

Faculty Input For Board's "Draft Response"

The Faculty Association and Senate appreciate the Board's response, and for the opportunity to provide input or discuss the issues presented. While the Faculty are eager to move forward and to put this mess behind us, we feel that there can be some important lessons learned.

In response to the Board's Draft Report, it seems that the emphasis of the report focused on events and actions the Board took during the last year. We are supportive of the Board in their corrective actions of the last year.

The Faculty wishes to emphasize that the events of last year were a result of previous years of poor Board oversight of dysfunctional presidential leadership. The former college president appeared to influence the Board when former Faculty presidents, as well as other staff members, have tried to communicate to the Board about this dysfunction, but there seemed to be an assumption among several or more Board members that these were a few voices of discontent consequently little attention was given. The former college president created an environment of alienation and intimidation within the college among Faculty and staff. For the Board to assume that issues regarding presidential dysfunction would be brought to the Board without reprisal could be viewed as naïve, and as a result there have been needless resignations of college personnel prior to the events of last year. The Faculty regrets the resignation of former Board member Jim Holt and feels that the Draft Response mischaracterized his reasons for resignation. In reviewing his letter of resignation it seems that Mr. Holt took exception to the process of gathering and interpreting information, rather than the final decision. The Faculty has shared that view.

We are optimistic about the future of Yavapai College, and sincerely hope that the college will become better by learning from our past.

Lessons Learned

- Obtaining information from a single/limited source can be a weakness when that source doesn't exercise integrity, and manipulates the information.
- The Yavapai College Faculty Association and Senate would hope that Policy Governance would not prevent the Board from utilizing evaluations/responses from internal college sources about presidential performance; which can be valuable to the Board in avoiding similar situations in the future.
- College Faculty and staff can be a valuable resource to the Board on a variety of issues.

The Faculty Association and Senate look forward to collaboratively working with the College's administration in accomplishing the college's mission.