

## **Cabinet Response to Faculty Association Recommendations for the 2014 Commencement Ceremony**

### **RECOMMENDATION 1: Improve the quality of presentations by speakers**

- a. Offer resources to all speakers to aid with speech writing or delivery, such as the Department of Communication faculty, Speech and Sign Success Center, or professional speechwriters/coaches.

*This assistance is currently offered to all speakers.*

- b. Implement a mandatory rehearsal for the student speaker with a designated staff or faculty member.

*This is standard practice. We ask the student speakers to attend rehearsal and they practice their remarks. Last year's speaker added/amended his remarks during the ceremony.*

- c. Record the student speech in advance to be released on the day of commencement via social media.

*Student speeches have not been significant enough to be released at all, much less via social media. It may be problematic to make the content of student speeches that public.*

### **RECOMMENDATION 2: Recognize our Students of Distinction**

Substitute the current student profile section of the ceremony with profiles of the Mt. SAC Students of Distinction who are graduating and in attendance. (This will reduce the appearance of favoritism for certain graduates over others based on non-academic accomplishments. Students of Distinction have also shared their stories previously in a public forum and will not be surprised by any revelations made during the ceremony.) These recognitions would ideally be made by the same faculty or staff members who presented the students at the Students of Distinction ceremony.

- *Having many different individuals step forward to speak about students would create logistical challenges: coordination with speakers, uneven presentations, delays in transition from one speaker to another, for example.*
- *Not all of the Students of Distinction are graduating, thus not all will be present—or would they be appropriate for recognition at graduation. Note that they are already listed in the printed program.*
- *The existing practice involves submission of student profiles by staff, faculty, and managers. We work diligently to have a representative sample. We have received repeated comments about the important role of these profiles during the ceremony.*
- *Every student profiled has approved, in advance, the remarks being shared. This is done either before or at rehearsal. If there is no confirmation, the student profile is not shared. This is standard practice.*

### **RECOMMENDATION 3: Eliminate the detailed recognition of retiring faculty**

Limit the retiring faculty presentation to a simple conferral of emeritus status, excluding personal details of the faculty that are better suited to other ceremonies held on campus.

*While this is primarily a faculty decision, there would be no objection to such a change.*

### **RECOMMENDATION 4: Improve appearance of the faculty entrance march**

- a. Abandon attempts to line up faculty by seniority. Offer senior faculty the option to line up in first two rows, if desired. Designate additional faculty association members as line marshals to assist with an orderly walk-in.

*Again, this is primarily a faculty issue, and there would be no objection to these changes. Assistance from the Faculty Association in identifying line marshals is appreciated.*

- b. Send an FA communication to all faculty with regard to suggested academic attire and grooming in accordance with a show of respect for our students and our profession.

*There would be no objection to such a message coming from the Faculty Association directly to its members.*

- c. Place water bottles and programs on faculty seats in advance so they do not need to be carried in during the march.

*Advance placement of programs at ALL seats should pose no problem. Water at all seats is possible but would be a budget issue.*

### **RECOMMENDATION 5: Deliver all prepared remarks to the closed-captioning service in advance of the ceremony. No explanation needed.**

*This is currently requested by both C.B. and Bill Eastham, and most comply with the requests.*

### ***Here are the other issues to consider:***

1. *Require the faculty readers to attend rehearsal -- this has improved lately.*
2. *Select faculty readers who are able to read the diverse names of our students.*