

FCCCC President's Address  
CCC Board of Trustees Meeting  
Thursday May 3rd, 2018

Chairman Massey, Board of Trustees, Chancellor Salgado, Provost Potter: good afternoon! Chancellor Salgado, happy 1-year anniversary at CCC! What a year it has been. Congratulations, Chancellor, for making so many positive changes in the overall climate at CCC, not only here at District Office but also at many of our colleges.

FC4 held our annual elections this past month, and I am happy to say that I was elected to a fourth year as President and Jessica Bader was elected to her third year as Vice President. Julius Nadas will serve his 110<sup>th</sup> year as FC4 secretary. Serving as the President of the Faculty Council of the City Colleges of Chicago is far and away my greatest professional honor. In my role, I am expected to understand and represent the viewpoint, including concerns and accomplishments of the entire full-time faculty body (approximately 550 full-time faculty members) at our 7 City Colleges. This takes a lot of time and meetings and travel and I am incredibly proud that the faculty trust me enough to stay in this role for another year. FC4 will continue our regular schedule throughout the summer. While nobody: not myself, not the Provost, and not the Chancellor, can know everything that is going on at the colleges we can and in fact must listen to the elected Faculty Council representatives at the colleges to get a better sense of inner workings of the learning environments and academic climates at the colleges. That is what I have tried my best to do and will continue to do over the upcoming year.

When we began the transition planning for Chancellor Salgado last spring FC4 created a "Shared Governance Committee." That committee prepared a 14 page PowerPoint of our priorities for the new administration. In our initial priorities we identified Olive Harvey College's struggles as carrying the utmost importance. Under previous administrations Olive Harvey has suffered greatly, and as of last year the enrollment decline and unfinished construction project spoke volumes to this struggle. We urged our new Chancellor to meet with the local Faculty Council at Olive Harvey and begin the Presidential search as soon as possible. It is my understanding at that time that the faculty were promised a new seated President by July of 2018.

To that end, my role today is as a speaker and advocate for the faculty at Olive Harvey College. We are extremely concerned with recent developments regarding the search for a new President at Olive Harvey College. FC4 supports Olive Harvey faculty, who have taken a Vote of No Confidence in their current President. On behalf of the Olive Harvey faculty council I will include the statement that was read today by Jessica Bader during the public participation. We ask that you do not suspend the search committee and instead allow them to continue their work, interview the candidates they have selected and continue towards the goal of a seated President by July of this year. We need to listen to the faculty council at Olive Harvey College. While we can all hold individuals in high regard, none of us can know what it is like to work FOR or WITH any particular individual without having that actual real life experience. Faculty are an immeasurable part the day-to-day “student experience”. Our faculty’s working conditions are our students’ learning conditions. We faculty know what our colleges feel like very intimately. That is why you need to make sure you understand the concerns and hopes of your faculty who work with our students and communities every day. We need to course-correct the direction that this administrative search has gone and get back to true shared governance. Chancellor Salgado, please listen to the faculty council at Olive Harvey College. Reinstate the search committee.

Thank you very much for your time today. This concludes my report.

Respectfully submitted, Jennifer Alexander, on Behalf of the Faculty Council of the City Colleges of Chicago

## CALL FOR VOTE OF NO-CONFIDENCE

As tenured faculty who have invested their careers into building and maintaining strong academic programs, we are writing to the Chancellor and City Colleges of Chicago Board of Trustees to express our lack of confidence in Interim President Felicia Davis leadership.

Recent behavioral occurrences created from within continues to expose Interim President Davis multiple failures of leadership, which have jeopardized Olive-Harvey College's future and undermined its mission. She has failed this college by her actions and the following key areas:

- Damage to college morale and creation of a culture of fear.
- Does not have appropriate credentials and a proven record of academic experience.
- Irregularities of credential postings, work experience and other documentations, which demonstrates unethical and integrity issues.
- Failure to adequately represent the interests of the college campus in academic-related matters.
- Failure to establish amendable working relationships among faculty and staff.
- Failure in understanding the working of an academic institution and lack experience creating a conducive work environment.
- Inadequate leadership has caused severe damage to the internal work environment and the success of the institution.
- Violation of ethics and integrity.

Because of these significant failings, we have no confidence in Interim President Davis' ability to lead this institution. Olive-Harvey College faces significant challenges in the upcoming HLC Self-Study process and will benefit greatly from a credentialed leader with minimally five to ten years proven background.

As tenured faculty, we have deep ties to this institution, our community, and our students. We want better for the people of this community and nearby community we serve.

We ask the Board and Chancellor to correct the damage by

- 1) Accepting Interim President Davis' resignation and
- 2) Allow Olive-Harvey College Faculty Presidential Search Committee and District Human Resources to take leadership in choosing and recommending a President immediately for hire no later than July 2018.