

President's Communiqué: How are you doing?

Thuy Nguyen

Sent: Sunday, November 04, 2018 7:39 PM

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**How are you doing?**

Dearest Foothill Colleagues,

Now that the Supplemental Retirement Plan (SRP) deadline has passed and the proposed budget reduction lists for both colleges would have been submitted last Friday, I write to you to lay out next steps, and to ask our college community to practice empathy and compassion especially in these next few months as we go into a period of uncertainty. I decided not to email during the SRP enrollment period as it was important not to influence employees in their retirement decisions, or even to know who is retiring so that it would not affect the independent need to identify areas for budget reductions. Our proposed budget reductions needed to presume that the board would not approve the SRP in December, while we ran numerous strategic reorganization simulations that would enable us to continue to serve students well and best position our college for enrollment growth during the state's hold-harmless period.

In times of change and ambiguity, there is one thing we can control – that is our ability to be empathetic to those who are affected by the budget reductions.

- Some colleagues have made that life-changing decision to retire, knowing that such a decision is still contingent on board approval in December.
- Some colleagues have been informed by ACE and AMA representatives that their positions are proposed for elimination, while knowing there is still the legally required “bumping” analysis by Human Resources and that, in certain instances, the proposed cuts may not be the final decision as to their job prospects at the district.
- Colleagues who are more junior may be anxious about whether the

“bumping” analysis would result in them being bumped from their positions.

- Colleagues who are worried about whether this means increased job responsibilities, or that their work or work area would change significantly.
- Colleagues who have higher seniority rankings may also be anxious about taking on new positions at another site or different department.
- Adjunct faculty colleagues who have lost assignments or wonder if they will still get assignments in the next few quarters.
- Colleagues who may not be directly affected feeling guilty, a sense of pending loss, or helpless in the face of these changes.

Although there is still a lot of unknown at this time, we do know certain things for sure: we know that classified professionals who will be laid off in July 2019 have a legal right to reemployment should qualifying positions open up for hiring. The district will provide impacted employees with career advising and job fairs. The governance Council has also asked that our college consider additional action items we can do for impacted employees.

In the next few months, I will be working closely with the Chancellor’s Cabinet along with our President’s Cabinet to evaluate the effects of “bumping” and the board’s scheduled vote on the SRP. Please continue to visit the [budget website](#) for any updates and the feedback form. As discussed with the governance Council on Friday, my goal is to present to the Council the following:

<p>November 30 or December 14, 2018</p>	<p>Present proposed reorganization charts with focus on management reorganization (part 2 of a 3-part series)</p> <p>Note: part 1 reorganization was presented in June 2018</p>
<p>January / February 2019</p>	<p>Present proposed college-wide reorganization charts (part 3 of a</p>

	<p>3-part series) to the Council with a scheduled town hall for feedback.</p> <p>We anticipate this will represent the final reorganization plan.</p>
March 2019	Board of Trustees approval of district-wide layoffs and program eliminations (if any)
July 1, 2019	Effective implementation date of budget reductions

Our Guiding Principles for the budget reductions speak to an effort to minimize the number of layoffs and their effects, and to reorganize strategically in order to serve students and maintain the high quality of education that Foothill is known for. Cabinet and I continue to be committed to these guidelines. As I mentioned at the town hall a couple of weeks ago, Foothill College has a winning formula that is both strategic and effective. That is why our college does not anticipate any program elimination – thereby, no full-time faculty layoffs and less classified professional layoffs.

One of our Guiding Principles is empathy and kindness. Thank you to all those who asked me how I am doing and expressed empathy for the tough decisions and balancing act that the administrative team must do. Any layoffs (should they occur) would be effective no earlier than July 1, 2019. Thus, there may be significant changes from now till then, and there will be ample of opportunities to provide feedback before the final decision on the budget reduction and reorganization is made. For these reasons along with the SRP, there also needs to be respect for confidentiality on personnel matters.

During these stressful times, let’s be there for each other. Let’s ask people how they are doing, and then ask again how they are really doing. Let’s walk around our beautiful campus for some fresh air and exercise. Let’s find opportunities to come together as a community at various college events. Let’s collaborate and

unleash our creative energies to design amazing educational opportunities for our students. Let's be kind to each other.

Thank you for your continued hard work for our students. Thank you for practicing empathy toward each other.

Of Service,



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