

FACULTY LEADERSHIP INSTITUTE

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LEADERSHIP,  
EMPOWERMENT,  
AND VOICE

JUNE 9 - 11, 2016  
THE MISSION INN, RIVERSIDE

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## *Welcome to Faculty Leadership 2016*

*On behalf of the Executive Committee, I welcome you to the 2016 Faculty Leadership Institute. Again this year, California community colleges are in the spotlight as the one segment of higher education that provides exceptional educational experiences for 2.1 million students. This steady focus on our colleges comes with significant responsibilities as we continue to innovate and implement initiatives, programs, and projects to serve our students and our communities. In these efforts, strong senate leadership is critical to ensuring that our colleges remain vital and dynamic with robust governance structures in place.*

*Using the 10+1 as our touchstone, the Executive Committee has planned an institute to assist you in acquiring the knowledge and developing the skills needed to be effective and transformative in your role as a senate leader. Some of you will be new and some seasoned, but we hope all will benefit from the perspectives and collective wisdom we will share in the next three days. Thank you for joining us as we look forward to a productive and enjoyable institute. Again, welcome all. We are so glad you're here.*

*President Julie Bruno*

**THURSDAY**

*June 9*

9:00 a.m.

**Registration**

Spanish Art Gallery

11:00 a.m. to 11:45 a.m.

**Luncheon**

Spanish Art Gallery

A lunch is provided for faculty leaders who have participated in the Academic Senate Foundation for California Community Colleges Leadership Academy. Any attendees who have arrived early are welcome to enjoy lunch with the academy graduates.

11:45 a.m. to 12:00 p.m.

**Break**

**Build Your Lingo with Acronym Bingo!**

*Dolores Davison, Secretary*

*John Freitas, Treasurer*

*John Stanskas, Vice President*

The California Community College System is bombarded with acronyms for nearly every aspect of what we do and how we operate. No idea is fancy enough without a catchy acronym to accompany it. Those acronyms are often a shorthand for identifying areas that senates need to provide judgment on academic and professional matters. Join us for a lighthearted game of acronym bingo and perhaps catch some lingo every senate leader needs to know to stay in the know. And you just might learn about something that needs a resolution.

12:30 p.m. to 1:15 p.m.

**The Legal Basis for Academic Senates:  
Who We Are and What We Do**

Spanish Art Gallery

*John Freitas, Treasurer*

*Lorraine Slattery-Farrell, Representative At-Large*

In order to serve their faculty effectively, academic senate leaders must have a clear understanding of the purview of the academic senate over academic and professional matters as stated in Education Code and Title 5 Regulations. This session will provide an introduction to the legal basis of local senate authority established in Education Code, the academic and professional matters stated in Title 5 (the “10+1”), and the meaning and forms of collegial consultation as the legal basis for the senate’s authority in making recommendations regarding college and district policies and procedures to the governing board and its designees.

1:15 p.m. to 2:30 p.m. **Collegial Consultation**

Spanish Art Gallery

*Cheryl Achenbach, North Representative*

*John Stanskas, Vice President*

For new senate leaders, navigating the maze of consultative processes is a lot like running with scissors in the dark. This general session will cover the basics of when and how collegial consultation functions most effectively to benefit students at our colleges.

2:30 p.m. to 2:45 p.m. **Coffee Break**

2:45 p.m. to 3:45 p.m.

**Resolution Writing: From Idea to Acclamation! Resolution Writing Made Easy**

Spanish Art Gallery

*Randy Beach, Resolution Committee Chair*

The ASCCC expresses its official position on issues, legislation, and ideas through the resolution process, and, for that reason, writing resolutions can seem intimidating. During this session, attendees will understand the nuts and bolts of resolutions writing as well as what happens after a resolution has been adopted or not adopted. Attendees will learn about the recently adopted Resolutions Handbook, the parliamentary process for adopting resolutions at a plenary session, and how to use resolutions locally to make change at your college. In addition, attendees will get a chance to try their hand at writing resolutions in preparation for the mock plenary session on Saturday morning.

