

February 28, 2008

Re.: Standard IV: Leadership and Governance

Hello Hilary,

At a recent meeting of the Classified Senate, I asked classified staff to respond to the two questions you wanted addressed with regards to Standard IV. I have listed their comments.

Questions In terms of Shared Governance at Merritt and the PCCD:

1. What works well?
2. What is not working?

Responses:

1. Generally speaking, "shared governance" remains an idea contained in the Shared Governance document. There still seems to be an overwhelming imbalance in favor of the faculty when it comes to improving and staffing the workplace. While some, not all, vacant faculty positions are filled, most often vacant classified positions are rarely filled and regularly remain vacant semester after semester.
2. The composition of screening committees does not represent a fair representation of classified staff, neither for faculty, administrators or classified.
3. Campus managers still routinely violate and supplant classified staff position by hiring students to work both temporarily and indefinitely in vacant classified positions.
4. Classified staff representatives serving on governance committees meet on scheduled days to conduct business from agendas that have been discussed by both managers and faculty long before meeting convene. Often times, agenda items have been decided before meetings begin.
5. Managers from different departments and divisions tend to usurp each others' responsibilities and supervision of classified staff.
6. Lack of a structure for communicating across campus to all constituent groups, resolve of overdue problems remains and allowed to fester and effect morale of staff, several students in specific disciplines treated unfairly and disrespected by both faculty and managers are problematic.
7. With awareness of managers, faculty members are allowed to unofficially assume supervision over classified staff.

I hope that these observations address some of your committees' concerns.

Horace