

Columbia College Classified Senate Agenda

Friday, November 8, 2024, 12:00 pm

CALL TO ORDER:

- A. 12:00 pm

IN ATTENDANCE:

- A. Abby Sunday, Amanda Stephens, Andrea Mattos, Aqil Mosawi, Bo Locke, Brooke Nielsen, Bryanna Adams, Christa Bartels, Christina Katosic, Daniel Barsotti, Debbie Stewart, Elissa Creighton, Glenn Machovsky, Ilse Kerns, Iveth Moreno, Jason Pimentel, Jen Fraser, Jennifer Hamrick, Kim Pippa-Tonnesen, Kyle Elkins, Lydia Browning, Megan Burke, Melissa Anisko, Melissa Horcasitas, Michelle Sandhoff, Misty Mount, Patrick Krebs, Selina Flores, Shelley Davis, Tiffany Moore, Torri Keever, Whitney Call

ANNOUNCEMENTS:

- A. There was a motion to move Action Item A to the beginning of the meeting by Abby Sunday.
 - a. The motion was seconded by Melissa Anisko.

EXECUTIVE REPORTS:

- A. President – Abby Sunday:
 - a. No update on Chancellor search process or timeline. The Board has shared that they are considering an Interim and would like HR to run the Chancellor search as opposed to an outside firm. I am fully opposed to this suggestion as our HR is overrun and does not have the time to run an extensive search like this. It also lends to internal bias and the Board being able to sway the process as it moves forward.
 - b. Suggestion of building snow days into the calendar has been shared with Academic Senate, admin and YFA.
 - c. Raising the rate of per diem has been mentioned to the Chancellor. This conversation needs to start and move forward and we should be mentioning it in the perspective meetings we are in.
 - d. Next Constitution review is 11/15 at 1:00pm in Buckeye 103. We will be diving into our first section of New Employee mentoring. Please have your suggestions and updates ready for discussion, we would like to get this section as updated as possible during this session.
- B. President-Elect – Vacant:
- C. VP Report – Melissa Anisko:
 - a. No report provided at time of print.
- D. Secretary – Jason Pimentel:
 - a. Nothing to report.
- E. Treasurer – Kelci Goss:

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- a. No report provided at time of print.
- F. Area 1 Rep – Debbie Stewart:
 - a. Nothing to report.
- G. Area 2 Rep – Bryanna Adams:
 - a. What is the process of report outs and what happens after they are brought to the Classified Senate?
 - b. When will the next lockdown training take place?
 - i. Also, what is the progress on getting an armed officer on campus?
 - c. 8 lights are out in the Manzanita rotunda. How do we go about getting those replace?
 - d. The smell in the women’s staff bathroom has been taken care of.
- H. Area 3 Rep – Glenn Machovsky:
 - a. No report provided at the time of print.
- I. Area 4 Rep – Joseph Gorgulho:
 - a. No report provided at the time of print.

COLLEGE-WIDE COUNCIL AND COMMITTEE REPORTS:

- A. Academic Senate – Torri Kever:
 - a. Public Comment
 - i. Dr. Lena Tran expressed her concerns regarding the proposed vote of no confidence. She emphasized her achievements and commitment to Columbia College, seeking a collaborative dialogue with the Senate. Her remarks echoed her public statement on Mymotherlode.com.
 - ii. Glenn Caldwell, former Director of Security, shared reasons for his resignation, citing incidents with Dr. Tran that contributed to a hostile work environment and limited his ability to serve effectively.
 - iii. Outcome: After additional faculty comments supporting both perspectives, the Senate agreed to advance the discussion to a second reading and potential vote at a future date, possibly escalating to the College Board of Trustees.
 - b. Resolutions Discussed
 - i. Simple Syllabus – Kirsten Miller introduced a streamlined syllabus submission process, required by 2026, with stipends available for early adopters in Spring 2025. Brian Greene raised concerns over potential YFA contractual issues, which will be reviewed.

