

Laney College Office of the President

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Good morning, Colleagues.

Laney is challenged by the economic difficulties that plague the State of California. While I am very hopeful that these conditions will change in ways favorable to education, especially given the results of our recent election, this will only occur with continued concerted efforts on our part to demand such. Likewise, I expect favorable outcomes at the District level regarding our accreditation status, fiscal conditions, and management information systems, due primarily to the new leadership and a more systemic approach to both assessing and addressing the problems. Designing a future that we deem most appropriate to sustain lives in healthy and productive ways remains our collective responsibility.

This letter is sent to you in the spirit of gratitude for what you do that works, that challenges the status quo, that reflects your strong value for high quality education, and that effectively prepares students at the college level for successive levels of achievement. I am especially grateful to you for dealing with the economic difficulties suffered by loved ones, the passing of retirees and family members, and the work conditions i.e., recent PG&E outage that affected the Outlook system and the PROMT system, in addition to the non-work conditions (financial and other uncertainties) that constrain you with which we all must deal.

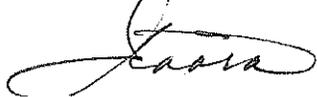
As I reflect upon you and your commitment to Laney College, I so appreciate that you chose to be here because of your affirming educational visions. This is evidenced by the remarkably positive differences you have made in the lives of many. Please remember, your smiles welcome all. Your active listening beacons the most challenged. Your sincere consideration assures patience. Your expertise stimulates a deeper appreciation for learning. Your insights are critical.

As we all know, there are some of us who are not carrying out essential job-related responsibilities. If you are one of those who may not be fulfilling your responsibilities, yet believe that this new "normal" is okay, please note that it is not. If you find that you are not able to perform your role completely or effectively, please ask for help. As a faculty colleague conveyed, "work with your colleagues, as a group, to do more than you might be able to accomplish as an individual." Seek support from your supervisor(s) to clarify the appropriate standards expected and to identify remedies to existing problems. Doing so should help ensure that you are able to perform your job responsibilities more fully, and do so effectively.

For more than 60 years, Laney College has contributed to the East Bay community serving over 700,000 students. As part of the District, Laney College has implemented high standards that have ensured achievements of thousands of certificates, degrees and countless career opportunities. Yet I know many of you are concerned that the students we desperately want to serve are sometimes being turned away, despite our sincere efforts to serve them. Clearly, the economic crisis is affecting who can go to a community college. With your continued leadership, Laney will address these concerns and usher in a new paradigm where accelerated learning via more learning communities and successful, efficient achievement of educational goals become the common currency of this College.

Again, I thank you for your unwavering commitment to educational excellence in and out of the classroom. Counselors, librarians, instructional faculty, custodians, the storekeeper, secretaries, specialists, technicians, executive and staff assistants, cashiers, program staff (i.e., financial, EOP/S, CalWORKs, DSPS), instructional aides, attendants, lifeguards, coaches, police officers and all other professionals and employees at Laney – in distinct ways, you are all among the leaders of this College facilitating student learning!

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'Elñora T. Webb', with a large, sweeping flourish extending to the left.

Elñora T. Webb, Ph.D.

President