

Area of Emphasis: Mission pg. 4

II. Findings and Evidence

f. While conducting research, contact with several local Senate members indicated a frustration with communications with Executive Committee members or the Senate Executive Office where phone messages and/or email communications were not responded to in a timely manner or in several cases, not at all. Representatives from four community colleges provided anecdotal examples of poor communication from ASCCC as this report was being written. The examples indicated that this is more common than an individual missed communication. This could affect the perception of members regarding the Mission Statement in areas of fostering effective communication and support of local Senates.

“I wonder if ASCCC should make more public its practice of routing questions to appropriate chairs or implement a practice of quick responses forwarding the query and explaining the process.” Geoffrey Dyer

III. Conclusions

The Mission Statement is clearly written and available on the organization website. The Executive Committee indicated in a 2016 survey that they are aware of and adhere to the principles of the Mission and Values Statements.

“I appreciate the Executive Committee and ASCCC personnel adherence to our mission and values statements. The approval of the vision statement, revised mission and core values at the Fall 2020 Plenary is a testament of our commitment to live up to the mission and values.” Mayra Cruz

1. A clear timeline and process for review, affirmation, or modification of the Mission Statement should be identified, possibly with the timeline for periodic review; every four years.

“I don’t know of a timeline, but the new vision, Mission, and Values were adopted by 1.01F20.” Geoffrey Dyer

“Revised and adopted by the delegates at the 2020 Fall Plenary, the next cycle for the revision of the vision, mission and values statements is 2024.” Mayra Cruz

2. While there is a clearly written Mission Statement, during review, it was difficult to identify the process for modifying or updating the statement other than researching a multitude of resolutions spread over several plenary sessions. The exact date of adoption of the current statement was not identified by a quick review. It is the opinion of the committee that extensive research should not be necessary.

“The footnote for 1.01F20 shows that the proposed vision, mission, and values were brought to Exec in February. You can look through Exec minutes to see we discussed it more than once before approving it for a resolution for delegates to consider.” Geoffrey Dyer

“Let’s make sure we identify the revision date.” Mayra Cruz

3. The Mission Statement could be more prominently displayed at Senate conferences, workshops, as well as on posted and printed materials.

“The statements are prominently displayed in ASCCC programming.” Mayra Cruz

“Probably not a bad idea. But I think actions in accordance with the mission are highly visible everywhere, and that this is more important.” Geoffrey Dyer

4. A self--study conducted by the Executive Committee and Executive Director to provide a base of data for review and validation by the committee.

“These seem more appropriate to PRC. If Exec does it, isn't there a conflict of interest, even with research design?” Geoffrey Dyer

5. Surveys of the Executive Committee relevant to the standards but also of Senate President’s throughout the state, at a minimum, in regards to their experience and observations in the review areas.

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II. Findings and Evidence

Lastly, there is a lack of clarity about the follow through and implementation of each resolution. For example the following resolution Insert the Phrase “Promotes Academic Excellence” in the Academic Senate for California Community Colleges Mission Statement Spring 2014 Resolution Number: 01.06 states that it is still in progress and that the Executive Committee needed to clarify the intent of the resolution but there is no evidence that the Executive Committee followed up on this resolution.

<http://www.asccc.org/resolutions/insert---phrase---%E2%80%9Cpromotes---academic---excellence%E2%80%9D---academic---senate---california---community>

“If "committee priorities" status is being directly copied to bottom of resolutions on website, Exec might want to consider how they input status reports in spreadsheet.” Geoffrey Dyer

Area of Emphasis: Responsible Fiscal Stewardship p.11

III. Conclusions

Recommendations:

- It is highly recommended that more time be allotted to conduct a periodic review. Allotting more time will enhance the committee’s efforts to collect data from committee members, community college senates, plenary attendees, etc.
- It is recommended that ASCCC complete a comprehensive self--evaluation report prior to developing a review committee. This action will improve cross referencing data to goals, objectives and plans.
- The survey did not contain a Fiscal Responsibility section. Recommend to updating the survey to include this important section.

“Based on my understanding and through the completion of the survey, the organization’s leadership has addressed these items.” Mayra Cruz

Area of Emphasis: Responsible Fiscal Stewardship p.15

III. Findings and Evidence

60.00 Removal of a Member of the Board of Directors (Adopted April 8, 2015): This policy states that “Members of the Executive Committee (Board of Directors) of the Academic Senate for California Community Colleges are expected to act ethically and professionally during their time serving on the Executive Committee. Members of the Executive Committee of the Academic Senate are expected to act in accordance with all laws and the bylaws, rules, and policies of the Academic Senate and to fulfill all duties of their office.” The provisions provide for the removal of a member of the Board of Directors who violates these tenets, using an investigation team of two Executive Committee members and three faculty members appointed to serve as Academic Senate representatives on any statewide committee or taskforce. Any motion to remove the member of the Executive Committee, requires 2/3 of the Executive Committee members vote in support, and does include the faculty on the investigative committee.

This policy may need to be expanded to address serious cases where a law may have been violated that would compel the Academic Senate President (or alternate) to notify law enforcement authorities outside of the internal investigation team process to remove a board member.

<http://www.asccc.org/policies/removal>

“I agree that this policy needs to be clarified and expanded to address the above comment/finding. The policy is narrow in scope.” Mayra Cruz

PERIODIC REVIEW COMMITTEE SUMMARY pg. 40

The Periodic Review Committee finds that the Academic Senate of the California Community Colleges (ASCCC) has developed mechanisms to assert the faculty voice in state, regional and national levels in academic and professional matters. The ASCCC is doing an admirable job of acquiring, managing and allocating grant funds to meet the financial needs of its short and long--range goals. The Periodic Review Committee has concluded that the Academic Senate Executive Committee continues to make a concerted effort to reach out and support all stakeholders.

In addition to the specific recommendations identified throughout this document, the Periodic Review Committee found common themes that are summarized as follows:

Self--Study: The Periodic Review Committee suggests that the Executive Committee provide future Periodic Review Committees with a comprehensive self--study that includes evidence to support the review criteria. The Executive Committee should also develop a timeline that allows adequate time to fully evaluate the evidence.

“This is an item to clarify as we move forward. The process for the review of the vision, mission and values statements in 2019 was delineated. The process was initiated at the spring plenary of 2019. At the 2019 fall plenary, the session titled Infusing Equity, Diversity and Inclusion into ASCCC Vision, Mission, and Values was held at the 2019 Fall Plenary. Over 20 faculty leaders and other attendees actively participated in the interactive session. The proposed vision, mission and values statements were discussed by the Executive Committee in December of 2019 and approved with modifications. A resolution was presented at the Spring 2020 Plenary. The 2020 Spring Plenary session was canceled due to COVID-19. The resolution was then presented at the Fall 202 Plenary and adopted by the delegates.” Mayra Cruz

“I can see value to this, but what a project. The debriefs at the end of Exec meetings are very valuable, and almost everything ASCCC does is so very public, this doesn't seem necessary to me. While an ISER of sorts would certainly allow Exec to reflect and get steeped in recent history, there would definitely be an opportunity cost where their other tasks are concerned--or perhaps I am just projecting my own accreditation dogma!” Geoffrey Dyer

Timing: The Periodic Review Committee suggests that the selection of committee members should start before the Spring Plenary of the year prior to the Committee’s report the following Spring. This extended time period will allow future Periodic Review Committees to gather and analyze information more comprehensively, collect surveys and conduct interviews to broaden the scope of feedback for each area.

“I believe we are addressing this recommendation.” Mayra Cruz

Feedback: The Periodic Review Committee strongly recommends that a review of communication policies and practices within the organization be initiated to assure that the ASCCC office and representatives are responsive to inquiries and needs of local senates as stated in the Mission

Statement. The Periodic Review Committee identified a need to develop a system for Senate members to freely and anonymously give feedback to ASCCC. This system should be accompanied by a mechanism to follow up on the feedback received and actions taken or not taken as a result of suggestions from its constituency.

“Great idea--I believe this has happened or is in process now” Geoffrey Dyer

The PRC recommends that the Executive Committee establish a timeframe for assuring the recommendations stated herein are addressed prior to the next periodic review.

“I remember discussing this document at Exec in the 18-19 year, perhaps in fall. It may have been folded into another agenda item.” Geoffrey Dyer

In closing, the Periodic Review Committee wishes to thank the Executive Committee for being accessible and forthcoming in providing the requested information. The periodic review process is a worthwhile endeavor that will benefit faculty throughout the California Community Colleges.