

AREA WHERE BOARD DEMONSTRATES GREATEST STRENGTH:

BOARD COMMENTS

- Overall, the Board is a strong body who is committed to doing what is best for our students and workforce. Establishing Administrative Leadership is a good step. We need to encourage selection committee to be as inclusive as possible. We have developed a good track record with legislators, and have worked hard to rebuild our image.
- As a Board we have always functioned very well. Nancy's maturing as a member and the addition of Angela has further strengthened our Board. Also, our diversity of interests and expertise makes us a well rounded Board. Our greatest strength is our collective experience and our ability to work together.
- Collegiality with each other, top staff, and all employee organizations. High integrity and focus on issues, not personalities.
- Unity in values and support for other Board members interests.
- Concern to make colleges available to all and to have relevant programs addressing needs of the students.
- Working with the Chancellor and high-level staff.

EXECUTIVE LEADERSHIP COMMENTS

- The Board is one of the most cohesive publicly elected Boards in the State. Being of like mind on policy and strategy, they constitute an effective advocacy body for the District and its students.
- The Board is highly dedicated and cares greatly about the welfare of the District. There is excellent teamwork among Board members. The Board is very supportive of staff but asks intelligent questions to provide a very good level of oversight.
- Much strength includes accreditation, student success, sustainability, hiring, legislative, outreach/mktg, labor relations, etc.
- In its support of students, diversity and environmental issues.
- Understanding the political turf and how to navigate it; Strong advocates for the District and the Colleges.
- The Board's commitment to students and diversity is evident in all they do.
- Concern for students.
- 1) Personal integrity. 2) Staunch advocates of the labor movement.

RESOURCE TABLE COMMENTS

- Genuine interest and commitment to the District and all of the colleges.
- The Administrative Leadership Program is a great asset to the District and the creation and support of this is very visionary for the LACCD future.
- Spirit of cooperation with the community, interest in educating the young generations.
- The love for the community colleges and educating students.

AREA WHERE BOARD CAN WORK ON IMPROVING:
BOARD COMMENTS

- Our greatest weakness is not asking enough of the hard questions to help us develop policies which will establish accountability measures for district office and the colleges. I believe disconnect between district and colleges is widening. We need to address and refine definition of “decentralization” for college leadership. If we want to have an administrative workforce who understands decentralization, we should develop such a workshop and ensure all new administrators attend.
- My distraction with other campaigns has diminished our strength. We all need to be present and accounted for to function at our highest capacity. My limited role hopefully will be back filled if I get elected to the Assembly where I can be a legislative advocate for our community college agenda.
- Continue our high level of community involvement but avoid micro-managing our colleges (we do well at both; we should keep it up and watch for any backsliding).
- Community outreach - possibly through a Speakers Bureau. Trips to Sacramento to meet with legislators and their staff.
- More public discussion over plans and programs for the district and ways to use centralization to benefit all colleges.
- Comment engagement, Diversity, and Student Success

EXECUTIVE LEADERSHIP COMMENTS

- The Board is quite conscientious about its oversight role, but it tends to let the Board agenda drive its oversight activities. More use should be made of the Committees to bring the level of oversight to a more strategic level, rather than focusing so tightly on individual board agenda items.
- The Board sometimes makes decisions or takes an initial position without full consideration of the data, issues and background on the particular topic.
- The Board should carefully review Board Agenda for contract and facility services to ensure that obligations and expenditures are consistent with the district/college needs.
- Some members have a tendency to get involved in administrative operations.
- I feel that the Board functions well. Improvement would be in the continued understanding of college functions, capacities and issues.
- It would be nice if the Board members could become more informed about more of the special aspects of each of the campuses.
- I believe the Board should spend more time on the fiscal issues related to Prop A/AA as it relates to new consultant issues.
- Take a critical approach to the unswerving support of the unions. Supporting the labor movement does not mean we have to bind our colleges to our current untenable business model. The very best urban community colleges across the nation have very different approaches to shared governance and the executive discretion over hiring, etc.

