Faculty Report to the Bellevue College Board of Trustees, 4 November 2026

Good afternoon, and hello again, Trustees.

Hopefully you'll recall that last month I issued a dire warning, that under Provost Clark's leadership, forty years of labor peace was being swiftly discarded and replaced with an adversarial relationship. Since I last sat in this chair, the descent into adversity has accelerated and it has become even more clear that the administration has adopted a management model built on chaos, at great expense to teaching and learning.

Your designees are choosing time-consuming and inefficient labor discord rather than taking proactive and collaborative steps, as we had done together for decades. Instead of working together to address implementation concerns, they are taking unilateral actions which have resulted in five grievances and one demand to bargain *so far* this quarter. We don't enjoy this—I for one want to be thinking about my students' papers and the feedback that they need to be successful in their next drafts, but as you are aware, we cannot leave our rights under the CBA undefended. We are 64 days without a contract today, and we are seeing the Provost and her office take a number of steps escalating labor discord, including attempting to impose changes that we have not agreed to in bargaining, disregarding or mischaracterizing decade-plus past practice, and attempting to direct-deal with individual faculty about duties that they are trying to add to the bargaining unit. Under the Provost's leadership, faculty are getting jerked around about whether they can have a substitute so that they can report for jury duty. This has to stop.

One emblematic issue is program managers. Program managers help current and prospective students navigate the complex systems of our college like transferring credits or entering a degree program. They help faculty with program budgets and expenses. They are – or I should say were – a vital part of keeping our programs running so that faculty and students could focus on teaching and learning, particularly in the professional/technical and health areas that the community relies on us for and that take more navigating for students.

With no clear plan and opaque reasoning, Provost Clark's administration eliminated this role effective October 1 without personnel or the capacity to reassign the tasks Program Managers completed. Faculty spent all of October being told that the college has no mechanism to support prospective students. Student inquiries have gone unanswered and students have been left scrambling, being told by overwhelmed advisors to consider programs at Green River or to ask faculty how to get enrollment in their programs started.

This is one of many situations in which your designees have decided that they need to end programs or practices so that they can *then* start planning to replace them with something new. With the program manager plan, faculty, division deans, and union leadership told the administration all summer and fall that a "transition" without a clearly communicated plan

isn't a transition, it's barreling off a cliff with a hope of catching an updraft. No fix has been communicated to the broader campus, and at this point we have no choice but to bargain the impacts, which are substantial. And we don't get to bargain for students, so we're left here to watch them fall through the cracks.

Abrupt, short-sighted actions like this are the trademark of Provost Clark's leadership. Decisions made in the board room in the name of saving money or of some abstract sense of efficiency or uniformity that show no understanding of the impacts, either short- or long-term, in the classroom. And with this kind of leadership, the message is clear: teaching and learning are not a priority.

It's also clear that while Provost Clark continues to make decisions like this – the list of similar misjudgments is longer than I can get into now – she's relying on the secrecy of the board room and its distance from the classroom to shield her from accountability.

This has left BCAHE in the unfortunate position of being forced to daylight her choices and hold her accountable for the degradation they have caused to our college.

And we're not the only ones who are noticing. We're seeing a trend of accreditors citing the college for the failures the Provost's decisions have caused. Cutting faculty out of decision making was cited in this spring's NWCCU report. Accreditors for the nursing program noted the failure to provide reliable supervision for students' clinicals. And any number of health science programs are in accreditation jeopardy after the high turnover of HSEWI deans. Bad administration has a clear cost.

This has risen to a level that demands intervention.

As trustees you are charged with protecting the interests of this college as a place of teaching and learning. You trust the administration to run the college day-to-day as you monitor the big picture. The big picture is bleak.

Faculty are working without a contract. Prospective students have nobody to turn to for help. Accreditors are highlighting needed changes.

We need bold leadership to turn this ship around and it's clear that Provost Clark doesn't even realize we're going the wrong direction.

Faculty are dedicated to Bellevue College. We were here long before our current administrators and we'll be here long after them. Our dedication is to our students and to the future of this institution. We have seen this college's potential when we work together to improve teaching and learning. And we're beginning to see what happens when that partnership fractures. We need you to intervene.

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