert "Lefty" Olguin drove from his home in San Pedro to Compton College to see for himself if the Tartar men's basketball team was as good as he'd heard.

It was better, he says.

Since he became Compton College's athletic director a few years ago, he's found out how much of a champions factory this place used to be. A couple of blown-up black-and-white photos in his office show a cigar-chomping coach on the football field with his players.

"The pictures you see here are from the 1955 national champion football team," said Olguin. "This team was famous for a lot of things, playing in front of 55,000 people in the junior Rose Bowl, but basically, they were the first, they broke the color barrier."

That team will be inducted into the Tartar Athletic Hall of Fame.

So will Olympic gold medalists from 1936 and 1952, former NFL Commissioner Pete Rozelle, and coach James Newman and his basketball team.

"The record that stands out for everybody is his 33 and 0, 1969 – 1970 basketball state champions, the team was amazing, no three point line back then," he said. "They scored 166 points in one game. Today it's still a record."

James Newman, tall, thin, and in a cardinal red track suit, greets workers as they lay carpet over the wood floor where the team racked up those 166 points. The hall of fame induction ceremony's set to take place in the gym.

"I used to have a pillow in this place because I slept here most of the time," Newman tells the workers. They pause to hear Newman tell the story behind the banner high in the rafters. It's the 42-year-old state championship banner. "That first one up there is my first year here, we won 32 in a row, nobody stopped us. We just walked through the state and got it done," he said.

The last championship banner – for women's track - is from about 15 years ago. About six years ago the college's reputation hit rock bottom after the state stripped Compton Community College of its academic accreditation. Administrators had mismanaged and defrauded the campus for years. Nearby El Camino College took over its administration. By then, James Newman had moved on to other coaching jobs - but the news from his hometown hit him hard.

"I was disappointed in those people who had the responsibility of keeping the tradition going and keeping this college on the level in which it was on when I was here, to see that," he said.

Newman and alumni are returning to help. Most of his team from 1970 is returning for the hall of fame induction ceremony. Newman greets former players Larry Holyfield and Ron Richardson. Both went on to play university basketball and earned their college degrees.

Holyfield played forward for the 1970 Compton College team. He went on to play basketball at UCLA for John Wooden between 1970 and 1973, the golden years of Bruin basketball. Holyfield and other former players say Newman taught them the desire to win on the court and to learn what they needed for the next steps in life. That, they say, is why he deserves a place in the Compton College sports hall of fame.

Several more former players met Newman at the college cafeteria. Memories and catching up kept them talking through lunch. Some of the former players are social workers, teachers, and lawyers.

Student body treasurer Camille Johnson stopped by to tell the men it means a lot to the school that they've come back.

"These men and women, they appreciate the history of this campus and they've come back to support what Compton is today," she said. "I don't believe we are down trodden. It is a wonderful thing to be a student here. I love this school."

Going forward, Johnson said, Compton College doesn't deserve the bad reputation it developed in recent years. She and others are working hard to turn the school around - and to send the message that the students and the college are serious about the offering students what they need to take the next steps in their lives.

The induction ceremony for The Tartar Athletic Hall of Fame at El Camino College Compton Center takes place tomorrow afternoon between 2 p.m. – 4 p.m. in the campus gym.

L.A. budget: Helping our city, the union way

LA TIMES/APRIL 24, 2011/EDITORIAL

Members of six city unions should approve a plan to raise their retirement contributions.

Mayor Antonio Villaraigosa's proposed budget for the coming fiscal year is imbued with his trademark optimism, but it also carries an implicit threat. The optimism is seen in the mayor's determination not to lay off workers or scale back the reach of city government in spite of a projected shortfall of almost \$458 million, or 10% of the city's expected general fund revenue. The threat is that if city workers don't agree to cover more of the cost of their retirement benefits, many will be hit with furloughs that make a significantly deeper cut in their take-home pay.

About 19,000 members of six city unions are voting now on a proposed contract amendment that would raise their retirement contributions instead of imposing furloughs, and they should endorse it. But even if they do, that probably won't be enough to spare the city more budget heartache down the road.

The \$458-million shortfall is just the latest in an ongoing series. And as large as it seems, City Administrative Officer Miguel Santana predicted in March that the gaps in the three subsequent years would be even larger. The biggest factors in the growth are pension and health benefits, which account for half of the increase in city expenses in 2011-12. Those expenses will grow \$100 million to \$200 million a year after that, Santana predicted.

The increases further squeeze a budget that's already strained. More than half of the city's general fund is spent on mandatory items, such as pension, benefit and debt payments. An additional 30% is dedicated to the city's top priority, public safety. The budget for everything else isn't all that much bigger than the projected shortfall.

