Election Brochure April 2008

The following list represents all of the candidates and their statements for the Academic Senate Council.

For Office of Vice President:

Keith Cunningham
Mark Whitney

For Senate Council Representative:

Karen Baum
Paul Clarke
Steve Eso (No statement)
Lise Flocken
Jeff Ihara
Jill Malone
Louisa Moon
Candidate Statement from Jeff Ihara

Questions for Candidates of Academic Senate Council Representative

1. Which committees have you served on and when? Please state if and when you have served as a department chair.

   - Elections and Leadership Committee 2008 (yeah, I went to one meeting and then accepted this nomination so it doesn't count for much)
   - Staff Development Committee (2006-2007)
   - Professional Advancement Committee (PAC) 2004-6 (chair 2005-6)
   - Academic Accommodations Committee 1992-2006 (chair one of those years)
   - Professional Growth and Evaluation (PG&E) 1995-1997
   - Committee on Exceptions 1991-1993

   Yes, I have been chair of the biology department. I think it was 1997-1999.

   As far as the chronological details of this list go, keep in mind that I am an evolutionary biologist, and in the time scale that I'm used to a +/-100,000 year level of precision is pretty damned good.

2. What do you think are the five most pressing issues facing the Academic Senate today, and how has your work over the past three to five years shown your commitment to these issues?

   About half of the most pressing issues for senate are the big ones facing the college as a whole—maintaining/repairing/improving (depending on your outlook) the image of MiraCosta in the communities that we serve, meeting and exceeding the institutional standards set for us by the accreditation commission, and continuing to serve students under increasingly restrictive budgetary constraints.

   The other half of senate's great concerns involve issues are internal to the college. For example, recent tension between senate and the board has eased, but the rebuilding of mutual trust will probably require some TLC/give-and-take on both sides. Within senate, there are some areas in
which potentially heated disagreement may be brewing. Personnel changes in our executive administration could have an impact on senate. I'm hoping they won't.

So what have I done to demonstrate my commitment to these issues? Well, I have taught my classes, collaborated on departmental tasks, and served on committees. Our college's "product" is students prepared to take on the next steps in their education, and I believe the best way to maintain or improve the college's image is to continue to hold students to the highest academic standards while offering them the maximum opportunity to achieve at that level. In our department, we work together extremely well on tasks such as hiring, evaluation, scheduling classes, purchasing supplies, writing program review reports, and yes, crafting SLOs and assessments. Some of the work on the committees I have served on was requisite for keeping the college in compliance with mandates from the chancellor's office and/or state or federal law. I find that it's quite pleasant to work together with my colleagues towards a common, positive goal.

Now specifically addressing the internal issues--the most difficult and unpleasant tasks involve situations of "us against them" or (worse) "us against us." And yet it is in the nature of collegial governance that senate members serve on committees in which the interests of senate members in conflict either with the interests of other senate members or with other college interests. Well, I've been there, too. I don't ever feel good about advocating from a position opposed to that held by some of my senate colleagues, but it all comes down to doing the right thing, doesn't it? It's a little different for an ASC member, though, because (at least in theory), the representative's voice reflects the interests of his/her constituency, and hence every action is justified by more than just one individual's perception of what's right.

3. What would you do to keep your constituents informed, and what would you do to elicit feedback on important issues from your constituents?

I'm thinking that a blog will be the thing to do. No senate council representative to my knowledge has tried it and maybe nobody will read or respond to my senate council blog, but it seems like it would be worth a try. I haven't set it up yet, but I've done a bit of research--Wordpress.com has a great blog-hosting service and I can embed a blog into my web page. I guess the question would be whether I would want or be able to do this through my page on the home server, or if it would be better to do the whole thing through my non-Miracosta page. This is a decision I'd need to make if I get elected.

Honestly, the constituency thing is pretty goofy. A senate council representative isn't elected (or recalled) by the constituency but rather the whole senate. This is one of the reasons why I think a blog would be good--I will have been elected by the whole senate, and though I'd be somewhat beholden to "my" seventh of the senate, I'd want to invite everyone in the senate (and, I guess, the world) to read what I post on the blog and offer their thoughts in helping me shape my representation.

As for my candidate's statement, I would add that it's after seventeen years at MiraCosta that I finally feel ready to step into the role of senate council representative, and that I am prepared to do my best to serve the senate in this important capacity.
Candidate Statement from Jill Malone

I would be honored to serve as your Academic Senate Council representative. I have served on Senate Council before, and I am aware of the time and effort this position entails. I am, and always have been, willing to work hard, and I will spend the time and energy necessary to ensure that the integrity of our unique collegial governance process remains intact.

I have been teaching full-time at MiraCosta since 1992, and in that time I have served in several leadership roles - department chair for two separate terms, chair of PAC, interim chair of Equivalency, and chair of numerous hiring and tenure review committees. Other committees on which I have served include PG&E, IRC, Academic Master Planning, Commencement, Election & Leadership, International Education, Library Advisory, and SPIT. I have established advisory committees for our CTE program and served in an advisory capacity for our local feeder schools. In addition, I have worked with the illustrious Program for Online Teaching faculty to develop workshops and flex trainings for online course development.

I feel qualified to assume the responsibilities of Senate Council rep and would appreciate the chance to serve the College in this capacity for the next two years.