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- ii. Safe Space Training – Courtney Sutton presented an upcoming workshop for faculty and staff on LGBTQ+ terminology and best practices, emphasizing student rights and support.
- iii. Common Course Numbering – Stephanie Beaver called for faculty participation in updating course numbers to align with statewide standards, with stipends offered for compliance work due by December.
- iv. New Course Prefixes – Juan Pablo announced the adoption of new prefixes for Political Science (CPOLS) and Psychology (CPSYC), which will be used alongside current designations.
- v. Certificate of Achievement Residency Requirements – The Senate discussed reducing the residency requirement from 70% to 25% for Certificates of Achievement, aligning with MJC’s policy and noting the absence of Title 5 mandates on residency for these certificates.
- vi. Local Degree GE Requirements – The college is considering raising the minimum grade for General Education courses in local degrees to a “C” or better, aligning with Cal-GETC standards, replacing the current minimum of “D”.
- vii. Resolution 24-A: Continuation of Calculus – The Chancellor’s proposal to remove Calculus courses district-wide was met with opposition. The Senate emphasized the importance of Calculus in the curriculum and discussed opposing the resolution.
- viii. Distance Education Plan: Accreditation – The Academic Senate approved the Distance Education Plan for final review. To meet accreditation requirements, the Senate voted to waive the first reading, making this meeting the final review. This expedited process was necessary to avoid an accreditation team recommendation for non-compliance if the plan was not submitted.

B. College Council – Abby Sunday:

- a. Lena is out for a family emergency, Melissa led the meeting
- b. There was only 1 recommendation from the accreditation team for DE. The document in question has been updated and approved. They will be submitting the final report soon
- c. All staff is encouraged to attend the DEIA training with Regina Stroud 11/15 @ 8:30am in MCR/MPR
- d. Many positions for hire are in the final selection stages including the Director of Development, Director of Health Services, Library Tech, and Carpenter. ISS for Fire is officially approved and institutionalized. It is currently open for recruitment.

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- e. Power Outage- Admin is working on updating the documents for campus closure
- f. The President makes the official call of when to close campus in consultation with the facilities manager. It was not clear who was the next in charge to make the call after the President. This is under review and will be addressed in the updated closure plan that will be coming out
- g. No specific timeline given for updating the document
- h. I shared that there is already a plan in place and we use to have a process that worked very well to evacuate the campus on snow days. This also will be looked at and is under review.
- i. In the case of snow closure, admin wants students to feel empowered to make the safety call on their own. If they feel they need to leave campus, they should. ASCC expressed concern about Instructors not being flexible with students particularly in STEM classes when making a judgment call to leave campus. Donna stated she would send out an email to all faculty reminding them winter is coming and to be flexible and not punitive to students who leave campus due to inclement weather
- j. We have 2 international students for 24-25
- k. Lena is working with MJC to provide an AI Summit in the Spring
- l. As of week-10 we have 830 FTE's
- m. Sylvia Rodriguez will fill the TOC of Curriculum Specialist. She comes with much experience and will be a huge benefit to the office while we restructure the numbering of all the courses. TOC will run until June 2025 depending on what Elissa's TOC timeline is
- n. 7 courses are restructured and have new ID's and numbers. Donna gave shout outs to: Stephanie Beaver Guzman, Elissa Creighton, Jeri Pourchot and Juan Pablo for their tireless efforts to get these courses in and approved on such a short timeline.
- o. Melissa reported we are going into another round of student equity planning. Report will come out in the Spring
- p. Melissa will be on extended vacation Nov1 -Dec 1. Mike will be handling all student services business with the help of Donna
- q. Tobias reported we have over 12 clubs now and over 50 students participated in the Halloween costume contest!
- r. Mike reported that payroll is still messed up and causing an issue for students, secretaries and part time faculty. The process is not smooth and is creating double the work for our staff. We need to have 2 time cards in a month to verify hours correctly and to have time to process pay claims accurately

