

Preliminary Evidence: Vote of No Confidence against Mr. Baron, Chancellor

Leadership and vision (including hiring practices and HR issues)

1. Mr. Baron allows HR Department to operate in violation of hiring policies (e-mail - L. Lopez)
2. Mr. Baron himself violates hiring policies (e-mail A. Chatterjee)
3. Mr. Baron seeks to influence hiring committees (e-mail M. Vasquez)
4. Mr. Baron is responsible for nine violations of law and policy during the hiring of the SBVC President (e-mail L. Lopez).
5. Mr. Baron did not take disciplinary action permitted under AP 3430 when presented with evidence of sexual harassment of a student (email -Y. Beebe)
6. Mr. Baron's hiring process for VC of Fiscal Services was done against policy (background check suspended) (Anonymous e-mail containing District Documents)
7. Mr. Baron's hiring process for Chancellor was done against policy (Self-Study p. 379)
8. Mr. Baron's performance reviews as Chancellor have been done against policy (Self Study pp. 242, 243, 377)
9. Mr. Baron has not implemented CBT Three Year Staffing Plan recommendation "3. Consider initiating an organizational climate survey to determine strategies the District can institute to improve the organizational culture and build employee confidence. (p. 59)" In fact, the "warning" from the ACCJC based on the 4 recommendations to remedy District deficiencies and the Commission recommendation regarding 3rd party comment has done more to demoralize the campuses.
10. District Recommendation 3 to resolve a deficiency in the ACCJC Action Letter illuminates the lack of leadership and vision in Human Resources (ACCJC Action Letter)
11. Lengthy negotiations between District and CTA regarding compensation for Student Learning Outcomes contributed to College Recommendation 1 to resolve a deficiency in the ACCJC Action Letter (Self Study p. 75)
12. Inconsistency in hiring processes for Classified Professionals (Self-Study p. 239)
13. Mr. Baron has not taken action to guarantee that Commission Recommendation 1 "ensure that the President holds an appropriate degree" will be fully resolved when the Follow-Up report is due on 3/15/16. Mr. Baron states that Dr. Beno has verbally assured him that the plan for Ms. Fisher to earn the appropriate degree will be sufficient. However, Dr. Beno has also stated that ACCJC does not tell colleges and districts how deficiencies should be resolved (e-mail Mr. Baron; email between ACCJC and J. Gilbert; RPE Article)

Training and informing the board

14. District Recommendation 2 to resolve a deficiency in the ACCJC Action Letter indicates that the Board is not fully educated by the Chancellor on Board Policies and Administrative Procedures, nor are those policies and procedures followed (ACCJC Action Letter).

Respect for and knowledge of collegial process

15. Mr. Baron does not follow collegial consultation processes
 - a. AP 6610 (evidence SBVC Self-Study)
 - b. MOU – K-12 Bridge Project (Self-Study p. 385-386)

Interference with college process and purview

16. Mr. Baron does not follow college process/policies for field trips (e-mail L. Lopez)
17. Requests for Public Reports (WST – email A. Chatterjee)
18. Mr. Baron withheld the ACCJC Action Letter from the campuses for three days (ACCJC Action Letter; Mr. Baron's e-mail)
19. ACCJC Action Letter findings were reported in the Riverside Press Enterprise and articles included quotes from Board Members prior to notifying campuses of prior to notifying campuses of results (RPE Articles)

Fiscal management

20. Mr. Baron purchased software and failed to fully implement the software on both campuses (e-mail D. Hunter)
21. Mr. Baron commissioned studies from the College Brain Trust then failed to fully implement the recommendations of the College Brain Trust and/or the recommendations of the District Budget Committee (evidence needs to be gathered)
22. Contrary to recommendation 7 of the CBT Three Year Staffing Plan (p.62) , Chancellor Baron has not increased the number of FT Faculty. Instead there is a hiring freeze and even replacement faculty positions are not immediately filled.
23. Under Chancellor Baron's leadership, \$218,000 has been lost due to failed recruitments (CBT 3 p. 20)
24. The Hay Group Study for a Classification and Compensation Study approved on April 11, 2013 for \$197,500.00 has, according to public statements by Mr. Baron not yet been completed indicated poor judgment in the choice a consulting firm and waste of fiscal resources. (p. 201 of Board of Trustee minutes 4/11/13)
25. Gloria Fisher has been paid a Doctorial stipend without possessing a Ed.D or Ph.D. (email L. Lopez)