## **Where is it Written? Empowering Local Senates**

Renaissance Salon A

*Sam Foster, South Representative*

*Craig Rutan, Area D Representative*

As faculty leaders, we are frequently asked about the authority of the academic senate and the specific regulations regarding academic and professional matters. Some may refer to the regulations to assert their own point of view, stating “It’s in Title 5 Regulations or Education Code,” while others may ask, “Where is that written?” Maintaining a relationship with the Academic Senate for California Community Colleges and developing familiarity with the 10+1 are imperative for all faculty leaders. Please join us for an engaging discussion about available resources to help senate leaders navigate legal requirements, regulations, and local processes to become a more effective leader.

## **Keeping Your Senate Involved, Engaged and On Course**

Renaissance Salon B

*Grant Goold, Area A Representative*

*Cleavon Smith, Area B Representative*

Senate presidents are ultimately responsible for making sure that the senate operates efficiently. This includes preparing agendas, appointing faculty to committees, ensuring committees work effectively, and encouraging senate membership to be involved and engaged in local and statewide matters. Senate presidents must also work collabora-

tively with administration and other constituencies to ensure that college processes in regard to academic and professional matters are followed and that faculty primacy under the 10+1 is respected. What strategies can be employed, without senate presidents doing all of the work, to keep the faculty involved, engaged, and on course with the work of the senate? Join presenters and colleagues for some ideas and a lively discussion about their experiences in keeping their senates involved, engaged, and on course.

### **Keeping It Legal: The Brown Act**

The Dignitaries Parlor

*John Freitas, Treasurer*

*Conan McKay, Representative At-Large*

As legislatively created bodies, local senates are required to comply with open meeting requirements of the Ralph M. Brown Act. What does this mean for local senate leaders? Is it just about posting agendas by deadlines, or is there more to consider? This breakout session will introduce senate leaders to the basics of the Brown Act and effective practices for ensuring a commitment to openness to meet both the letter and spirit of the law.

### **Senate and Union Purview**

Ho-O-Kan

*Dolores Davison, Secretary*

*Ginni May, North Representative*

Healthy senate-union relationships are characterized by mutual respect of one another's purview while at the same time recognizing when it is mutually beneficial to collaborate. Come to this breakout to learn about how to build and maintain successful senate-union collaborations as well as participate in an interactive breakout with real-life senate-union scenarios.

5:15 p.m.            **Break**

5:30 p.m.            **Resolutions Due**

Registration Table, Spanish Art Gallery

6:00 p.m.            **Leadership Academy Graduation Reception**

Atrio

*Ginni May, Foundation President*

It is time to celebrate the graduates of the 2016 inaugural class of the Professional Development College Leadership Academy. Over the past year, our graduates attended numerous ASCCC events, completed assignments, consulted with their mentors, and became engaged leaders at their college and for the ASCCC. They have worked hard and accomplished much. Please join us in toasting their success. The incoming 2016-17 Leadership Academy class will also be introduced.

FRIDAY

June 10

7:30 a.m. to 8:30 a.m. **Breakfast**

Galleria

GENERAL SESSION

8:30 a.m. to 10:00 a.m.

## **Leadership for Community Colleges: Perspectives for Consideration**

Spanish Art Gallery

*Julie Bruno, President*

*Keren Stashower, PhD., MSW, BCC*

This general session will offer attendees a customized look at leadership demands within our academic institutions. Specific focus will include understanding the dynamics of leadership, credibility, and challenges inherent when working with administrative managers. Together we will explore specific demands, skills, and approaches to our roles and set the stage for development of personalized outcomes to guide learning throughout the remainder of the Institute.

10:00 a.m. to 10:15 a.m.

**Coffee Break**

10:15 a.m. to 11:45 a.m.

**Leadership Conversation Continued**

Spanish Art Gallery

11:45 a.m. to 12:30 p.m.

**Luncheon**

Spanish Art Gallery

**GENERAL SESSION**

12:30 p.m. to 1:15 p.m.

