

Board of Trustees Agenda Item

Board Meeting Date: December 1, 2010

Title of Item: Request to Rescind Retirement of Robert Pierce

Background and Analysis:

Request:

Due to personal circumstances, Robert Pierce requests that the Board of Trustees rescind his retirement effective June 30, 2011.

Background:

On April 19, 2010, the Planning and Resource Council (PaRC) of Foothill College prioritized the top six faculty positions to be filled for the 2011-2012 academic year. (See <http://www.foothill.edu/staff/irs/>, *Integrated Planning and Budgeting Governance Handbook*, p. 18) As the Board of Trustees took action on faculty retirements and resignations, searches were authorized in the order recommended by PaRC. Following November 1, 2010, when the Board of Trustees acted on the retirement request of Robert Pierce, the search for a librarian commenced.

PARC RANKING	DIV	DEPT	POSITION TITLE	SOURCE POSITION
1	Counseling	Counseling	General Counselor	Anderson
2	LA	ESL	ESL Instructor/Composition Specialist	Flowers
3	BSS	Anthropology	Anthropology Instructor	Gianetto
4	PSME	Chemistry	Chemistry Instructor	Ploke
5	<i>Library</i>	<i>Library</i>	<i>Library Coordinator</i>	<i>Pierce</i>
6	LA	English	English Instructor	Hawkins

Recommendation President Miner recommends that the Board postpone action to rescind the retirement of Robert Pierce until such time as a funded position is identified in accordance with the established process for the allocation of faculty at Foothill College.

Submitted by: Judy Miner

Additional contact names:

Is backup provided? Yes

November 23, 2010

Board of Trustees

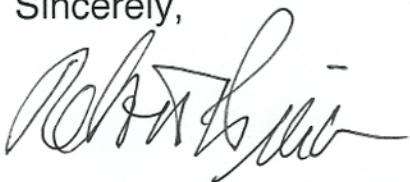
Foothill-De Anza Community College District

cc: Judy Miner, President of Foothill College

Dear Board members:

After long deliberation, I feel compelled to withdraw my resignation this year and continue on as a full-time professor in 2011-12. The reasons for my decision are many and some are private, but caring for Frannie's 97-year old mother is one big reason along with the economic uncertainty that all of us are living with at present. I know there are no COLAs approaching, so you know my motivation is not to catch a higher pay-day. The District contract provides that the Board of Trustees may rescind a resignation at their pleasure; Article 30.4 specifies that the Board may consider a written request by a faculty member to withdraw a resignation and this letter is written within those guidelines. I have mentioned my decision to Business and Social Science Dean John Mummert, and I have his support in taking this action. Filling my history position was given the highest priority by the Business/Social Science department and I believe that delaying my retirement will provide more time for the District to make a wide search for a good candidate.

Sincerely,

A handwritten signature in black ink, appearing to read "Robert C. Pierce". The signature is fluid and cursive, with a long horizontal stroke at the end.

Robert C. Pierce, Ph.D.