

## Senate Summer Cabinet of the Foothill Academic Senate Minutes August 16, 2021

#'s represent items numbered on the [Agenda](#)

1. Meeting called to order at 2:05 p.m.

2. Roll call

<b>Senate Summer Cabinet</b>	David Marasco	John Fox (absent)
Kathryn Maurer (President)	Donna Frankel	Ellen Judd
Paul Starer (Exec VP)	<b>Senate Leadership Team</b>	Rosa Nguyen
Eric Kuehnl (VP Curriculum)	Laura Gamez	Voltaire Villanueva
Robert Cormia (Sec/Treas)	Jordan Fong	

3. Agenda was approved by consensus. Minutes from last senate meeting on June 7<sup>th</sup> and minutes from this meeting will be approved at first meeting of the fall quarter.

4. No public comment

5. Consent calendar [appointments](#) – reviewed and approved. Some discussion of the appointments to the search committees for FT tenure-track positions, given the late start of these committees. This was unfortunate, due to deans being new. Confirmed that they are looking at a Winter start date, which would then mean they would be starting Phase I of tenure in September 2022. While this isn't ideal, Laurie shared that they met with FA and Tenure Review Coordinator, and all agree there will be support for these new faculty.

6. Summer Cabinet, Extended Leadership Team and Shared Governance Task Force Updates  
Kathryn explained that after hearing the updates, the Senate will ask for direction from the Senate cabinet about the direction we're going in until the end of summer. Kathryn commented that the work over summer related to the AS letter of April to address faculty concerns and the governance crisis hasn't gone as planned, and we've hit "some bumps" in the process, starting off with delays in getting the Shared Governance Task Force moving forward, and getting the mediation off the ground. Kathryn gave an update on the joint meetings between senate officers and President's Cabinet, and the Shared Governance Task Force and talked about the successes with working with the different constituencies, working towards a collective definition of shared governance, and a document with a shared vision and agreements of the work we're engaged in. We had just been starting to move productively in this work.

Kathryn explained that this work has now been suspended due to the events following the August 2<sup>nd</sup> Board meeting. In a mediated session with Kathryn, President Nguyen expressed great anger as a result of her understanding of board remarks prepared by the senate officers' team and read into the record by Kathryn related to our Accreditation Midterm Report. Just a few minutes into the mediated session, President Nguyen unilaterally withdrew from the mediation, and from any meetings with Kathryn, and spoke very harsh words to her. Based on this experience the senate officers met and decided to pull back from the joint meetings with Cabinet, and from the Shared Governance Task Force. After reflection, President Nguyen issued a written apology and has asked to reinstate the mediation. However, at the first mediated session after this apology, President Nguyen referenced being bullied by the academic senate, and having proof of this bullying in a recent performance evaluation. This was an alarming accusation so Kathryn shared both she and the mediator felt it essential to find out

the status of this accusation, and if it was being investigated, so mediation was again put on hold until confirmation with the Chancellor could happen. Kathryn mentioned that she's incredibly hopeful about mediation, if it can ever get going, but it's hard to be (stay) optimistic throughout this process.

Rosa Nguyen commented that she was surprised to see all the members of the administration here, and that it would make it difficult to speak openly. Kathryn explained that senate meetings are open to the public, and on top of that we have been moving as a senate to form close partnership with all constituencies, including admin, yet this remark is a reminder that we are in a campus climate of mistrust, and we must find ways to be supportive of all and ensure faculty can speak without fear of retribution.

Robert Cormia spoke about attending RTC (Return to Campus) and EOC (Emergency Operations Committee), and officer meetings to discuss the midterm report. Cormia commented that he was surprised, actually shocked, to hear that the Senate was accused of "bullying" Thuy (President Nguyen).

Kathryn commented that the Senate would take any accusation of bullying quite seriously.

David Marasco commented that there are things that seem broken here. A tenured faculty member doesn't feel comfortable speaking with administrators present, and we have other serious accusations, and we're at the bottom of a deep hole.

Jordan Fong commented that you can't throw the word "bullying" around (without consequences).

