

FCCCC President's Address
CCC Board of Trustee's Meeting
Thursday, August 1, 2019

Good afternoon Chairman Massey, Chancellor Salgado, Members of the Board, Officers of the District, faculty, staff and all others present.

Today, we are here attending the first CCC Board meeting of what we consider the 2019-2020 academic year; a year that begins inauspiciously when we read about the layoffs of various CCC staff, professionals, and engineers, as well as the possibility of more of layoffs across the colleges. We understand that there have been major budget cuts due to the progressive increase of living costs in the city. Nonetheless, this is not a very positive beginning to the fall semester for anyone.

Last month, CCC Faculty Council officers met with Chancellor Salgado and Provost Potter together for the first time since we began in this role. It was a productive meeting where we agreed that we need major improvements to the communication channels that run through the various members and groups within the CCC system. We know this isn't new, but it is important to bring attention to it in order to address it and realize that without jeopardizing the trust that has been built, especially after it has been broken for years or perhaps decades.

At the previous Board meeting, I emphasized that I want to be a positive leader and voice for faculty with administrators. However, we cannot begin this process if the CCC administration, at the level of both the district and its individual colleges, fails to clarify why the positions and working hours of faculty and employees are cut when Board reports reveal that, at the District Office alone, two out of the three newly hired administrators are earning six-figure salaries and nine administrators have received promotions. How can we comprehend a need for cuts in class hours for Adult Education offerings, or for course cancellations by local college administrators, if some of our colleges have moved from having one Vice President of Academic Affairs and Student Services to two or even three in some cases, including a Vice President of Finance and Operations and a newly created Vice President of Institutional Effectiveness? Shouldn't this be the opposite if enrollment is down? This is not news to Chancellor Salgado and Provost Potter, as CCC Faculty Council officers expressed their concern over how to face colleagues and other staff members at the colleges asking us about these facts.

How can we do better? The president of Harold Washington College was suddenly and very recently dismissed because he did not comply with the residency requirement after having served in this position for two years. This is devastating news for us because he had become a leader and someone who, over a short period of time, have gained much of our lost trust. It seems that we will have to push the restart button once again. We are not perfect by any means, but we are trying to start a culture of mutual trust. How can we build trust among all CCC members? How can we repair the trust that has been broken? Trust is a desperately needed remedy for learning; it also creates an environment where all of us try to be our best selves. How do we commit to strive for the education of our students if there is no trust among us? If we really are committed to equity in education, we need to start from our own college climate; we must create our own climate of fairness and inclusion. Are we ready for that? Are we committed to be the change? Again, I want and need to be a positive leader for the CCC community, but we urgently need everyone's help to move into that direction.

This concludes my report. Thank you very much for your time today.

Respectfully submitted,

Dr. Adriana Tápanes-Inojosa, on behalf of the Faculty Council of the City Colleges of Chicago