The solution offered by Villaraigosa combines a few much-needed long-term fixes with several one-time solutions that do nothing to improve the city's long-term health. The long-term elements include a smarter approach to fire stations that replaces underused and expensive ladder trucks with more badly needed paramedic teams; the elimination of the duplicative city treasurer's office; and the termination of 680 vacant non-public-safety positions. The most important, though, is the pension savings that would be achieved through the deal struck with leaders of the six unions.

One of the fiscal challenges posed by pensions is that, according to California courts, future benefits to current employees can't be reduced without their consent. The city can order that new hires be offered less generous benefits — a change already made in the Police Department and expected soon for civilian workers — but such reductions won't save money anytime soon.

By contrast, the agreement negotiated with the Coalition of L.A. City Unions would save more than \$300 million over the next three fiscal years by having workers contribute 4% more of their pay into the fund for retiree benefits. The added contribution would cover the projected cost of health benefits for retirees and their spouses, at least for the time being.

If union members reject the deal, the budget calls for workers paid out of the general fund to spend 26 to 36 days on furlough. That translates into an average pay cut of 10% — more than

twice the cost of the higher pension fund contributions. This should be a "yes" vote, even for the coalition members not facing furloughs (about half of them hold positions paid for by special funds that don't have shortfalls). The city should also seek the same level of cost-sharing from the rest of its workforce, including police and firefighters.

Nevertheless, some workers have grumbled publicly that the mayor wants to increase spending on some services, including street repairs, while asking union members to reduce their take-home pay. That's an understandable concern, but the reality is that city leaders need to be free to shift priorities regardless of whether revenues are shrinking or growing. To simply apply reductions across the board would be a thoughtless approach to budgeting.

A more apt criticism is that Villaraigosa's budget doesn't do enough to pull the city back from low-priority services and to turn its focus to the most critical ones. It tries instead to continue doing what the city has been doing, just with fewer dollars.

It also would narrow the funding shortfall in several questionable ways. Rather than solving the problem of excessive police overtime costs, it would continue the practice of compensating officers with time off instead of cash. It would hire more traffic cops in a bid to jack up ticket revenue. And it would borrow \$43 million to cover a mortgage payment on the convention center and the residual costs of the city's last effort to induce employees to retire early.

Most ominously, the proposal is based on revenue estimates that are about \$130 million higher than City Controller Wendy Greuel's latest projection. If the mayor proves to be too optimistic on that front, the city will be forced to make more cuts as the fiscal year unfolds.

The best way to shore up the budget outlook is for members of the Coalition of L.A. City Unions to vote in favor of the deal that their negotiators struck with top city officials last month. The savings from that deal are real and will continue through the rest of the contract, which expires in June 2014. The votes will be tallied Tuesday evening; here's hoping they set an example for the rest of the city workforce to follow.

CCCD SPECIAL TRUSTEE ANSWERS CRITICS

2011-04-27 / Front Page

Genethia Hudley-Hayes has sharp words for group trying to oust her

By Cheryl Scott

Bulletin Staff Writer

COMPTON—Compton Community College District Special Trustee Genethia Hudley-Hayes responded this week to a letter sent to State Chancellor of Education Jack Scott demanding that she be removed from her position.

“I think they’re off the mark,” she said. “One of their complaints is that I do not have postsecondary experience and that’s just false. I sat on the Western Association of Schools and Colleges, which is the agency from which the ACCJC (Accrediting Committee for Community and Junior Colleges) derives its authority.

“They also mischaracterized what I said in my State of the District speech regarding the Fiscal Crisis Management and Accounting Team. I simply said that the information that we see in the district financial office does not match the FCMAT scores, which is completely true and the figures are there for anyone to see.”

The Committee to Save Compton Community College District sent the letter to Scott and Gov. Jerry Brown in reaction to the firing of Dr. Lawrence Cox, CEO of the district, by Hudley-Hayes within just a few weeks of her appointment. President of the committee Marie Hollis wrote, “Ms. Hayes has exacerbated a leadership vacuum by dismissing Dr. Cox, who has 25 years of post-secondary experience, and appointing Keith Curry as the interim CEO, an administrator with no executive-level experience who only received his doctorate degree within the last year.”

“It’s true I bought out Dr. Cox’s contract,” Hudley-Hayes told The Bulletin. “And I cannot discuss reasons for my action because it is a personnel matter and must be kept confidential. But I felt it was for the good of the district and for our overall effort to gain accreditation.”

Hudley-Hayes sent a letter to Hollis on April 5.

