



Faculty/Staff Open Forum

Fall 2016

October 2016

Chancellor's Conversation



Items: JCL

- Overall Vision
- District Office Changes
- Advocacy
- Local Partnerships
- International Partnerships
- Budget
- Challenges/Opportunities
- Chancellor
- Rephrasing



Overall Vision: JCL

- Ensure a solid financial base for Peralta
- Add different sources of revenue: More independent of Sacramento
- Build a reserve for the future without affecting the General Fund
- Enhance Academic Mission: CTE and General Education
- Provide better services for our students
- Augment access to Colleges, success and funding
- Own the educational needs of the community
- Advocate for more resources through government

- **WDCE Non Credit:** CDPC
- Underemployed development
- Revenue for strategic support of PCCD
- Adult Education
- Security blanket for hard times
- Strong Social Justice Basis

Workforce Development and Continuing Education: King

Enrollment Management: Brown

- Some Colleges have had enrollment slipping
- Budget is based on enrollment
- Job security especially part-time, tenure track

Services to students: Ambriz-Galaviz

- Individual college good
- Overall system needs major work



Stronger Academic Liberal Arts & CTE: Pedraja

- Maximize District's strengths: Career and Transfer
- Synchronize scheduling
- Support inter-College collaboration
- Support innovation
- Distance Education

District Office Changes: JCL

- **WDCE:** Legal Counsel
- **SEM:** Equity Dean / AVC Equity – Title changed per request of DAS
- **Student Services:** Existing Assoc. VC / formerly Student Services
- **Academic Affairs:** Educational Services
- **Educational Services:** Distance Education

Advocacy: New role – Way to increase government support: Webb

- Working with cities and county for support
- Working with state for support
- Working with Feds for support: **Aviation Center, for example**
- Working to affect legislators to benefit District
- Working with County: **Housing Bond, for example**



Local Partnerships

- OUSD
- BUSD
- Alameda County Gov.
- USF
- UCB
- East Bay MUD
- East Bay EDA
- Urban Strategies
- CBOs galore
- Youth Ventures
- Alameda County O E
- WIOAs
- Morehouse College
- AC Transit

International Partnerships

- Cuba
- France
- Haiti
- China
- Pending Embassy visits
- World Higher Ed

Partnering for opportunities for our faculty, students and overall readiness

Budget: Little

- Decent
 - projected surplus about \$1 million
 - adequate general fund reserves
- Money left on the table over 2,000 FTES x \$4,750?
- Why is SEM necessary?
- Why is Academic Affairs necessary?
- Why is Student Services necessary?
- Why is WDCE necessary ?
- Enrollment and budget
 - Higher enrollment means better budget
 - Capacity to increase revenue without increasing cost and meet needs

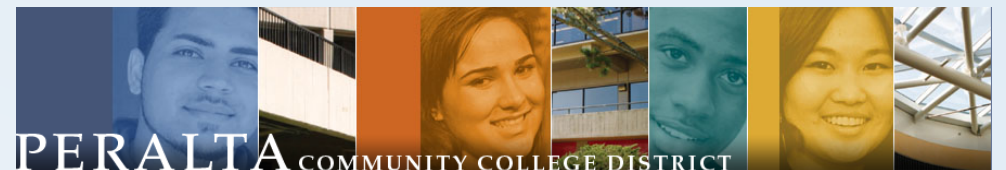


Challenges and Opportunities: JCL

- **Governance:** more active/ assertiveness
- Local economic challenges – student needs
- **Non-State revenues:** contracts and grants
- Non-credit
- Contract Ed - using what we have
- Continuing Education, managing current resources (spending, grants, funds)
- Facilities needs

Chancellor

- Image of Peralta:
 - You are Peralta
 - I am Peralta
 - Our students and community need Peralta – Our role: don't mess it up
- Belief in Peralta
 - Belief in our students
 - Belief in one another
 - Fight negativity with what is right about Peralta – Independent of administration and administrative actions



Chancellor

- Self-inflicting negative image
 - Facebook post: “My employer is messed up.”
 - Instagram: My Chancellor is doing us wrong
 - Reporting dirty laundry to accreditation team
 - Wishing colleges get on sanction
 - Spreading misleading information
 - Having students scared about what you may not completely be knowledgeable about



The Four Way Test

of the things we think, say and do

1. Is it the **TRUTH**?
2. Is it **FAIR** to all concerned?
3. Will it build **GOODWILL** and **BETTER FRIENDSHIPS**?
4. Will it be **BENEFICIAL** to all concerned?

Chancellor

- Current gossip and half-truth reporting
 - Grand jury of Solano County on bond measure – Hack job for passing the highest bond election in over forty years. No rush for bonds here.
 - Graveyard at Solano: Yes! It happened and is a tactic of the faculty there
 - Response to negotiation
 - Response to impasse
 - Response to inflexibility of administrative team
 - Final impasse meeting – I intervened and held team until settlement
- History of fair negotiation with faculty and staff
- Compromise for raise during economic downturn
 - Kept promise of raise to faculty: Misguided
 - Broker deal that established Part-time rehiring rights

Vision

- Funding: Need funding to advance many ideas
- Earning our way to economic prosperity to serve our students, faculty and staff – hard work
- Establishing SUSTAINABLE – PRACTICAL – ETHICAL Revenue sources
- Ensuring housing and food support for financially trapped students
- Creating the pathway to eliminate students' poverty so they may no longer linger “on the periphery of the American Dream.”

