

2024 NEW FACULTY ORIENTATION



TENURE IS NOT A REWARD



It is

- a) **A responsibility to lead and advocate**
- b) **An obligation to lead and advocate**
- c) **Freedom to advocate**
- d) **Protection from state and special interest persecution**

THE ACADEMIC SENATE



THE SHARED GOVERNANCE STRUCTURE



California
Education Code

TITLE V


Chabot-Las Positas Board of Trustees Policy

THE CALIFORNIA EDUCATION CODE

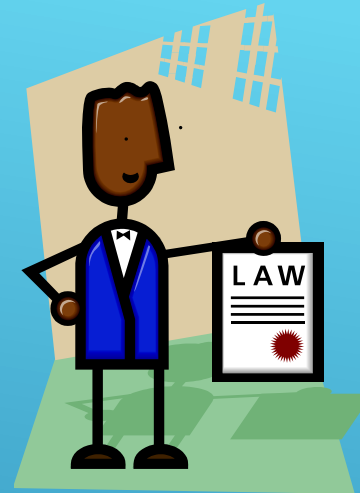
- ▶ Laws which can only be changed through legislative action



ED CODE 87359 (B)

- ▶ No later than July 1, 1990, hiring criteria, policies, and procedures for new faculty members shall be developed and agreed upon jointly by representatives of the governing board, and the academic senate, and approved by the governing board.
- 

TITLE V



- ▶ The Statewide Board of Governors' interpretations of California Ed Code and subsequent policies for its implementation
- ▶ They have the force of law, although they are occasionally modified by the BOG


TITLE V SECTION 53200

- ▶ Academic Senate means an organization whose primary function is to make recommendations with respect to academic and professional matters.



“ACADEMIC AND PROFESSIONAL MATTERS” (OR 10+1)

MEANS THE FOLLOWING POLICY DEVELOPMENT AND IMPLEMENTATION MATTERS:

- 1) Curriculum, including establishing prerequisites and placing courses within disciplines
 - 2) Degree and certificate requirements
 - 3) Grading policies
 - 4) Educational program development
 - 5) Standards or policies regarding student preparation and success
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10+1 CONTINUED

- 6) District and college governance structures, as related to faculty roles
 - 7) Faculty roles and involvement in accreditation processes, including self-study and annual reports
 - 8) Policies for faculty professional development activities
- 

10+1 CONTINUED

- 9) Processes for program review
 - 10) Processes for institutional planning and budget development
 - 11) Other academic and professional matters mutually agreed upon between the governing board and the academic senate
- 


CONSULT COLLEGIALLY

- ▶ *Rely primarily upon* (the recommendations of the Academic Senate)

Or

- ▶ *Mutually agree* (the Board or its designee and the academic senate shall reach mutual agreement by written resolution, regulation, or policy effectuating such recommendations)

CHABOT-LPC BOARD POLICY

- ▶ The Board will *rely primarily upon* the Academic Senate for:
 - ▶ Curriculum, including establishing prerequisites and placing courses in disciplines
 - ▶ Degree and certificate requirements
 - ▶ Grading policies
 - ▶ Faculty roles and involvement in accreditation processes including the self study and the annual reports
- 

CHABOT-LPC BOARD POLICY

- ▶ The Board will *reach mutual agreement with* the Academic Senate regarding:
 - ▶ Educational program development
 - ▶ Standards and policies regarding student success
 - ▶ District and college governance structures as related to faculty roles
 - ▶ Policies for faculty professional development activities
 - ▶ Process for program review
 - ▶ Process for institutional planning and budget development
- 

LPC/ DISTRICT INSTITUTIONAL PRACTICES TO MEET BOARD POLICY



CURRICULUM, DEGREE AND CERTIFICATE REQUIREMENTS, GRADING POLICIES

The LPC Curriculum Committee (a subcommittee of the LPC Academic Senate) has Senate approved procedures for curriculum and program development. The Board of Trustees typically approve all curriculum as informational items (they do not discuss, but rely primarily upon our expertise). We do not currently have a process to standardize curriculum across the campuses.

APPROVED

APPROVED

ACCREDITATION SELF STUDY AND ANNUAL REPORTS

The LCP Senate appoints faculty leads to each step of the accreditation process in consultation with the College President. College Council oversees Accreditation.



EDUCATIONAL PROGRAM DEVELOPMENT

The Senate has a process for bringing on new programs that involves the Curriculum Committee, CEMC and College Council.



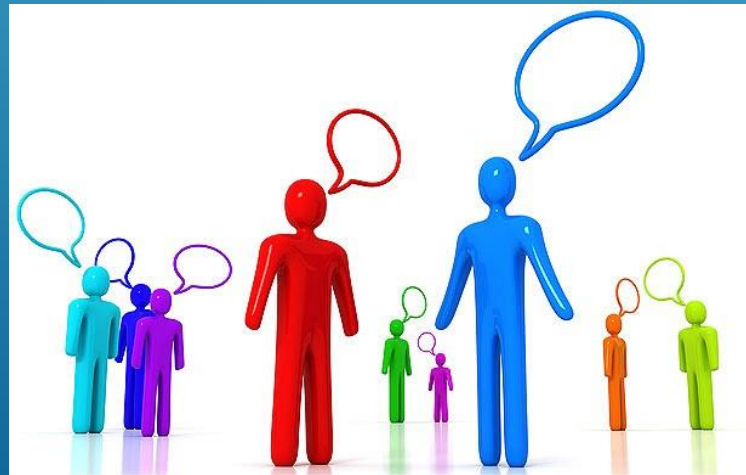
STANDARDS AND POLICIES REGARDING STUDENT SUCCESS

Too many to count!!!
Committees include Basic
Skills, Distance Education,
Guided Pathways, Student
Equity and Achievement,
Student Learning
Outcomes.... And various
task forces at any given
time!



DISTRICT AND COLLEGE GOVERNANCE STRUCTURES AS RELATED TO FACULTY ROLES

We have both a College Council and a Chancellor's Council which bring together governing bodies for participatory discussions related to various college and district wide structures.



PROCESS FOR PROGRAM REVIEW

Our Program Review Committee provides guidance for both writing and evaluating self assessments for the various academic and support programs.



PROCESS FOR INSTITUTIONAL PLANNING AND BUDGET DEVELOPMENT

LPC has 5 committees that flow into our Planning and Budget Cycle – the Budget Committee, IPC (Institutional Planning Committee), RAC (resource allocation), Faculty Hiring Prioritization, and CEMC (Enrollment management) with College Council having oversight. At the District Level we have DEMC (District Enrollment Management) and PBC (Planning and Budget)

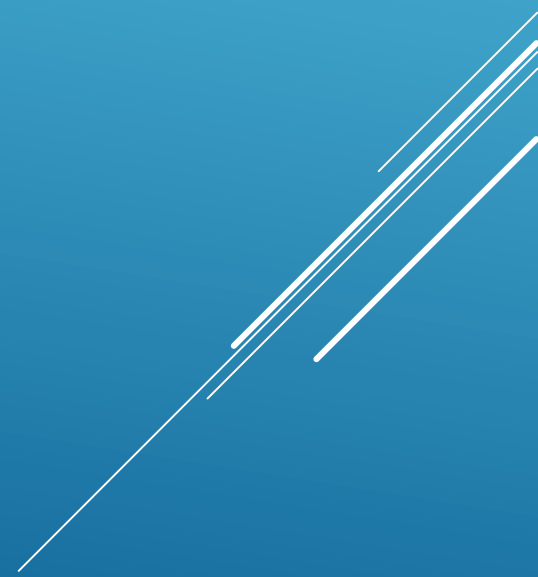




- 1 – SCFF – Funding Formula, Budget Allocation Model
- 2 – Enrollments
- 3 – AB1705 Outcomes and Evaluation
- 4 – Faculty Diversification and 75/25 Goals
- 5- Cal-GETC Standards and Impact
- 6- AI and Academic Honesty
- 7 – Baccalaureate Degrees
- 8 – Vision for Success 2030 and Dual Enrollment

CURRENT ISSUES AND CHALLENGES

FACULTY ASSOCIATION OF CALIFORNIA COMMUNITY COLLEGES (FACCC)





FACCC IS:

- 1) **Our Professional Lobbying/
Advocacy Organization**
- 2) **Our Biggest PAC (recipient –
Liz Ortega District 20 San
Leandro, Hayward, Dublin,
Pleasanton)**
- 3) **Our Oldest Advocacy
Organization**



FACCC SPONSORED LEGISLATION THIS YEAR:


**AB 2033 EBT Card
Requirement**

**AB 2370 Faculty Must Be
Human**

**AB 2707 Student
Housing Study (Mike
Fong – pictured)**

**(and we support dozens
of other bills as well as
oppose others)**

FACCC FUNDING LEGISLATIVE PRIORITIES FOR 2024

- 1) Extend Hold Harmless to 2026-7
 - 2) Preserve the 50% Law by Incorporating Counselors and Librarians and increasing the percentage to 60%
 - 3) More accountability for Full Time Faculty monies and progress towards the 75/25 ratio
 - 4) Educate constituents and legislators as to the benefits of recalculating the FTES metric
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FACCC PRESENTS

SCFF BUDGET WEBINAR

Join FACCC Board Member Sarah Thompson and FACCC Advocacy Manager Anna Mathews as they examine the complex challenges that the Student Centered Funding Formula (SCFF) has created for California's community colleges.



Tuesday, March 12



7:00 - 8:30 PM



Zoom



If you have questions, please email in advance to info@faccc.org.



Sarah Thompson,
Las Positas College,
FACCC Board of Governors



Anna Mathews,
FACCC
Advocacy Manager



[FACCC.org/events](https://www.faccc.org/events)

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[BLACK, INDIGENOUS AND PEOPLE OF COLOR](#)

[POLICY](#)

[FACCC POLITICAL ACTION](#)

[PROFESSIONAL DEVELOPMENT](#)

[RETIREMENT](#)

CALIFORNIA COMMUNITY COLLEGE INDEPENDENTS (CCCI)



CCCI IS AN ASSOCIATION OF INDEPENDENT BARGAINING UNITS



Members: **Foothill-DeAnza**,
Pasadena, Allan Hancock,
Santa Monica, Yuba,
Yosemite, **Santa Rosa**,
Chabot-LasPositas, Ohlone,
Contra Costa, **College of the
Redwoods**, Miracosta, and
Santa Barbara

WE LOBBY AND ADVOCATE FOR FACULTY WORKING CONDITIONS AND RIGHTS UNDER EDUCATION CODE



Recent Successes:

**2023 Faculty
Categorical Funding
Audit**

2024 50% Law Audit