“I am writing to invite your participation on the Compton Community College District Independent Audit Review Committee,” she said. “Dr. Curry and I have tried to reach out to you unsuccessfully. I understand your anger and disappointment with me as it relates to Dr. Cox. I am unapologetic about buying out his contract, as it was in the best interest of the Compton Community College District. There are decisions that must be made even though those decisions are not welcomed by all members of the community. I appreciate your loyalty to Dr. Cox, it speaks well of your integrity. I made my decision after a careful evaluation of the situation here at the El Camino College Compton Center and its need to move forward with all speed toward accreditation.”

Hudley-Hayes claims that an auditing firm hired by the district identified 20 material findings of inadequacy in an audit done in 2009 and 2010. The committee accused her of implying that there was financial wrongdoing within the college's business office.

"I have never said that," said Hudley-Hayes. "What I said is that the FCMAT scores were higher than what they should have been if they had received correct information from the business office. There is a disconnect somewhere, and I think that people should know what's going on at the college."

When the college applies for eligibility to earn accreditation, it will have to prove the assertions made by FCMAT in its periodic assessments of the college's progress in designated areas.

"Right now, the figures that come from the budget office do not reflect what the ACCJC is saying," she said. "I am not accusing anyone of anything, but it's obvious that the ACCJC did not receive the correct information. That is what I was talking about in my State of the District speech."

Hudley-Hayes also accused the previous administration of violations of the Brown Act, which requires that public officials discuss financial issues in public. "Dr. Cox held individual meetings with the members of the district board of trustees in advance of board meetings. You can't do that," she said. "You have to hold open meetings, and the law is very strict about that."

She took the committee to task for not attending meetings she has held about the district and the attempt to get the college accredited.

"There are many things that need attention here in the District," she said in her letter. "There are many things that were not reported to community constituents, and there were many things that were reported incorrectly. I would welcome the opportunity to meet with you, your board of directors, or your entire group."

The college lost its accreditation in 2006 and would have been forced to close if El Camino Community College had not agreed to operate it as a remote learning center. The El Camino Community College District and the Compton Community College District are currently working together to meet the stringent qualifications for accreditation, which could take as long as 10 years.

Completion Agenda for Baby Boomers

Inside Higher Ed

April 27, 2011

A group of nine community colleges is turning to some decidedly nontraditional students to help advance President Obama's goal for the United States to have the highest proportion of college graduates in the world by 2020: baby boomers looking to return to or remain in the workplace.

Mary Sue Vickers, director of the American Association of Community Colleges's Plus 50 Initiative, made the case for the institutions' efforts earlier this month at AACC's annual meeting in New Orleans. With 78 million baby boomers entering their retirement years — and more of them living healthier, longer lives — there is great demand, she argued, for offerings designed to retrain the over-50 population for new careers.

“To meet future demands, we need to prolong the labor force participation of aging baby boomers,” said Vickers, noting that unemployed older adults tend to take longer than their younger counterparts to find work. “We need to increase educational opportunities for the current work force.”

The Lumina Foundation for Education has funded the Plus 50 Completion Strategy — a supplemental effort to the existing AACC initiative — at Cape Cod Community College, Clover Park Technical College, College of Central Florida, Joliet Junior College, Metropolitan Community College (in Missouri), Northeast Wisconsin Technical College, Pasco-Hernando Community College, Santa Fe College and Wake Technical Community College. These nine institutions are encouraging people over 50 who have earned college credits in the past to complete a degree or certificate. They are also encouraging employers of plus-50 adults to send current employees back to college. The effort hopes to bring 40 percent of the individuals it attracts to “completion,” earning either a certificate or an associate degree, by 2014.

Rosemary Dillon, dean of health sciences at Cape Cod Community College, said there is a critical need to further educate the baby boomer population in her institution's service area. A third of Cape Cod's population is over 60. In addition, recent census data show that its under-18 population has declined significantly in the past decade.

To attract boomers to the college, Dillon said, her institution recently staged a “career changers” conference to highlight the changing “employment forecast” for the future of the Cape. The event featured a number of workshops for attendees. Some of the topics included “generational differences in the workplace” and “what it's like to be an older student on a college campus.”

“When this was over, I stood in the middle of campus ... and I did not see one person who didn't come out of this with a big smile on their face and say, ‘This is great,’ ” said Dillon, noting that the event attracted 180 local residents. She explained that boomers simply need to be shown that they are welcome on college campuses and that institutions have programs specifically to benefit them.

To assist older students interested in returning to college, Dillon said her institution created an “adult learner services center” that identifies current skills, provides career counseling, refers students to other support services, and helps track students through their certificate or degree program.

Mabel Edmonds, dean of workforce development at Clover Park Technical College, in Washington, noted that her institution has also created a “single point of contact” adviser to provide support services to plus-50 adults. It also hosted a career expo specifically for this population, at which the college educated local employers about the value of hiring older, more-experienced workers.

