



# Consultation Council / Strategic Planning Committee 2013-2014

Administration:

**Dr. Marlon Hall**  
Dave Clausen  
**Dr. Tammy Robinson**  
**Dr. Beatriz Vasquez**  
Patrick Walton

Classified:

**Jeff Lang**  
**Carol Montgomery**  
Tami Wattenburg  
ASB  
Jonathan Herring

Faculty:

**Cheryl Aschenbach**  
**Robert Schofield**  
Carie Camacho  
**Sue Mouck**  
**Alison Somerville**  
Ross Stevenson

Management:

**Terry Bartley**  
**Dave Corley (ITP)**  
Vickie Ramsey (HRMP)  
**(FMP)**  
**Aeron Zentner (OIE)**

Those present in **bold**

Guests: **Shelly Baxter**

Minutes for December 19, 2013  
3:00 pm in CD-119

Called to order at 3:04pm

## Consultation Council

1. Review of the January 14, 2014 Governing Board agenda (Information)  
*The agenda for the January 12, 2013 Governing Board meeting was presented for review. Terry Bartley informed the group that an action item for a TRAN would also be on the agenda.*
2. Administrative Services –Human Resources Update (Information)  
*Terry Bartley reported that eleven full-time tenure track and one full-time temporary faculty member were evaluated Fall 2013. Additionally, fifty-nine adjunct faculty were evaluated during Spring 2013, Summer 2013 and Fall 2013. Fifteen of the seventeen managers have been evaluated December 2013. The two remaining manager evaluations were delayed until after the New Year due to the absence of their director supervisor for health reasons.*  
*Status of Hiring:*
  - Administrative Assistant III-Kinship – six complete applications being screened*
  - Dean of Student Services – nine applicants for the position, which has a first screening date of January 2, 2014. Appointees for the committee are needed.*
  - Financial Aid Technician II – committee found no qualified applicants/position still open*
  - Instructional Support Specialist III – open in house*
  - Men’s Head Soccer Coach – two applicants*
  - Women’s Head Soccer Coach- three applicants*
  - Director of Facilities Operations – successful applicant recommended to Board*
  - English Instructor - successful applicant recommended to Board*
  - Maintenance Specialist IV - successful applicant recommended to Board*
  - EOP&S/CARE Program Assistant- open in house*

Lassen Community College provides outstanding programs for all pursuing higher education goals. The core programs offer a wide range of educational opportunities including transfer degrees and certificates, economic and workforce development, and basic skills instruction. The college serves students, both on campus and in outreach areas, in its effort to build intellectual growth, human perspective and economic potential.



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*Ms. Bartley informed the group that Human Resources is taking back the screening of classified and management positions for minimum qualifications from the screening committees. There have been some misunderstandings with committees and the requirements for positions.*

*Ross Stevenson asked if a Director of Nursing position is currently being advertised and if so why was the position not included in the report. He was informed by administration that yes the position is being advertised, but there was nothing new to report. Mr. Stevenson informed the group that the position currently being advertised is in conflict with the existing job description in the LCFA contract. When asked he clarified that the title, salary and description of responsibilities differ. He indicated that, the District needs to bring the position to the faculty union for negotiations. Mr. Stevenson also questioned the CNA Director position currently being advertised. He indicated that the position had never come to Consultation Council and was not included in the budget prioritization of the staffing plan last year. The current instructional dean indicated that the position has been in advertisement for some time. Mr. Stevenson suggested a review of the planning process with the new administrators and he volunteered to participate.*

*Mr. Stevenson also stated that he has been in discussion with Vickie Ramsey concerning background checks prior to the hiring of faculty and administrators. He requested a future discussion item. Specifically he indicated that his issue is with employees, such as the Academic Senate President, being told that they cannot contact their counterparts at the institutions where applicants are currently employed for insight into the applicant's strengths and weaknesses.*

### **Strategic Planning**

*Cheryl Aschenbach informed the group that the Institutional Technology Master Plan draft is being reviewed by Cabinet and will come to Consultation Council in January on schedule. She thanked David Corley for the timeliness of the committee's work.*

### **Accreditation Steering**

#### **Accreditation Update (Information)**

*Sue Mouck reported that the Self-Evaluation Report was mailed and received*



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*by ACCJC and that the evidence/documentation supporting the self-evaluation has been added to the College Website. She also informed the group that the college had received notification that Dr. Roger Wagner, from Copper Mountain College has been identified as our evaluation team chair.*

*Ms. Mouck further informed the group of the intent to conduct a week of accreditation visit preparation activities during the last week of February. She also indicated that Aeron Zentner is preparing an abbreviated version of the self-evaluation with frequently asked questions to assist the campus in preparing for the visit.*

