

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 executive body of the AS are meeting bi-weekly (last meeting was Monday, 6/14). Meetings will continue into the summer with the AS summer cabinet.</p> <p>Group agreed that we should prepare agendas in advance of the meeting, and Kathryn and Simon (and/or Kristy) will share that responsibility, and connect in advance of the meetings to prepare and agree upon the agendas.</p> <p>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>As we go, we will decide who else to include in these bi-weekly meetings (faculty governance tri-chairs, etc?).</p> <p>Kathryn and Simon (and will loop Kristy in) will work on agenda for the next meeting on June 28th.</p> <p>Vanessa will share Cabinet topics with AS officers in the meantime.</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.	The group has jointly agreed to engage Wally Anderson to serve as the mediator/facilitator. The group consisting of an extended Senate Leadership Team (officers + 6 additional faculty appointed by the senate) and President's Cabinet met on 5/17 without a facilitator. Before coming back together again it was agreed that Wally would meet independently with the senate team and Thuy/Cabinet. Wally has met with the senate team and Thuy, but not yet with cabinet. As soon as he does so, we will come back together. A path was proposed by Wally to have Kathryn and Thuy meet independently with Wally as a way to bridge cabinet and senate. Those meetings could start even before the whole group comes back together again (TBD).	Meetings are being set up between Wally & cabinet for July 6-8. No other meetings scheduled yet.	(Wally is working with each Cabinet member to talk ASAP). Trying to set up all-Cabinet meeting with Wally as soon as possible.
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	AS and Cabinet discussed this issue in terms of a culture change at Foothill, and expanding	Include this issue as part of the remit for the Governance taskforce work	AS recommendation would go to Thuy/the Board, not the governance council

governance councils, before taking action on any recommendations coming before you on academic and professional matters, starting immediately.	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. If AS declares that they feel the issue under discussion is a direct 10+1 issue or related...	as they redraft the governance handbook.	There is more to it here. A more developed answer will come as a result of #6 or related materials
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	On 5/28 Advisory Council approved a charter for the Shared Governance Task Force. Darla Cooper of the RP Group is the facilitator the College has engaged. On 6/4 Dr. Cooper led	Task force meets next on July 1 st .	The group has agreed to first identify “low hanging fruit” for quick fixes that will help us move forward and then circle back to address more

<p>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 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>an All-Council meeting to initiate the SWOT analysis. Academic Senate, Classified Senate & ASFC have appointed task force members, and there was an initial meeting of the Steering Committee on 6/14 and the first Task Force meetings on 6/17 and 6/24. Still waiting for confirmation of all student appointments and final Admin appointments. The group has agreed to continue to meet through summer, and the work is split into phases, including operational tasks required for a smooth transition of governance work to the next academic year.</p>		<p>structural or cultural issues that may take more time.</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>			
<p>Notes:</p>			