RESOURCE TABLE COMMENTS

- At times there is the appearance of giving more credence to detractors who protest the loudest at Board meetings over staff who do not have the same opportunities to present their side of the issues face-to-face with Board members.

- Listen to a broader range of input, especially on matters of management. If the Presidents and VPs inform the Board that certain possible collective bargaining agreements will be very difficult for management this should be better listened to before enacting policies that hamstring administrators.
- Stand up as a Board and not use decentralization as a means to reduce their responsibilities.

ADDITIONAL COMMENTS

BOARD COMMENTS

- Additionally, we need to continue to work hard on developing partnerships and collaborations that will lead to increased enrollment. We need to put more emphasis on information/data we have paid for and use it to develop new strategies. We need to develop a culture of excellence.
- I am in full support of Mark's efforts to augment his leadership team. I also fully agree with his emphasis on CTE and workforce development. If I were not distracted at the moment I'd want to help lead those efforts and recommend a Board Committee on the subject.
- Rumor has it that we are considered a good board to work for; this is a huge plus for the district since we so frequently are looking for new Presidents.
- We are probably one of the most effective boards among the California Community Colleges!
- While we may be committed or strongly committed, whether we are doing something is another issue. Legislative positions should be discussed more.

EXECUTIVE LEADERSHIP COMMENTS

- This is an amazing Board. The public and LACCD is very lucky to have a Board that has the skill and capability of this Board.
- Angela was a great choice to fill Michael's seat.
- Overall, the Board receives high marks for its commitment to setting policy and direction for the district as a whole.
- The BOT is to be commended for offering this opportunity for input and constructive self-examination.

RESOURCE TABLE COMMENTS

- Information should be received and gathered from the entire district, not just the administration.

SPECIFIC COMMENTS TO SPECIFIC QUESTIONS

Administration

Board - In general the Board tries to discuss issues based from a policy perspective. However, sometimes a Board does not understand role of Board and gets too involved with specific faculty and personnel complaints.

Board - I think our work around the strategic plan and goal setting has been critical. I also look forward to the discussion around de-centralization and how our district can be more affective.

Board - It will be important for the Board to clarify priorities we expect from new presidents.

Board - Some read the board agenda some appear not to do so. Very little discussion; should be more public discussion.

Executive Leadership - It seems that the Board has such a strong relationship with the Chancellor and Presidents that its expectations are implicit. It would help if the Board's expectations were made more explicit and communicated more broadly.

Executive Leadership - Board members as individuals as well as a body remain cognizant of their roles as policy makers and abstain from involvement in operational matters.

Executive Leadership - Board members clearly take the time to review Board Agenda prior to Board Meetings.

Executive Leadership - There is no question that each member of the BOT is deeply and genuinely committed to what's best for the LACCD and its students. At the same time, the BOT's administration of the District sometimes can seem mired in the operational details rather than policy. For example, most of the public questions about the consent calendar could be handled in advance rather than to call the Chancellor's staff and presidents to account in front of union and other interest groups. BOT surely means to be responsible and conscientious in doing this but it also subtly undercuts the authority of the executives.

Resource Table - The Board is actively involved in LACCD college activities and accessible to its constituents, which aids their understanding of student and personnel issues.

Resource Table - Academic Administrators have long seen the greater reliance on Union advice or background information.

Resource Table - The Board needs to further its inquiries to also include input from the labor unions that may have difference of opinion with that of college Presidents.

Finance

Board - While Board is committed, I do not think we been provided with accurate and complete fiscal picture to make decisions based on what is best for our students. I believe there is a fundamental disconnect that currently exists between colleges and district office. This is especially true in regards to construction projects and Prop A & AA funds. This makes it difficult for Board to really do a good job of long-term planning.

Board - I sometimes feel we, the BOT, trail behind the planning process and are waiting for another shoe to drop. We are very confident in Larry and the District leadership, but need to be vigilant on this question. Also, Mark seems to have this on his radar which gives me some comfort.

Board - We are not presented the total needs of the 9 colleges when we approve individual allocations.

