

Last Updated: September 7 2021

Worksheet Joint Meetings with Cabinet

Demand/Issue	Status	Next Steps	Notes
<p>1. Initiate regular meetings between the Academic Senate (represented by the senate officers, also known as the Executive Council) and President's Cabinet starting immediately.</p>	<p>Cabinet and the senate officers are meeting bi-weekly (last meeting was Monday, 8/23, a couple of meetings have been cancelled due to summer vacations/holidays). Group agreed that we should prepare agendas in advance of the meeting, and Kathryn, Simon and Kurt will share that responsibility, and connect in advance of the meetings to prepare and agree upon the agendas. Additionally, Cabinet agreed to have Vanessa prepare a list of topics Cabinet discusses every week, and share that with AS officers and also publish in the Parliament.</p>	<p>Continue as described. Next meeting is scheduled for 9/20/21 (9/6/21 is a holiday)</p>	<p>At the first meetings the group agreed to the following objectives of these meetings:</p> <ul style="list-style-type: none">• Learn about what cabinet is working on, so that we (Academic Senate—Foothill faculty) can be thought partners in any 10+1 item, to figure out the appropriate stakeholders, forums, etc. for planning work.• Ask and answer questions about appropriate processes for collegial consultation with an academic senate.• So that we (Academic Senate-Foothill faculty) feel included in "big picture" planning for the college/district, e.g. discussions about declining enrollment, basic aid, return to campus, etc., and for cabinet to benefit from our (Academic Senate-Foothill faculty) input into these important discussions.• Have an opportunity to share "pain points"

			(structural, cultural, campus climate, etc.) we are collectively hearing, and brainstorm solutions together.
2. Engage an outside facilitator within the next few weeks to help mediate conversations between you and the Academic Senate (represented by the senate officers and/or a senate-designated leadership committee of the senate), with a goal of repairing trust and building relationships.	Wally Anderson has been engaged as the mediator/facilitator. Over the summer Wally met with cabinet as a whole and individually, and with the senate leadership team and with Kathryn individually. A path was proposed by Wally to have Kathryn and Thuy meet independently with Wally as a way to bridge cabinet and senate. Wally is currently working with Kathryn and Thuy individually to lay the foundation for these meetings, and sessions are expected to resume shortly.	Wally will indicate when the mediated sessions can continue and work on scheduling.	Academic Summer Cabinet has prioritized the mediation over all other asks, and would like to see progress before much more time and investment spent in other efforts to repair the relationship.
3. Institutionalize stakeholder reports in proposals coming to governance councils by the end of May 2021.	This practice is already happening but perhaps not as consistently as it could be. Both agreed that this demand could also be addressed as part of the Governance assessment and redesign. A template could be developed for use by the councils; this template would inform the councils on which stakeholders should be consulted.	Include this issue as part of the remit for the Governance taskforce work as they redraft the governance handbook.	KM note: it would be great if this could be a value/practice starting immediately (likely already is) even if we haven't yet developed the template.
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.	AS and Cabinet discussed this issue in terms of a culture change at Foothill, and expanding awareness of when, why and how to involve the AS in decision-making (e.g. understanding what "faculty input" means, if required by accreditation, etc.). President Nguyen will include AS in all Governance memo responses. AS	Include this issue as part of the remit for the Governance taskforce work as they redraft the governance handbook.	AS recommendation would go to Thuy/the Board, not the governance council There is more to it here. A more developed answer will come as a result of #6 or related materials

	prepared a document about 10+1 and Return to Campus discussions and asked Cabinet to refer to this when making decisions.		
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.	As part of the regular bi-weekly check-ins between senate officers & president's cabinet, new initiatives and programs will be discussed, and there will be an opportunity to collectively decide next steps for participatory governance (may go to AS + governance council, or just one or other or something else depending on nature of initiative or program).	Prepare agendas in advance of check-ins.	
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.	AS and Cabinet agreed that a Level II Collegiality visit should be delayed until Fall 2021 (late October?) until the Governance Taskforce have completed their work. The Level II visit could then involve an assessment of the revised process. In the meantime, President's Cabinet & AS officers will review CCLC & ASCCC materials & scenarios and have discussion/reached shared agreements in the upcoming weeks.	AS and Cabinet agree to schedule a Level II visit for October 2021. Kathryn will provide materials to President's Cabinet and ask to put them on an agenda soon.	KM note: depending on how the shared governance task force's work is progressing, may need to hold this level 2 visit prior to the completion of the task force's work.
7. Provide resources for, and collaborate with the Academic Senate, Classified Senate and ASFC, in the convening of a Governance Task Force," to be charged with conducting a SWOT analysis (Strengths, Weaknesses, Opportunities and Threats) of the current governance structure, utilizing the data collected to date from various forums (C&C, Academic Senate, Classified Senate, ASFC, etc.), and to be convened prior to the end of May 2021. We ask that you create a new	The taskforce met several times in July and was working on a shared vision & agreements document, priority governance work for fall 2021 (transition period) and a definition of shared governance, with a plan to "dig in" to more long-term fixes to the governance structure during the fall quarter for implementation starting January 2022.	Awaiting direction from the constituent senates for when it is appropriate to resume the work of the taskforce	

<p>body to complete this work, and do not charge such an important task to C&C and/or one of the governance councils, which meet only once a month for two hours. This Task Force would be charged with:</p>	<p>After the mediation (ask #2) broke down, the academic senate summer cabinet directed the faculty appointees to withdraw from the taskforce until mediation could resume, and this withdrawal was supported by other constituents on the taskforce and work has suspended. The leaders of the constituent groups are currently meeting to strategize for how to address urgent governance conversations at the start of the fall quarter. If/when mediation moves in a successful direction the academic senate leaders anticipate being directed to resume participation on the taskforce, and are hopeful other constituents will also agree. The facilitator, Dr. Darla Cooper, has indicated her availability to continue whenever we are ready.</p>		
<p>8. Take action on the January 6, 2021 Academic Senate letter to you, and provide us your response by the end of April 2021.</p>	<p>President Nguyen hosted a meeting on June 4 with the leaders of CORE and invited all members of governance & academic senate. We talked through ongoing & new requests from CORE, and how we might address them as a College. Once the new Dean of Equity is on board, they will be tasked with assessing where we're at and responding to the remaining asks of the letter.</p>	<p>Nothing further until the Dean of Equity is on board</p>	
<p>9. Take initiative and leadership in repairing relationships with faculty and rebuilding a climate of trust and collaboration starting right away and ongoing into the future.</p> <p>President Nguyen and the Cabinet agreed that they were committed to rebuilding a climate of trust and collaboration and that they look forward to the mediated discussions to help the college move forward.</p>			

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