Answers to Questions for Candidates of Academic Senate Council Representative

1. Which committees have you served on and when? Please state if and when you have served as a department chair.

I have served as department chair twice (1997-99 and 2001-04). The committees on which I have served include the following:
    
    Academic Senate Council (2003-04)
    Academic Master Planning Committee (late 90's)
    Commencement Committee (mid-90's)
    Election & Leadership Committee (new millennium)
    Equivalency Committee (2005-08, spring '07-chair)
    International Education Committee (new millennium)
    IRC - Institutional Review Committee (new millennium)
    Library Advisory Committee (mid-90's)
    Lodestar (three times)
    PG&E - Professional Growth and Evaluation Committee (twice: mid-
2. What do you think are the five most pressing issues facing the Academic Senate today, and how has your work over the past three to five years shown your commitment to these issues?

The most important issue facing the Academic Senate today pertains to our accreditation. The WASC Accrediting Commission’s three recommendations for MiraCosta must receive our utmost attention. As such, we need to complete the student learning outcomes for all of our courses, along with the appropriate assessment measures.

In addition, the Academic Senate must strive to regain a climate in which open, positive, mutually beneficial dialogue is achieved between faculty, administration, and the Board of Trustees. It is imperative that everyone involved in MiraCosta’s unique collegial governance process understand its importance, its fragility, and our role in maintaining the integrity of this essential part of our college.

Another important issue facing the Academic Senate is the fostering of curricular development in additional, alternative modes of instruction, particularly with respect to online curriculum since so many of our students enroll in online sections of our courses.

Equally important is a collaborative effort on all of our parts to ensure that our CTE, Academic, and Non-Credit programs work together harmoniously to best serve our diverse population of students.

Okay. I'll concede that this next item is not a very pressing issue, nor does it necessarily stand out as one of the top five. However, I feel it is certainly worth advocating the return of our commencement ceremony back to the center of our beautiful campus and out of the staff parking lot!

I have shown my commitment to all of these issues through my work on Academic Senate Council, Department Chairs, Equivalency, PG&E, and the Commencement Committee.

3. What would you do to keep your constituents informed, and what would you do to elicit feedback on important issues from your constituents?

I would use email to keep my constituents informed and to elicit feedback on important issues. With that said, I would also recommend that the Academic Senate website be updated to reflect relevant information about current issues. In addition, this Academic Senate website should contain links that allow for input from all constituents.
Commitment to openness and service are more compelling to me than specific issues. I’m aware of pressing issues and can list five or more for my colleagues, but I’m wary of asking for your confidence based primarily on issues or even committee participation. A good representative needs to do his or her research and homework, show up, stay alert and engaged, listen and communicate effectively – no matter what the issues. Perspective, fairness, and a treating others with a generous spirit, these are qualities that matter most to me.

I’ve served on many committees over 18 years, and my current responsibilities include serving a second time as Chair of Behavioral Sciences Department, serving on Academic Policies and Procedure, Diversity and Equity Committee, Basic Skills Initiative, and Program Review Task Force. I have served twice as a council representative. I kept my constituents informed through sending brief overviews of council meetings and council decisions via email as soon as possible after meetings. This encouraged colleagues to provide feedback whenever they had questions or concerns. They didn’t have to wait for me to ask, but I also asked.

We’re challenged by changes in institutional leadership and the demeanor of our Board of Trustees. Thus we must remain united in our respect and trust for one another. We need to extend ourselves to new colleagues to help them learn the culture of our college and support them as they learn. No one should think that they have to work here for 18 years or wait until they are elected as department chair in order to contribute their talents and knowledge to collegial governance. Accreditation, Program Review, attention to compensation issues, hiring the best administrators, teachers and staff, attention to basic skills, the changing demographics of our community – all of these issues are important, and the work associated with them will get done. But we need energy, creativity, and new ideas from many voices to help us do our best work for the college.
Candidate Statement from Keith Cunningham

I have been a faculty member at MiraCosta College for 24 years. I have seen a lot of change over these years. I have assisted in ushering in some of that change. Two of the most valuable characteristics I have come to appreciate at MiraCosta are our academic freedom as faculty members and our collegial governance system. Hence I have accepted the nomination for Academic Senate Vice President.

We are poised on the edge of another series of great changes at MiraCosta: Administrative shifts, revised accreditation processes, a changing student demographic, and continued advancements in technology. We need to anticipate and be prepared to meet each of these challenges. Over the years I have served as Chair of Biology (a transfer/CTE Department), been elected to the Academic Senate Council and served as a member of the Academic Master Plan Committee, the Load Committee and Load Negotiating Team. I have the perspective and preparation to address the types of challenges that lay ahead. I am an advocate of and have integrated "high tech" into the learning environment. Equally, I have always been an advocate of "high touch" and the smaller student-teacher ratios that promote success in the Community College arena. I feel we need to continue supporting these proven teaching modalities.

Lastly, and perhaps most importantly, I have good listening skills. I will be available to hear your concerns, keep you informed as your representative and faithfully articulate your voice in the greater forum of the Academic Senate Council. Thank you.

Questions for Candidates of Academic Senate Vice-President

1. What leadership roles have you assumed during your MiraCosta College career and which collegial governance accomplishment are you most proud of?

