



April 12, 2021

Dear President Nguyen,

We are writing nearly one year after our last open letter to you. We are rewriting 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 decisionmaking practices at Foothill. Our faculty continue to report a perception that their input is not solicited, valued or considered by the administration, even when

Concerns specific to the Governance Councils:

- x A lack of clarity of the scope and purview of the councils
- x Confusion over the roles and responsibilities of council members
- x A lack of needed information and resources to make informed recommendations
- x Lack of sufficient time to discuss and deliberate
- x Decisions that have already been made by the college administration, and they are brought to the council if council members do not get on board
- x A perception that council input, even when formatted via memo, is being ignored
- x Matters requiring collegial consultation with the Academic Senate, the College President, and recommendations go only to the College President, even when topics are academic and professional matters requiring collegial consultation with the Academic Senate, and/or directly impact constituencies in such a way that would warrant broader stakeholder input

The combination of all of the above results in a perception of a unilateral decision-making process by college executive leadership.

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4. Ensure you have engaged directly in collegial consultation with the Academic Senate, and not simply through the governance councils, before taking action on any recommendations coming before you on academic and professional matters starting immediately.
5. Bring to the Academic Senate (via the Academic Senate office) 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-lead the Academic Senate's work on the end of the academic year,