## **The Community College Budget**

Spanish Art Gallery

*Julie Bruno, President, Facilitator*

*Mario Rodriguez, Acting Vice Chancellor of Finance and Facilities*

Participating in the local budget development process is challenging for many senate leaders since college budgets are often complicated and convoluted. Although budget processes may at times be confusing, faculty leaders need to understand how the budget works to ensure the support of instructional programs and student services. Acting Vice Chancellor Mario Rodriguez will de-mystify the budget by providing an overview and explanation of the current budget proposal for 2016-2017 as well as highlighting aspects of the budget that senate leaders should consider when engaging in local budget conversations.

## Running Productive and Effective Meetings

Renaissance Salon A

*Dolores Davison, Secretary*

*Grant Goold, Area A Representative*

One of the most difficult tasks for academic leaders is to keep colleagues on track in a healthy, productive manner. No one plans for a meeting to fall apart, but once it does, coming to agreement can be very difficult. What can you do as a faculty leader to ensure that your meetings remain professional, focused, and productive? And if the meeting starts to derail, what strategies exist for bringing the conversation back? Join us for a discussion of ways to use planning, relationships, and other strategies to ensure that senate meetings are focused and useful.

## Navigating Through the Challenges of Minimum Qualifications and Equivalency

Renaissance Salon B

*John Freitas, Treasurer*

*Craig Rutan, Area D Representative*

In order to ensure high academic standards, the ASCCC and the California Community College Board of Governors have established minimum qualifications for faculty in all recognized disciplines. Local senate presidents or college faculty may be asked to evaluate whether a candidate's qualifications are "equivalent" to those in the Disciplines List. Please join us for an engaging discussion about minimum qualifications and equivalency.

## **Representation Matters: Building Diverse Faculty Leadership**

The Dignitaries Parlor

*Conan McKay, Representative At-Large*

*Cleavon Smith, Area B Representative*

The ASCCC's Inclusivity Statement reads, The Academic Senate for California Community Colleges recognizes the benefits to students, faculty, and the community college system gained from the variety of personal experiences, values, and views of a diverse group of individuals with different backgrounds. This diversity includes but is not limited to race, ethnicity, sex, gender identity, sexual orientation, disability status, age, cultural background, veteran status, discipline or field, and experience. The statement goes on to acknowledge, the need to remove barriers to the recruitment and participation of talented faculty from historically excluded populations in society. In this breakout, presenters will consider ways to assist local senates in becoming more inclusive.

## **Developing Leadership Style: How to Be Strategic and Political Without Being Negative and Paranoid**

Ho-O-Kan

*Julie Bruno, President*

*John Stankas, Vice President*

Serving as a faculty leader can be a complicated task. Balancing collegiality and advocacy when defending the rights and promoting the voice of faculty can be challenging. Collaboration and compromise are important since one rarely achieves good results by being adversarial or negative. This breakout will discuss ways to represent faculty perspectives and interests while still working cooperatively and positively with your faculty and with other constituent groups.

2:45 p.m. to 3:00 p.m. **Break**

3:00 p.m. to 3:30 p.m. **Area Meetings: Building A Community**

<b>Area A</b>	Renaissance A
<b>Area B</b>	Renaissance B
<b>Area C</b>	The Dignitaries Parlor
<b>Area D</b>	Ho-O-Kan

The area meetings are an opportunity for colleges within the same area to build a community that fosters a sense of connection, to develop relationships with colleagues with similar successes and challenges, to create a network that provides advice when needed, and to serve as a sounding board when direction is unclear. This short 30-minute session will provide local senate leaders with an opportunity to meet their ASCCC Area Representative and leaders from the other colleges within their area. Participants will also review the resolutions written on Thursday and will have an opportunity to write amendments to them.

3:30 p.m. to 4:00 p.m. **Resolution Amendments Due**

Renaissance Salon B

Anyone who amends a resolution after 3:00 p.m. on the first day is expected to attend this 30-minute meeting to mitigate unintended conflicts or confusion that might otherwise result during Saturday's resolutions debate.

