



MEETING MINUTES

Date: January 8, 2020
Time: 2:00pm-4:00pm
Loc: Zoom

NOTES BY TOPIC

ITEM	TOPIC	DISCUSSION	OUTCOME	NEXT STEPS	*RESP
1	Introduction (including Land Acknowledgement) Confirm audio recording permission for purpose of minutes.	<ul style="list-style-type: none">• Janie: Welcome everyone; Land acknowledgement• Recorder will be recording the meeting for minute taking purposes only, audio will be deleted after minutes are approved	<ul style="list-style-type: none">• Council is in agreement and will revisit the matter should an issue or concern come up• Josh: Moves to record the meetings but allow people to express when they are uncomfortable, and we stop recording• Kathryn: Seconds• Motion approved unanimously		
2	AC Meeting Minutes: 12/4/2020	<ul style="list-style-type: none">• Kathryn Maurer moves to approve the minutes• Danmin Deng: Seconds	<ul style="list-style-type: none">• Minutes approved unanimously		

Prepared by:




FOOTHILL COLLEGE
GOVERNANCE | COUNCIL

ITEM	TOPIC	DISCUSSION	OUTCOME	NEXT STEPS	*RESP
3	Students' Report	<ul style="list-style-type: none"> • April is the new Administrator • Abhi: Welcome Week is next week, the Town Hall is on Tuesday, Club Day on Wednesday, and Thursday is the Campus Council meeting which is really being advertised to students so that they can partake in Governance as well; want to make sure students are getting their voices out there; want to make sure student participation is high • Students are expressing high levels of stress and are asking for extra consideration, etc. • Thank you all for what has been done in the past year • Priya: Jewish Heritage month is also happening this month, I will post the flyer, and we are also planning Black History month 			
4	President's Report	<ul style="list-style-type: none"> • Thuy: Happy New Year! • Challenging week, regarding the events occurring at the national level; thank you all for the work you are doing around Equity • Update on Equity Plan 2.0: Have gone through various constituency groups to get feedback and affirmation, really appreciate all of the feedback from students, classified and academic 			

Prepared by:




FOOTHILL COLLEGE
GOVERNANCE | COUNCIL

ITEM	TOPIC	DISCUSSION	OUTCOME	NEXT STEPS	*RESP
		<p>senate, Administrative Council and Cabinet</p> <ul style="list-style-type: none"> • We are really making this what was the intention of this plan, a document that is a grassroots effort that touches everyone • You probably received my invitation via Outlook for the Unveiling of the Equity Plan 2.0, so that everyone can see it before it gets published and before it goes to the Board, will be a short 30 minute process; it will go to the Board on February 1st • I welcome and invite you to come to the Board meeting as there will be a presentation and Q&A • Hiring holds; in April I came to you to give you a heads up that I had placed four positions on hiring holds because I was holding it for you so that we could get a better sense of what the budget would look like in light of a fear for some major cuts; I want to give you an update, this is not for approval. 			
5	Status of Hiring Holds and Proposal to Lift the Holds on Certain Positions	<ul style="list-style-type: none"> • Hiring holds situation, I am lifting four particular holds, and I mentioned this at your last meeting; the AVPI position, the AVP of Marketing/Outreach, and the Classified positions, School 	•		

Prepared by:



ITEM	TOPIC	DISCUSSION	OUTCOME	NEXT STEPS	*RESP
		<p>Relations Specialist and a position in the Facilities area</p> <ul style="list-style-type: none">• This is a managerial prerogative, however we do want to provide visibility• It is for the FF&E position (Finisher Fixture Equipment) Coordinator position, we are going to proceed in hiring for that because of the way the personnel situation is occurring on that and the other is with the Dean of Equity leaving, I was initially thinking about hiring an interim of that role, but in light of the work that needs to be done we really need to provide some stability in that arena• Have given a heads up to the Chancellor's Cabinet that I will be going to them for clearance to hire for that position permanently• Those are the four positions I am looking to hire permanently• Priya: Would students be able to serve on the hiring committee for the Equity Dean• Thuy: Students don't currently serve on hiring committees, so no, we don't currently anticipate that, however, we can look further into that			



