

## **ACCREDITATION PROGRESS REPORT**

This document is a Progress Report to the Accrediting Commission for Community and Junior Colleges, Western Association of Schools and Colleges. The Commission Team made its accreditation visit to Long Beach City College (LBCC) from October 1 through 3, 2002. The Accreditation Commission reviewed the institutional self study report and the report of the evaluation team at its January 8-10 meeting, 2003. In a letter of January 17, 2003 to Superintendent-President Dr. Jan Kehoe, the Commission reaffirmed accreditation for Long Beach City College with a requirement that the College complete a Progress Report by October 15, 2004. This is to be followed by a Commission mid-term visit in the fall of 2004.

The College was asked to focus its Progress Report on three recommendations and concerns:

3. The team recommended that the College conduct an actuarial study of retiree medical benefits and consider setting a reserve for the cost of these benefits (Standards 9A.2, 9C.1, 9C.3)
4. The team recommended that the College immediately review, clarify, improve, and document its accounting practices, processes and procedures to ensure conformity with good accounting practices (Standard 9A.4, 9B.6)
5. The team observed a pervasive institutional climate permeated by suspicion and mutual distrust by leaders of all employee constituent groups. To ensure that the climate does not further erode and undermine powerful College-wide initiatives, the team recommended that all groups at Long Beach City College immediately find and use internal and external resources and processes to reestablish the spirit of collaboration and collegiality (10B.5, 10B.8, 10B.9)

The information below provides a response to the three recommendations followed by attachments supporting the evidence for statements given.

### **RECOMMENDATION #3**

On May 29, 2003 the college received an actuarial study of retiree health liabilities, which was prepared by Total Compensation Systems, Inc. (Document A). The study determined that the additional cost of pre-funding retiree health liabilities was \$1,075,829. Based on this actuarially determined pre-funding amount, the Fiscal Year 2004-2005 budget was adopted with a reserve of \$1,075,829 in the Unrestricted General Fund. (Document B)

### **RECOMMENDATION #4:**

The Director of Fiscal Operations has reviewed the staffing levels of the Fiscal Operations department with assistance from a Human Resources consultant. As a result, a proposed reorganization has been developed, which will be considered by the Executive Committee.

Accounting procedures have been reviewed internally by a team comprised of the Director of Fiscal Operations, the District Comptroller, and the Internal Auditor. Additionally, the District's independent auditor -- Goodrich, Goodyear and Hinds --

reviewed the internal control structure, application of state ru

have provided training to increase problem-solving skills. (Document G). Additionally, meetings between the Superintendent-President and Academic Senate President now take place bi-weekly. There has also been a request for assistance from the Community College League who has agreed to provide some support after a list of issues has been identified and submitted by the Academic Senate.

Classified Service The College and classified service have made important progress as well. There has been a new spirit of collegiality between constituent groups belonging to or impacted by classified service. Progress includes improved labor relations evidenced by the settlement of grievances at the lower levels without the need for arbitration; a reclassification study with negotiated implementation in three phases; the formation of the Health and Welfare Benefits Committee to ensure all constituent groups had input to any changes in benefit; information meetings between HR and classified staff regarding the State fiscal situation and layoffs (Document H); classified participation in an interest-based bargaining conference in San Francisco; and meetings to improve communication between the Human Resources Director and President of AFT prior to Personnel Commission meetings (Document I).

Planning and Review Long Beach City College has a comprehensive on-going planning process that involves all constituent groups and, since accreditation, a number of additional efforts have been accomplished. A formal evaluation process of the plan itself and the planning process has occurred which included departments, committees and a campus-wide survey. There is a general trend for faculty and administrative co-chairs on college wide taskforces and committees. The Staff Planning Committee (SPC) has been reconstituted and revised to focus on long term planning and development of the classified staff including the review of appropriate staffing skills and resource levels required to support the institution.

Additional College wide evidence of working together to resolve issues and establish a spirit of collegiality includes a focus on constructive problem solving at the Administrator's year-end retreat in September, 2003 (Document J); the establishment of a cross constituent based task force to resolve issues related to PeopleSoft implementation; and a cross-constituent taskforce to resolve

disagreements due to lack of adequate and timely communication. There has been an increase in the consistent use of email, phone and presentations. The Pacific Coast Campus (PCC) has established a series of communication strategies to keep faculty, staff and administrators informed about activities and changes at PCC. Various Schools and Divisions have developed routines for working with faculty on school plans and other issues. (Documents M).

### **Continuing Areas of Disagreement**

The faculty leadership groups, embodied in the Academic Senate and the Community College Association (CCA - faculty bargaining unit) continue to feel that the climate referred to in Recommendation #5 has not only failed to improve but has further deteriorated. Their views are based on a number of issues not yet resolved and about which there is neither concurrence on facts nor on the appropriateness of roles in the process. These include communication and participation revolving around a proposed re-organization of departments and programs within Academic Affairs; the contention that a new college-wide "block scheduling" pattern was instituted without mutual dialogue and agreement with the Academic Senate and other faculty leadership; a perceived lack of timely information and dialogue concerning decisions affecting faculty; the processes by which decisions were made regarding appointment of a new interim Dean of Instruction at PCC, and interim Dean of PE and Athletics; and the relocation of department offices and support staff. Finally, this feeling of continued deterioration was evidenced by a vote of "No Confidence" in the Vice President of Academic Affairs by both the Academic Senate and CCA. Subsequently, the filing of a lawsuit by the Vice President of Academic Affairs against the Academic Senate and the Senate President regarding the process lead to the vote of "No Confidence." The Acad tre- e -1.145 TD-0.0003 Tc[requis

TD-0.0008 Tc0.026 Tw[on the Academic Council from NCCJn