Vice Chancellors

- Titles
 - I. Depth of work being done
 - II. Clarity of roles
 - III. Academic and experience foundation
 - IV. Level of compensation
 - v. Reflection of depth of organization
 - VI. Succession planning
 - vii. Stability of leadership
 - viii. Differentiation between District and Colleges



Colleges

- President
- Vice President
- Dean
- Associate Dean/Director
- Director
- Associate/Assistant Director

District

- Vice Chancellor
- Associate Vice Chancellor
- Assistant Vice Chancellor
- Director/Executive Director
- Director
- Associate/Assistant Director

Comparison of titles being used

Vice Chancellor

- Interim appointment: Dr. Luis Pedraja
- Facilitator of faculty work
- Innovation supporter
- Bring faculty together

CTE and Liberal Arts/General Education

- Still time dialog
- Recruitment starts in January
- Permanent in place July 2017
- Senate Presidents fully participated
- No permanent hire during summer because faculty were not available to serve on committee

Vice Chancellor for Academic Affairs: Interim

Vice Chancellor

- Transfer: Dr. Norma Ambriz-Galaviz
- Facilitator of work of Student Services personnel
- Improve students' experiences within our structure
- Innovation in Student Services

Help bring Student Services together - effectiveness

- Student Services displaying equal voice at Cabinet as other functions
- No more Associate VC for Student Services
- No search for transfers

Vice Chancellor for Student Services
Formerly Associate Vice Chancellor & Registrar

Vice Chancellor

- Assigned during reorganization: Dr. Michael Orkin
- Support to attend to D.E. needs
- Help PCCD catch up with other districts in Online project
- Support faculty during transition work

Using skills of incumbent

- Transitional
- Distance Education Administrator: Request from District D.E. this summer: Inger Stark
- Funding is temporary

Vice Chancellor for Educational Services

Vice Chancellor

- Transfer: Dr. Elnora Webb
- Eventual self-supporting
- Supporting colleges

Help advance District cause

- Government outreach: City, County, State, and National: Projects.
- Program support: Additional resources for programs needs
- Search of funding for homeless and poor students
- Trial position/function
- Continuity based on success

Vice Chancellor for Partnerships and Advancement

Vice Chancellor

- Regular Vice Chancellor: Mr. Ron Little

Has existed for many years

- Took on Bonds leadership and management

Vice Chancellor of Finance

Vice Chancellor

- Regular assignment: Dr. Trudy Largent

Already Existed

- Took on the function of Risk-Management
- Taking on some legal coordination

Vice Chancellor for Human Resources

Vice Chancellor

- Reassignment: Dr. Sadiq Ikharo
- Function to work closely with Colleges facilities personnel
- Improved facilities care: expected

Already existed

- Leadership and management of Bonds no longer
- Focused mostly on maintenance of facilities

Vice Chancellor of General Services

Vice Chancellors

- Academic Affairs: Regular position to fill
- Student Affairs: Replaced Associate Dean Function
- Finance and Administration: Took on Bonds
- Human Resources: Took on Risk-Management
- Education Services: Distance Education
- Partnership and Advancement: Outreach to Feds, State, County, Cities.

Position

- Academic Affairs
- Student Affairs
- Finance and Administration
- Human Resources
- Educational Services
- Partnerships and Advancement

Change

- New and reassigned funding
- Existed and replaced Associate Dean
- Took on additional duties
- Took on additional duties
- Serving Distance Education
- Self-supporting to exist

Vice Chancellors Summary

Associate Vice Chancellor

- Interim appointment: Dr. Melvinia King
- Facilitator of faculty non-credit work
- Innovation supporter
- Bring faculty together on non-credit and contract education
- Expected to support PCCD budgets in hard times
- New non-VC title anticipating
- Social Justice focus

Non-District function

- Still time dialog
- Recruitment: Viability of position
- Self-supporting and giving back to Colleges
- Error: Did not involve Senate in selection
- No permanent hire during summer because faculty were not available and evaluating feasibility

Associate Vice Chancellor for WDCE: Interim
Funding came from General Counsel position

Assistant Vice Chancellor

- Interim appointment: Ms. Tamika Brown
- Replaced Lasana Hotep's position
- Leadership for student recruiters
- Bring District together to manage enrollment services
- Strengthen students' experience

Reacting to District opposition to Dean Title

- Still time dialog
- Recruitment: in 2017
- Position through PBC
- Error: Did not involve Senate in selection
- No permanent hire during summer because faculty were not available and evaluating feasibility

Interim Assistant Vice Chancellor for Enrollment Management

- Finance
- Human Resources
- General Services
- Academic Affairs
- Educational Services
- Partnership and Advancement
- Student Services
- WDCE
- Enrollment Management
- No change – But got additional duties
- No change – But additional Services
- No change – Greater expectations
- No change – funded in place of Ed Serv.
- Focus on critical issues: D.E. temporary
- Economical issues – Self-funded
- Re-assigned funding and re-instated
- New unit: Existing funding; self-support
- New function with existing funding

Summary of Positions in District Office

Evaluation of Chancellor's Action

- Be fair minded
- Inquire about changes
- Be skeptical and look for facts to lead and not mislead colleagues and students
- Is the Chancellor getting additional support for himself or his office?
- Is the Chancellor leading and working to improve the District?

My invitation to you!

Chancellor's Office: Moving Forward

- Interim positions will be vetted more thoroughly
- Interim appointments, when possible, will seek at a minimum involvement of faculty and staff leadership
- Regular reports and evaluations of the new activities will take place, including financials
- Improving Governance model and interaction with governance leaders – already in the works



District and Colleges: moving forward

- Give new initiatives a chance to succeed – Be positive on PCCCD
- Seek truth – information – Build one another and seek no destruction: We belong together – But, inquire and question and challenge
- Focus on improving students' lives
- Focus on supporting Part-time faculty and employees
- Critically think of what you hear and where you want to lead PCCCD
- Sign up to keep PCCCD peaceful

Open Forum Questions and Audience Participation