4:00 p.m. to 4:15 p.m. **Break**

## **Culture of Discourse: How to Take Your Senate to the Next Level**

Spanish Art Gallery

*Cleavon Smith, Area B Representative*

*John Stankas, Vice President*

Think about your last senate meeting – who was around the table? Who was not around the table? Our best decisions reflect the collective wisdom of all faculty. An inclusive senate is a stronger senate and in this general session we will begin the conversation on ways to build upon the passions of our faculty body to bring more voices into senate discourse.

### **6:00 p.m. Dinner with Executive Committee Members**

Spanish Art Gallery Registration Area

This activity provides an opportunity for attendees to engage with Executive Committee members and other faculty in a more intimate environment. Attendees are encouraged to sign up for a restaurant of their choice near the hotel (see list at the registration table) before 5:00 p.m. Executive Committee members will be assigned to specific restaurants and meet attendees in the lobby area of the hotel at 6:00 p.m. All restaurants are within walking distance.

*Note: Each individual is responsible for the cost of his or her own dinner expenses.*

**SATURDAY**

*June 11*

7:30 a.m. to 8:30 a.m. **Breakfast**

Galleria

**BREAKOUT SESSION**

8:30 a.m. to 9:45 a.m.

**Senate Resources at your Finger Tips: Using the Local Senates Handbook and Navigating the ASCCC Website**

Renaissance Salon A

*Julie Adams, Executive Director*

*Sam Foster, South Representative*

Whether a new or seasoned leader, faculty need resources to effectively guide the local senate through the work of the college. The AS-

CCC website has a vast array of resources to help local senates as they deliberate and make informed decisions about academic and professional matters. Come and learn how to maximize use of the Academic Senate website to locate specific information in papers, resolutions, and the *Rostrum*, as well as how to request technical assistance, volunteer for state service, and learn about opportunities to recognize the local faculty and programs at the state level. Participants are encouraged to bring questions.

## **Looking in the Rear View Mirror: Leadership Wisdom for the Road Ahead**

Renaissance Salon B

*Adrienne Foster, Area C Representative*

*Lorraine Slattery-Farrell, Representative at Large*

One can easily feel overwhelmed as new senate president or curriculum chair. Suddenly faculty expect the local senate president to find all the answers, solve all the problems, and work effectively with administration, all without losing sight of the faculty perspective. Often leaders will be confronted with a situation and say, “If only I had known that beforehand.” While some say that with experience comes wisdom, life would be easier if one could gain some of that wisdom now. Join your presenters, freshly “retired” as local senate presidents and curriculum chairs, as they take a look in the rear view mirror of their local leadership careers and provide advice for your leadership journey on the road ahead.

## **Operating Your Senate: Governing Documents and Robert's Rules of Order**

The Dignitaries Parlor

*Randy Beach, South Representative*

*John Freitas, Treasurer*

Constitution and Bylaws. Robert's Rules of Order. One defines the local senate's functions and operations while one is used to facilitate meetings. Senate leaders need to understand the importance of both to ensure the smooth operation of the local senate so that all voices are heard. This breakout will cover the importance of clear governing documents and the judicious use of Robert's Rules of Order so that the local senate president can ensure that the senate and its committees operate smoothly and conduct business their business collegially.

## **Conversation with the President and Vice President**

Ho-O-Kan

*Julie Bruno, President*

*John Stankas, Vice President*

Are there topics we have not yet covered at this institute or issues you would like to investigate further? Join us in this breakout for lively conversation with the president and vice president of the ASCCC. This meeting will have no set agenda or presentation, just an opportunity to connect with you and provide a space for honest conversation, advice, and perhaps some collective wisdom.

9:45 a.m. to 10:00 a.m.

**Break**

**GENERAL SESSION**

10:00 a.m.

## **Mock Plenary Session**

Grand Parisian Ballroom/Glenwood Tavern

*Julie Bruno, President and Chair*

*Guest Parliamentarian*

*Resolutions Committee Members*

In order to prepare to represent their colleges at the Fall Plenary Session and to understand how the ASCCC's voting and resolution process works, attendees will participate in a mock plenary and voting session based on the resolutions written on Thursday and the amendments from Friday. All attendees are encouraged to participate in debating the resolutions and to express their views on the issues under consideration. Just as with the real plenary voting, anything can happen and you never know what will be said next. This session will also serve to demonstrate good use of Robert's Rules of Order and good practices for conducting organized, productive meetings.

1:00 p.m.

**Adjournment**

## PRESENTERS

KEREN STASHOWER, PhD, MSW, BCC



Keren specializes in strategic organizational assessment and design of large-scale planning and change efforts. She works with clients to support effective organizational development, change and growth. She is a master facilitator who works with groups to develop the trust and candor necessary to collaborate effectively. Keren's current interests and specializations include complexity and change, strategic thinking, emerging leadership effectiveness, organizational communication and trust, transformational learning, collaboration across departments, leadership development and systems thinking.

Keren has held several executive level positions. She served as Director for Sharp Rees Stealy Medical Group, and provided quality and organization development services throughout the large multi-site, multi-specialty group. As a consultant, Keren's clients are clustered in the non-profit, healthcare and public academic/government sectors. Keren's Doctoral and Masters Studies are in human and organizational systems and social work, with a focus on transformational learning in organizations. Her research explores development and maintenance of collective conversational spaces that include transformational outcomes. She is a Board Certified Coach. She and her family live in San Diego, California.

## **2016-2017 EXECUTIVE COMMITTEE**

**Julie Bruno**, President (Sierra College)

**John Stanskas**, Vice President (San Bernardino Valley College)

**Dolores Davison**, Secretary (Foothill College)

**John Freitas**, Treasurer (Los Angeles City College)

**Grant Goold**, Area A Representative (American River College)

**Cleavon Smith**, Area B Representative (Berkeley City College)

**Adrienne Foster**, Area C Representative (West Los Angeles College)

**Craig Rutan**, Area D Representative (Santiago Canyon College)

**Cheryl Aschenbach**, North Representative (Lassen College)

**Ginni May**, North Representative (Sacramento City College)

**Randy Beach**, South Representative (Southwestern College)

**Sam. Foster**, South Representative (Fullerton College)

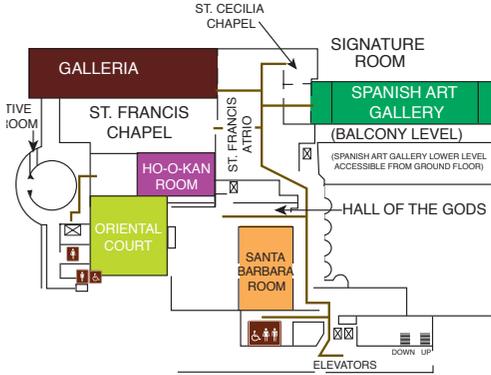
**Conan McKay**, At-large Representative (Mendocino College)

**Lorraine Slattery-Farrell**, At-large Representative (Mt. San Jacinto College)

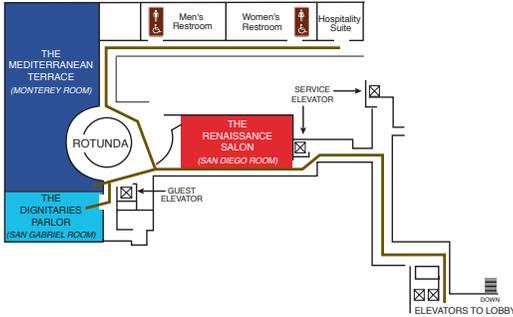
**Julie Adams**, Executive Director

# FACILITIES MAP

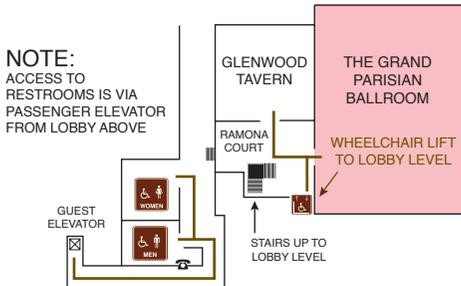
## 1ST FLOOR PLAN



## PARTIAL 3RD FLOOR PLAN



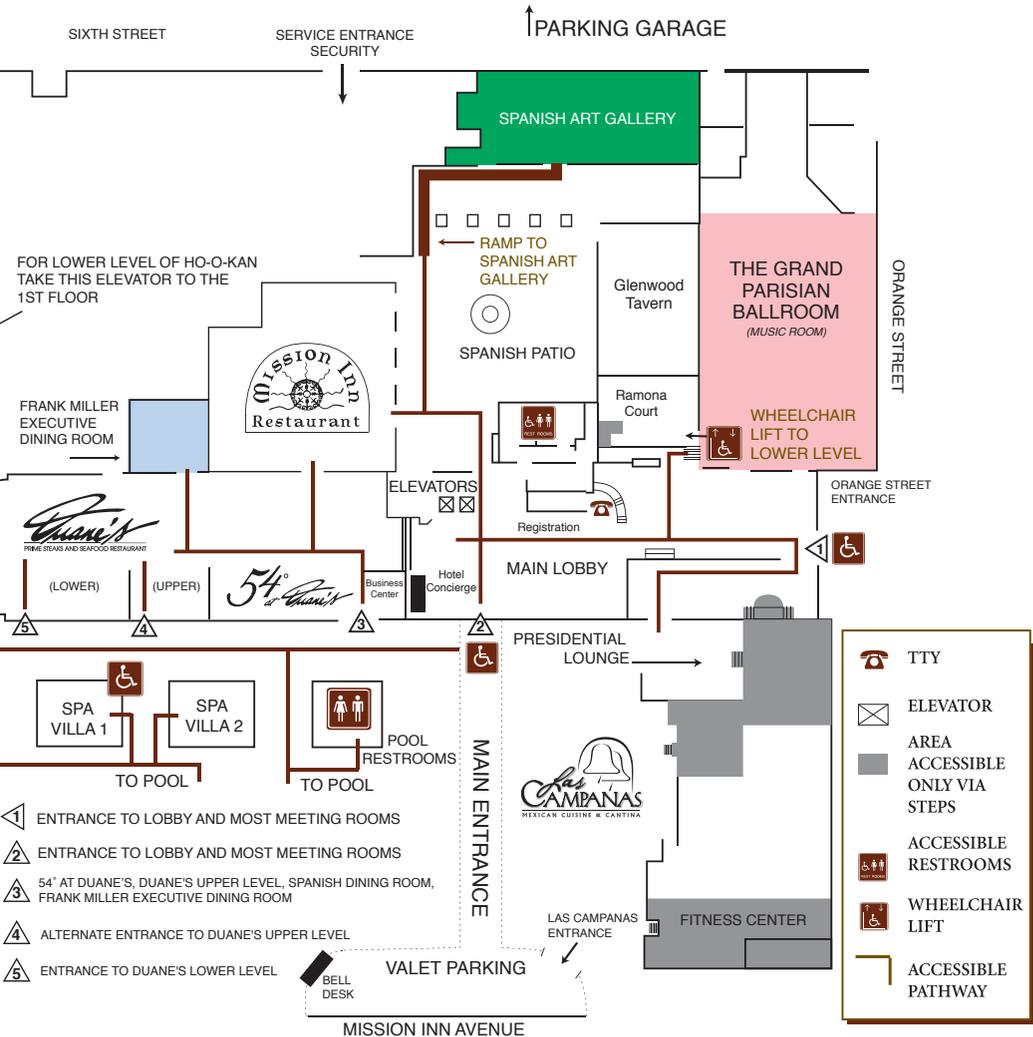
## PARTIAL BASEMENT PLAN



**NOTE:**  
ACCESS TO RESTROOMS IS VIA PASSENGER ELEVATOR FROM LOBBY ABOVE



## GROUND FLOOR PLAN



Academic Senate for California Community Colleges  
One Capitol Mall, Suite 340  
Sacramento, CA 95814  
[www.asccc.org](http://www.asccc.org)