Board - Long term planning is needed and important. Comprehensive district rather than college needs should engage.

Executive Leadership - Long range planning I think is good within the context of the Bond program, but not nearly as much attention is given to planning for M&O and other facilities and IT long term investments.

Executive Leadership - Board members have a good understanding of the district's financial standing and often ask questions that will enlighten them.

Executive Leadership - The most courageous and committed thing the BOT has done is to authorize the bond construction program and this commitment must continue for the good of students present and future. It is not 100% clear, however, that the needs of the students come first in either capital or operating budgets. Unions, other special interests and District Office overhead claim a disproportionate share of resources. This year, for example, everyone received a 4.6% salary increase even though faculty and staff productivity and student success outcomes actually declined. Moreover, 25 cents of every dollar of each college's budget comes right off the top in the form of the "tax" paid back to the District for District administration and the sheriff.

Resource Table - The Board needs to give further consideration into staffing needs of colleges based on the expansions caused by Prop AA and others.

Community Relations

Board - We need to stop making immediate promises and decisions from the dais when under pressure from public speakers. Need to be more thoughtful in deliberations.

Board - We have done some good external relations within the community. The work around our sustainability work, our outreach with the building program and having Mark on board really will augment this. Our Board has good connections with outside and community organizations. We have an experienced Board and all have our strengths. Angela has been an excellent addition and her outreach to the African American community has been very important and an improvement on our external affairs.

Board - I think we are excellent in this arena; we each bring a network of community contacts and we work hard in the external world for our colleges and our district.

Board - Because our district is so large, I am sure there are many community organizations we never reach. I have been encouraging the formation of an "official" Speakers Bureau that includes the Board members, Presidents, and VPs.

Board - More dialogue and discussion would be nice with the public at the public board meetings.

Executive Leadership - In terms of public advocacy for the District, this board is first-rate.

Executive Leadership - Board members are integrally involved in community matters and yet, ensure that district and college administrations are involved as well.

Executive Leadership - The board members are very committed to public relations issues on behalf of the District and the Colleges.

Executive Leadership - BOT meetings are not held when most people can attend. Meetings should be monthly and start in the early evening. / For all its size and impact, the LACCD is not a major player in the city and county.

Resource Table - Excellent Community Relations efforts by the Board. Sometimes Board members speak more from their individual perspective than the Board public policy, but they do all strive to reflect the Board public policy rather than their own.

Resource Table - Completely agree

Resource Table - All issues are referred back and the unknown follow up of resolutions is not shared that might assist.

Education

Board - I believe we have not done enough as a Board to create a culture change in the colleges, especially in regards to hiring faculty who reflect diversity of our students and surrounding communities. Unfortunately, we still have faculty replicating themselves. We need to look at other colleges who are taking the lead in changing the face of the faculty within new legal restrictions.

Board - We talk about the diversity issue, but have only initiated efforts as it relates to students which is great. But, the other two areas we pay lip service too with no real plan of attack. This is a weakness that needs to be addressed.

Board - Dolores Huerta Institute, for one example.

Board - Board needs to be more involved in curricula development and application. Board is rarely engaged in academic discussions.

Executive Leadership - In terms of public advocacy for the District, this board is first-rate.

Executive Leadership - The Board falls short in its commitment to ensuring a diverse faculty and staff. When the full time faculty are employed from the ranks of the part-timers, it is difficult to make progress on this item.

Executive Leadership - Would be beneficial to continue to promote career education.

Executive Leadership - The Board's support for the Dolores Huerta Labor Studies Instituted in a clear indication.

Executive Leadership - Given AB1725, the BOT can do little but jawbone for diversity in faculty. Recommendations for new full time faculty hires come exclusively from hiring committees of senior faculty, so progress is very slow. Diversity means we should also push to attract talented students of all races and older students to our colleges, so that our minority students can have a truly diverse experience that will reflect their professional futures.

Resource Table - Need to develop occupational training for prospect public job applicants, additional coordination is needed with different cities in which its colleges operate.

Resource Table - The percentage of faculty diversity does not reflect the student population that we represent.