

Council of Classified Employees
Of
Palomar College

Resolution in Support of the Faculty Senate's
Vote of No Confidence for President/Superintendent Joi Lin Blake

The Council of Classified Employees (CCE) Local 4522 supports the Faculty Senate's vote of *No Confidence* in the leadership of President Blake. Our Union endorsed the appointment of Dr. Blake as Superintendent/President of Palomar College. However, over the past three years, Dr. Blake has engaged in numerous management practices that have negatively impacted staff, students and the community. As a result, the CCE does not have confidence in Dr. Joi Lin Blake's ability to effectively lead the Palomar College School District.

WHEREAS, CCE conducted a climate poll of its unit members which found overwhelming support for the vote of no confidence presented by the Palomar College Faculty Senate.

WHEREAS, CCE conducted a climate poll of its unit members which has resulted in a large majority confirming morale is low.

WHEREAS, CCE conducted a climate poll of its unit members where the vast majority affirmed fear of retaliation if they spoke their mind or voiced their opinion.

WHEREAS, 88% of classified staff respondents have no confidence in President Blake's ability to lead including but not limited to the following:

Inordinately high turnover in Leadership

- An extraordinary turnover of VPs and Deans during the last 3 years, has left classified staff and students without leadership.
- The sudden removal of the VP of Finance without explanation caused grave hardship for classified staff by leaving staff without leadership, creating panic, more work, and fear when asking for information.
- Demonstration of poor decision-making and questionable management practices; lack of leadership skills to select, mentor, retain and develop leaders.
- Manipulation of employment search processes for certain positions in violation of board policies and procedures.
- Rushed hiring searches for certain positions.

Lack of Leadership, Due Diligence, and Accountability

- While the district runs a deficit, in addition to the COLA, the President accepted a 27% raise, contract extension, lifetime benefits and a \$15,000 separation clause equivalent to a 40% increase overall compensation.
- The President built a suite in the nearly completed new LRC building, delaying its opening and costing taxpayers in excess of \$1 million dollars. These funds could have been allocated to fund ADA upgrades to current buildings
- The President makes unilateral and egregious decisions with no apparent planning. For example, the exorbitant deficit Palomar is now facing is in part due to opening two centers simultaneously. These centers have high operational costs and departments that are grossly overstaffed for their center enrollment numbers. This, in turn, understaffed the main campus.
- The President allows hiring practices that contradict the Education Code, evident by the increase of hourly employees and contractors hired to perform classified work.
- The President does not hold leadership accountable to the District-CCE Collective Bargaining Agreement.

Authoritarian and undemocratic management

- The President fails to acknowledge classified staff needs and address low morale.
- The President continually provides CCE leadership information that contradicts her or her administration's actions.
- The President has infringed on our first amendment rights under the pretense of civility, by claiming that if we express concerns to our colleagues or the media, it means we don't care about Palomar College.
- The President has deflected critique, hides from accountability and does not take responsibility for employee low morale.
- When decisions are questioned due to lack of transparency, the critics are attacked and painted out to be resistant to diversity.
- The President has failed to build trust and is a divisive force between staff, faculty and the community.
- The President has shown no respect for established policies and procedures.

THEREFORE, For the betterment of the Palomar College School District, the Classified Staff is asking the board to take action. We understand and appreciate the gravity of action this resolution is asking, and do not make this resolution lightly. It is important to note that blame also lies on you, the Palomar College Governing Board members.

Throughout the years, we have voiced many of these concerns to you to no avail. The Trustee Handbook published by the Community Collge League of California, clearly states among other responsibilities, that Trustees must “ create a climate for student success, assure(s) fiscal health and stability, seek and consider many points of view and sources of information, show respect for each other and staff and be ethical; act with integrity.” According to the Trustee handbook, Trustees “have the duty to uphold what is good for the college district above all interest and rights” and that “Positive assessments of the board and CEO performance mean little if their colleges are in trouble.” With all due respect, the majority of the board has not upheld the values that your constituents expect you to protect.

The Classified Staff at Palomar College will continue to proudly serve our students, and provide them with outstanding education and service, which is what Palomar College is known for.