



BOARD HIGHLIGHTS

Board of Trustees Betsy Bechtel • Pearl Cheng • Laura Casas Frier • Joan Barram • Bruce Swenson • Erica Anderson • Isabelle Barrientos Vargas

Board meeting of March 8, 2010

HUMAN RESOURCES AND PERSONNEL

Faculty and staff comments: A number of speakers addressed trustees about actions related to the loss of personnel.

Faculty and staff members **Robert Cormia**, **Scott Lankford**, **Rosemary Arca** and **Maureen Chenoweth** praised the accomplishments of Vice President of Instruction and Institutional Research **Katie Townsend-Merino**. Townsend-Merino spoke of her respect and appreciation for her colleagues at Foothill College.

Foothill's Dean of Computers, Technology and Information Systems **Tim Woods** expressed his gratitude for the opportunity to serve the district and respect for the faculty and staff who have worked together to shape the CTIS Division's future.

De Anza faculty member **MaryAnne Ifft** said she is proud of the advocacy work being done by students to inform the larger community about the crisis in education. Citing changes at the Student Success Center, she asked the board to slow down the process by delaying layoffs to the 2010-11 academic year.

De Anza student **José Romero**, speaking on behalf of several organizations, urged the board to use the stability fund to preserve positions.

Faculty Association President **Rich Hansen** said he hopes the board stays flexible and creative as the state budget process unfolds in the coming months, because there may be ways to mitigate staff reductions.

Dorene Novotny, vice chancellor of human resources and equal opportunity, spoke of the difficulty for all involved in making these personnel decisions, the bulk of which arise from the state's dire budget situation. Although efforts are under way to help affected employees find new positions, she said, people remain employed in 17 of the 35 filled positions identified for elimination a year ago. Regretfully, as a result, some employees will be affected by layoffs this year.

One month into the 2009-10 fiscal year, the district learned it would lose \$15 million in state funding. Novotny said the district spent the next eight months gathering input from faculty and staff and carefully deliberating to make the best short- and long-term decisions. To preserve as many positions as possible, she said, the district has reduced expenses by deferring projects, eliminating vacant positions, combining positions, assigning positions to other funds and reducing the length of contracts. Despite those efforts, she said, Foothill-De Anza does not have enough money to continue carrying all

the positions identified for elimination. It is with deep regret for the financial and emotional toll on employees that Novotny said she recommended board action on the reassignment, layoff, reduction in contract, and non-renewal of faculty and administrators on the agenda.

Board comments: De Anza Student Trustee **Isabelle Barrientos Vargas** expressed sadness at the situation. She said that as a student organizer who is fighting against budget cuts, she hopes the district can find alternatives to laying people off.

Trustee **Joan Barram** commented that she has been impressed by the positive, collegial tone of emails from faculty and staff in the midst of a difficult situation. She said that everyone wants to find other ways to solve the district's financial problems and that those efforts will continue. Trustee **Betsy Bechtel** echoed those comments. Although eliminating positions will affect student services, Bechtel said, as board members, trustees have a responsibility to balance the budget and continue to operate programs in the best way possible with the remaining staff. "This is a sad day," Trustee **Laura Casas Frier** said, "and unfortunately the situation may get worse." Trustee **Pearl Cheng** said that the board cares about the colleges and what is happening with them.

Board President **Bruce Swenson** expressed the board's regret at having to make such extraordinarily painful decisions, but said the actions are necessary because of the state's fiscal condition.

Voting 5-0, the board approved the reassignment, layoff, reduction in contract, and non-renewal of employees as follows. Student Trustee Barrientos Vargas cast an advisory "no" vote.

The board approved the reassignment of faculty member **Donald MacNeil** to a Foothill College physical education position, effective June 30, 2010, and administrator **Pat Hyland** to the position of dean of Student Affairs and Activities at Foothill College, effective July 1, 2010 to June 30, 2011.

Due to the discontinuance of programs, trustees approved the termination of the positions of tenured faculty members **Sharon Hack**, Business and Social Sciences Division, Travel Careers Program, and **Linda Dinucci**, Adaptive Learning Division and Disability Services, effective June 30, 2010.

Trustees approved the non-renewal of contracts for four Foothill College administrators: **Timothy Woods**, dean of the Computers, Technology and Information Systems Division; **Herlisa Hamp**, dean of Student Support Program and Services; **Vicky Criddle**, director of FHDA Internship Training; and **Katie Townsend-Merino**, vice president of instruction and institutional research, all effective June 30, 2010.

The board approved employment at 80 percent of full-time for administrator **Marsha Kelly**, manager of risk management.

In other action, the board approved the extension of 62 administrator contracts for one year. See the agenda at http://www.fhda.edu/about_us/board/agenda for more

information.) No expiring administrative contracts are being extended beyond June 30, 2011, due to the current financial situation.

Trustees approved extension of executive administrator employment contracts through June 30, 2011, for Foothill College President **Judy Miner** and Vice Chancellor of Human Resources and Equal Opportunity **Dorene Novotny**. (No action was taken on the current contract for Chancellor **Linda Thor**, which expires June 30, 2012, or the current contracts for De Anza President **Brian Murphy** and Vice Chancellor of Technology **Fred Sherman**, which expire June 30, 2011.) The board accepted the resignation of Vice Chancellor of Business Services **Andy Dunn**, effective June 30, 2010.

The board approved the hiring of **Ngoc Nguyen** as chief accountant in Business Services and the promotion of **Araceli Kaliangara** to human resources technician, both in Central Services.

Trustees approved professional growth awards for the following employees: At De Anza, **William Madden** in counseling; in Central Services, **Kathy Nguyen** in the FHDA Foundation; and at Foothill, **Gigi Gallagher**, in educational resources and instruction, **Andrea Migliaccio** in student services, **Nicolae Muntean** in educational resources and instruction; **Hao Pham** at Middlefield Campus; and **Julie Riggins**, in language arts.

ACTION AND INFORMATION ITEMS

Solar installation contract: Trustees approved a \$6.9 million contract with Chevron Energy Solutions, funded out of Measure C, to install photovoltaic arrays on Parking Lots 2 and 3 at Foothill College. The design provides for shaded parking underneath solar canopies. **Charles Allen**, executive director of facilities, operations and construction management, estimates the solar installations will result in approximately \$250,000 a year in power purchase savings and an estimated \$1.3 million in PG&E rebates over the next five years.

NEXT MEETING

The next meeting of the Board of Trustees is Monday, April 5, 2010, at 6 p.m. in Rooms A and B in the Hinson Campus Center at De Anza College. Agendas are posted 72 hours in advance at: http://www.fhda.edu/about_us/board/agenda/.

Board Highlights is designed to communicate board meeting news to faculty and staff across the district. This publication is not the official minutes. For more comprehensive information, you may consult the official minutes, which generally are available at http://www.fhda.edu/about_us/board/minutes after their approval at a subsequent board meeting. Please contact Becky Bartindale at bartindalebecky@fhda.edu or extension 6107, with comments or questions about *Board Highlights*.