Other:

*Patrick Walton reported that Tami Wattenburg, who has been with the college for over thirty years, is retiring at the end of December. Mr. Walton expressed his thanks and wished her the best.*

*Mr. Walton advised the group that as usual late hours will be provided by Student Services for the week before and during the first week of school. On Wednesday Jan 8, Student Services (A& R, Counseling, Financial Aid, Bookstore, Accounts Receivable), the last day to pay fees will remain open until 8:00 pm.*

*Jeff Lang expressed his concern resulting from the statement made at last meeting by Terry Bartley indicating that CSEA actions had resulted in extra costs to the District. Mr. Lang indicated that he was the individual responsible as a whistleblower and the CSEA was not responsible. He further indicated was extremely disturbed that no one at the last meeting objected to the statement made by Ms. Bartley implying CSEA responsibility. Mr. Lang proceeded to read the letter that he presented to the Governing Board at their December 10, 2013 meeting. (See attached) Mr. Lang continued to express his concern about a variety of code violations on campus and repeatedly questioned why nothing was being done to address the violations or investigate the individuals allowing the violations to continue.*

*Dr. Hall responded that the Board had been informed of the results of the Division of the State Architect tour of the campus. He indicated that findings are on his desk and will be addressed.*

*Terry Bartley clarified that her intent had been to inform the body that the District is constantly subjected to unexpected expenditures and as Consultation Council considers supporting additional budget allocations, the body should keep the potential for unexpected expenditures in mind. Cheryl Aschenbach indicated that she had not heard Ms. Bartley's comment as criticism of a group or individual, but rather information, which Ms. Bartley agreed was her intent.*



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Meeting Adjourned at 3:45 pm

Future Meetings:

Thursday, January 16, 2014

Future Agendas:

1. Presentation of draft ITMP (Information) – January 16, 2014 - Dave Clausen
2. Acceptance of AP 3550– Drug Free Environment and Drug Prevention Program (Consultation) – Vickie Ramsey
3. Presentation of 2013 Welding Technology IPR (Information) - Cheryl Aschenbach
4. Presentation of 2013 Human Services IPR (Information) - Cheryl Aschenbach
5. Presentation of 2013 Gunsmithing IPR (Information) - Cheryl Aschenbach

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# Consultation Council / Strategic Planning Committee 2013-2014

December 10, 2013

Dear Lassen Community College Board of Trustees:

At the November 21, 2013 Consultation Council and Strategic Planning Committee Meeting a statement was made by Terry Bartley (management representative) indicating that CSEA had invited an inspector to tour the college which resulted in increased costs and money would have to re-allocated from other productive purposes to cover these costs.

I corrected Terry during the meeting and stated that CSEA had nothing to do with the Division of the State Architect tour of the campus to identify building code violations that it was my own act of whistleblowing that brought about the event.

During the week following this meeting I became quite agitated by her blaming statement and by the total lack of commentary by anyone at the meeting. Only Dave Clausen stated something supportive of Terry by suggesting that the costs would be far greater than the \$4-\$5 thousand if changes have to be made to the buildings that no longer meet the field act. But at the end of the day the impression was made that all of this is the fault of CSEA.

This is unacceptable behavior and reflective of a continuing mismanagement scenario at LCCD, the entire reason this District is having code compliance issues.

The groups of LCCD employees who embarked on multiple conspiracies to circumvent the building codes should be investigated and prosecuted for their acts. Instead the very managers and administrators who allowed things to get out of control are blaming the classified union. Honestly?

I view these kinds of statements as retaliation for having dared to prove what I have warned several administrations about for many years. My warnings were ignored or worse denied and fabrications were used to misinform the District. As a result multiple building code violations have been invested in and yes potentially many thousands of dollars of District funds have been wasted.

As a whistleblower I don't expect to endure retaliation or harassment for bringing out the facts of these situations.

I wonder why the Consultation Council is so quiet about these matters? Why is there not an investigation underway?

This Board (unknowingly I presume) has rewarded the key individuals responsible and one would ask why? Information has not been forthcoming about these projects. I would appreciate sharing the information I have regarding numerous illegal infrastructure modifications on campus and would like to do so with this Board, not with the perpetrators.



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I do not want myself or the classified unit to be the scapegoats for administration and management gross abuse of their authority. This lack of respect for the law combined with their disregard of my direct warnings at Consultation/Strategic Planning meetings leaves me extremely fearful of my workplace. As such, I would like to invoke the protection afforded to me by law, for freedom of retaliation due to whistle blowing activities.

Respectfully,

A handwritten signature in black ink, appearing to read 'Jeffrey G. Lang', written over a horizontal line.

Jeffrey G. Lang  
Maintenance Specialist III-Plumber