Paul commented that the more we learn about encounters between Thuy (President Nguyen) and Kathryn, there are two strong and competing narratives about the source of the problems between Senate and Administration. Paul talked about governance and education and searching for truth (as a quest). Paul discussed the narrative that got us here, that we are a public body, using authority to reach its goals. Kathryn shared she's insisting on the depersonalization of the conflict.

Kurt Hueg commented that we need to move beyond this "bullying" accusation as it doesn't represent what we feel. Simon Pennington commented that where there's a will, there's a way (understand how we got to where we are today).

Kathryn commented it was an unusual summer in the amount of representation we have in getting the governance work being done over summer, and thanked all of the senate summer cabinet, extended senate leadership team, and appointees to the Shared Governance Task Force for the work over summer.

Rosa Nguyen suggested that we take a pause until the entire academic senate understands where we are right now. David Marasco asked how far along we are in decision making processes, if we're still laying the groundwork, we should continue, but if we're closer to decision making, that's a different question. David also commented that if the mediation is our last best chance for (resolution) we should continue with that effort. Ellen asked what realistically she (we) could continue to do for another month, especially with classes ending and a much needed break is upon us. Mediation is important, but the governance task force work might not be productive. Voltaire suggested moving forward with what we committed to do (mediation) but there's cynicism in the process.

Rosa Nguyen commented that as someone from the mediation group, there's not a lot of good faith, when there are mean things being said behind people's backs. We've been given signs about the direction this is going in, and it's not going in a good direction.

Paul talked further about the ambitious agenda of the shared governance task force. Paul talked about (things) being wrapped around the shell of the trust issues with the president. How can we work on governance issues (with administration) when we have trust issues to work on. Paul commented on the importance of having discussions like this in public (engage in this work in good faith). David talked about issues of importance - return to campus, enrollment issues, shared governance.

Kathryn asked Paul to take charge of the meeting so she could contribute, and that the issues between the president and academic senate are in fact getting in the way of important RTC work. She commented that it's hard to show up at meetings when she's not sure if our voice is fully respected. She called on the administrators (cabinet) to the taskforce and haven't pushed forward with how we're going to do this work. Kathryn commented that the governance work is exciting, but we should have a functioning governance structure in fall.

David commented that when we start in fall, we shouldn't have the same governance structure, but we need to have all faculty weigh in on it. Rosa commented that we need to have trust for governance to make sense.

Paul brought the meeting back to focus, what is it that we're going to do in the next 30 days. What could we do (or how do we get) to the trust that is necessary as a precondition to the other work of shared governance.

Kurt commented that cabinet (admin) is committed to shared governance, and (Simon) commented about their commitment to establish a sound working relationship with the academic Senate. (Simon) thought we were close to having something in place for fall.

Guest Tim Shively commented that FA is here to support all the work with Foothill's academic senate, and that the work between FA and De Anza College might be useful for working things out.

#### 7. Next Steps.

Paul asked for a Sense of the Senate - is the summer cabinet comfortable with what the Senate is doing in the next 30 days?

#### Decisions:

- Senate is okay with continuing mediation as long as Kathryn is willing to continue, for a limited time, and only if seen as productive (Kathryn expressed willingness to continue for a time)
- Officers meeting with President's cabinet is supported
- Shared governance task force – Direction to senate summer cabinet is withdraw from the task force until the start of fall, but members of the task force individually could continue work to prepare for fall

8. Given lack of time, and the decision just made, Kathryn asked for us to skip over the sharing of the draft Shared Governance Task Force Vision & Agreements document

9. Resolution on PT faculty compensation

Elias and Bret and Kristy found a funding source for part-time senator compensation. Paul Starer also wanted the minutes to reflect Donna's role in pushing for compensation for adjunct faculty. Kathryn presented the [draft resolution on part-time faculty representative compensation](#). Cormia acknowledged the support of the cabinet, in funding these positions, and supporting the Academic Senate.

10. Kathryn made an announcement about a faculty opportunity get involved with the New Student Orientation the week before classes start.

Paul acknowledged the work of our faculty (Summer cabinet) over summer.

Cormia acknowledged the work of the Cabinet and College in preparing for fall return to campus.

Meeting was adjourned at 3:40 p.m.