

Classified Senate Meeting

Thursday, October 21 ,2021

Voting Members:

Name	Position	Attendance
Adrienne Hypolite	President	Present
Janie Garcia	President Elect	Present
Martha Rubin	Treasurer	Present
Erika Owens	Recorder	Present
Al Guzman	Recorder	Present
Chris Chavez	Classified Segment	Present
Danmin Deng	Classified Segment	Present
Alex Favela	Classified Segment	Present
Doreen Finkelstein	Classified Segment	Present
Elvia Herrera	Classified Segment	Not Present
Jackie Lauese	Classified Segment	Not Present
Andre Meggerson	Classified Segment	Present
Itzel Sanchez Zarraga	Classified Segment	Present
Karen Smith	Classified Segment	Retired Oct 11, 2021
Mary Vanatta	Classified Segment	Present

Adiel Velasquez	Classified Segment	Present
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Date: October 21, 2021

Location: via Zoom

Meeting convened: 2:10 pm

1. Approval of Oct 7, 2021 minutes /Land Acknowledgement/Approval of Chris Chavez to **ETAC Advisory Committee - final item on Consent Calendar.**
 - a. Approval of Oct 7 minutes
 - i. Correction made to Oct 7 minutes - Doreen Finkelstein needs to be added to VP Instruction Hiring committee along with Josh P and Elaine K
 - ii. Approval of amended minutes moved by Andre M, seconded by Chris C
 - iii. Amended minutes approved
 - b. Land Acknowledgement
 - c. Motion to approve Chris Chavez to ETAC Committee
 - i. Pauline B seconds
 - ii. Motion approved by CS
 - d. Consent Calendar Approved**
2. Brief update to Shared Governance Compensation
 - a. Adrienne H announced that our draft for compensation was approved
 - b. Special thanks to Josh P and Mike M for laying the groundwork to get this done.
 - c. Adrienne H waiting for formal or written agreement but wanted to share news and Simon P said it was approved.
3. Fall 2021 Interim Governance Structure/Task Force/Academic Senate Special Meeting Monday, October 8 regarding whether to have a vote of No Confidence.
 - a. Interim Governance Structure (Update) provided by Adrienne H
 - i. Adrienne explained that towards the Spring Quarter (June 2021) the former Foothill Governance structure ceased to exist. Janie G explained that this happened because the Academic Senate informed the President's office that they would not be part of governance if it existed in it's prior form. Prior to, the campus - administrators, faculty, staff, and students - convened a Task Force. This Task Force was authorized and empowered by the Cabinet and President's Office with two objectives: 1) Create an interim council ready to go in Fall; 2) to operate until a more permanent structure was created.
 - ii. Progress Halted due to fallout between faculty & President's Office and Academic Senate pulling all members of both temporary structures
 - iii. The Academic Senate voted to return to the Task Force and continue participation in the interim governance council.
 - iv. The Classified Senate now needs to approve two more participants to the Interim Council. During the last Classified Senate meeting of October 7 Andre M and Pauline B agreed to serve on the interim council.
 - v. Motion made by Chris C and seconded by Al G to appoint Andre M and Pauline B to Interim Council

- vi. Motion approved by consensus
- b. Academic Senate Special Meeting October 8 regarding vote of “No Confidence” for President Thuy
 - i. Adrienne H explained that the Academic Senate recently added a voting member from the Classified Senate to their structure. Adrienne explained that having a vote is important as many decisions by the Academic Senate ultimately affect the whole college.
 - ii. A senator started the conversation by saying we, as Classified Senate, should vote against the resolution with a “No” vote. The Classified Senate needs more time to talk about this and hopefully find another solution.
 - iii. Adrienne thanked the Senator for the opinion expressed and explained that tension has existed between the President and Academic Senate for years. In 2019 and 2020 the Academic Senate on behalf of faculty wrote letters to the President addressing the breakdown in collegiality between faculty and the her office. The second letter, sent April 2020 outlined a set of actions the faculty believed needed to be taken to right the relationship and requested a response followed by action from the president. Adrienne explained that the Academic Senate’s biggest concern “...is that they don’t feel consulted in a lot of policy decisions the President makes at our college.” This is problematic because state law, also referred to 10+1, codifies the right of faculty “...to primary consultation, sometimes primary decision making. Or, the law requires that the President seek their input.”
 - iv. Adrienne also pointed out that the conversation took a turn for the worse because “...there is an underlying accusation around power, privilege and race....Accusations on both sides that power, race and privilege are being weaponized as a rationale for doing x, y, and z.”
 - v. Senator commented that there was an obvious push by at least one member of the Academic Senate to pass the resolution. The Classified member asked “Are they hoping to push out Thuy?”
 - vi. Adrienne responded that there are too many unknowns regarding the intention of the Academic Senate and there could be many different outcomes.
 - vii. An attendee commented that proof of breakdown between the President and Academic Senate determined: “...hey, looks like the President and Academic Senate goals are so far apart that mediation is not going to help. And for somebody who is supposedly an impartial third party to come in and say that, to me is really profound.”
 - viii. Senator commented that hopefully the Academic Senate and the President “...hopefully start listening or acknowledge that you are not listening at all. I put (in chat) that both parties want to be heard but nobody is listening...In my opinion this is like two spoiled kids that want to have their way, by any means necessary, and this is to see who can posture up more...For me accountability holds so much in our communities, for students of color, but if you are not accountable, that is not a good leader...This is my definition of leadership, be accountable for whatever decision, right, wrong, or indifferent.”