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- C. College Services Committee – Torri Keever, Christa Bartels:
 - a. The meeting has been cancelled for the 2nd time in a row. There is nothing to report.
- D. Cultural Enrichment Committee – Andrea Mattos:
 - a. No report provided at time of print.
- E. Distance Ed Committee – Daniel Barsotti, Whitney Call:
 - a. Approved the new DE Plan for 2024-2026.
 - b. Continued work on Regular and Substantive Interaction (RSI) Guidelines as well as what it would look like on the Distance Ed Addendum.
 - c. Began the process of finalizing a set of Canvas Communication Guidelines for Online Students to take to the proper committees.
 - d. A lengthy discussion was had on Remote Proctoring as well, and the importance of Academic Integrity in our online learning environments.
 - e. The next meeting will be held on Friday, November 8, 2024.
- F. District Financial Advisory Council – Vacant:
- G. District Technology Advisory Committee – Daniel Barsotti:
 - a. Cybersecurity Presentation / Discussion
 - i. CyberSecurity Month is over, but Cybersecurity should always be a focus. Our phishing test numbers could be better, make sure to double-check all messages and don't click anything that you haven't confirmed is legitimate. Goals for this year in regards to cyber security are: Being compliant with all federal and state laws & regulations, implement a data-driven & risk-focused cybersecurity program, create common sense security controls through YCCD, plan for & minimize incidents.
 - b. AI Discussion / Workgroup
 - i. Discussion took place on AI and the overwhelming use in classes, specifically related to the languages. A workgroup is being formed to further research the implications and develop some sort of response to this. Current policies at Columbia is that instructors determine their own policies on AI use, but the district does not have any policy in place.
- H. Diversity, Equity, and Inclusion and Accessibility Committee – Teicia Downing:
 - a. No report provided at time of print.
- I. Finance Committee – Vacant:
- J. Foundation Committee – Jennifer Fraser:

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- a. The next meeting will be held on Tuesday, November 19, 2024. A report will be provided at the next Classified Senate Meeting.
- K. Institutional Effectiveness Council – Lydia Browning:
- a. Council is working with the Research Department to create the Employee Satisfaction Survey. Contract will be finalized in December. Survey happens every Spring (student survey one year, staff survey the next year).
 - b. IEC workgroup is editing the Participatory Governance Handbook.
 - c. Office of Instruction is rolling out changes due to AB928 & AB1111. This involves creating common pathways called 'Cal-GETC' and creating a common course numbering system.
 - d. Office of Instruction is working to update the Program Planning & Evaluation and SLO process.
- L. District Policy and Procedure Committee - Elissa Creighton:
- a. The group spent the majority of the November meeting reviewing carryover policies from September and October. All policies reviewed were moved forward to the next review stage, District Council.
 - b. The December meeting will cover two remaining carryover policies from October and all November policies emailed to Classifieds in October.
 - c. The Student Trustee cannot make the P&P meeting and so is being encouraged to find a designee so that we have student representation at the District P&P level.
- M. Student Success Council – Bryanna Adams, Glenn Machovsky:
- a. The next meeting will be held on Friday, November 22, 2024. A report will be provided at the next Classified Senate Meeting.
- N. Teaching and Learning Committee – Bo Locke:
- a. The Human Library event went off great. We had 64 survey responses from participants, and 8 more from the books. Survey responses have been compiled by Matt Connot (Attachment 1). We are considering the event for next spring as well.
 - b. Simple Syllabus - Rollout soon, pertains to faculty.
 - c. November 22nd, 2024, Get Grateful event.
 - i. Come to MPR between 12:30 pm - 2:00 pm to sign/design thank you cards for colleagues. TLC will deliver the cards to the recipients and include a \$5 gift card to Day-O. One gift card/person, so even if you get 10 thank you notes, you only get the one gift card.
 - d. Brainstorming ideas to connect classified and faculty again after the success of the retreat in August.

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e. The next meeting will be held on Tuesday, November 12, 2024.