ITEM	TOPIC	DISCUSSION	OUTCOME	NEXT STEPS	*RESP
		<ul style="list-style-type: none">• Priya: I received training from Pat Hyland, and I know Pat has expressed interest in training students that would like to serve on hiring committees, I am personally trained to serve on a hiring committee as an EO rep, it would be great if students that are interested to serve that they are able to serve on such an important role• Debbie: Do you have a timeline on the Kinesiology/Athletic positions?• Thuy: I believe Kurt is in conversation with you around getting recommendations about that so we can have a sideline conversation administratively on that.• Amy: What do you think the timing is for the Dean of Equity?• Is there an update on the number of faculty that we will get to hire since that prioritization process was really valuable, and it showed us how desperately we need some of that faculty.• Thuy: The faculty prioritization is on the agenda for the Advisory Council, therefore more to come on that as we are ready to do some reporting on that.			



 **FOOTHILL COLLEGE**
GOVERNANCE | COUNCIL

ITEM	TOPIC	DISCUSSION	OUTCOME	NEXT STEPS	*RESP
		<ul style="list-style-type: none">• Josh: I support Priya's request to have a student serve on the Dean of Equity hiring committee.• Kathryn: Timing on the hiring of the Dean of Equity?• Thuy: I believe it is a minimal six weeks, but I know there is some time allocated on gathering the committee, but we are looking at April/May to get that person to start, but I have heard that we will be lucky if we get them to start then, however, we will move aggressively on that• So if you are one to appoint a member to a committee or are part of the committee please help by cooperating with the coordination of the committee.• Kathryn: The lifting of the hiring holds and the relationship to potential budget reductions, and the number of faculty positions that can be hired, I am not clear on the process for how to contribute to some of the planning since lifting these hiring holds impacts the number of potential positions we could have for faculty• Thuy: The faculty prioritization hiring is based on faculty lines. The joint Advisory Council and R&R			



 **FOOTHILL COLLEGE**
GOVERNANCE | COUNCIL

ITEM	TOPIC	DISCUSSION	OUTCOME	NEXT STEPS	*RESP
		<p>already said to lift the hiring holds on all positions except for the Dean of the LRC, so I feel very much that this is in line with a decision/recommendation that all of you have already made around the AVPI and the AVP of Marketing. I have actually held your decision, so now I am moving forward.</p> <ul style="list-style-type: none">• I feel comfortable with lifting these selective hiring holds since the past budget resulted in a healthy surplus and so we don't anticipate a major hit at this time for us so we do have a little over a year, a year and a half (breathing room), we still have to be mindful that in that time we can be back in the same situation in terms on budget reductions if things don't go well especially with the pandemic situation• So there is good news, but short term• We received some estimations by the American Council on Education on the second round of federal stimulus money, that our college would receive roughly \$6 million to Foothill College with about 1.4 of that estimated for student aid directly, I am really pleased			

Prepared by:



ITEM	TOPIC	DISCUSSION	OUTCOME	NEXT STEPS	*RESP
		<p>with the infusion of dollars to help us</p> <ul style="list-style-type: none"><li data-bbox="793 418 1192 657">• R&R has voted to pass managing oversight of the pandemic response and has requested for a fifth Council, I am in the process of firming up the charter of this fifth council, we will try to model it as a full Council<li data-bbox="793 667 1192 906">• Kathryn: I am concerned to hear this characterized as the President alone solely putting the final charter together for a fifth Governance Council, the structure of Governance has always been in a shared governance arena<li data-bbox="793 915 1192 1300">• I believe strongly that this discussion needs to happen in a shared governance arena, it would make sense that this discussion happen in the Advisory Council since it has the President of the Academic Senate, the President of the Classified Senate, the President of ASFC, and a dedicated FA rep, so I would like to ask that it come to us to discuss<li data-bbox="793 1310 1192 1515">• Thuy: The charter for the fifth council has been a shared document, whereby you, Kathryn have made edits, and it was shared with the various representatives and so I am cleaning it up			