Ultimately, though, those involved with the Plus 50 Completion Strategy stressed that colleges hoping to attract older students need to enhance their marketing and branding efforts.

“For instance, does your college catalog have people like that,” said Vickers, pointing to a photograph of a group of gray-haired and bespectacled students, “or do they look like typical 18-year-olds?”

Also important, Vickers and the other officials said, is having baby boomers tell their own stories about being downsized and seeking retraining. This, more than any marketing technique, they argued, has the greatest impact on other boomers. YouTube videos of over-50 students in retraining programs, talking about the experience of being back in the classroom, are popular recruiting tools for many colleges.

The outreach effort at the participating institutions has already attracted a number of such students, all with their own stories about what brought them back to college.

“I was laid off, and I spent 25 years in real estate title business,” said Susan Martin, a student at Joliet Junior College, in one of the program’s many [video testimonials](#). “My time has come. It’s time to switch, not only [because] of the economy but because of the time spent.”

Martin has earned a human resource certification at Joliet and is working toward an associate degree. She is now an instructor with a work-certified program for her area’s workforce investment board -- a group that directs government funds to help retrain unemployed workers. She explained that she was nervous about returning to college at first, but eventually became comfortable with it.

“You’re never too old to learn,” Martin said. “I think it keeps you young. It’s been wonderful.... I’ve met so many wonderful people going through different phases in their lives. It’s been such a fabulous opportunity. And, actually, it led me to find out what I want to be when I grow up.... It’s wonderful reinventing yourself. Just be open to all of the opportunities presented.”

— **David Moltz**

Factbox: Six space veterans to fly aboard shuttle Endeavour

Wed Apr 27, 2011 1:18pm EDT

(Reuters) - Shuttle Endeavour's six-member crew is led by Mark Kelly, the husband of U.S. Representative Gabrielle Giffords of Arizona who is recovering from a January shooting.

The flight to start on Friday marks the 25th and final mission for Endeavour, which is being retired along with sister ships Discovery and Atlantis so NASA can begin work on new vehicles that can travel beyond the space station's 220-mile (350-km) orbit.

Here is the crew for NASA's second-to-last shuttle mission:

* Commander Mark Kelly, 47, a Navy captain from West Orange, New Jersey. Kelly, who will be making his fourth spaceflight, rejoined the crew after a leave of absence to oversee his wife's care. A Desert Storm combat veteran who attended the U.S. Merchant Marine Academy and the U.S. Naval Postgraduate School, Kelly has two children from a previous marriage and an identical twin astronaut brother, Scott Kelly.

* Pilot Gregory Johnson, 48, a retired U.S. Air Force colonel from South Ruislip, England. The married father of three has degrees from the Air Force Academy, Columbia University and the University of Texas in Austin. The former fighter pilot, who has logged more than 4,000 hours in 40 different aircraft, has made one previous spaceflight.

* Flight engineer Roberto Vittori, 47, a European Space Agency astronaut from Viterbo, Italy. Vittori, a colonel in the Italian Air Force, twice served as guest researcher aboard the International Space Station, flying both times on Russian Soyuz capsules. The married father of three, who holds master's degrees in aeronautical sciences and physics, was the Soyuz co-pilot on his last flight in 2005. This will be his first flight on the space shuttle.

* Michael Fincke, 44, a U.S. Air Force colonel from Emsworth, Pennsylvania, holds degrees from the Massachusetts Institute of Technology, Stanford University, El Camino College in Torrance, California, and the University of Houston in Clear Lake. The married father of three has been part of two long-duration space station missions, including a stint as commander. With his third spaceflight aboard Endeavour, Fincke will amass more hours in orbit than any other U.S. astronaut. He is one of the crew's three spacewalkers.

* Andrew Feustel, 45, a geophysicist from Orion, Michigan, attended Oakland Community College in Michigan and worked as an auto mechanic before transferring to Purdue University, where he earned two degrees, and then to Queen's University in Canada for a doctorate in geological sciences. He worked for Exxon Mobil before being selected by NASA in 2000 to become an astronaut. The married father of two has made one previous spaceflight to work on the Hubble Space Telescope. He is the crew's lead spacewalker.

* Gregory Chamitoff, 48, an aeronautical engineer and planetary geologist originally from Montreal, holds degrees from California Polytechnic State University, California Institute of Technology, Massachusetts Institute of Technology and University of Houston in Clear Lake. The married father of two worked in Mission Operations at NASA's Johnson Space Center in Houston before being selected as an astronaut in 1998. Chamitoff has made one previous spaceflight, a six-month mission aboard the space station in 2008. He is one of Endeavour's three spacewalkers.

(Reporting by Irene Klotz in Cape Canaveral, editing by Jane Sutton and Laura MacInnis)

