



Creating Successful Relationships with Faculty

Geisce Ly, Ph.D.

City College of San Francisco

Great Deans

July 10, 2019

Buckle Up and Enjoy the Ride



Why Administration?



Relationships Matter

Your role with:

- Your department chair
- Your faculty
- Academic Senate
- Faculty union
- Your classified staff
- Your admin colleagues
- Your supervisor
- Your president
- Your Board of Trustees

Common Expectations



BE KIND
BE HELPFUL
BRING WINE

Shared Governance

- Understand it
- Embrace it
- Apply

Education Code § 70902 (b)(7)

“The Governing Board shall ... ensure ... the right of academic senates to assume primary responsibility for making recommendation in the areas of curriculum and academic standards.”

Title 5 § 53203 - Powers

- (A) Governing Board shall adopt policies delegating authority and responsibility to its Academic Senate.
- (B) Policies in (A) shall be adopted through *collegial consultation* with the Academic Senate.
- (C) Guarantees the Academic Senate the right to meet with or appear before the board.

Title 5 § 53200 - Definitions

- (B) Academic Senate means an organization whose primary function is to **make recommendations** with respect to academic and professional matters.
- (C) Academic and Professional matters means the following policy development and implementation matters:

THE Ten ...

Section 53200 (c)

1. Curriculum, including establishing prerequisites
2. Degree & certificate requirements
3. Grading policies
4. Educational program development
5. Standards & policies regarding student preparation & success
6. College governance structures, as related to faculty roles
7. Faculty roles and involvement in accreditation process
8. Policies for faculty professional development activities
9. Processes for program review
10. Processes for institutional planning and budget development

...plus One

- Other academic and professional matters as mutually agreed upon.

Collegial Consultation

Section 53200 (d)

District Governing Board is required to *consult collegially* with the Academic Senate and develop policies on academic and professional matters through either or both:

1. *Rely primarily* upon the advice and judgment of the Academic Senate
2. Reach *mutual agreement* with the Academic Senate by written resolution, regulation, or policy

Do You Know Your $10 + 1$?



Almost Always Want Faculty Input

- Scenarios
 - Enrollment management issues
 - Program review
 - Instructional goals
 - Faculty grievances
 - Accreditation team
 - Time blocks for class schedule
 - Assignment of classes for faculty members

Situational Awareness



Leading is About Influencing



Knowledge Network



Balancing Act: Engaged and Hands Off



“Role Performing”

Having the willingness and professionalism to perform functional responsibilities associated with the role



“Anticipatory Thinking”

Having the foresight and mindfulness to anticipate how others will react and be able to respond with tact & logic



“Calculated Patience”

Having the patience and wisdom to know when to wait,
when to act, and when to plant seeds





Emotional Intelligence

**Develop a deep desire to
master the principles of
human relations**