FOOTHILL COLLEGE
GOVERNANCE | COUNCIL

ITEM	TOPIC	DISCUSSION	OUTCOME	NEXT STEPS	*RESP
		<ul style="list-style-type: none"> • ASFC has weighed in on it, etc. • I will bring it back to the group that was looking at that shared document to take a look at it, I don't it should be anything controversial • Someone still has to finalize it and clean it up, but if I am at fault for moving forward, then I will bring it back to the group • Abhi: I know Thuy did review the fifth Council and how its been formed with ASFC and we shared our concerns with her already, she reviewed it with all of the elected officials • We are excited to get this fifth council going and we will be having our appointments to her this week 			
6	Advisory Council's Response to Student Open Letter to Governance Initial response due 12/11/20	<ul style="list-style-type: none"> • Janie: The last draft that we sent, it was an acknowledgement that we will continue to work as an advisory council to address the demands and figure out how we can do that within our charge; if we keep this draft to use as a response to our students, it is essentially promising that we will add it to our agenda for the February meeting • April: This letter was not sent on the date that the students requested? 	<ul style="list-style-type: none"> • Amy: I move to finalize the letter and send it to the students. • Anthony: I second. • Motion approved unanimously. 		




FOOTHILL COLLEGE
GOVERNANCE | COUNCIL

ITEM	TOPIC	DISCUSSION	OUTCOME	NEXT STEPS	*RESP
		<ul style="list-style-type: none"> • Janie: That is correct. • April: So this letter will go out and we are indicating that further discussion will happen in February? • Josh: Yes, that is correct. And I would like to add that we did communicate to the student authors that a response was forthcoming so that they would not be waiting in the dark. • Janie: Thank you Priya for reminding us that the students are aware that we are putting this together. Thank you, students, for being patient and understanding. • Are there any issues or revisions that we would like to make to this letter, it has not been sent out yet. • April: I think we need to send out something, we need to be accountable to the students. 			
7	Faculty Prioritization--2 nd Read	<ul style="list-style-type: none"> • Ram: I am here to answer questions and for discussion. • Thuy: We have two lines that are available in the general fund, from existing faculty lines • The two lines we have for faculty hiring from vacancies we have from full time faculty that enable us to hire full time faculty is true, and therefore it 	<ul style="list-style-type: none"> • Amy: I move to keep the faculty prioritization list as is. • Josh: Seconds • Motion approved unanimously. • Kathryn: I would like to 		



ITEM	TOPIC	DISCUSSION	OUTCOME	NEXT STEPS	*RESP
		<p>looks like we will only be able to hire two general funded positions;</p> <ul style="list-style-type: none"> • I have started the process of having a governance overlay/oversight of even categorically funded positions and its been going yes, no, type of conversation • regarding the VRC/DRC position, I am not ready to commit to hiring that position, but we are really trying hard to hire that fifth DRC Counselor position • Not sure on the probability of hiring for the general counseling position, the Dean and AVP are in conversation around that • Will finalize that at our next Cabinet meeting. • If those positions are to be hired it'll have to be through non general funded positions • Question mark around the three faculty positions that are non counselor positions, we can only take two • If we go strictly with that the Deans and the Academic Senate came up with in their deliberation, we would be going with the ethnic studies and vet tech position • For me there is no doubt we need to go out for the ethnic studies position, having a full 	<p>make a motion that Advisory Council draft a memo to the President recommending the prioritization as the prioritization group in process followed, so approving their process, and with a request that the President's Office really reassess the possibility of finding more monies in the general fund to fund a third faculty position to be able to hire the top three.</p> <ul style="list-style-type: none"> • Janie: The amended motion is to provide a memo to the President in support of the prioritization 		




