RESPONDING TO A FACULTY VOTE OF “NO CONFIDENCE”:
THE COURAGE & CONVICTION OF TRUSTEE STEWARDSHIP

Las Vegas, 2017

DR. BETTY YOUNG
President, Hocking College

DR. WILL AUSTIN
President, Warren County Community College

TOM JOHNSON
Chair, Hocking College Trustees

DR. PHIL LINFANTE
Vice-Chair, Warren County Community College Trustees
FIRST SOME QUESTIONS...

1. Are you in a right to work state or a closed shop state?
2. Do you have a union & a collective bargaining agreement?
3. Do you have shared governance at your institution?
4. Do you have a faculty senate?
5. Do the faculty have tenure?
6. Are members of the BOT elected, appointed (and if appointed by whom)?
7. Where are you in your reaffirmation of accreditation process?
NO-CONFIDENCE VOTE DATABASE

www.seanmckinniss.org/no-confidence-vote-database/

Sean’s database and research largely discounted community colleges as a labor issue.

Data from the Chronicle of Higher Education, Inside Higher Ed, other popular publications, and web searches.

“I am a graduate of the PhD program in Higher Education and Student Affairs at The Ohio State University. My dissertation concerned shared governance and organizational mindfulness. My master’s thesis featured case studies of votes of no confidence against college presidents. My other research interests include comparative education and business/higher education collaboration...

This is my current database of no-confidence votes against college/university presidents.”
NO-CONFIDENCE VOTE COMMUNITY COLLEGE DATABASE

For Now it is a Private 3-Person Database Under Construction

To understand and offer advice on the growing presidential no-confidence vote occurrences; we developed a database beginning in 2012 that attempts to explain part of the rise in community college turnover.

This database and statistics represent only on community colleges (from 2012-2016).
THE NUCLEAR OPTION
IN THE PAST FIVE YEARS...

Explosion of No-Confidence Votes at Community Colleges

...faculties at more than a 57 community colleges (3.5%) have held votes of no confidence, a method of desperation that was once rarely employed.

...compared to 61 (2.4%) votes at the senior institutions.

Source: Austin-Young-Hill Private Database
“All too frequently now, I’ve been receiving calls from presidents who are afraid they are about to be fired.” Some worry that they’ve lost the trust of their faculty, while others fear that they’ve disappointed their boards.”
# PRESIDENTIAL TRANSITIONS (CRISIS?)

## Leadership Transitions

<table>
<thead>
<tr>
<th>Period</th>
<th>Total</th>
<th>First Time</th>
<th>Seasoned</th>
<th>Transitions due to Retirement (Approx.)</th>
</tr>
</thead>
<tbody>
<tr>
<td>July 1, 2011 – June 30, 2012</td>
<td>134</td>
<td>78</td>
<td>56</td>
<td>Unknown</td>
</tr>
<tr>
<td>July 1, 2012 – June 30, 2013</td>
<td>158</td>
<td>101</td>
<td>57</td>
<td>7</td>
</tr>
<tr>
<td>July 1, 2013 – June 30, 2014</td>
<td>262</td>
<td>157</td>
<td>105</td>
<td>47</td>
</tr>
<tr>
<td>July 1, 2014 – June 30, 2015</td>
<td>269</td>
<td>154</td>
<td>115</td>
<td>96</td>
</tr>
<tr>
<td>July 1, 2015 – June 30, 2016</td>
<td>210</td>
<td>73</td>
<td>130</td>
<td>84</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>1,033</strong></td>
<td><strong>563</strong></td>
<td><strong>463</strong></td>
<td><strong>234</strong></td>
</tr>
</tbody>
</table>

Source: AACC CEO Walter Bumphus personal presentation to 2016 AACC Presidents’ Academy Summer Institute
WILL I SURVIVE A NO-CONFIDENCE VOTE?: COMMUNITY COLLEGE SURVIVAL

**No:** Removed From or Chose to Leave Presidency

- 49%

**Yes:** Remain President on Own Terms

- 51%

Source: Private Database
NO CONFIDENCE VOTES BY THE NUMBERS, ALL HIGHER EDUCATION INSTITUTIONS

132 schools nationwide have held votes of no confidence in their academic presidents in the last 25 years.

Votes of no confidence have been held by 134 faculties or faculty senates in 41 states including District of Columbia and Bermuda.

41 STATES & BERMUDA

56 of these votes have occurred within the last five years, which is almost half of the total number of votes since the earliest reported in 1989.

SOURCE: NO-CONFIDENCE VOTE DATABASE SEANMCKINNIS.org


DESIGN: GRACE CLAUS!
GENDER BREAKDOWN: WHO IS MORE LIKELY

No Confidence Votes

32% 68%

Source: Private Database
ALTHOUGH MALES RECEIVE MORE “NO CONFIDENCE” VOTES DURING THE PAST FIVE YEARS, A QUALITATIVE CONTEXTUAL REVIEW DEMONSTRATES TWO FACTORS:

- Media Coverage More Intense for Female Presidents
- Accusations and Commentary Demonstrate Less Civility
No statistical difference in likeliness of “No Confidence” Vote for Gender.

\[(p = .005) \text{ -- Two Population Proportions Test}\]
However, 99.5% Confident that the data provide sufficient evidence to conclude that a male who gets a vote of “no confidence” has a higher percentage of survival than a female who gets a vote of “no confidence” during the past 5 Years.

\[(p = .005) -- \text{Two Population Proportions Test}\]
http://www.nrtw.org/right-to-work-states/
A Right to Work law guarantees that no person can be compelled, as a condition of employment, to join or not to join, nor to pay dues to a labor union.

Section 14(b) of the Taft-Hartley Act affirms the right of states to enact Right to Work laws. The 26 states which have passed Right to Work laws are:

Alabama, Arizona, Arkansas, Kansas, Florida, Georgia, Idaho, Indiana, Iowa, Louisiana, Michigan, Mississippi, Nebraska, Nevada, North Carolina, North Dakota, Oklahoma, South Carolina, South Dakota, Tennessee, Texas, Utah, Virginia, West Virginia, Wisconsin, and Wyoming.
DOES MY STATE MATTER?: LABOR RELATIONS

Source: Private Database

- **Right to Work**: 35%
- **Forced Union**: 65%
FREQUENCY BY STATE

States with more than 1 “No Confidence” vote in past 5 years

Arizona    Massachusetts    New York
California  Michigan        Ohio
Florida     Minnesota       Tennessee
Illinois    Missouri        Texas
Kansas      New Jersey
SOME OF THE MOST ADMIRED (PARTIAL LIST)

Some of our Most Admired & Celebrated CC Presidents Enjoy No Confidence Votes or AAUP Sanctions on their CV

Dan Phelan (AACC Board Chair - 2017) – Mich
Ken Atwater (AACC Board Chair - 2015) – FL
Jerry Sue Thornton (AACC Leadership Award – 2014) -- Ohio
Beverly Simone (AACC Board Chair – 1993) – IA

Eduardo Padrón (Presidential Medal of Freedom – 2016) – AAUP Sanct. – FL
Maggie McMenamin (PAEC – Middle States Commissioner) – AAUP Sanct. – NJ
Betty Young (PAEC) – Ohio
WHO’S IN CHARGE?

Shared Governance...

“means that a decision on a significant issue has been fully, deliberately and inclusively considered by the campus and then communicated. It means every effort has been made to fully inform and provide ample opportunities for participation.”
Limited Confidence in Boards: Only 3 percent of presidents are strongly confident American colleges are well-governed by trustees, and a large majority of public four-year presidents would replace their boards if they could, survey finds.

Shifting Gears

Personal Opinions
VOTE OF ‘NO CONFIDENCE’ TAKEN AGAINST HOCKING COLLEGE PRESIDENT

Hocking College President Dr. Betty Young listens to Board of Trustees Chairman Tom Johnson Tuesday night. The Hocking College Education Association issued a vote of "no confidence" in Young and Dr. Myriah Davis.

Article by Susan Tebben.
“A vote of No Confidence shows that you’ve become aggravated to the point of no return.”

Don Hale
Little is more contentious than when a faculty vote “no confidence” in the president, which often calls for boards to step in and take action.
WE HAVE CREATED SYSTEMS WHERE PEOPLE IN MANY STATES FEEL THEY HAVE A RIGHT TO...

- Confuse a system based on protections for scholarly freedom of speech with protection from accountability.
- Happiness created by an employer rather than themselves.
- A lifetime position regardless of outcomes.
- Be exempt from economic conditions of the "Free Market".
- A position just because one graduated from school.
WHAT WE NEED

Honest Discussions
Ethical Leadership
To make hard Choices
Courage
To put Students First
To be Willing To Lose for the sake of the institution
Our academic relationships have evolved into artificial interactions that have become systems developed to maintain power affiliations, economic correlations, divergent associations and non-mission focused dealings that are becoming emergently consistent in an institutional breakdown for students.

WHAT ABOUT STUDENTS?
Questions & Discussion
CONTACT INFORMATION

Betty Young,  
Ph.D., J.D., LL.M.  
President, Hocking College  
740-753-7004  
youngb@hocking.edu

Tom Johnson  
Chair, Hocking College Trustees

Will Austin, Ed.D.  
President, Warren County Community College  
(908) 835-WCCC  
will@warren.edu

Dr. Phil Linfante  
Vice-Chair, Warren County Community College Trustees