Over my 24 years at MiraCosta I have served on a variety of committees, been elected to the Academic Senate several times and twice served as Department Chair. As Chair I have successfully negotiated the hiring of many faculty and staff employees. Second to the education and serving of students I consider the hiring of faculty our most important task to the ongoing integrity of the institution. As such I have addressed hiring with utmost seriousness and think my leadership in such endeavors has been pivotal in the recruitment and hiring of the best possible candidates. As Chair I oversaw substantial budget obligations. In addition I helped recruit and implement grant monies that increased MiraCosta’s visibility in the community and assisted in bringing science education to traditionally under-represented
groups.

In terms of collegial governance, I have served on the Academic Senate Council four times (twice as Vice President). In terms of committee work, I have served on the following: Curriculum, Professional Advancement, Salary Advancement, Academic Master Planning, Load and the Load Negotiating Team. Though I am "proud" of all my contributions to each of these groups and their endeavors, I suppose my response to a "proudest accomplishment" question would be similar to that of "What is your favorite book?" Typically, the last one read. In this case the accomplishments of the Load Committee and Load Negotiating Team stand out. I have been on the Load Committee for many years, recently serving two years as Load Chair. Under my Chairpersonship this committee really took task to break out of the quagmire that had always been "load" at MiraCosta. We confronted the issues that had long been ignored head on. We put together the first written campus-wide model for load and articulated much of what would be the base of the eventual agreement. Under the direction of Louisa Moon (my successor) and Beth Powell (the following Chair) we successfully negotiated MiraCosta's first agreement with the District addressing fair loads for all faculty, credit and noncredit, CTE, traditional and nontraditional classroom and department chairs. I think load agreement is among the most important "working conditions" documents this campus has seen. This is an agreement that "would never happen" to quote many of the nay-sayers over the years. We made it happen and this kind of determination and commitment to the good of the college is the kind of energy I will bring to the Academic Senate and Vice Presidency.

2. What do you think of the structure of any of the following campus institutions: Senate Council, AP&P, Program Review, and/or Department Chairs?

AS Council- Since we are not a union, and the Academic Senate assumes much of that role as a bargaining agent, the importance of the Senate to the institution increases exponentially. Not surprisingly the burden of academic representation follows such exponential trends. The job is demanding, time-consuming and often complex. To that end, and in the face of ever-increasing numbers of hires, it is likely time to reconsider the size of the Academic Senate Council and thus representative constituent groups. Perhaps we need more Senators with smaller constituencies representing what is an ever more diverse academy. Equally, and over the last several years, I have noticed that Senators rarely make regular contact with their constituent groups. I pledge that if elected I will be in regular contact with my constituency, bringing their concerns forward to the Council and as such putting the "representative" back into representative government.

AP&P, Program Review and Department Chairs- We are in an interesting time of transition as the administrative leadership of the college changes. With this change I think we have an obligation to consider what we could reorganize that would be of benefit to the institution and the Academic Senate. Several such changes are already underway. I served as Chair of Biology when the motion to make Department Chairs a committee of the Academic Senate was first considered. I firmly think this is a move in the right direction for the college. Having a Chair of Chairs to lead the Department Chairs Committee puts departmental interests (and thus the issues of our students) in much more direct line of communication with the Academic Senate Council. This is something that has been missing in our organizational scheme and is of potential significance to the decision-making body of the Academic Senate Council. Along these same lines I think the notion of separating out the Program Review process from Academic Policy and Procedure is worthy of investigation. The task of curriculum review is weighty enough on its own accord and deserving the full attention of this body.

AMPC & PBC- Though not specified in this questionnaire, I think we need to reaffirm Academic Master Planning Committee as the point group in providing "visioning" for the academy. We need fewer goals that are more immediately attainable in terms of our financial decision-making timeline. I suggest we more closely tie Departmental Program Review to Academic Master Planning and then articulate Academic Master Planning to Planning and Budgeting. This might be a more valuable approach to meeting the future needs of our student body.

3. What would you do to keep your constituents informed, and what would you do to elicit feedback on important issues from your constituents?
I have addressed the importance of representative governance in previous responses. In past Councils, and as a former Senator, we had a pledge to get a summary statement of each council meeting out to the entire Senate after each meeting. These would often be distributed that same day (and as such well in advance of the more lengthy description released by Louise McDermott). These were the Academic Senate President’s “short snorts” and they encapsulated the primary issues of discussion during that meeting. I think we need to get back to this model to better connect the activity of the Academic Senate Council in a timely fashion to the campus at large. At the same time, several of the Senators would piggyback on the President’s “short snorts” with additional information and/or perspective. I provided such input in the past to my constituency, I would do so again. I find that regular contact better establishes the conduit for communication exchange, leads to community building, and makes for a more robust debate. This in turn generates better decision-making at all levels.

4. **How do you see your role as a senate officer in relationship to the Administration and the faculty you represent?**

As an elected representative, I consider myself an advocate for the Academic Senate at large. I serve a constituency, an Academic Senate President, and I must be committed to the kind of global vision necessary to keep the best interests of the campus community in mind at all times. I will voice the concerns of my constituency. I will listen to the leadership of the President and other Council members. I am not afraid to speak my mind when I have reached conclusions that I think are in the best interest of the college at large. To this end I think the most important assets of a representative are good listening skills, critical thinking abilities and a willingness to change one’s mind. I am available to hear your concerns, keep you informed as to the issues, and faithfully articulate your voice in the greater forum of the Academic Senate Council.

