

ASCCC Update

By Tom Greenwood 4/13/16

The Area A meeting was at Butte College was held on Friday, April 1. I attended the meeting by phone through CCC confer. Academic senate presidents and delegates were in attendance from the area, as well as ASCCC president David Morse and some of the ASCCC executive board.

Here were some of the key highlights of the Area A meeting:

- Last fall, the ASCCC passed a resolution to look for another accrediting agency and the CCC Board of Governors supported this move. This spring, in Yosemite, 72 college presidents came together and voted in favor of looking for another accreditor. 96% of the college presidents were in favor of this move. For now, a task force (made up of college presidents, chancellors, and the ASCCC president) will work together with the ACCJC on immediate issues. The long term plan is to find an accreditor that can work with the baccalaureate programs that have been established by 15 California community colleges.
- CCC State Chancellor Harris has just retired and a search for his successor is ongoing. There have already been a first of round of interviews that have taken place.
- There is discussion about reexamining the 50% law. Some are wondering if there is another way to approach this. A task force of 9 members (3 College CEO's, 3 ASCCC representatives, and 3 union representatives – one from each union organization) are looking into this. Whatever results come from this task force would have to be vetted by all constituencies. There may be a proposal or a break out session on this topic at the fall plenary session.
- There was a great deal of discussion on Resolution 3.01, Diversifying Faculty to Enhance Student Success. There were concerns that this resolution might be in conflict with Proposition 209. Some said the purpose of the resolution was to hire faculty that understand the diversity of the student population of the California community colleges. The resolution is included in this update.

The spring plenary session will be in Sacramento, from Thursday, April 21 to Saturday, April 23. Voting on the resolutions, takes place on Saturday, April 23. There are now additional resolutions that have been added from the area meeting. The list of resolutions can be found at <http://asccc.org/events/2016-04-21-150000-2016-04-23-230000/2016-spring-plenary-session>

3.0 AFFIRMATIVE ACTION/CULTURAL DIVERSITY

3.01 S16 Diversifying Faculty to Enhance Student Success

Whereas, Studies have indicated that a more diverse faculty workforce can enhance student success and may help to close achievement gaps for underrepresented students by as much as 20% to 50%¹;

Whereas, Since the publication of the Academic Senate Paper *A Re-examination of Faculty Hiring Processes and Procedures* in Fall 2000, the ASCCC has passed 15 resolutions reaffirming positions that express the need for and value of faculty diversity, yet a great disparity between the faculty diversity and the diversity of the student population remains, as approximately 70% of faculty in the system are white while nearly 70% of the students are non-white²;

Whereas, Education Code Section 87100 (a) (3) cites the need for a “work force that is continually responsive to the needs of a diverse student population,” and hiring practices that promote the development of a workforce better able to serve student needs can work to reduce biases in hiring processes and combat the persistent perception that initiatives to promote the hiring of ethnic minorities compromise professional and academic standards; and

Whereas, Practices that promote the recruitment and hiring of faculty who can serve the needs of diverse student populations will ultimately lead to a more diverse faculty workforce by focusing on and identifying candidates that can best understand, communicate with, and advocate for diverse student populations, thus increasing both faculty diversity and student success;

Resolved, That the Academic Senate for California Community Colleges provide rigorous and easily accessible training to educate colleges and faculty on ways in which they can increase the ethnic diversity of faculty through multiple targeted actions to recruit and hire faculty who are best able to serve the needs of diverse student populations while in no way compromising the professionalism nor standards of academic programs; and

Resolved, That the Academic Senate for California Community Colleges develop guidelines for local academic senates to work jointly with collective bargaining agents, EEO Officers, and Human Resources Offices in order to ensure hiring practices reflect the urgency for developing a work force responsive to the needs of diverse student populations and to correct misperceptions about obstacles to promoting faculty diversity.

¹ See, for example, “To Be Young, Gifted, and Black, It Helps to Have a Black Teacher” at <http://www.npr.org/sections/ed/2016/01/20/463190789/to-be-young-gifted-and-black-it-helps-to-have-a-black-teacher>” and Fairlie, R. W., Hoffman, F., Oreopoulos, P. (2014). *A Community College Instructor Like Me: Race and Ethnicity Interactions in the Classroom*. *American Economic Review*, 104(8): 2567-2591.

² CCCCO Equity Summit Presentation, Irvine, CA November 4, 2015.