O. Technology Committee – Bo Locke:

a. Equipment replacement update:

i. Mostly done with personnel work computers. Working on classroom equipment replacement plan.

b. Oak 10 projector equipment needs replacing.

c. IT staff were asked if they had any interest in hosting workshops for staff. They will get back to us.

d. The next meeting will be held on Thursday, November 21, 2024.

i. We will be discussing an outdoor sound system and Buckeye 103/104.

P. YCCD Public Safety Advisory Committee – Gary Grazioli:

CLASSIFIED SENATE COMMITTEE REPORTS:

A. Hiring Prioritization Committee – Abby Sunday:

a. No report provided at the time of print.

B. Fundraising Committee – Kelci Goss:

a. No report provided at the time of print.

C. Newsletter – Jason Pimentel:

a. Nothing to report.

D. Retreats – Bryanna Adams:

a. Still recruiting members for the committee. Please let Bryanna Adams know if interested!

b. Reminder: This year's retreat will be on-campus, so we need some extra creativity!

E. Scholarships – Melissa Anisko:

a. No report provided at the time of print.

ACTION ITEMS:

A. Discussion Item: Columbia College Academic Senate vote of no confidence (Attachment 2) in Columbia College President, Dr. Lena Tran.

a. See attachment 2 for additional details.

b. Guest Speaker: Glenn Cadwell

B. Vote: How should the Classified Senate proceed in light of the vote of no confidence in Columbia College President, Dr. Lena Tran?

a. Options and vote totals:

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- i. Take no action. (0 votes)
- ii. Write and submit a letter of support for the Academic Senate's resolution. (1 vote)
- iii. Hold a Classified Senate vote of no confidence in Dr. Lena Tran at the Friday, December 13, 2024, meeting. (3 votes)
- iv. Write and submit a letter of opposition to the Academic Senate's resolution. (0 votes)
- v. Write and submit a letter of support for the Academic Senate's resolution by Friday, November 15, 2024 and hold a vote of no confidence in Dr. Lena Tran at the Friday, December 13, 2024, meeting. (28 votes)

C. Discussion Item: Facilities updates?

- a. There are ongoing concerns with the cleanliness of student spaces in Sequoia.
- b. There are also concerns with the cleanliness of Manzanita.
- c. It may be time to bring these issues to District Council.
- d. Staff are encouraged to submit work orders for janitorial services.

FOR THE GOOD OF THE ORDER:

- A. We have designs for Classified Senate t-shirts!
 - a. They will be posted in the break room for staff to see.

MEETING ADJOURNED:

- A. 1:29 pm

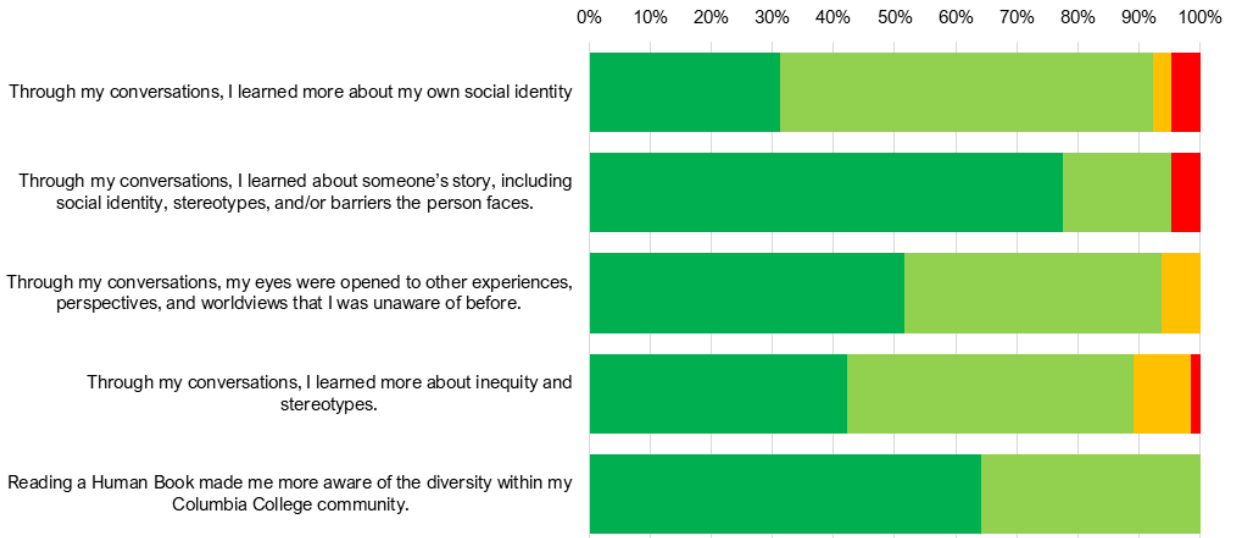
Attachment 1

Human Library Event Survey Responses

Human Library Survey Responses

Respondents: 64

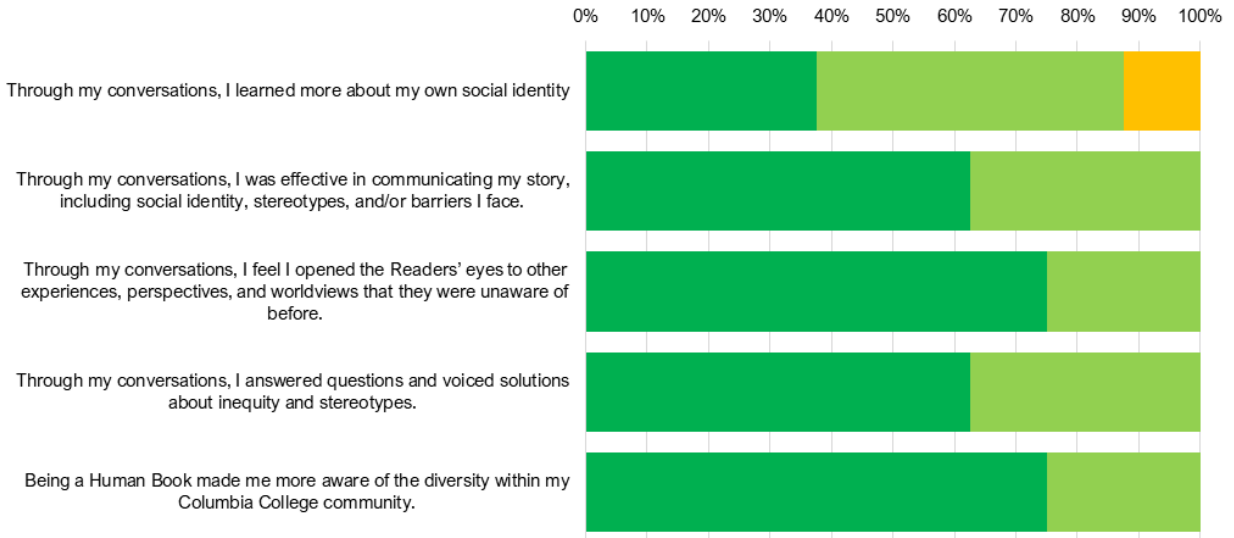
■ Strongly Agree
 ■ Agree
 ■ Disagree
 ■ Strongly Disagree



Human Library Human Book Responses

Respondents: 8

■ Strongly Agree
 ■ Agree
 ■ Disagree
 ■ Strongly Disagree



Attachment 2

Academic Senate Resolution F24-C

Vote of No Confidence in Columbia College
President Lena Tran

**Columbia College
Academic Senate Resolution F24-C
Vote of No Confidence in Columbia College President Lena Tran**

Proposed by: Adrienne Seegers and Lahna VonEpps

WHEREAS: Columbia College is committed to serving our students and community;

WHEREAS: Columbia College embraces growth and continuous improvement;

WHEREAS: Columbia College President Dr. Lena Tran has exhibited poor performance in key areas of the [President's job description](#);

WHEREAS: President Tran has exhibited unsatisfactory interpersonal and communication skills, [in violation of YCCD Board Policy 7-8057 on Civility](#);

