

Clark College AHE Senate Minutes

November 2nd, 2009

3:30-5:00

Cannell Library, Cannell Room

Members Present: Rita Carey, Carlos Castro, Dave Duback , Anita Fisher, Don Gonser, Gene Johnson, Izad Khormae, Nathan Lazar, Julian Nelson, Nancy Novak, Marcia Roi, Otto Schlumpf, Nancy Sheppard, Kimberly Sullivan, Susan Torres, Judy Van Patten, Steve Walsh, Jim Wilkins-Luton

Members Absent: Carson Legree

Others Present: Bob Knight (from 4:30 to 5:00), Lisa Lewison

Topic	Discussion\Action
Approval of Agenda, Minutes	The 11-02-09 agenda was approved as amended. The minutes of the 10-26-09 Senate meeting were approved as amended.
Announcements	Anita Fisher and Marcia Roi encouraged Senators to attend the mayoral post-election reception. Board of Trustee (BOT) meeting times may shift after the election; discussion of moving Senate meeting times was tabled until after election results are known.
Executive Session and Grievance Update	The Senate entered executive session at 3:44 to discuss grievances and returned to regular session at 3:48.
Annual Goals Review	Marcia encouraged Senator to attend BOT meetings and emphasized the importance of our annual goals. Kimberly Sullivan suggested Senators come to the next meeting with ideas of how to implement goals.
January Membership Meeting at Town Plaza Center Campus	Steve Walsh asked the Senate to suggest a topic for the TPC meeting. Gene Johnson suggested we invite a TIAA-CREF representative. Izad Khormae suggested we present the annual goals to faculty. Anita Fisher asked Rita Carey to invite CTC faculty to attend. A discussion of WEBEED and representation on the Senate followed. Steve asked Susan Torres to ask the TPC faculty what they would like to discuss. Dave Duback asked about agency fees, and Marcia explained the difference between an AHE member and an agency-fee payer. Dave asked Steve to make a chart showing the benefits of AHE membership. A discussion of how much sick leave could count toward VEBA followed, and Gene said he would check with Page Pallamounter about specifics.

Political Action Committee Report	Anita encouraged Senators to attend the City Council meeting after the election and said she would like to invite local legislators to the first AHE meeting in December to discuss equal bargaining rights. Anita also said discussing the crosswalk issue, turnover dollars, and standardized budget reporting with legislators might be a good idea.
Website Suggestions	Izad presented paper copies of the new AHE website, explained uses and security issues, and asked for suggestions.
Bob Knight Visit Discussion	<p>The Senate developed questions for Bob Knight’s visit:</p> <ol style="list-style-type: none"> 1) What is your view of the AHE Senate’s role in faculty leadership? 2) What might a positive relationship based on mutual respect between the administration and faculty look like? 3) How might the college help build a relationship between the administration and faculty based on equality?
Bob Knight Visit	<p>At his request, Bob Knight met with the Senate at 4:30. Bob asked to visit the Senate to discuss how he might help improve the relationship between administration and faculty.</p> <p>Bob said he is concerned faculty members are receiving “inaccurate information” from AHE leadership, citing the recent retroactive COLA grievance as an example. Bob turned the topic to budget, saying the college may be “a victim of our own success” and might face “a hit eight times greater” than what the college has planned for.</p> <p>Marcia redirected the conversation to relationship. Gene asked about Bob’s perception of the AHE Senate as the designated leadership of the faculty. Bob said, “It’s not a perception; it’s reality—the Senate is the leadership of the faculty.” Judy asked about how trust might be developed between faculty and administration during difficult and stressful economic times. Bob said trust is a two-way street, citing as a negative example last year’s budget slides presented at a BOT meeting without his prior knowledge; Bob said it would have been better to discuss the slides and the budget situation before having them presented in a public forum. Nancy Sheppard agreed that trust is a two-way relationship and asked why administration had resisted a review of the retroactive COLA figures by an independent third party. Gene agreed the best way to solve the retroactive COLA problem and build trust was to have a neutral third party look at the issue. Bob said it was “only a \$7,000 issue, so why waste money on it?” Kimberly said there is a troubling misunderstanding between the administration and the faculty on this issue.</p> <p>Steve asked what a positive relationship between faculty and administration might look like. Bob said a</p>

	<p>meeting between the administration’s budget team and a small group of Senators might help. Steve reframed the question, asking what a relationship based on mutual respect might look like. Bob returned to the sub-group meeting idea, saying it might be good for both parties to meet outside the bargaining framework. Gene asked what else might be done. Bob asked Gene what he thought; Bob said he didn’t have all the answers. Judy said she liked the idea of meeting to discuss why decisions were made in a certain way.</p> <p>Don Gonser asked how administration and faculty might build a relationship based on equality. Bob said that before faculty members send mass emails that they should verify facts. Nathan Lazar asked at what stage and in what context this sort of communication might take place, and Bob answered that not every decision is a faculty decision impacting every faculty member. Nancy Sheppard asked Bob when he had seen this sort of communication happen successfully in the past, and Bob said that last year’s budget process was a good example. Gene asked if Bob would ask the Deans to explain decisions within their units, and Bob said he would. Gene said it wasn’t happening with decisions concerning Accounting’s distance education classes.</p> <p>Marcia asked Bob how he views AHE’s role in shared governance. Bob said he sees AHE as one element in a larger process. Marcia asked what Bob sees as the difference between the AHE and the faculty. Bob said the AHE represents those in the Union. Lisa Lewison pointed out that the AHE has a contractual/legal responsibility to represent all faculty members.</p> <p>Kimberly asked about what is perceived as a top-down management model and asked if Bob had a sense of how the current structure is working. Bob said he thinks he has a good idea. Kimberly asked about what many faculty members see as a “patriarchal” leadership model with Deans treating faculty members as children and using the word “subordinate” to describe the faculty role. Bob said, “‘Subordinate’ is not always a negative term.”</p> <p>At 5:00, Marcia stopped discussion. Bob said he would look into the “anarchy” issue, evidently mishearing Kimberly’s comment about patriarchal leadership. Terms were clarified and Bob left.</p> <p>Marcia asked for feedback from the Senate. Senators expressed concern that Bob doesn’t seem to understand the concept of faculty/administration equality and that Bob belittled and then dismissed Kimberly Sullivan’s perception of the current campus climate. Others said Bob seems fundamentally unsuited to lead in any way other than top-down.</p>
Adjourn	The Senate adjourned at 5:10.

Approved by the AHE Senate on 11/16/09