

THE NEWSLETTER

OF THE DE ANZA ACADEMIC SENATE

September 2007

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President's Message

Wayne Chenoweth

Look around De Anza College and you will see new and renovated buildings nearly everywhere -- evidence of the support of our local community and our own students who funded our Campus Center remodel. This academic year, as Measure C funds are released, we will continue building and refreshing our equipment, furniture, and information technology. Finally, funds from bond Measure A will allow us to double the personnel who work in these new facilities. The local community realizes that supporting education means investing in human capital as well as in physical capital.

That last one I slipped in to see if you were paying attention. There is no Measure A despite the enormous need. We the people of De Anza College will have to perform our own Measure A upgrade as you probably guessed. How we go about it will be a matter of discussion during the months ahead. At the end of last spring quarter, the Instruction Planning & Budget Team (IPBT) recommended a renovation of our bureaucracy to College Council. This recommendation intends to serve as the starting point on the path to a bright new future where we all get along because we communicate so well. This will lead to

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Vice President's Message

Alex Kramer

Shared Governance needs you!

Last winter I wrote a top ten list for this newsletter that humorously argued for why the Academic Senate should matter to faculty at De Anza. This list was born out of a feeling that there might be a degree of complacency regarding shared governance among De Anza faculty.

My experience serving as the Language Arts Division Senate representative over the past year and a half helped open my eyes to the struggle we face in getting faculty more involved in shared governance. Here are just a few observations that I hope will convince you that we might have a bit of problem:

A good percentage of division Senators are either (a) junior faculty who have not yet reached tenure, and are thus easy to persuade to serve, or (b) part-time faculty, who do not receive any compensation for their work and can be placed in the awkward position of having to confront their full-time peers, some of whom can influence hiring decisions for these same part-time faculty. (We do also have two separate part-time faculty representatives, who do get some compensation for their efforts.)

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everyone getting more work done in less time. Voila, Measure A!

The recommendation follows below:

Instructional Planning and Budget Team recommendation:

College Council should take the lead, in coordination with the PBTs, to develop a written, clearly defined campus wide decision-making process that addresses:

1. *The relationship between program review and strategic planning*
2. *The process by which shared governance group recommendations are incorporated into the decision-making process;*
3. *The roles of all teams/groups;*
4. *How shared governance group decisions are communicated.*

Existing challenges we have experienced:

1. *The roles of various campus decision making groups have become unclear;*
2. *Campus wide issues are not easily addressed within the existing structure;*
3. *There is frequently not enough time for oversight and inter group communications.*

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Finding faculty representatives to serve on shared governance committees is often not an easy process, especially with committee work that doesn't directly appeal to the self interest of the people who serve (i.e. budget and planning teams vs. hiring & tenure committees). Of the faculty who do serve, many serve on the same committees year after year, sometimes due to a lack of available replacements.

Our Spring Senate election turned into a confirmation since none of the races were contested. Soon after the election was over, a replacement President needed to be appointed due to Lydia Hearn being selected as Interim Dean of Language Arts. Let's just say that the number of volunteers for this position could be counted on one finger.

(I will admit that it took a considerable amount of persuasion before I agreed to fill in as Vice President for this coming year after Wayne Chenoweth volunteered to serve as President. Rather than eagerly volunteering to serve on behalf of the faculty, my thoughts were more along the line of "tell me again why exactly I should take this job?")

All of these observations have convinced me that faculty are starting to take shared governance for granted, and are assuming that, as long as someone else is doing the work, things will be OK.

Now there are all kinds of legitimate reasons why faculty might be less than eager to jump up and volunteer to serve as

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Requests from IPBT to Address Challenges:

1. *Publish an annual budgetary calendar with budget deadlines;*
2. *Determine how suggestions from shared governance groups are incorporated into decision-making processes;*
3. *Resolve that PBT recommendations not agreed upon by College Council will be referred back to the appropriate PBT for further deliberations.*

My hope is that our shared governance groups will cooperate to form a more perfect union. That brings me to my next point, who are these folks who share our governance? What do they do, when do they meet, where do they meet, why do they meet? You may recall from an earlier newsletter that I announced a Web site where you could easily find all of this information. I delayed this project because the campus began searching for a Web Content Management System to better manage our Web content. I decided to wait for the new system before moving ahead with a shared governance Web site. The new system is coming online and soon you will be able to easily learn all about the business of the various governance groups, as soon as we find out who they are, what they are doing, when they do it, where they do it, and why.

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division Senators or work on shared governance committees. As FA has been arguing persuasively, faculty workload has steadily increased over the years, without a corresponding increase in compensation. With the responsibility to teach classes, work on professional development, and stay involved with their department and division, faculty are quite right to exclaim "And you want me to do more?!"

In addition, a lot of shared governance work does not come with any form of direct compensation, yet does require a significant investment in time and effort. Serving as a division Senator, for example, only gives faculty PAA credit, which is useless for faculty who are not yet eligible for PAA, or have reached the maximum PAA award level.

Although I freely acknowledge these valid reasons for staying on the sidelines, now is a crucial time for faculty involvement in shared governance. Consider the following challenges our campus (and district) faces:

- Implementing a 248 million dollar bond measure and ensuring that the new facilities fulfill faculty needs.
- Fulfilling a strategic planning process that has already consumed many hours of faculty time and making sure that it remains a faculty driven process.

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A shared Web site is just one way we can work together more efficiently. We will need to find many ways to cooperate and build participation if we are to fulfill our mission and maintain our sanity. I look forward to hearing from you about other ways we can creatively renovate the soft side of our college, our own Measure A if you will.

Is there a particular topic you would like to see in The Newsletter?

Would you like to write an informative article or opinion piece for The Newsletter?

Would you like the Academic Senate and or The Newsletter staff to pursue a particular investigation and then publish findings?

See Paul Setziol or write to setziolpaul@deanza.edu

or call 8358

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- Recovering from an enrollment slump by increasing recruitment and retention of students, yet also ensuring that these efforts don't negatively impact faculty workload and academic freedom.

And these are just a few of the big challenges. We will face countless smaller ones in the days ahead, each of which will require active faculty involvement to ensure that the best possible outcome occurs.

I hope I've convinced you to become more involved with shared governance, but I'd be ignoring a crucial step if I didn't offer some ways for you to get more involved. So here is just a short list of possible options: (If you are already doing these, thank you!)

- Join the Academic Senate Executive Committee by becoming a division representative or part-time faculty representative.
- Volunteer to serve on a shared governance committee. Current openings can be found by going to the Academic Senate website (http://faculty.deanza.edu/academic_senate/).
- Stay current on shared governance affairs by going to the Academic Senate website and the soon to be created shared governance website.
- Give feedback to your shared governance representatives. Representative democracy requires active communication between representatives and constituents!