WHEREAS: President Tran has exhibited lack of decision making based on participatory governance that seeks to empower others, [a violation of Title 5 53200 \(10\) "Processes for institutional planning and budget development"](#);

WHEREAS: President Tran has exhibited a lack of ability to motivate members of the college community to pursue excellence;

WHEREAS: [There has not been a satisfactory response from President Tran, Chancellor Yong, or YCCD Board of Trustees to concerns and complaints regarding President Tran's performance \(See Appendix \(A\) "Timeline of communication of concerns" \(B\) "Letter to YCCD Board from Academic Senate", \(C\) "Letter to YCCD Board from Classified Senate of Columbia College" and \(D\) "Letter to Dr Tran from Columbia College Academic Senate"\)](#);

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WHEREAS: [As a body we recognize that the status quo under President Tran's leadership is unsatisfactory and will cause harm to the college, and ultimately students](#);

WHEREAS: The Academic Senate does not take this step of a vote of no confidence lightly.

THEREFORE, BE IT RESOLVED THAT: The Columbia College Academic Senate casts a vote of no confidence in the leadership of Columbia College President Dr. Lena Tran.

THEREFORE, BE IT RESOLVED THAT: [The Columbia College Academic Senate calls for the resignation of President Lena Tran, or for the YCCD Board of Trustees to direct Chancellor Henry Yong to release Dr. Lena Tran from her current position as college president.](#)

Approved: _____

APPENDIX

(A) Timeline of communication of concerns

- February 23, 2024 Academic Senate (AS) Senate Campus Climate Letter delivered to Dr. Tran
- March 2024 AS President Marcus and AS President-Elect Erik met with Dr. Tran to discuss campus climate letter- no concrete plan made
- April 8, 2024 AS President Marcus & AS President-Elect Erik met with Chancellor Yong to discuss campus climate letter
- April 2024 AS President Marcus & AS President-Elect Erik met with Chancellor Yong and Dr. Tran to discuss AS Senate concerns, campus climate survey was suggested
- April 12, 2024 Academic Senate directed Marcus and Erik to formally notify the Board of Trustees about concerns
- April 14, 2024 Academic Senate sent letter to Board of Trustees to share concerns
- April 29, 2024 Chancellor Yong responded via email that a campus climate survey would be created by the Senior Director of Institutional Research-Dr. Tran later rescinded this option and no survey was ever created.
- May 7, 2024 Two personal letters expressing campus climate concerns sent by Classified Professionals to the Board of Trustees
- May 8, 2024 Faculty and Staff expressed concerns at Board of Trustees Meeting at Columbia College
- May 21, 2024 Classified Staff Campus Climate Letter delivered to Board of Trustees
- August 12, 2024 Leadership was mandated to attend a communication training in response to Dr. Tran's evaluation regarding communication issues.
- August 13, 2024 Classified Professionals were mandated to attend a communications training in response to Dr. Tran's evaluation regarding communication issues
- October 8, 2024 Concerned faculty and staff met with Dr. Tran to share concerns related to the president's job description

(B) Letter to YCCD Board from Academic Senate

Dear Yosemite Community College District Board of Trustees,

The Academic Senate of Columbia College recommends that the Yosemite Community College Board of Trustees be formally informed about our campus climate as it pertains to Columbia College president, Dr. Lena Tran.

The negative campus climate has been an ongoing problem, and the Academic Senate directed Academic Senate President Marcus D. Whisenant and President-Elect Eric Andal to follow the process and chain of command to first reach out to Dr. Tran and address a list of specific campus climate-related issues with her. The campus climate issues were addressed in a formal letter written by the Academic Senate and delivered to Dr. Tran on February 26, 2024. Next, Mr. Whisenant and Mr. Andal contacted Chancellor Yong to advise him of the issues on April 8, 2024. After the April 10th Board of Trustees meeting and April 12th Academic Senate of the whole meeting, the faculty then directed Mr. Whisenant and Mr. Andal to formally notify the BOT of the ongoing issues with campus climate. Campus climate issues have been a standing agenda item in nearly every Academic Senate-of-the-whole meeting and Academic Senate executive meeting during the last 2 years.

Columbia students are experiencing negative effects from Dr. Tran's leadership, some of which the YCCD BOT heard during the nearly 60-minute public comments on April 10, 2024. The Columbia College FNR students addressed the board about the poor communication that they have received from Dr. Tran regarding their program and the repeatedly extended administrative leave of the sole full-time faculty member in the program. Faculty understand that administrative leave is a legal issue, but these students still feel that Dr. Tran turned her back on them and will not properly communicate with them. There have been instances where Dr. Tran's communication with students has been interpreted as undermining and rude and in some instances created an unsafe environment or situation for the student(s) involved.

Numerous faculty have witnessed classified professionals in tears during and after meetings with Dr. Tran. These same classified professionals have been reluctant to contact HR and report the issues because they "are afraid of retribution by Dr. Tran" and they feel unprotected in this hostile work environment. On our small campus, it is too easy to identify a person by their department, role, activities, or topic, and Columbia classified professionals have repeatedly stated that they are afraid of retaliation if they follow the formal complaint process.

We are concerned about the number of administrators who have left the college while Dr. Tran has been our College President. Most recently, long-time tenured faculty member, interim VPI, and current ASHP Dean Raelene Juarez has announced her retirement from the district and has publicly stated that "[she] loves Columbia College and never imagined that she would ever leave, but the toxic work environment created by Dr. Tran is making it impossible to stay" Others, including Ben Marcus, Steve Amador, Colleen Henry, and Mary Watts have resigned due to our campus climate and have informally given anecdotal

evidence of the negative campus climate and toxic work environment created by Dr Tran as a contributing component to their

resignations. We as a faculty understand that these issues might not have come out during exit interviews as there is a sense of some sort of retaliation for those employees still on campus and even for those employees no longer with the district.

The many positive qualities of Dr Tran are not in balance with the ongoing negative campus climate issues. It is our main desire as faculty to serve our students and we are less able to do this while we are trying to navigate a campus climate that is toxic and unprofessional. It is not the faculty's role to protect ourselves, our students, and our colleagues from retaliation by a college president. We are open to a conversation and are hopeful that by following a formal process and chain of command these issues can be addressed and our campus climate can return to a more collegial and professional one.

Thank you for your time.

Columbia College Academic Senate

(C) Letter to YCCD Board from Classified Senate of Columbia College

Dear Esteemed Yosemite Community College District Board of Trustees,

In light of the recent letter from the Columbia College Academic Senate to the Board of Trustees dated April 17, 2024, which addressed the current campus climate under the leadership of Dr. Lena Tran, the Columbia College Classified Senate body wishes to voice their support and acknowledgement of the current campus culture and experiences as described in the aforementioned letter. As we send forth this letter today, please know that we take this step cautiously and with hesitation as we feel a profound sense of trepidation in bringing our truth to light. We have concerns of retaliation from Dr. Tran not only against ourselves individually, but also against our colleagues and our programs. However, to remain silent is to be complicit and we feel that there is far too much at risk that would negatively impact our colleagues, our students, and our community if we do not voice our need for change.

Columbia College has a longstanding reputation of being inclusive, compassionate, and

warmly welcoming students and community members with open arms and eager smiles. Faculty, staff, and students alike often speak of “the Columbia Way” when illustrating how our college goes above and beyond to meet students where they are and provide a gold standard level of service that is rooted in understanding and empathy. Columbia College’s Core Values, as written by Columbia College Council and voted on by the Board of Trustees, guide our work and serve as the foundation of our mission. These values include Academic Excellence and Success, Learning and Growth, Assessment and Improvement, Access for All, Community Support, Collegiality and Professionalism, Campus and Environmental Sustainability, Participatory Decision Making, Civic and Global Awareness, and Institutional Wellness. It has always been our hope that Dr. Tran would bear witness to these values in action and stand alongside us to offer the same level of support and genuine care to students, staff, and faculty. However, Dr. Tran’s words and actions have shown that she does not share these same values that our campus community holds so dear. We often see the faces of our colleagues and campus leaders filled with sadness and defeat following meetings with our President, and each time it feels like the spirit of “the Columbia Way” is slipping further and further away.

As a Classified Senate body, we stand in unity and agreement with the issues brought forth in the letter from Academic Senate and ask that the Board take our voices into consideration. We look forward to seeing what actionable steps the board will take to rectify this situation.

Respectfully,

Columbia College Classified Senate

(D) Letter to Dr Tran from Columbia College Academic Senate

Dear President Tran,

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This letter contains suggestions created with input from students, employees, and community members intended to support your continued acclimation to the environment at Columbia College. It is motivated by a sincere effort to cultivate a positive campus environment and realize our college’s

mission. While some suggestions would require alterations of your practices so far, the suggestions are not intended to reflect upon past practices but rather suggest more effective ways of serving the college we share. Your role on this campus is vital to mission attainment and campus climate, and we request your growth-mindset attention to the suggestions herein.

- As you have likely experienced first-hand, Columbia has a pervasive ethos that is unique but difficult to define. Some have used the phrase "Columbia chill" or our "laid-back mountain lifestyle." These descriptors are fair, but understate the role of civility and mutual respect we use when interacting with one another. A diverse group of thinkers and decision-makers will inevitably present different perspectives and disagreements ensue, but our responses to one another must be respectful and supportive. Furthermore, Board Policies on Civility and Leadership Team (7-8057, 7-8044) discuss both the means and the motives for effective, civil relationships. We open-mindedly look for the wisdom and value in disagreeing opinions to improve our thought diversity. We request that you examine your level of incorporation of this ethos and these policies to improve respectful, supportive, and open communication to all employees, students, and community members in all interactions.

- Along with respectful and supportive communication, empathetic listening is required to realize the collective wisdom and the prevailing and minority sentiments shared in small and large group meetings. The LTAC Handbook section D on ethics gives full support to the ACCCA Statement of Ethics (Appendix A) which calls for "two-way communication" and development of a "climate of trust and mutual support" with colleagues and staff, as well as to "protect students from disparagement, embarrassment, and capricious judgement." We request that you faithfully execute these ethical principles by demonstrating careful, attentive listening to all constituents associated with the college.

- You have importantly increased communication and transparency to the campus in the form of your newsletters and press releases. These well-prepared documents show your communication skills and appropriate consideration of your audience and purpose(s) for that publication. In contrast, your extemporaneous speaking does not show the same level of organization, completeness, and clarity of message. We request that you apply your writing skills to high publicity events, such as commencements and In-Service days, by delivering prepared speeches. Your candidacy with your thoughts can be encouraging or harmful depending on delivery, and prepared speeches give you the time to select that difference.

- Those of us who participate in the Academic Senate are aware of your work to increase involvement of faculty in the grant selection and commission process. We extend the belief that all employees of this campus are a resource for creativity, long-lasting commitment to grant-worthy ideas, and the faithful execution of such ideas. Of course, the students and community we serve are also critical for the sustainability of any impactful changes that external funds make possible. We request your continued expansion of all Columbia voices in the selection processes used when external funding will be sought by the college.

- As you have shown in your recent presentations, our Participatory Governance Handbook defines the way Columbia has organized its Council and Committee structure. That document, along with the Strategic Plan and the Student Equity and Achievement Plan, combine our visions with our methods in pursuit of mission attainment, and, though somewhat flexible, we honor these documents by conforming to their plans and processes. We request that all Council and Committees be used for and only for their intended purposes, that each is informed with all relevant information and data, and that each be trusted for its collective wisdom and institutional knowledge.

- As stated, these requests are not meant to criticize past performance, but to suggest ways in which we believe your role at the college can be optimized. As also stated, differing perspectives and disagreements are a valued part of our intellectual community, and your perspectives on how members of our college and community can better collaborate to fulfill our mission are welcome.

- Sincerely,

- The Faculty of the Academic Senate, read and confirmed on 2/23/2024.