

SPECIAL Academic Senate Council Minutes
Contra Costa College
2600 Mission Bell Drive, San Pablo, California 94806
August 27, 2019

Call To Order with Introduction of Guests at 4:00 p.m. in SAB-107.

Committee members in attendance:

Academic Senate President: Katie Krolkowski

VP/CIC: Mark Wong

LA Rep: Randy Carver

SS Rep: Luci Castruita, Lorena Gonzalez

LAVA Reps: Erica Watson

NSAS Rep: Jon Celesia

Distance Ed: Mike Kilivris

CTE: TBA

Members not in attendance: Leslie Alexander

Guests in attendance: There were no guests in attendance.

CONSENT AGENDA ACTION ITEMS

August 27 agenda Mark motioned to approve the agenda; Luci seconded; all in favor; no abstentions.

NEW BUSINESS

CCC Academic Senate Council Resolution in Support of Clarifying the Process for Selecting the Interim College President

Whereas, previous instances of acting quickly to hire senior administrators at CCC have resulted in rushed, non-transparent processes that did not equitably and adequately incorporate the wisdom, perspectives, and experience of the entire campus community, have ultimately resulted in instability and a feeling of being undervalued among campus constituencies, and have been detrimental to the morale of our campus;

Whereas, an important consideration in successful accreditation of our institution is stable campus leadership that possesses institutional knowledge which must be developed via authentic interaction with campus community members, relies on considerable investments of time, energy, and emotion on the part of the campus community members, and is traumatizing to the community when it is lost; and

Whereas, the successful hiring of our next president, interim or permanent, depends upon ensuring that all members of the campus community have a genuine opportunity to share thoughts about what qualities and qualifications they want in the next college president, taking the time and energy required to synthesize those ideas into an actionable and accountable hiring process, and selecting a hiring committee that truly represents the full diversity of our campus community;

Resolved that the Academic Senate of Contra Costa College insists that the current 4CD governing board procedure for presidential hires (Board Policy 2057) be used as the process to hire the next CCC president, whether that be interim or permanent;

Resolved that the Academic Senate of Contra Costa College requests that Chancellor Wood work deliberately with the CCC campus community in the interest of maintenance of accreditation, increasing stability, and nourishing the growth of equity practices on campus by not rushing the important process of hiring the next CCC president, whether that be interim or permanent;

Resolved that the Academic Senate of Contra Costa College invites the 4CD Chancellor, Vice Chancellors, and the Governing Board to demonstrate a genuine commitment to valuing the voices of the CCC campus community by ensuring that the hiring of the next college president includes a process for soliciting thoughtful feedback about qualities and qualifications, which are synthesized to become part of both the job announcement and interview questions and rubric for responses.

Katie sent this draft out to the college community for feedback which was very positive. He asked if the

AS reps received feedback from their divisions. Erica said that faculty were surprised that there was not a process to hire an interim already. One faculty said that there shouldn't be an interim, but only permanent. Lorena got the same feedback with the comment that it was wasted time to hire an interim. Randy agreed. Mark responded that the person he spoke to felt it was a very positively written resolution. Jon feels that the hiring of an interim isn't a bad idea, but that the person hired for the interim position be interested in applying for the permanent position. It was questioned as to whether to have both permanent and interim positions in the resolution. Katie's reason to leave them both in is to get a better choice for an interim since they will have to go through a more rigorous process. Luci said that the counselors don't want another interim and feels we should keep Mojdeh for the year to get us through accreditation and through hiring of the permanent president.

Katie said that Management Council met this morning and wants a united resolution for the whole campus. The Classified Senate is also interested and will be meeting to discuss this on Thursday August 29 from 10-11 am in the CRC Conference Room.

Luci motioned to approve this resolution and task Katie to send it out to everyone, talk with the other constituency groups to create college-wide resolution to develop a shared position on this issue, and possibly take it to the September 12 Governing Board meeting; Lorena seconded; all in favor; no abstentions.

PRESENTATIONS FROM THE PUBLIC/ANNOUNCEMENTS/OPEN DISCUSSION

There were no presentations from the public, announcements, or open discussion.

Adjournment

The meeting adjourned at 5:00 p. m. The next meeting will be September 16 2019 in GE-305.

Respectfully submitted,
Lynette Kral