

MAY BOT MEETING 2017

Heather's Personal public comment:

for afternoon session.

This morning you heard me speak on behalf of the Academic Senate. I listed a number of concrete concerns that we have had in regard to our Administration: poor communication, disregard for agreed upon procedures, obstructive behavior, and a disregard for pedagogy.

In short, we are greatly concerned about the methods that the administration has been using to attempt to accomplish their goals and about the poor and restricted communication between all parties on campus.

It is clear from now multiple unconditional renewals of administrative contracts that the Board has not had a clear understanding of the reasons for the frustrations of the faculty and staff. We hope that the Board will see it as their responsibility to seek full understanding of all parties on campus.

In this regard, I ask the Board of Trustees to consider the following actions:

1. Open lines of communication

Encourage increased meetings between the Academic Senate president and the Administration. Attending an occasional Senate meeting or meeting with Senators (get to know how the Senate works).

The Board has a Board Policy #2740 which reads "The Board also recognizes that study sessions with staff, faculty, and members of the public are a useful way to examine new developments and/or critical issues. Successful implementation of new developments and/or the resolution of issues are assured with the "buy-in" and added insights of participatory decision-making."

2. Investigate

Look at turnover of positions in the Administration.

Encourage Administrators to change their strategy for management and administration to one that is more collegial and collaborative rather than directive and threatening.

Follow up on the reasons for public comments or mistrust on campus.

Ask multiple parties about the goings on in committee meetings.

Use sources for understanding that you have not used before- talk to people you don't usually talk to.

Probe into the reasons for breakdown in communication and trust on campus and offer mentorship and big picture solutions.

5. Direct the administration to change their strategy to a more collaborative one. Encourage them to consider and welcome the views of their faculty, classified and administrative colleagues in our MPC campus community rather than being advocates for the design or strategies suggested by their legal council or by other affiliated colleges. Encourage them to embrace MPC and its history. Encourage the Administration to rely primarily upon faculty for

academic and professional matters, to cease with obstructive strategies, to embrace the personality of our college and to rise to the challenging and in depth discussions posed at committee meetings as we work to rectify our troubles and protect and maintain the work that we do for our students.

3. Have more oversight

Seek to understand the pros and cons presented by faculty on discussions of professional and academic matters.

Verify that administrative hiring procedures are posted and are followed.

Provide oversight when administrative procedures are not followed.

4. Work with all campus leaders- administrative, faculty and classified staff- to create and convey a clear and unified vision for the campus.

Thank you for allowing this line of communication and thank you for your consideration. I look forward to us all moving forward. We have much to achieve and, I believe that we can and we will do so for the sake of our college and of our community.