



OFFICE OF THE PRESIDENT

November 29, 2010

A letter to the Rio Hondo College Community:

(Written and agreed upon by Rebecca Green, President, Academic Senate; Sandra Rivera and Lisa Sandoval, representing CSEA, Susan Herney, representing Management Council and Ted Martinez, Jr., Superintendent/President)

We write this second letter to update the campus community about the ongoing efforts and progress by leaders of various constituency groups to improve relations and the communication process on our college campus. It is our hope that through these communications and intentional conversations with colleagues the spirit of the meetings will be embraced by the entire college community. It is worth noting that the common theme throughout these stakeholder meetings focused on practical ways to build trust and enhance communication among constituency groups. Below is a summary of the second meeting, held on November 4, 2010.

- The notion of "safe zones" was discussed at length. Briefly, this translates to an understanding among colleagues that when a difference of opinion arises, each person will focus on the issue not the personalities involved. Also, at all times each person will be respectful and free to share their perspectives without fear of reprisal.
- A commitment was made to explore supervisor/employee training sessions focusing on enhancing supervisor/employee relations.
- The idea of an Ombudsperson was explored. This means identifying a person who could act as an impartial sounding board when issues arise.
- We discussed ways to ensure that the Planning and Governance processes are fairly represented and effective.

Participants agreed that maintaining the status quo is not an option and change is necessary. It was also acknowledged that for most, change tends to be difficult. That stated, consensus was reached that for the benefit of our mutual stakeholder relationships and ultimately for the benefit of our students, change must occur.

Finally, a commitment was made that various leaders will work together as a team to communicate these understandings to our colleagues. These teams will attempt to meet with the various constituency groups at regularly scheduled department/division meetings. If you want to make sure the team visits your area, please don't hesitate to contact one of us to schedule a visit.

Respectfully,

Dr. Ted Martinez, Jr. Superintendent/President, Rio Hondo Community College
Sandra Rivera, President of CSEA
Lisa Sandoval, Past President of CSEA
Rebecca Green, Academic Senate President
Susan Herney, Director of Marketing and Communications