FOOTHILL COLLEGE
GOVERNANCE | COUNCIL

ITEM	TOPIC	DISCUSSION	OUTCOME	NEXT STEPS	*RESP
		<p>time faculty in that role can really accelerate the work we are trying to do with ethnic studies</p> <ul style="list-style-type: none"> • For humanities, we do have a faculty member who is in the humanities role but she is a director and is not a full time faculty strictly for humanities leaving no full time humanities person • Kurt: That is correct, it is 50% reassigned to the grant • Thuy: The humanities program is an equity focused program, particularly the Mellon Scholars Program, and there is no full-time faculty in the humanities role • Vet Tech is a very important program for us, the work that they are doing is extraordinary, they do however currently have two full time faculty in that department • I am really torn between the two, am going to give it another week for deliberation to investigate further between the two and what should be the decision point on whether I should reverse the order of this and have the humanities be ahead of the vet tech and if we have the funding then we hire the vet tech position as the third position. 	<p>list as it stands.</p> <ul style="list-style-type: none"> • Josh: Seconds • Amended motion approved unanimously. 		



ITEM	TOPIC	DISCUSSION	OUTCOME	NEXT STEPS	*RESP
		<ul style="list-style-type: none">• No decision has been made, I would like for you to weigh in on this.• Ram: I want to make a strong case for the Vet Tech position. The discussion came up at the prioritization group that we do see the disparity in terms of the full time levels between vet tech versus humanities, but the reason we chose the vet tech position ahead was the special need of a gap in expertise in the vet tech area that nobody else was going to be able to fill• For the humanities position we do have part time faculty that are able to fill those needs, we know that is not ideal, but it is a possibility for them that is not a possibility in the vet tech program• We don't have a faculty to cover the classes starting next year, therefore not hiring a full-time faculty would be in a sense killing the program.• Lisa: Thank you for inviting me. I agree with Ram, I am already scrambling to cover classes for Spring. The current temp full-time person that we have cannot be full time for another year, so we will not be able to meet our			



ITEM	TOPIC	DISCUSSION	OUTCOME	NEXT STEPS	*RESP
		<p>demands without another faculty to teach our classes.</p> <ul style="list-style-type: none">• Our faculty is currently covering many classes each quarter.• It is a real scramble right now to provide the quality of education that we provide to these students, I don't see how our program can be sustainable without another full-time member.• Amy: In the faculty prioritization meeting, 16 of us talked for a total of four hours to come up with this list, and all of the issues with humanities came up, however we still came up with this order.• Thuy it sounds like you are saying that you will take the Advisory Councils recommendation, but you will make the final decision, is that correct?• Thuy: Correct• Ram: I know that when a position opens up due to retirement, etc. it goes into the general pool of openings, but I do want to point out that Maureen McDougall from Vet Tech retired therefore this position opened up, the position came from that specific department			



ITEM	TOPIC	DISCUSSION	OUTCOME	NEXT STEPS	*RESP
		<ul style="list-style-type: none">• Thuy: I am still investigating this, a decision has not been made.• The budget only allows me two hires in terms of the general fund and that is my real deliberation right now.• For sure ethnic studies, I am still looking at the other two.• If you would still like to approve today, the order in which it has come to you, you can, but just know my thought process around the funding.• Debbie: Since Ethnic Studies is a go for sure, can we get a hiring committee started for that?• Anthony: In regard to the Humanities program, did it increase in enrollment after the Mellon Scholars, and is that the only reason why it increased? Second question, how long does the Mellon Scholars have funding available, and when does that go away? And when it does, we would need to look into hiring a full-time faculty or somebody serving many years down the road.• The Vet Tech program has been around for a while and therefore it feels to me like this program would be the smarter move if the Mellon			



 **FOOTHILL COLLEGE**
GOVERNANCE | COUNCIL

ITEM	TOPIC	DISCUSSION	OUTCOME	NEXT STEPS	*RESP
		<p>Scholars funding is what's increasing enrollment and then it would decrease once that goes away.</p> <ul style="list-style-type: none">• Kurt: The enrollment increase is not related to the Mellon Scholars, it has helped but the online enrollement is what has really driven the significant long term growth in humanities over the last five years, as well as the addition of new curriculum• The grant has just extended and given additional money• Falk will continue on that role for four years• Josh: I want to lend support to the Vet Tech request in my capacity as the Supervisor for Outreach, especially in Dual Enrollment• Thuy: Very mindful of the work that the Vet Tech program is doing especially around Equity• Amy: In regard to Ethnic Studies, wouldn't we need to know what group is doing the hiring so that we can determine whether it's going to be its own division, department, etc.• Thuy: Yes, we do need to discuss this. Since Language Arts is the division that is housing the curriculum that would probably be the			

Prepared by:



ITEM	TOPIC	DISCUSSION	OUTCOME	NEXT STEPS	*RESP
		<p>division that does the hiring, however, that has not been determined yet</p> <ul style="list-style-type: none"> We have a meeting scheduled to go over these items, need to look at the pros and cons and then make that decision 			
8	Program Discontinuance Study Group–1 st Read	<ul style="list-style-type: none"> Kathryn: President Nguyen had asked us to reinstate in January the work that was started over the Summer in trying to create a transparent and inclusive policy process for program discontinuance. We initiated that work in the Summer in response to budget reductions and acknowledging that we need both policies and processes for program discontinuance reduction in response to budget reduction needs but also a more permanent one that would be for non-budget related reasons, programmatic There is a board policy that requires us to have this process and we have not finalized that The Academic Senate has proposed to create an ad hoc workgroup, this charter has not been vetted yet, it is actually on the agenda for Monday, but I wanted to run it 	<ul style="list-style-type: none"> 		



ITEM	TOPIC	DISCUSSION	OUTCOME	NEXT STEPS	*RESP
		<p>by you all first because of urgency in timing</p> <ul style="list-style-type: none"> • We can take this as a first read and dig more into discussion next time • Any constituency, staff, student, admin, any non-faculty that is requested to be appointed by the Advisory Council could also join this workgroup so it is meant to be joint work between the Academic Senate and Advisory Council • Ultimately the process would be brought to both forums • Thuy: I want to make clear the Academic Senate was the one that demanded that I have such a process in place, I don't want this to be read as the President wants to eliminate programs, etc. • It is not my interest to eliminate programs but we do need a process for continued discontinuance because it comes up every year, even in the last budget reduction 			
9	Reorganization Assessment	<ul style="list-style-type: none"> • You received a governance memo last year for a request around the assessment of our reorganization that we did two years ago; there were 10 areas for evaluation and thought, we had to move that over for discussion and then moved it again. 			




FOOTHILL COLLEGE
GOVERNANCE | COUNCIL

ITEM	TOPIC	DISCUSSION	OUTCOME	NEXT STEPS	*RESP
		<ul style="list-style-type: none"> • I am going to give you my impression and then you give me feedback. • I divided the 10 areas for evaluation into two buckets; things look okay but I still want to give you a status update and potential areas of changes but not necessary changes right now • For the positions that I think are going well and require no changes: • The creation of the Dean of Apprenticeship program, things are going very well, done a phenomenal job • The creation of the outreach department has shown itself to be really good; diverse and talented group of people; would like to not only see outreach but also onboarding in their role; great work in dual enrollment and adult education • The reclassification of the AVP position did have financial effect, but it has proven itself really well especially in making the connection between Marketing and Outreach • Has also done phenomenal work in supporting the governance structure; the service leadership 			



ITEM	TOPIC	DISCUSSION	OUTCOME	NEXT STEPS	*RESP
		<p>component has been really good</p> <ul style="list-style-type: none">• The elminiation of the Dean of Sunnyvale, I don't anticipate bringing it back, but there does need to be some revisioning for Sunnyvale center• The Equity Office we did the right thing in upscaling it, having various positions at a higher level and restructuring; I don't anticipate major changes in that• We do have a vacancy with the Equity researcher, question mark on what should be the replacement, maybe not a direct replacement, maybe we can scale up the research department to support Equity Plan 2.0• Item for discussion• The Hub; Question of whether we go back to division assistants and that comes with financial consequences• The Hub does need some thinking, did it work?• I have asked the Instructional Deans to discuss and come back with what they think could be improvements, they will come to the February meeting to discuss more on that			



ITEM	TOPIC	DISCUSSION	OUTCOME	NEXT STEPS	*RESP
		<ul style="list-style-type: none">• We reclassified the VP of Instruction since there was a vacancy with the VP of Student Services and in trying to find the money and minimize program elimination I went ahead through a process that was allowed through HR to consolidate the Student Services VP and Instruction VP to become and Executive VP position; it has been a lot work on that individual; and a real demand for Student Services to not have a specific VP dedicated to Student Services; I am looking into reinstating that role; this will be going through a hiring process• Elimination of the Director of Facilities, it was practical because the person in that role retired• Due to the Facilities Master Plan and R&R we are going to proceed something equivalent to that position with the Bond money• The supervisor position in DRC and the Driver position was also because of a vacancy• Dean of Allied Health vacated the position, do we still need the position? Then we had the Dean of PSME look over both.			



ITEM	TOPIC	DISCUSSION	OUTCOME	NEXT STEPS	*RESP
		<ul style="list-style-type: none">• There was then a merge of divisions resulting in the STEM division, but that division is significantly larger in comparison to the other divisions.• I don't anticipate making any changes right now, but I am paying attention to the disparity in size and thus the workload of the divisions.• Amy: Want to give a shoutout to Dean Ram. Despite having 40% of the campus under him, he is awesome. Don't even think about sending biology and allied health back on their own from my perspective.• Anthony: I agree with looking to hire a VP of Student Services, many student services and counselors have mentioned that• The concerns were the level of decision making at the very top being equal on both sides of the house; and also just a separation of duties• Idea since there is a vacancy for the Driver position for the DRC, maybe the police department can help in that capacity• I definitely push for the DRC supervisor position since it is very needed			




FOOTHILL COLLEGE
GOVERNANCE | COUNCIL

ITEM	TOPIC	DISCUSSION	OUTCOME	NEXT STEPS	*RESP
		<ul style="list-style-type: none"> • I'd like to hear about the Hub and how its going; hearing the feedback from the Hub would be great • Kathryn: These are really big questions Thuy, I am thrilled that you are coming to Advisory Council to share the thinking, status, questions. I think we are going to be a stronger campus by coming together to discuss this. • How do we give you what you need when we need time to reflect on this. • Particularly in regard to the Executive VP position, what I hear is that you are thinking to eliminate that position and then going to a VP of Instruction and VP of Student Services and also and AVP of Instruction and AVP of Student Services, is that what you are suggesting? • Thuy: The first part is yes, the suggestion of the two VP roles. • Kathryn: Elimination of the Executive VP of Instruction and Student Services • Thuy: Yes, eliminate the title, not the person. Going back to the two VP roles • I am trying to be delicate because there is personnel involved but I want to be 			



ITEM	TOPIC	DISCUSSION	OUTCOME	NEXT STEPS	*RESP
		<p>transparent because of the budget implications.</p> <ul style="list-style-type: none"><li data-bbox="793 418 1178 475">• I want to do a hiring process this time.<li data-bbox="793 483 1188 873">• Kathryn: Guided Pathways is a huge effort right now to help change the mindset of our campus which I see the core of that is integrating Instruction and Student Services; I'm surprised at the drive to separate those two positions when that actually seems to be the top down support for like the mindset and perspective of guided pathways<li data-bbox="793 881 1194 1182">• Thuy: The executive VP role was actually not specific to guided pathway but the concept that you are talking around breaking down silos, etc. I am very confident that with the time we have already had with the EVP role has resulted in great work in breaking down silos.<li data-bbox="793 1190 1188 1369">• Having a VP of Student Service and VP of instruction will not compromise that work, in fact right now it is being led by the AVP of Student Services<li data-bbox="793 1377 1163 1515">• Ram: I want to express my concerns about this entire discussion, we are not only speaking about reorg of various departments on			



