

April 12, 2021

Dear President Nguyen,

We are writing nearly one year after our last open letter to you. We are writing again to urge you to address the serious complaints from faculty about a deteriorating campus climate and pervasive distrust in our governance structure and the decision-making practices at Foothill. Our faculty continue to report a perception that their input is n

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4. On multiple occasions starting immediately following the Collegiality in Action visit, the Academic

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5. Bring to the Academic Senate (via the Academic Senate officers and not solely through Academic Senate representatives to governance councils) any new initiative/program impacting academic and professional matters before tasking other administrative offices and/or governance councils with discussion, to collaborate on how best to engage all constituencies and stakeholder voices in developing recommendations, starting immediately.
6. Co-sponsor and fund (if applicable) a "level two" Collegiality in Action visit before the end of this academic year, with the explicit purposes of: a. Helping us analyze our existing governance structure and b. propose recommendations that will ensure effective participation of all constituents and honor collegial consultation with the Academic Senate on academic and professional matters.
7. Provide resources for, and collaborate with the Academic Senate, Classified Senate and ASFC, in the convening of a "Shared Governance Task Force," to be charged with conducting a SWOT analysis (Strengths, W

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