- ix. An attendee said they observed that "...trust is being broken across campus. There are sides being formed. Are you with the Faculty? Are you with Thuy? Students are being divided. It is causing division left and right. Even with the friends I have here, it just continues to build....I also urge you to please take a vote."
- x. Senator said that they were inclined to vote with faculty but then observed "However, as Classified Senate, it is not our job to represent faculty." They further stated: "The devil you know is better than the devil you don't. Unfortunately, I think things are too broken on this campus. I don't know the answer."
- xi. Senator shared their views. They went to recent meetings and read the documents and agrees with the logic of the position of Academic Senate. However they said: "I think the vote for Classified Senate should be what Classified Senate would do...I have not heard...that we don't have confidence in her (Thuy) ...What does our vote represent? Does it represent that we agree with Academic Senate or does it mean we want to vote No Confidence?"
- xii. Another senator also shared their views. They said they have been thinking about the ways the Classified Staff have been impacted since Thuy has been president. One-on-one Thuy has been great, but that is beside the point. "I have seen a lot of Classified staff take early retirement and they were not ready, or leave to De Anza because the workload was too heavy. There are a lot of factors in that, but we have lost a lot of good team members..."
- xiii. Senator wanted to share their views. They mentioned they heard, but were not absolutely sure, that there was allegations of retaliation when people did speak up and things did not go the way (Admin) wanted. However, they did say that they are new to Foothill and do not necessarily engage in politics. Just wanted to share this view.
- xiv. Attendee reflected about the Compensation Agreement they sent to Cabinet and took a year to come to terms that directly affected Classified staff. The delay that took most of the year to come to terms was about the recorder position which went "...back and forth and back and forth. Maybe that is not even an accurate description because the cabinet didn't flinch, didn't bend. They maintained their position the entire time...there was absolute refusal on Thuy's part, the cabinet was crystal clear about this, the person who would not remove the recorder part from the Classified Staff compensation offer was Thuy." To this day they are disappointed with this portion of the agreement.
- xv. Janie G wanted to let the Classified Senate know that this is an important decision and "...If you feel safe enough to do so, feel free to reach out to me, or Adrienne, I believe even Andre offered himself up in the chat...we want to give you as many spaces as we can..."
- xvi. Senator said they reached out to the instruction staff. They said that although there was no "...definitive answer or response, it is helpful to hear because it shows that this is a tough situation. Not even all faculty were unanimous. But the vibe of people who were at the Senate meeting,

especially those who have drafted (the resolution) versus the students who spoke out seemed quite at odds.”

- xvii. Adrienne H said that at this point “...I am inclined to vote NO on the vote of No Confidence...You have to be real sure about making that decision because it has a huge impact on someone’s life.”
- xviii. Adrienne H called for a vote from Classified Senate on whether we should vote YES or NO.

Vote tally of voting all present: 10 Yes, 7 No, 2 Abstain.

Vote tally of voting members: 4 Yes, 7 No, 2 Abstain

Adrienne surprised at how split the vote turned out.

- 4. Service Leadership Workshop (Allison Herman came to Classified Senate with presentation for Service Leadership)
 - a. Allison Herman’s Report
 - b. Attendee who was a judge for the RSLS last year, “I just want to encourage people to participate. On any level, it was a very rewarding experience. There are things that are good and encouraging about our campus and this is one of them. I am glad Allison was here to talk about it.”
- 5. Treasurer Report
 - a. Martha R reported no change in amount reported in October 7, 2021 Classified Senate Meeting.
 - i. \$72,000 in Staff Development. Martha will find out how much of this money is directly accessible to Classified Senate
 - ii. \$7,000 in Shared Governance that is directly accessible to Classified Senate.
- 6. Area Reports and Announcements
 - a. Paula Shales announced tomorrow at 1 pm (October 22) that there was going to be a workshop presented by faculty showcasing projects they worked on and what they learned over the summer. The focus was to “...Uplevel their online courses to better promote student engagement and be focused around the student.” Paula put link in chat.
<https://foothill.edu/onlinelearning/faculty/upcoming-webinars.html>

Meeting adjourned: 3:50 pm

Next Meeting: Thursday, November 4, 2021