ITEM	TOPIC	DISCUSSION	OUTCOME	NEXT STEPS	*RESP
		<p>campus, but there are actual personnel involved in those positions and any changes would affect their jobs</p> <ul style="list-style-type: none"> • I find this discussion inappropriate in this forum, I wanted to express that • Thuy: Who do you think we are eliminating? I hope it is clear that no one is losing their job from this. • Amy: You are talking about demotions for certain people. • Thuy: Be mindful that during the budget reorg it was a promotion for some people. I can assure you that if I make decisions without coming to anyone I would get the same reaction. • Anthony: I can agree with that we can be a part of it, or not. I am fine with discussing this as we have to discuss what our college looks like in the future and I think this is a good place for it and we have to remember students are the main focus here. • April: I am on the side of what Ram is saying, I need more clarification. You mentioned that the Executive VP was a position that was not transparent or a collaborative decision. • Are you saying both AVP positions would become VP 			



ITEM	TOPIC	DISCUSSION	OUTCOME	NEXT STEPS	*RESP
		<p>again and those would go through the traditional hiring protocols? How will this all work? I am nervous that there are some HR issues here as well.</p> <ul style="list-style-type: none">• Thuy: I am not saying the EVP role was not transparent, it was. It came with the approval of the Advisory Council. What I maybe misspoke on was that we had a VP of Instruction with the skill set in Student Services and enabling for a consolidation of the two VP roles so that we could meet the budget reduction; it was through the process of HR that we were able to upgrade to the EVP role but we didn't go through the hiring process. With the VP of Student Services, I want to go through a hiring process and not just promote people.• If you all as a group feel uncomfortable with this discussion I can make that decision on my own.• April: I am still trying to understand what my role is in the Advisory Council.• Valerie: I share some of the concerns that Ram has expressed. There is very fine line between evaluating how an organization or reorg is			



ITEM	TOPIC	DISCUSSION	OUTCOME	NEXT STEPS	*RESP
		<p>functioning and when you are talking about certain positions. Im not suggesting this body doesn't talk about these but it does require a heightened understanding.</p> <ul style="list-style-type: none"> • When you are bringing these discussion to a larger group can we assume that conversations have been had with the individuals that might be affected by this? • Discussion continued past 4:00pm. Minutes ended at 4:00pm. 			
10	Executive Master Plan 2030	<ul style="list-style-type: none"> • This conversation was delayed to the next meeting. 			
11	Public Comments/Announcements	<ul style="list-style-type: none"> • Discussion kept going until end of meeting and beyond. Minutes ended at 4:00pm. 			

*Include the person(s) and or group responsible for next steps.

MEMBERS PRESENT

Voting

Tri-Chairs: Anthony Cervantes, Josh Pelletier, Kathryn Maurer

Administrator: Kurt Hueg

Classified Staff: DanminDeng, Itzel Sanchez Zarraga

Faculty: Katy Ripp (FT), Amy Edwards (FT)

Students:

Non-Voting

Ex-Officio: Thuy Nguyen, Debbie Lee, Ram Subramaniam, Teresa Ong, Bret Watson

Recorder: Veronica Casas

Facilitator: Janie Garcia

Prepared by:



 **FOOTHILL COLLEGE**
GOVERNANCE | **COUNCIL**

Julie Ceballos, Kathleen Armstrong, Falk Cammin, Brian Evans, Angela Su, Al Guzman, Tom Gough, Milissa Carey, Bruce McLeod, Brenda Hanning, Eric Kuehl, Bruce Tambling, Melissa Cervantes

Prepared by: