

Follow up to:

**SBVC Resolution SP15.02 Vote of No Confidence for Chancellor**

**CHC Resolution SP15.04 Vote of No Confidence for Chancellor**

Respectfully submitted and read to the board on April 9<sup>th</sup>, 2015

**As per BP 2510**

The Board or its designees will consult collegially with the Academic Senate, as duly constituted with respect to academic and professional matters, as defined by law. Procedures to implement this section are developed collegially with the Academic Senate. The Board of Trustees recognizes the definition of “academic and professional matters” as stated in the Title 5 regulations:

1. Curriculum including establishing prerequisites and placing courses within disciplines;
2. Degree and certificate requirements;
3. Grading policies;
4. Education program development;
5. Standards or policies regarding student preparation and success;
6. District and college consultation structures, as related to faculty roles;
7. Faculty roles and involvement in accreditation processes, including self-study and annual reports;
8. Policies for faculty professional development activities;
9. Processes for program review;
10. Process for institutional planning and budget development; and
11. Other academic and professional matters as mutually agreed upon between the Governing Board and the Academic Senate

The Joint Vote of No Confidence Resolution, as read to the board on April 9, 2015 contained five Whereas statements citing numerous issues and concerns directly related to the 10+1 including:

- persistent disregard for collegial voice (#6),
- questionable hiring practices including interim and permanent positions (#10)
- lack of transparency and inclusiveness in budgeting practices and procedures (#10)
- disregard for primary authority of the academic senates in matters of curricular design (#1 & #2), program review processes (#9), and student education planning and success (#5).

Supporting evidence was provided in a 66 page document that grouped the evidence as follows:

- 19 findings related to: Leadership and vision (including hiring practices and HR issues) (#10)
- 1 finding related to: Training and informing the board
- 13 findings related to: Respect for and knowledge of collegial process (#6)
- 10 findings related to: Interference with college process and purview (#1, 2, 3, 4, 5, 6, 7, 8, 9 & 10)
- 16 findings related to: Fiscal Management (#10)

The 2<sup>nd</sup> resolve in the joint Vote of No Confidence Resolutions was a request for the SBCCD Board of Trustees to provide a public response to the identified deficiencies and associated findings at their May 2015 board meeting.

The public response provided by the board President as recorded at 2:15.14 of the May 2015 board meeting was as follows:

“With regard to this specific item the board... this statement from the board, the board has received and carefully reviewed the Academic Senates no confidence resolutions **SBVC Resolution SP15.02** and **CHC Resolution SP15.04** and supporting documents. As with all information received by the board it will be given careful consideration. The board requests that the faculty work together with the chancellor and the district office staff to implement the recommendations of the ACCJC and prepare the follow up report for submission on its March 15, 2016 due date.”

It is our opinion the response of the board at their May 14<sup>th</sup>, 2015 board meeting did not publically address the identified deficiencies and associated findings as was requested by the joint Academic Senates. As is our right per BP 2510, we are requesting a written response to the identified deficiencies and the 66 pages of associated findings.

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**CHC Resolution SP15.04 Vote of No Confidence for Chancellor**

Whereas, the SBVC and CHC Academic Senates believe the warning status issued to both colleges by the Accrediting Commission for Community and Junior Colleges, Western Association of Schools and Colleges (ACCJC) is the culmination of persistent and long-term district level deficiencies under the leadership and responsibility of Chancellor Bruce Baron;

Whereas, both colleges have distinct issues related to student success, staffing, and budgets that have been exacerbated by the chancellor's ineffective leadership and vision including poor oversight of the human resources department, questionable hiring practices including interim and permanent positions, creation of positions, demotions, promotions, layoffs, and the persistent disregard for collegial voices that have questioned and objected to such actions which have now been confirmed by ACCJC accreditation reports;

Whereas, the chancellor is responsible for ensuring that the SBCCD Board of Trustees understand their lawful roles and responsibilities consistent with SBCCD policies and bylaws, which includes keeping the Board informed in a manner that is candid and inclusive of collegial concerns and matters; and the ACCJC has cited the District to be deficient in the standards related to these policies and bylaws;

Whereas, collegial policies and procedures are the pillar and foundation of public higher education and the chancellor is responsible for understanding and abiding by these policies and procedures as detailed in California Code of Regulations Title 5 that directly grant primary authority to the faculty in matters of curricular design, program review processes, and student educational planning and success; and SBVC and CHC have the subsequent right to autonomy and independence from district interference which the chancellor has consistently disregarded, resulting in disorganization, uncertainty, a failure to best serve the needs of students, and an unprecedentedly low morale and high level of frustration among faculty in the district; and

Whereas, budgeting is an integral part of successful planning at both colleges, and the Chancellor has a responsibility for developing and maintaining a healthy District-wide budget process that supports college planning and operations, and the ACCJC and the College Brain Trust have found the District deficient in budgeting practices and procedures characterized by a lack of transparency and inclusiveness associated with District budget development; inadequate communications with the two colleges relative to their budgets; and a lack of integrated planning among the District's distinct entities;

Resolved, the Academic Senates at SBVC and CHC have no confidence in the ability of Chancellor Baron to lead our institutions in a collegial manner that best serves our students; and

Resolved, the Academic Senates request the SBCCD Board of Trustees provide a public response to the identified deficiencies and associated findings at their May 2015 board meeting.