

January 20, 2010-Flex Workshop

VALUES

#of Dots

32	Serve Students, maintain classes (no classes, no college), maintain access to curriculum, and maintain value of serving at-risk students.
26	Continuing to serve the “underserved” who need us the most.
18	The shared pain of salary cuts. Everyone takes a cut across the board.
16	Maintain transfer, vocational, and the basic skills that feed into them.
16	Compassion and humanity: We all give a little in the spirit of community. For example: Pay reductions.
16	Preserve teaching jobs (full-time; part time).
14	Students needs still come first: Access, quality of student services, and maintain the high standards.
13	Retain quality of education.
12	Transparency <ul style="list-style-type: none">• How do we <u>restore</u> funds/ classes after budget comes back?• Public records of cuts & budget• Easy to read graphics of statistics• Examine budget history as well as current cuts (short term & long term info)
12	Sharing pain of cutbacks.
10	Innovation and openness to change (e.g. Win-win solutions).
8	Even with reductions remaining <u>whole</u> is important.

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8	<p>Community</p> <ul style="list-style-type: none"> • Shared accountability • Keep everyone working together as a team • Keep parity in reductions • Avoid Balkanization
7	Value positions with direct contact with students.
7	Maintain quality classroom instruction.
6	Transparency and collaborative decision making (e.g. look for Win-win).
6	<p>Commitment to Mission Statement</p> <ul style="list-style-type: none"> • Look at <u>full</u> mission statement • Keep an eye on big goals of students
6	Equity per divisions + depts.-collaboration.
5	We need to <u>address the achievement gap</u> and economic vibrancy > remember that we are a <u>community college</u> .
5	Strategic long-term view.
5	Consider local input from departments when restructuring.
4	Transparency and flexibility.
4	<p>Innovate or die</p> <ul style="list-style-type: none"> • Find new ways to bring in funding and manage risks • Be proactive not reactive
4	Continue to offer a <u>balanced</u> academic curriculum.
4	Student learning.

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3	Fairness + equity should guide process.
3	Don't hurt what is good with a knee jerk action.
3	Consolidate, collaborate, and maximize resources through partnerships.
3	Maintain student access to required GE/transfer/remedial classes.
3	Cost effectiveness of services provided by District Office.
2	Top down solution models.
2	Increased communication.
2	Cutting hours of operation on campus: EX> M-Th close at 7pm & Fri. minimum staffing.
2	When people retire or leave, move from within to fill important vacated positions.
2	Past difficulties experienced <ul style="list-style-type: none"> • Faculty vs Faculty Staff vs Staff • <u>"Rats turning on each other"</u>
2	Values Wanted/ Needed <ul style="list-style-type: none"> • Employee appreciation • Clear and transparent decision making system • Lead by example
1	Do not sacrifice any area, and some are already pared down.
1	Maintain DVC's success as a true 2 year college that offers that same quality or better than many 4 year/universities.
1	Maintain community college integrity, leadership, and service to the community.

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1	Transparency.
1	Transparency & clear, current dissemination of information >Ex] clarify the definition of “life-long learning”.
0	Value positions essential to operations of college.
0	Group thinking vs Individual thinking.
0	Consider input from community, students, & stakeholders.
0	Students need to be our primary consideration/1 st priority.
0	Very open and transparent with decisions being made.
0	Involve people who will be involved in decision- <u>through entire process.</u>
0	The campus must be more sensitive to pressures impacting everyone involved-faculty, staff, and students.
0	When evaluating curriculum reductions-avoid creating bottleneck situations-keep pathway open.
0	Identify what makes DVC unique and maintain the passion.
0	No conquer/divide mentality, competition.
0	Abolish the constant comparison of “Academic vs Vocational”- “Transfer vs CTE”
0	Maintain access for maximum # of students.
0	<u>Maintain CTE</u> programs.
0	Have a clear understanding of the facts involved “Facts on the ground”.
0	Openness regarding budgets. Clarify, truthfulness.
0	Role of District Office.

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