

CHANCELLOR'S ADVISORY COUNCIL SUMMARY DECEMBER 1, 2006

Present

Mike Brandy, Abbey Brown/ASFC, Kim Chief Elk (for Enright), Dolores Davison, Dave Garrido, Martha Kanter, Lydia Hearn, Linda Lane, Brian Murphy, Penny Patz, Jose Rueda, Shelley Schreiber, Fred Sherman, Bret Watson (for LaManque)

Others

Jon O'Bergh

I. CHECK-IN/BURNING ISSUES

There were no burning issues to discuss.

II. DRAFT SUMMARY OF PREVIOUS MEETING

The summary of the November 17, 2006 meeting was approved with one change suggested by Lane.

III. REPORTS FROM SUBCOMMITTEES

Budget Committee. There was no news since the Budget Committee had not met recently.

Legislative Committee. Kanter reported that an event for legislators was planned for January 29 in conjunction with the CCLC Legislative Conference. She noted that a resolution to support The DREAM Act, which is also one of the Board's current Legislative Goals, would be presented to the Board at its December 4 meeting.

ETAC. Sherman said the next meeting will be held December 6 at 12:30 p.m.

IV. BOARD POLICIES 4185 AND 5020

Hearn indicated that the De Anza Academic Senate had not had a chance to draft language for Policy 4185, but she will coordinate the effort with the Faculty Association. The policy will be further discussed at the next meeting. The Council had no changes to suggest for Policy 5020, so that policy will be taken up for action at the next meeting.

V. CLASSIFIED SENATE CONCERNS

Since Patlan was not able to be present and the item had been postponed several times, Kanter said she would remove the item from the agenda until Patlan requests to bring it back for discussion. Addressing one of the concerns that many employees are leaving due to stress, Chief Elk shared statistics from exit interviews. Out of 41 separations during the period January 2004 through October 2006, 20 employees retired (49%), 4 moved away from the area (10%), 6 accepted other employment (14.5%), 6 cited personal reasons for leaving (14.5%), and 5 cited no reason (5%). During the same period, there was only one worker's comp claim based on stress (a Foothill

employee). Kanter said that the statistics suggest there is not a widespread problem. Chief Elk reported that 36 De Anza classified staff, out of a total of 125 employees, attended the communication skills workshops sponsored by Human Resources. Six De Anza classified staff, out of 23 participants in the mediator training program, will become trained mediators. She encouraged more individuals to participate in the workshops. Murphy encouraged De Anza employees to utilize any of the available venues for help in addressing a conflict or an unpleasant work environment, including going to him, to the union, to Human Resources, or to one of the trained mediators.

Garrido noted that all three classified senates would like the issue of support for classified staff addressed by the District, particularly in terms of institutionalized support such as release time and offices akin to what is provided to the academic senates. There was a discussion about what the law limits and prohibits in terms of support for classified senates. Kanter reported that legal counsel had advised that the law prohibits office space and has specific language regarding release time. Garrido disagreed with this interpretation, saying that the law simply limits support to the same level provided to the unions in order to prevent favoritism. He said it is difficult getting people to participate in governance, and institutionalized support will make the difference between mere participation and effective participation. Schreiber said that SEIU supports the classified senates' position that release time should be provided that is equal to the amount provided to the union, and added that the current level of release time provided for the SEIU chapter chair is not sufficient. It was acknowledged that the proper venue to discuss those issues is through the negotiations process.

VI. WRAP UP/QUICK NEWS

Pick-A-Prof Public Records Act Request Update. Kanter reported that the data had been provided to the company and is available from each college president. She said that the idea for posting information on the college websites will be discussed with faculty leaders in the APM committee, noting that there were pros and cons to the idea.

FHDA Critical Challenges and Opportunities for 2006-07. Kanter shared the list of critical challenges and opportunities facing the District for the Council's information.

Measure C Lawsuit. Kanter reported that a court ruling is expected on December 4.

New Employees. Kanter announced that the new Executive Director of Facilities, Operations and Construction Management, Charles Allen, would start December 11, and the new District Coordinator of Communications and Public Affairs, Becky Bartindale, would start January 2. She proposed inviting new administrators to be introduced at the next Council meeting. Kanter wished everyone happy holidays.

CALENDAR OF PENDING ITEMS 2006-07	
Board Policy 4185 (discussion)	January 17, 2007
Board Policy 5020 (action)	January 17, 2007
District Educational Master Plan, Critical Success Factors.....	Winter 2007
Report on Conflict Management Action Plan (Enright).....	Winter 2007
Board Policy 2610, Communication Between Staff and Board	Winter 2007
Board Policy 4190, Academic Freedom.....	Winter 2007
Long-Term Enrollment Planning and Role of CAC	TBA