

Faculty Association Resolution in Support of Foothill College Academic Senate

WHEREAS the Foothill-De Anza Community College District prides itself as a model of shared governance and participatory leadership; and

WHEREAS, both Title 5 and District Board policy grant the academic senates the power and responsibility to make recommendations to the colleges and district administration and the District Board of Trustees on academic and professional matters (“10+1”); and

WHEREAS, since the beginning of the 2019-20 academic year and on a regular basis thereafter, the academic senate has expressed concerns to the Foothill administration in regards to its exclusionary, autocratic decision making, and has provided evidence of ensuing administrative recommendations going directly to the College President and/or the Board of Trustees, effectively bypassing the Academic Senate on academic and professional matters; and

WHEREAS, given the Senate's inability to engage the Foothill President in addressing the Senate's concerns, the Foothill College Academic Senate, in its letter of April 12, 2021, requested nine specific actions to be taken by the administration in concert with the Academic Senate, including mediation; and

WHEREAS, in a letter dated April 22, 2021 to Chancellor Miner, Presidents Nguyen and Holmes, and the Board of Trustees, the Faculty Association Executive Council expressed support for academic senates, citing “flagrant administrative disregard for” and “willful attempts to undermine the shared governance processes at our colleges”; and

WHEREAS, while mediation sessions did begin, there were several disruptions, including President Nguyen unilaterally leaving the mediation process only to later return, leading Foothill Academic Senate leaders to withdraw from governance councils; and

WHEREAS, the hired negotiator withdrew from the mediation process on September 30, 2021, citing very little progress and “very different objectives and expected outcomes that are incompatible”; and

WHEREAS, President Nguyen has personalized this conflict between institutional leaders, treating Academic Senate President Kathryn Maurer with great disrespect and contempt; and

WHEREAS, the relationship between Foothill’s administration and the Academic Senate has completely collapsed;

THEREFORE, we, the Executive Council of the Faculty Association reaffirm our support for academic senates in general and Foothill College’s Academic Senate in particular, including a commitment to developing a collective response to President Nguyen's actions.

We further call upon the FHDA Board of Trustees and Chancellor Judy Miner to take immediate action to rectify this situation in a way that supports the Academic Senate’s right to participate in the decision-making process at the College, as stipulated in Board policy and codified in Title V.