5. **What is your leadership style?**

As indicated in above statements, I consider my leadership style to be hands-on and consensus-based. I thoroughly research an issue, recruit as much feedback as possible from the various user groups affected by that item, and try to bring about community building by reaching consensus within the decision-making body.
It has been my honor to serve as a representative on the ASC over the last two years. The "Victoria period" presented many challenges for the ASC. There were hours of discussion, a huge learning curve on legal terms (Jonathan should be granted an honorary JD degree), and moments when colleagues were not treated with respect. Yet it was also a time for the MCC community to come together. It has been a pleasure to work with brilliant colleagues on such important issues as collegiality, accreditation, and equity.

When I began my term on the ASC, I appreciated having colleagues who were beginning their second term. It gave the committee continuity on issues that began in the spring and needed closure in the following academic year. I would like to continue as a representative on the ASC to help insure continuity.

My background is rather eclectic. I have been teaching math and counseling for 22 years (You can describe me as a compulsive counselor or humanistic math teacher). I enjoy working with issues regarding instruction and student services. I feel it is imperative that the two components of the college work closely together. We should remember that we need EOPS/CARE to help our at risk students reduce 'life stress' in order for them to be successful in the classroom. We need our faculty to be sensitive to student's needs and refer to EOPS/CARE. We need the UTC and Counseling Department to guide students into the appropriate classes. We need faculty to educate counselors on the appropriate placements or series (such as biology, Spanish or child development). We are in a symbiotic relationship and should remember to communicate. I am able to provide the expertise in both areas that allows me to connect the two, and to see multiple perspectives and implications in important governance issues.

Questions for Candidates of Academic Senate Council Representative

1. Which committees have you served on and when? Please state if and when you have served as a department chair.

   ASC rep Academic Senate Council 2006-current
   Transfer Advisory 2004 -current
   OAC - Outcomes & Assessment, a senate ad-hoc committee 2006 -current
   Diversity & Equity 07-current
   DSPS - 2004-2005
   NCHEA - 3 grants - North County Higher Education Alliance 2006 -
current
Veterans Committee - current

During Mary Jennings-Smith sabbatical and as requested, I participated in the following committee work:

- AP & P - Academic Policies & Procedures
- Department Chairs
- Honors Program
- Student Services

2. What do you think are the five most pressing issues facing the Academic Senate today, and how has your work over the past three to five years shown your commitment to these issues?

The Academic Senate is constantly working on a number of important issues. Five issues that caught my attention are lack of time, accreditation, policies and procedures, diversity, and dissemination of information.

1. TIME:

Did you notice when you send a work related email on Saturday, you can usually receive an email back within the hour? Have you ever noticed that some of the work related emails you receive were written at 2 or 3 am? MCC faculty is extremely dedicated. We care about our students and the institution. I have never worked with such loyal, hardworking, and exhausted coworkers. We all have the best interest of our students and the institution as our common goal; however we all seem to be out of time. We clearly work many hours beyond the minimum expected hours. Here are a few different ways I have focused on this issue:

A few years ago I saw students spend hours trying to create schedules that flowed. At the same time I saw faculty wonder why some classes did not have a high enrollment. I began working with the Office of Instruction on creating a block schedule to reduce time conflict. At the same time I created 'clusters'. These are groups of classes that are grouped together because they are prep for a particular major or transfer pattern. By notifying departments they were part of a 'cluster', faculty became aware of scheduling issues (who would have thought Physics 151 and Span 202 would be grouped together?). By recognizing simple patterns, the faculty could streamline class offerings.

My colleague Margie Lee and I began communication between faculty teaching in clusters regarding class offerings. We then created marketing ideas to increase enrollment for this cluster. By working directly with the faculty, we helped increase their class enrollment and hopefully saved the faculty time and stress over enrollment issues.

During the last few months I have been working with three other ASC representatives on reviewing committees. We are trying to save faculty time by reviewing the current committee offerings and the time needed. Such questions are being discussed as: Does there really need to be 20 members on a committee? Should we reduce the size of some committees to save time and effort? What is the best use of faculty's time? How can we ask faculty to spend more time on SLOs? Where should the time come from? We want constant feedback from faculty on this process. It is just in the beginning stages but hopefully the end result will yield more time for faculty.

One of the most important issues being discussed this past year is load. Even though I have not been part of this committee, it is imperative as an ASC member to support their hard work.

2. ACCREDITATION:

For many years MiraCosta College has been a role model in the CCC system. We have worked hard to build and maintain the reputation as an excellent academic institution. The "Victoria period" and subsequent newspaper articles have severely tarnished our reputation. Many of our 858 area code students have come into the office saying they must transfer to another CCC because in their view, MiraCosta is losing accreditation. I have one parent after another come in to my office with negative newspaper articles clutched in their hand. Donations have decreased because of the community's perception
Welcome to MiraCosta College

of the accreditation issues. We need to focus on maintaining accreditation and our reputation in the community.

I have been a member of the OAC for the past few years. Even though ACCJC and WASC keep moving the target on us, the OAC committee (and especially Bob Turner) has worked very hard to meet and exceed the expectations of the accreditation team. We feel accreditation is an extremely important issue and we want to make sure the next accreditation reports reflect MCC's high standards.

I have also worked with local high schools, community groups, and faculty from other Region X community colleges to insure them MCC is not losing accreditation. It is imperative the community realize MCC is still working under the highest of academic standards and that we not only meet but exceed the ACCJC and WASC guidelines.

3. POLICIES AND PROCEDURES:

During the "Victoria period" MiraCosta College had a rude wake up call. We realized our small intimate college did not have all policies and procedures in writing. As we reflect on this time period, we have many questions on due process that are still not answered.

I do not wish to focus on past issues, but there is still a need to review the due process. It is important that we never allow the convolution of due process to occur again. During my time on ASC we have worked on this issue and the work is not yet completed.

As new policies and procedures are drafted, it is important to create a structure that will not result in future conflict. The ASC is currently working on this issue and I am interested in participating in this process during the next academic year.

4. DIVERSITY:

Diversity always needs to be an issue we review, redefine, discuss, and take action, as a public institution. It is our obligation to insure not only our student body but also our faculty reflect the community we serve.

Currently I am a member of the Diversity and Equity Committee. This year we have focused on proposing a multicultural requirement for graduation and defining future goals for the committee.

I wrote a two year grant for diversity outreach. The grant was funded and Freddy Ramirez and I successfully worked on new ideas to increase diversity in the MCC population. We designed outreach material that focused on first generation students, and we had all the material available in English and Spanish. We also visited alternative high schools and ESL programs in our district.

I am currently a mentor with the Puente program.

I have presented workshops for CARE and EOPS.

As an ASC representative, I am in full support of the Basic Skills initiative and hope to participate more extensively next year in the program.

I am also assisting the Veterans Committee to brainstorm better ways to serve our veterans and their family members who attend MCC.

5. INFORMATION:

Sharing important information is a critical part of any organization. At the risk of sending out academic spam, it is still important to communicate policy changes especially when they may impact our students, faculty, or entire departments.

Currently a subgroup of the ASC is discussing ways to disseminate information from the ASC to our constituents in a more consistent basis.

Working in the UTC, I have been sending out transfer trends to faculty. By understanding the transfer trends to the four year colleges and universities, we can begin to see classes that may become impacted at MCC. We can forecast what classes may require additional sections.

It is such a wonderful feeling to receive positive feedback. I hope by sharing the emails on how well MCC students do after transfer, faculty realizes
student success is a direct reflection on the excellent teaching practices at MCC.

As ASC representatives, Eric Bishop and I have been working with Linda Fogerson. The goal is to increase communication and build a stronger relationship with the Foundation Board.

In my role in the UTC, I am responsible for communicating with the CSU and UC schools on transfer issues. If I see upcoming trends (such as cut backs in freshmen admission) I can pass this information on to the Office of Instruction to help with future planning. I also disseminate information on a regular basis to the high schools in our district. The communication helps bridge the transition from high school to MiraCosta to the four year colleges and universities.

I have also worked on three NCHEA grant projects. Working directly with, and sharing information between Palomar, CSUSM, and MCC community members, has helped build stronger programs and services for our students.

I would like to have the opportunity to continue my work on the ASC. I find the work interesting and rewarding.

3. What would you do to keep your constituents informed, and what would you do to elicit feedback on important issues from your constituents?

I agree that the dissemination of information is extremely important. This topic was recently discussed in a subgroup of the ASC. Brad Byron suggested, "The ASC president or a designated ASC member will briefly summarize key actions and issues of each ASC meeting and send it to all of the ASC representatives. Then the ASC representatives will forward the material (and augment with personal commentary if so desired)) to their constituents." This is an excellent idea and needs to be considered. Currently the minute meetings are available once they have been approved. Perhaps we can combine the above ideas and have the ASC representatives send an email to their constituents with a link to the full ASC and AS meetings minutes as well as a brief personal commentary of each meeting. I would also like to ask for input after each meeting via e-mail to invite discussion and conversation on the issues that affect us all. My cell number is available to my constituents so they contact me anytime. Although I have found just a few constituents reply on a regular basis, my door is always open, I am consistently on email, and my cell phone is always on (while I am in the country).
Candidate Statement from Louisa Moon

As an Academic Senate Council representative, I would work tirelessly, creatively and collaboratively to serve the Academic Senate and to represent my constituents. I bring a combination of creativity, energy, caring, experience, intelligence and institutional memory.

Working with Load and Salary negotiating teams, Department Chairs committee, the Program for Online Teaching, and Due Process ad hoc committee, I continue to prove my effectiveness as a team member. I have helped to find creative solutions to seemingly intractable problems, to seek out and truly listen to disparate voices, and to advocate for and construct processes and policies that protect Academic Senate members and their interests, promote equity, and enhance working conditions and the educational program.

Questions for Candidates of Academic Senate Council Representative

1. Which committees have you served on and when? Please state if and when you have served as a department chair.

I have served on numerous committees and in many leadership positions, including three non-consecutive terms as Department Chair (1996-97, 2000-2001, and 2006-2008), and a fourth term upcoming (2008-2010). I have also served as Faculty Affirmative Action Coordinator (1994-96), Academic Senate President (1997-99), chair of Academic Master Planning committee (1997-2000), chair of Load Committee (2005-2007), and chair of Department Chairs committee (2007-present).


For a full list of committees served on see below*

2. What do you think are the five most pressing issues facing the Academic Senate today, and how has your work over the past three to five years shown your commitment to these
issues?

The five most pressing issues facing the Academic Senate today are A) enhancing diversity and promoting equity, B) ensuring due process and improving working conditions, C) long and short range planning, D) enrollment management and planning for balanced growth, and E) preserving collegial governance and protecting our accreditation.

A) Enhancing diversity has long been one of the core values by which MCC lives and plans. It is also an accreditation team recommendation from our last regular visit. More importantly, enhancing diversity and promoting equity strengthen the college and the respectful and collegial functioning of the Academic Senate, both internally and in the Academic Senate’s work with other groups.

B) Ensuring due process and improving working conditions (solidifying improvements in working conditions) are the keys to promoting equity and strengthening collegial functioning.

C) Long and short range planning start with implementing student learning outcomes assessment and creating a program review that is a planning document, and extend through facilities, technology and hiring plans, and up to Academic Master Plan, strategic and educational master planning, and ultimately Planning and Budgeting Council processes.

D) With the current downturn in the economy and decreased offerings at surrounding universities, as well as an ever-increasing number of students who need basic skills courses that are not available to them at the university, enrollment management, including planning for balanced growth and increasing offerings that fit student needs and student schedules, will be crucial.

E) True collegial governance is the net effect of promoting equity and respect between individuals and groups. The protection of our accreditation status depends upon all of these things, from enhancing diversity, to creating comprehensive planning processes, to finding ways to work better with the Board and throughout the college. True collegial governance will govern the college when relations between the Board, administration, faculty and classified are governed by mutual respect and appreciation for the role of each.

My recent collegial governance work (since 2003) clearly shows my deep respect for my colleagues and my appreciation of their work. I have spent many hours forging a load agreement over the past three years that aims to promote equity and improve working conditions for faculty who teach in noncredit and credit, performing arts and CTE, science labs and open computer labs, as well as librarians, counselors, faculty directors, and department chairs. My long-term work with the salary committee and negotiating team have continued over the past five years, requiring increasingly creative approaches to improving working conditions for all faculty.

For the past two years I have served on Due Process committee, where we are working towards an agreement with the college, including consideration of an ombudsperson position. I frequently advocate for individual faculty members, on request. Last year, to prepare myself to better fill these requests, I participated in three full days of mediation training at the National Conflict Resolution Center.

On Enrollment Management, TAP, and Distance Education committees, and more recently in working with the Program for Online Teaching and with Department Chairs committee, I have focused on planning for expansion of scheduling opportunities for classes in formats that students want and need. Currently, 22% of our students are taking classes online, and 26% of our students are taking classes at San Elijo. The number of online students is steadily increasing, while classroom space in prime hours has reached capacity. I have been working to improve scheduling and enhance the quality and number of online offerings.

As chair of Department Chairs committee I am striving to ensure that chairs takes its place within the existing collegial governance structure and works as an Academic Senate committee. I attend Academic Senate Council meetings where I find that there are frequently issues that arise which chairs should discuss first and bring a considered recommendation to council, whether the issue is the process for hiring of associate faculty, the formation of new departments, or changing college policies that will require more work for
3. **What would you do to keep your constituents informed, and what would you do to elicit feedback on important issues from your constituents?**

As a Council representative, I would take time to summarize key points and pose questions to my constituents via email, within 24 hours of any meeting or important issue arising.

I would set up a second email group for constituents who would like to take advantage of the opportunity we have to engage in dialog together about Senate issues, since constituent groups are not subcommittees of the Senate Council, and thus can respond freely to one another within a single constituent group.

Finally, I would engage in one-on-one dialog with my constituents via email, in-person, and through cell phone conversations. I would distribute my cell phone number to constituents, as I have with department chairs, negotiating team members, department members, and others on campus that might need to reach me quickly, or wish to engage in a dialog that best suits their schedules and communication styles.

*Full list of Committee Service*

- '91-93 - Fringe Benefits committee
- '91-92 - Faculty Mentor (now Lodestar)
- '92-96 - Affirmative Action/Title IX (now EEO committee)
- '94-96 - (18 months) Faculty Affirmative Action Coordinator (FAAC)
- '94-96 - AP&P as ex officio (part of the FAAC role, I monitored curricular inclusion of diverse perspectives)
- '94-98 (maybe longer?) - Coordinator for SDICCCA Regional Faculty Intern Program and mentor for two faculty members
- '94-96 - lead New Majority TA program
- '95-96 - Reorganization of Instructional Services Committee (RISC)
- '96-97 - Chair, Social Science Dept.
- '96-2000 - Academic Senate Council, Representative ('96-97), President ('97-'99), IPP ('99-2000)
- '96-2000 - Academic Master Planning Committee (AMP), Chair '97-2000, worked on original '97, chaired rewrite 2000
- '97-2005 - Strategic Planning through Oceanside Unified School District
- '97-99 - AP&P, as co-chair
- '97-2000 - Planning and Budgeting Council (PBC)
- '97-2001 & 2003-2008 - Salary Negotiating Team ('97-99 as Senate President, the remainder of the years as a committee member)
- '99-2000 - CyberCosta Plan Committee
- 2000 - 2001 - CLC Plan Committee
- 2000-2001 - (3 semesters) Department Chair, Social Science Dept. (left due to maternity leave)
- Fall 2001 - ad hoc Committee to Revise Hiring Process
- 2002 - Unbanking and Sabbatical leaves
- spring 2003 - Elections Committee
- spring 2003 - Institutional Review Committee (IRC)
- spring 2003 - A-Team (Outcomes Assessment)
- 2003-2004 - Direction for Academic Master Plan (DAMP)
- 2003-2008 - returned to work on Salary Committee and Negotiating Team (see above)
- 2004-2005 - Technology and Pedagogy (TAP)
- 2005-2006 - ad hoc Enrollment Management Team
- 2005-2006 - ad hoc Distance Education Committee
- 2005-2008 - Load Committee (Chair 2005-2007)
- 2006-2008 - Load Negotiating Team
2006-2008 & 2008-2010 - Department Chair, Social Science Dept.
2006-2008 - Due Process Committee
1994-2008 - served on more than 30 selection committees, mostly as EEO officer
2006-2008 - Program for Online Teaching (not a committee, but a group of teachers, helping others to start and enhance their online classes
2007-2010 - Department Chairs Committee, ad hoc (chair 2007-2009), including subcommittees on associate faculty hiring, chair and dean duties
Candidate Statement from Mark Whitney

I am running for Academic Senate Vice President because you are not. Call me the "Reluctant Candidate" if you must, because, like you, I certainly have a ton of work to account for here the College apart from this thing called "governance." Surely, the great number of personal and professional commitments I have would clearly justify not running for this office. Like you, the list seems, at times, endless, and my outcomes meager. Now that I think about it, is it too late to respectfully decline?

Yet... I am compelled to contribute to our collegial governance process, because, in my almost 30 years in academia, it fundamentally resonates with me as the best way to conduct ourselves, the way we must conduct ourselves. Governance ought happen because of us, with us, for us... and not to us. It just feels like the right time to step up and make what contributions I might to help define who we are to be in the coming years. I appreciate your faith in my demonstrated abilities and your reserved judgment of my potential accomplishments.

Questions for Candidates of Academic Senate Council Representative

1. What leadership roles have you assumed during your MiraCosta College career and which collegial governance accomplishment are you most proud of?

I am completing my 9th year at MiraCosta, and have participated in a number of governance activities during my time here. I served as Director of the Child Development Center for 7 years, where I had the opportunity to work closely with a wide range of faculty, staff, and administration colleagues in the design, construction, and operation of a high-quality campus laboratory program and the resulting initiation of the Total Cost of Ownership (TCO) process. I have been a Budget Manager and have responded to the requirements for Enhancements, Initiatives, and Innovations. I have participated as a member of the Facilities Planning and Advisory Council (FPAC) and the Academic Master Plan Committee (AMPC) for three years, and co-chaired AMPC for one year. I have been a member of the Outcomes & Assessment Committee (OAC) for the past three years, where I served as liaison with the Career & Technical Education (CTE) faculty. I served as a member of the Academic Senate Council for two years and on the Professional Growth & Evaluation Committee (PG&E) for the past two years, where I contributed to the development of the new tenure review process and currently serve as a Tenure Coordinator to three of my colleagues. I am most proud of my contributions as a member of numerous Hiring and Tenure Review Committees over the past years, where I have done my best to contribute to the ongoing success of my colleagues.
2. What do you think of the structure of any of the following campus institutions: Senate Council, AP&P, Program Review, and/or Department Chairs?

"Structure" to me implies a sense of organization and planning and the need for systems that support change rather than a rigid orientation to products, efforts and outcomes. We are in the midst of accounting for some rather profound changes here at the College, and have contended with some very difficult issues in the past few years. Models that served us well for many years ought to be honored but must also be continually examined to insure they suit us in the coming years. I do not advocate change for the sake of change nor do I believe we should feel compelled to fix things that aren't broken. I continue to honor the wisdom of others who created the systems that have come to define the unique College that we are, and remain committed to preserving those aspects of our governance processes that support our commitment to collegiality. At the heart of this is the Academic Senate (in the collective sense - you and I) and the Academic Senate Council (as representatives of you and I). I would expect to continue to affirm the Senate Council's primacy in the governance process, but would consider ways in which we might insure broader participation on the part of all of our faculty. With the development, implementation, and evaluation of Student Learning Outcomes and the renewed (and essential) emphasis on Basic Skills, we will need to reexamine their respective relationships with both Program Review and with Academic Programs & Planning, and might anticipate the emergence of new ways of doing business as a result. As the Academic Senate Council reflects the broader interests of our various constituent groups, the Department Chairs might serve as a corresponding "house of representatives" to solicit consensus and support implementation of the policies and procedures we develop in the name of self-governance, and we ought to define the appropriate means by which this entity might interface more formally with the Senate Council. What do you think?

3. What would you do to keep your constituents informed, and what would you do to elicit feedback on important issues from your constituents?

I believe it is incumbent on each and every one of us to get informed and to stay in formed, rather than to simply be informed (now more than ever). Collegial governance is at times a cumbersome and messy process, but it requires us all to pay attention. I'll do all that I can and must to remain approachable and validating as well as inquisitive and challenging throughout this process. Talk with me... I'll listen, and will do my best to act in our collective best interests.

4. How do you see your role as a senate officer in relationship to the Administration and the faculty you represent?

Wait a sec... I have to work with Administration, too? Okay. I can do that. We're all in this together, folks, and it behooves us all to find better ways to get along, doesn't it? In my years here at the College, there has never been anything "cozy" about this place... I work my ass off and earn what I am paid, as do my colleagues, whether classified staff, associate or full-time faculty, or administrators. We all want the best for MiraCosta and we all must renew our collective commitment to the processes that have made us the unique institution that we are. It's not easy (as collaboration is surely an unnatural act between non-consenting adults), but nothing worth having is. My work contributes (mightily) to what I do, but it does not solely define who I am. In this regard, I am striving for a better balance in my personal and professional commitments, both at home and here at work, and plan on modeling such as a part of every endeavor in which I engage.

5. What is your leadership style?

Medium rare (with a cup of consensus and a smidgen of sarcasm). Really.
Candidate Statement from Paul Clarke

I have a deep respect for MiraCosta's commitment to collegial governance. The importance of collegial governance was impressed upon me by a now retired faculty member long before I set foot in the classroom. Now in my fifth year at the college, I feel prepared to take a more active role in the college's governance by serving as an Academic Senate Council Representative. My perspective has been broadened and shaped by numerous roles and committee participation. If elected, I will serve the faculty with an open ear, an independent voice, a balanced perspective, and a vigilance to uphold the collegial governance model that has been tested and passed down to us at great cost.

Questions for Candidates of Academic Senate Council Representative

1. Which committees have you served on and when? Please state if and when you have served as a department chair.

   Department Chair, Horticulture, Architecture, and Applied Technologies: 2007-present

   Hiring Committees:
   - Horticulture Instructor (Chair): 2008
   - Career and Technical Education Dean: 2007
   - Human Resources Technician: 2006
   - Automotive Technology Instructor (3 hires): 2005
   - Biomanufacturing Instructor: 2004
   - Tenure Review Committees (7 Total - 4 Chair, 3 Coordinator): 2007-present
   - Career and Technical Education Committee 2004-present
   - Professional Growth and Evaluation Committee: 2006-present
   - Engineering Club (Faculty Advisor): 2005-present
   - Academic Master Plan Committee: 2004-2006
   - Lodestar Committee: 2004-2006
   - Outcomes and Assessment Committee: 2005-2006
   - Abilities, Outcomes, and Assessment Committee: 2004-2005

2. What do you think are the five most pressing issues facing
Welcome to MiraCosta College

the Academic Senate today, and how has your work over the past three to five years shown your commitment to these issues?

FACULTY UNITY

As MiraCosta transitions from a small to medium-sized college, our vigilance in pursuing faculty unity becomes more critical. The large number of talented new faculty hires over the last four years has, not surprisingly, produced a few growing pains as the academic senate becomes larger and more diverse. My work on the Lodestar and PG&E committees has been an effort to create understanding between incoming faculty and the current culture of the institution. As Department Chair, I have had a role in the development of four tenure candidates. My work on the CTE committee has also helped increase understanding between faculty in vocational, transfer, non-credit, and general education. A united faculty is in the best interests of the college and our students.

COLLEGIALITY

MiraCosta is a special place to work because of the strong commitment to collegiality. My respect for the culture of collegiality at MiraCosta began before my first interview and continues with each retirement party. Participation with the Lodestar Program and on numerous hiring committees has enabled me to share my appreciation for collegial governance and to encourage new faculty to advance this culture in a way that is uniquely their own.

FACULTY, BOARD, & ADMINISTRATION RELATIONS

Positive relationships with the Administration and Board of Trustees based on respect and trust are crucial to the college's mission and ultimately to students' learning. My current service as a Department Chair and on various hiring committees has provided experience that, coupled with a fresh perspective, will be valuable in setting a positive tone as new individuals are brought in to fill top administrative positions.

ACCREDITATION

Student Learning Outcomes are obviously a critical component of the next accreditation visit. My two plus years of work on both the Abilities, Outcomes, and Assessment Committee (a precursor to the OAC) and with Outcomes and Assessment Committee has provided a base level of understanding that will benefit the Academic Senate as important decisions in this area continue to be made.

STRATEGIC VISION & CHANGE

The next two years will be vital and exciting times for MiraCosta. The filling of numerous key administrative positions combined with a large wave of soon to be tenured faculty makes this a unique time to challenge the present and reinvent our future. The relationships and policies we will establish as a Senate during the next two years will shape our collective futures for many years to come. My experience on AMPC during a rewrite, AOAC during the visioning stage, and PG&E during the creation of a new tenure evaluation process has shown my commitment to the future of the college while respecting the accomplishments of the past. My relatively recent academic preparation and industry experience as a business practitioner give me a unique perspective that may also prove valuable as a Senate Council Representative.

3. What would you do to keep your constituents informed, and what would you do to elicit feedback on important issues from your constituents?

I would send periodic emails to my constituents and respond quickly to all inquiries. Listening carefully to the concerns of my constituents, I would communicate their views in an objective, unbiased, rational and accurate manner to Council.

Hope you have a better understanding of my qualifications and my desire to serve on the ASC. Feel free to contact me if you have additional questions.