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Sent: Friday, May 25, 2018 10:50 AM  
Subject: Addressing Local Faculty Concerns

Dear Board Members,

I want to update you on a recent development. Over the last two years our office has been working on a number of initiatives linked to the Vision for Success, such as Guided Pathways and the California College Promise. For various reasons, these initiatives have caused concerns amongst certain faculty groups and they have questioned whether the Chancellor's Office has exceeded their authority. Most recently, we have engaged in the implementation of AB 705, a piece of legislation that the BOG supported, which significantly changes the way our colleges place students in transfer level classes and is expected to measurably improve the success of students of color. Some faculty organizations have been opposed to the way that our office has interpreted the law and the guidance that we have issued to colleges. Our guidance was shaped through a very large working group made up of faculty and administrators. Two BOG members, Pamela Haynes and Tom Epstein, have participated in those meetings. Executive Vice Chancellor Laura Hope has done a remarkable job in finding consensus on the guidance that our office has issued to the field. Nonetheless, some local faculty senates continue to oppose AB 705 and have misrepresented the lack of consultation that we have engaged in. The Governor's proposal on the Funding Formula and the Online College have added to the discontent among some of the same faculty groups. These concerns have led to a move from those faculty groups to push the statewide senate for a vote of no confidence in the chancellor. At the Spring plenary meeting of the Statewide Senate no action was taken. This did not deter one faculty group, the California Federation of Teachers (Affiliated with the American Federation of Teachers – AFT) to push local faculty unions and senates to take votes of no confidence. Votes of no confidence are a means for faculty groups to voice a collective concern about the actions of a college leader. Typically, these votes are taken at the local colleges and are not unusual. Most recently, the Santa Rosa JC faculty union took a vote of no confidence against President Frank Chong due to the challenges over labor negotiations.

Early yesterday, I received notice that the Los Rios CFT adopted a resolution issuing a vote of no confidence in the chancellor (attached). As you can read from the resolution it is focused on many of the initiatives that the Chancellor's Office has initiated as well as recent legislative actions and the Governor's 2018-19 budget proposals. There will be other local college faculty groups that take a similar action. Late yesterday I was informed that the East Los Angeles College faculty took a similar action. As soon as I learned of the Los Rios action I informed Board President Cecilia Estolano and Vice President Tom Epstein and we are discussing a response to these actions. These actions are coordinated and are meant to challenge the authority of the BOG and the chancellor. These efforts are primarily led by CFT, which has consistently opposed many of the actions and positions our office has taken. They are purposely misinforming local faculty of the consultative process that we have engaged in and are trying to influence the budget negotiations in the Capitol. The Administration, Legislative leaders and our social justice, workforce development and philanthropic partners are aware of these actions and have pledged their support for the actions of the BOG and the Chancellors office. It is important to note that not all faculty organizations oppose the actions listed in the Los Rios CFT resolution. The Community College Association (CCA) an affiliate of the California Teachers Association, has been a close thought partner in the development of the online college, funding formula and our faculty diversity efforts. We also have strong support from the California School Employees Association and the California Acceleration Project (a network of nearly 10,000 faculty working to improve remedial education). Our agenda and our actions are

directly related to improving access to and completion of a quality credential for all Californians and as expected are causing some in our system to question why we need to adopt these changes.

Nonetheless, I take these concerns seriously and will work with the Chancellor's office team to reset the dialogue with the faculty leadership over the summer and into the fall. We will explore ways to address the underlying concerns and improve our direct communication with faculty in the field. I will work with the Board President and Vice President in the meantime and report to the board at the July meeting on the actions we are taking to mitigate the concerns raised. I will also reach out to board members Pamela Haynes, Man Phan, Bill Rawlings and Joseph Bielanski in their college and trustee roles to gain their insights and advice.

Thank you for your continued support. I want the board to know that these actions, while concerning, are not a threat to the Chancellors office leadership or the Vision for Success. However, you have my commitment to genuinely engage with our faculty leadership to understand how to best address the concerns raised.

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