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***FCCCC President's Address  
To The CCC Board of Trustees  
Friday, May 8, 1998***

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- Chairman Gidwitz, members of the Board, Chancellor Watson, Officers of the District, and all others present, good morning.
- My name is Sal Attinello. I am a librarian and an associate professor of history. Today, I am pleased to address the Board as the newly elected president of the Faculty Council.
  - Professor Robert Grimes is the new Council vice president, and Professor Barbara Washington is the Council secretary. Both these officers are on the faculty at Kennedy-King College.
- My home campus is now Harold Washington College, but I started in the system in 1974 as a faculty member at Kennedy-King College. Like many of you in this room, and like my colleagues throughout the system, I feel as though I own a small piece of the Colleges. We all have a proprietary interest in the good governance of this institution, the faculty especially so in the formulation of its educational policies.
- The Council publicly wants to wish Chancellor Watson every success in guiding our system as it prepares to enter the next millennium. Council officers paid Dr. Watson a courtesy visit last Friday afternoon. We assured the Chancellor that the faculty anticipates we will have a cordial relationship of mutual respect and cooperation, allowing us to grapple successfully with the challenges sure to present themselves in the coming months. On his part, the Chancellor moved to repair a problem in academic program development.
- We should take a moment to commend our outgoing Council President, Professor Arthur DiVito. At its April meeting, Council delegates unanimously passed a resolution expressing our heartfelt appreciation for his outstanding leadership and his unsurpassed eloquence and sophistication as a faculty spokesman on the many critical issues and concerns he addressed during his two terms in office.

- Dr. DiVito will be remembered by Council delegates for his uncompromising integrity and for his penetrating analysis of academic affairs.
- Board members and officers of the district will recall his unflappable civility whenever he used this podium to address faculty concerns.
- While a Council president is expected to have his or her own academic platform, I agree with most of Professor DiVito's views on the state of the Colleges. Sometimes he lamented the administration's tendency to overlook the faculty's role in shared governance. I share this view, and I redouble his concern given events of the past few years.
- Faculty, staff, students, administration, and the Board must work together effectively if we are to accomplish our aim--the higher education of adults. All of us have a major stake in this system. Administrative officers should encourage faculty to be major partners in the governing process. Unfortunately, we don't see enough of this.
  - Faculty with some justification characterize the Council variously as a debating society, as a rubber stamp, as institutional window dressing, or as a political football. Specifics supporting these impressions are not difficult to find. Mercifully, I will limit myself to four.
- First, faculty did not share in the selection process for the newly appointed Chancellor. Council sent the Board a formal resolution requesting that we participate, but the Board chose not to answer or acknowledge Council's letter of transmittal. As a result, the chairman of Committee M, which interviews prospective administrators, resigned.
  - Faculty had no input in the selection of the new Vice Chancellor for Human Resources. Faculty are puzzled that this appointment was announced to the press before formal action was taken by the Board. This does not appear to have been done before in our system.
  - Faculty expect that now that an interim president has been appointed at Kennedy-King College, they will have a significant voice in the screening and selection of prospective candidates for the permanent position at that campus.

- Second, Faculty Council is frequently not told about major academic initiatives by the administration until after these are announced publicly. *Faculty believe such initiatives should emanate from, if not originate with, the faculty itself. They especially don't want to hear about them from the administration after the fact.*
  - As an example, we are being told that the application of measurable outcomes for all general education courses is all but decided. This is an issue at the very heart of the teaching process. For faculty to have measurable outcomes imposed on them by administrative fiat is questionable and certainly not consistent with shared governance.
  - A personal Internet search shows that the use of measurable outcomes as an assessment tool is much more prevalent in K-12 and in vocational and technical programs than it is in traditional higher education. If the courses in our vocational and technical programs can benefit from the introduction of measurable outcomes, let this be debated and decided responsibly and primarily by the faculty who conduct those programs. Let's not be enticed by what may turn out to be an educational assessment instrument with more style than substance.
  
- Third, faculty are rarely consulted beforehand regarding the planning for district-wide faculty meetings. Let's involve faculty leadership in the initial planning more often. They should have input regarding topics, agendas, and scheduling.
  - While the topic chosen for the faculty meeting at Malcolm X on May 1st was important, it would have been much more effective to conduct the meetings at home campuses, where faculty could have used computers to surf the Illinois Articulation Initiative's WEB site. After all, this *was* the main reason for having the meeting. Also the length of the meeting could have been reduced by giving the faculty the printed literature to read on their own.
  
- Fourth, last year the administration unilaterally revised the faculty rank promotion application form without Council participation. Faculty had designed the previous form initially and processed it for many years, using evaluative criteria jointly agreed upon with the administration.

Council does not object to revising the form, but it would like to have a major share in the undertaking.

- We ask that the Board and the administration consider the faculty's proprietary interest in the Colleges and work to re-invigorate shared governance in academic matters. We hope that Chancellor Watson will move quickly in this direction.
- In the coming year, Council will stress *the review and development of the curriculum and academic programs, as well as standards*. Professor Jack Lombard, Chairman of Committee A, Professor DiVito, and I will continue meeting with Associate Vice Chancellor Bernard Ferreri, putting the finishing touches on a routing system which will move curriculum and academic program proposals through the system quickly and effectively. The intention is to avoid problems by building in an appeals provision and a reasonable timetable which will minimize roadblocks and inter-disciplinary and cross-campus conflicts.
- As a final point, last Friday, at the district meeting, Chancellor Watson asked faculty to consider whether or not a grade of D should be allowed to count toward graduation. This is an issue which will be addressed by the Council in the Fall.

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Sal Attinello