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COMMUNITY COLLEGE DISTRICT NO. 508
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FCCC President's Address
CCC Board of Trustee's Meeting
Thursday, December 5, 2019

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

Four weeks have passed since the last time I stood in front of this microphone to provide our Faculty Council report, and it seems like it was yesterday. Time definitely flies, and technology these days makes it even faster. Next week will be the final exams for our fall semester credit students, and the winter break will bring us to the holiday season as we celebrate Our Lady of Guadalupe, Hanukkah, Christmas, Kwanzaa, and a New Year that will bring with it a new semester full of expectations.

While we progress towards the last week of this fall semester, communication continues to be the main challenge at all CCC levels. We struggle with negative assumptions that we make of different people across faculty, administration, staff, and at every other level within the seven colleges. In the worst cases, these assumptions fuel rumors and conspiracies and create toxic work environments. In their mildest forms, these assumptions create tension among different groups when one over-enthusiastic group takes action without considering how those actions may affect others. This makes other stakeholders waste their energy putting out fires that could have easily been prevented if those great ideas were shared appropriately at all levels from the very beginning. Due to this, I will base my report today on the good, the not-so-good, and the ugly findings of CCC Faculty Council this month.

Some of the best moments this month came from the collective work between the CCC Faculty Council Policy Review Sub-Committee and the CCC Director of Academic Process & Policy, Autym Henderson. The Sub-Committee and the Director are working together to develop a policy related for student complaints that mirrors the policies in place for student grade appeals. Our Tuition Review Committee continues its informational forums across the various colleges, and is still collecting input from our students. This week, the Committee has been to Wright and Truman Colleges. The Committee also visited Kennedy-King two weeks ago, as well as Olive Harvey, Daley, and Harold Washington Colleges. We will finally visit Malcolm X College this Monday. We also look forward to the outcomes from the initial meeting of the Development Education Organization Plan committee.

At the last CCC Faculty Council Executive meeting yesterday at Malcolm X College, we were visited by the CCC Strategy Officer, Veronica Herrero, who presented an initial draft of the Strategic Planning findings and its phases of implementation to the Council, while seeking our input. Also, Provost Potter provided updates of the Tuition Review Committee, and initiated a conversation regarding the Early Alert current system and possible expectations. Sadly, we could not have Chairman Massey in attendance due to a last minute conflict in his agenda; we expect to have him joining us at a further FC4 meeting in Spring 2020.

The not-so-good this month has been the unnecessary misunderstanding generated by a lack of direct and clear communication between different stakeholders working to create the Cook County Jail program. This initiative started approximately two years ago when former CCC Faculty President, Jennifer Alexander, created the CCC Faculty Council HOPE Sub-Committee in conjunction with Professors Bader, Inwang, Knapp-Caporale, and Spewer, from Daley, Harold Washington, Olive Harvey, Wright, and Truman Colleges, respectively. CCC Faculty Council worked for more than a year to have a Memorandum of Understanding created that formally initiated this partnership program between Cook County Jail and City Colleges of Chicago. Professors Alexander and Bader offered their leadership to this cause while balancing independent teaching loads. Although our colleagues have worked on researching,

training, and developing the framework to run courses for this anticipated program, they found out that City Colleges of Chicago District Office designated Olive Harvey College as the administrative location for this program based on a consultation with the various City Colleges presidents. The District Office forgot to consult with faculty who were already working to develop this program. After an urgent meeting where all stakeholders were in attendance, everyone tentatively agreed that Olive Harvey may operate initially as the program's administrative center. The program will be extended to other sister colleges as the demand and the training becomes available. It seems that Committee H (Hope) will continue its work in partnership with CCC Faculty Council and District Office once the now-revived Memorandum of Understanding is brought into practice. This is an example of how a simple and straightforward communication can solve misunderstandings and help all of us move in the right direction for a common good. These communications also ensure that the great work and persistence of our colleagues is acknowledged at all levels. It does not seem to be that hard after all.

The ugly has mostly been devoted to at least four or five EEO complaints that have been stalled for at least two years at the CCC District level. These complaints involve faculty, administrators, staff, and students. These unresolved complaints have proven to be a burden at some colleges, escalating the level of toxicity in some already hostile working environments. We look forward to a prompt resolution to all of these cases, so that those involved can find closure sooner rather than later.

Happy Holidays to each of those present today at this meeting; let us celebrate the season in unity and come back ready to solve our challenges together. 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