



Foothill College Academic Senate
Resolution of No Confidence in the President of Foothill College
October 2021

WHEREAS, the Foothill College Academic Senate (subsequently referred to as “we” in this resolution) stand firmly behind our constitutional commitment to shared governance as a core principle and pillar of the California Community College System, and take with utmost seriousness our role and responsibility in promoting educational quality and equity at Foothill; and

WHEREAS, we value shared governance not only as an essential mechanism to achieving our vision for equity such that the achievement of student outcomes is not predictable by race, but as prerequisite to creating a campus community where all our diverse members feel welcomed and valued; and

WHEREAS, we have seen President Nguyen engage with, uplift, and inspire many individuals on our campus and in our community, including a great number of our past and present student leaders, and have sought similar degrees of engagement with the President both privately and publicly for over three years; and

WHEREAS, enacting our value of shared governance and facilitating transformative change requires extraordinary leadership skill to create a culture and environment of shared governance in which all constituencies can effectively engage in the hard work of critically reflecting on the roles of race and power dynamics within our institution; and

WHEREAS, President Nguyen has not met the requirements of her job description to “Cultivate increased involvement in shared/participatory governance”; “Foster a campus culture that preserves existing core values” and “Encourage a spirit of collegiality” (Reference: Foothill College Presidential Search announcement, 2016, page 7, posted at <https://www.foothill.edu/presidentsearch/pdf/profile.pdf>); and

WHEREAS, in contrast to her job description, President Nguyen has failed to “cultivate increased involvement in shared/participatory governance,” and as a result we have a governance process that renders the voices of faculty to be of no possible consequence or value other than to rubber stamp or validate decisions that have already been made, even in those areas explicitly requiring collegial consultation with faculty called out in Title 5 and FHDA Board Policy 2223; and

WHEREAS, following our April 2021 open letter, the relationship between President Nguyen and the Academic Senate has deteriorated significantly; and

WHEREAS, we have no faith that further mediation efforts between President Nguyen and the faculty could be successful given that we have no indication that President Nguyen entered into the mediation requested by us in our April 2021 letter in good faith,

evidenced by a lack of prioritization in scheduling meetings, and a lack of responsiveness to the mediator's requests, resulting ultimately in the formal withdrawal of the mediator, citing incompatible objectives and desired outcomes between the president and the faculty as his cause for his withdrawal; therefore be it

RESOLVED, we have no confidence that President Nguyen has the ability to effectively lead shared governance at Foothill College; and

RESOLVED, we affirm this vote of no confidence in the leadership of President Thuy Nguyen, and hereby transmit this resolution to District Chancellor, Dr. Judy Miner, and all members of the Foothill/De Anza Board of Trustees.