

*Sequoias Community College District Academic Senate
Resolution Regarding Sabbatical Approval Procedures*

April 25, 2022

WHEREAS, Standard IV.C.12 of the Accrediting Commission for Community and Junior Colleges states that “the governing board delegates full responsibility and authority to the CEO to implement and administer board policies without board interference and holds the CEO accountable for the operation of the district/system or college, respectively”; and

WHEREAS, the Community College League of California’s *Trustee Handbook* states that “The CEO hires staff members who have the expertise to implement board policy and fulfill the purposes of the institution. The system works best when trustees focus their efforts on representing community interests through the policies they adopt. The policies are most effective when they delegate the day-to-day operations to the CEO and college staff”; and

WHEREAS, section 53203 of the California Code of Regulations, subdivision (a) states that “the governing board or its designees will consult collegially with the academic senate when adopting policies and procedures on academic and professional matters”; and

WHEREAS, Board Policy 2510 stipulates that the Board of Trustees shall “primarily rely upon” the advice and judgment of the Academic Senate on “policies for faculty professional development activities” (A.3); and

WHEREAS, Board Policy 7340 stipulates that “The Superintendent/President shall establish procedures for employee leaves,” including sabbaticals (item 11); and

WHEREAS, Administrative Procedure 7341, established in accordance with Board Policy 7340, provides that the Faculty Enrichment Committee (including an administrative representative) is the only body charged with creating and implementing an evaluation process for sabbatical proposals; and

WHEREAS, the Faculty Enrichment Committee developed and implemented evaluation criteria in accordance with AP 7341 and the processes outlined in the *COS 2021 Governance and Decision-Making Manual*; and

WHEREAS, the Board of Trustees constructed an additional set of heretofore unknown procedures and evaluation criteria in evaluating the 2022 – 2023 faculty sabbatical proposals submitted to the Superintendent/President by the Faculty Enrichment Committee and forwarded to the Board of Trustees by the Superintendent/President; and

WHEREAS, none of the heretofore unknown procedures and evaluation criteria utilized by the Board were developed through established COS 2.0 procedures as outlined in the *COS 2021 Governance and Decision-Making Manual*; and

WHEREAS, the Board's decision to create new procedures in such a fashion is antithetical to both the letter and spirit of COS 2.0 as described in the *COS 2021 Governance and Decision-Making Manual*, the purpose of which "is to describe the governance and decision-making processes by which the District ensures that there are opportunities for meaningful collaboration and that the voices of the constituent groups are heard in making decisions," and which is "based on a partnership among Board members, faculty, staff, administration, and students"; and

WHEREAS, The Board's rationale for the decision to reject one of the two sabbaticals approved by the Academic Senate's Faculty Enrichment Committee does not align with scholarship and other professional white papers, such as ASCCC's *Sabbaticals: Effective Practices for Proposals, Implementation and Follow-Up*, which conclude that writing and publishing books and other scholarship are established practices of professional development that "benefit the schools and students" as required by California Education Code section 87767; and

WHEREAS, this violation of the letter and spirit of COS 2.0 has resulted in the demoralization of District faculty, has contributed to the challenge to solicit faculty interest in serving in shared governance opportunities, has already resulted in the resignation of faculty members affected by the Board's action from campus committees and workgroups, and has jeopardized future coordination of District professional development;

RESOLVED, That the Academic Senate objects to the Board's actions; and

RESOLVED, That the Academic Senate requests that the Board of Trustees reconsider the rejected sabbatical proposal as submitted to them from the Faculty Enrichment Committee and through COS 2.0 processes and fund it, and if not funded, that the Board provide valid and disciplinary-guided written reasons for failure to fund consistent with the Board's role in shared governance as described in Standard IV.C.12 of the Accrediting Commission for Community and Junior Colleges, Administrative Procedure 7341, and Board Policy 2510.

*Submitted to: The Sequoias Community College District Board of Trustees
Superintendent/President Brent Calvin
May 9, 2022*