

# Brainstorm 1

for morning session

## ~~Draft~~ AS report for May BOT meeting 2017

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The Academic Senate recognizes that our current administration came to us a number of years ago facing the difficult task of answering to the dramatic drop in enrollment- a drop which was primarily due to a change in state law regarding course repeatability.

We appreciate that this year the Board of Trustees and the Administration have been working to answer to recommendations of accreditation, to an imbalanced budget, and to failed negotiations. As the campus tries to rectify these issues, we have arrived at a place of extensive mistrust and lack of communication.

~~These~~ <sup>Academic Senate</sup> monthly reports, ~~however,~~ have been one of the critically few opportunities that the ~~Senate~~ <sup>faculty</sup> has been given to communicate with the BOT and with the administration. We all look forward to future meetings where I may come to you with more positive reports. But, today, we must use this time to clarify the sources of our concern and frustration, ~~in the most tangible terms possible.~~ <sup>We wish to do so in the most tangible terms possible & from a perspective that may clarify frustrations beyond</sup>

Our concerns are these:

issues of contract bargaining

### **1. Lack of communication and miscommunication has led to our Faculty's lack of trust in Administration**

- The position to lead the new office of advancement was billed to multiple campus committees as a director position but then switched to "Vice President" at the time of final approval by the Board.
- This semester, the campus has engaged in seemingly endless discussions about division restructure, and administrators have been repeatedly asked for the reasoning for this restructure. The reasons have still not been clearly presented.

### **2. Lack of administrative procedures and a blatant disregard for procedures on the part of Administration**

- I have spoken of the importance of clearly delineated, publicized and agreed upon administrative procedures- especially in trying times. The posting of procedures, however, has been strangely selective. If you visit the Human Resources website, hiring procedures have been clearly laid out for full time faculty and for part-time faculty and for classified staff. No hiring procedure is posted for administrators. ~~These procedures have previously been written out on this campus but they have, for some reason, not been posted. This is a double standard and a clear lack of transparency.~~
- Further, procedures that are historically quite firmly in place on this campus are not being followed. Our budget procedure states that budget packets will be distributed to budget managers prior to signing. This is a critical step in the budget development process as it

enables alterations in their budget to more clearly match their actual numbers or to reflect anticipated changes in next year's budget. This year, these packets were not distributed to budget managers until a month after the agreed upon date. Division chairs were forced to sign them without consulting with the budget managers. The budget committee should have oversight during this process but meetings of this committee seem to be held simply for formality where any attempt by the faculty to have detailed discussions have not been well-received.

- The prioritization of faculty hiring is another procedure that is well established on the MPC campus. The AAAG prioritize the faculty positions to be hired in the following season. This year, that process took place but, in the final step of hiring, our S/P decided to hire multiple faculty for a single position- two in English and two in Counseling. Not that we *necessarily* disagree with the decision but it was executed with a disregard for faculty input and for process. Filling these two extra positions, rather than opening up hiring for additional positions as listed in the prioritization list, was a decision made disregarding the faculty prioritization.,

### 3. Obstruction of involvement of faculty to rectify problems

- As you clearly know, Board Policies recommended by the AS are submitted through the S/P who then brings them to the Board. Many BPs recommended by the AS and submitted to the S/P in 2011 and 2013 were not submitted to the BOT for as many as 6 years. These are now being addressed but it has cost considerable personal capital to get us there. This is a process that should happen with considerably less effort.
- A few months prior to our accreditation site visit, we were not allowed to seek ACCJC approval for programs requiring substantive change. We had, in fact, already proposed and received approval of the Chancellor's office for two such programs. One of these was even advertised to students in a catalog supplement. These approvals were placed on hold. Now, because we are on probation with the ACCJC, we also cannot seek approval for programs which require substantive change so, these improvements to our curriculum are paralyzed by the 22 recommendations of the ACCJC, recommendations that are primarily about administrative issues. (Additionally, during the 3 months between the site visit and the letter placing us on probation, those programs could have been submitted to ACCJC for approval. We simply must be more nimble with these issues.)
- A point of pride of the administration, our new block scheduling was supposed to enable better communication on campus by enabling us to have Friday all campus meetings 12-2pm. We made the effort to conform with the block scheduling but seemingly campus meetings, including all campus fora, are routinely weekday mornings at peak instructional time. These fora could have been video recorded in an attempt to accommodate instructional faculty.
- By being dismissed in meetings or labeled as difficult or "not to be trusted" by administrators, faculty have been prevented from acting through committee work. Many faculty have retired from their positions claiming that collaborative work is futile. Some faculty have stepped down from committee work for fear of being labeled too outspoken.

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submit  
committee*

Some faculty have turned to trying to make their point through sometimes emotional but often extensively researched public comments. None of this is beneficial to the College.

#### 4. Disregard for pedagogy

- Recently, the division chairs who sit on AAAG were asked to align departments under appropriate dean selecting from dean of STEM, dean of liberal arts, dean of library and learning resources and dean of CTE. This exercise circumvented the important discussions about whether or not CTE and transfer programs should be in the same division- again ignoring pedagogy
- Faculty should be relied primarily upon in regard to professional development but, the administration has paid to introduce a faculty training program called NEXXUS. I believe that adoption of NEXXUS was without a discussion of the priorities for training and professional development of new faculty and how their precious time should be spent.
- ~~Another point of pride for the administration this year has been the creation of the ACE dual admission program with CSUMB. We applaud the administration for their outreach in an attempt to raise FTES. It is disturbing, however, that two of these programs will result in associate degrees of transfer from MPC in biology without ever taking a course in biology or chemistry at our campus. There was a meeting but it was, as is commonly the case, informational, perhaps a formality, and not conversational nor constructive.~~
- Finally as one example of something that we experience, recently, a decision was made on a future calendar to have the last day of finals on the Monday after campus commencement. There was faculty concern and it was answered with "that's okay, faculty can just give their final the last week of class". There was no further discussion. This may seem petty but it exemplifies the attitude of the higher administration.

We have communicated each of the concerns on this long list to the Administration in other campus meetings. But I bring them to you today en mass with the hope that we can all see the bigger picture. The Academic Senate appreciates our Board and our Administration but issues of these same themes that I have mentioned are continuously arising. The crises that currently afflict our campus cannot be resolved without a huge change in approach and in attitude. Your Academic Senate is offering our insight. We hope that you will take it into consideration.

Thank you for your time.