



To: Chancellor Art Tyler

CC: Robert Agrella, Special Trustee, Darlene Alioto, President, DCC, Lillian Marrujo-Duck, President, CCSF Academic Senate, Susan Lamb, Vice Chancellor of Academic Affairs, Mickey Branca, Dean of Employee Relations and Professional Development and the City College of San Francisco duly elected Board of Trustees: John Rizzo, Thea Selby, Amy Bacharach, Brigitte Davila, Steve Ngo, Rafael Mandelman, Natalie Berg, Shanell Williams, Student Trustee

**Re: Possible reorganization of CCSF Department Structure**

Dear Chancellor Tyler:

Faculty at CCSF are deeply concerned about the possible reorganization of our academic department structure. We believe that the organization of academic departments is at the core of the excellent work we do to make sure students reach their goals and succeed in college, career and life. Changing the way departments are structured, dividing some and consolidating others, will profoundly affect how, when, where and whom we teach. Any such change must be done in a careful, considered manner with input from the full breadth of our college community, from academic and labor leadership, to individual department chairs, coordinators, faculty and students.

We believe that you are in the process of designing profound changes to our academic department structure without consulting or engaging the faculty in those departments, or the students who study with us. Until now we have been disregarded in this matter, which we feel is of the utmost importance to the future of our college. Rumors are flying that you plan to split departments by using the prefixes on course numbers, a strategy that makes no sense if education is your main focus. A rumored reason for the changes is to make the departments more “manageable,” or to create “functional alignment.”

To make such drastic changes unilaterally or only for the convenience of administration is in direct contradiction with the values and traditions of the CCC system, and flies in the face of the idea that faculty have primary responsibility for determining academic decisions within our college. The faculty and students of CCSF will be those most affected by any such changes, and deserve to know what problem you are trying to solve with these changes, and how you believe such changes will improve student success.

It is imperative that you disclose both your department reorganization plan and any underlying rationale in a full and open manner to all faculty, students and the college community at large before any changes are implemented. Further, you must engage in good faith with representatives of the faculty to develop any changes. In particular, faculty hours and working conditions must be negotiated with AFT 2121.

Academic organization and faculty hours and working conditions will all be thrown into chaos under the plans that are rumored to be under consideration at this time. You must bring your academic reorganization plans forward in a transparent manner, and include the college community in any discussion of changes of this magnitude.

Sincerely,

Name:

Signature:

Department: