

Faculty Council Report
Thursday, May 7th, 2026

Pre-address Remarks: Thank you to Senior Assistant Board Liaison Emma Mims and Chief Advisor Bonnie Phillips for their continued high-level operations that ensure the board reports are accessible to the CCC community and the city of Chicago that we feel grateful to serve.

FC4 President's Address for CCC Board of Trustees Meeting:

Chairperson Nuques, Board of Trustees, Chancellor Salgado, Provost Potter, Student Trustee Damian Wright, officers of the district, faculty, staff, students, community members, and beyond, greetings.

FC4 met yesterday to primarily discuss three major agenda items: the PACC Process, credentialing, and violence against femme-presenting faculty leaders in academic affairs.

While faculty believe the education proposals should not have advanced past step 3 yet, we recognize a kind of middle ground where administration sees the value in responding to the feedback that work was still needed on the proposals and that they were not yet ready for JCDC approval. The goal is to address the corrections noted in the feedback this summer—with support from faculty and administration. It is likely the proposals will be ready to be voted on in JCDC in the fall.

The initial step of credentialing appeals is under review. The aim is to ensure FC4 and district office clarify what that looks like. FC4 does not take issue with the other steps of the credentialing appeals process.

The third big agenda item focused on the following. Articulating the matter below has been distilled from several artifacts of documentation for brevity and clarity with the assistance of AI:

We are observing a sustained and deeply concerning pattern of harm within Academic Affairs spaces across the City Colleges of Chicago, particularly in spaces outside of Faculty Council of the City Colleges of Chicago (FC4) and Joint Curriculum Development Council (JCDC) settings when faculty from those spaces act as messengers of information from those spaces. Those most consistently impacted are femme-presenting faculty serving in Academic Affairs leadership roles, especially when they are carrying out their responsibilities by upholding institutional policy, procedure, and practice.

These patterns raise serious concerns about retaliation. Faculty engaging in harmful or disruptive behavior are not only permitted to remain in these spaces, but in some instances appear to be rewarded. For example, individuals who have caused harm have been given prominent speaking roles at graduation and, in one case, were the only faculty member permitted to speak in a curriculum setting where a faculty member they had harmed was repeatedly interrupted mid-sentence. That silencing was enabled not only by administrators from the individual's home college but also by administrators from two additional colleges.

The scope of impact is significant and measurable. On average, the FC4 President receives approximately two calls per week from different faculty members who are in distress to the point of crying during extended conversations. Across seven colleges, this equates to roughly one faculty member per college each month, plus an additional faculty member from one of the seven colleges. In addition, the FC4 President receives approximately three to five calls per week from faculty expressing urgent ethical concerns and anger about these conditions. This corresponds to approximately two faculty members per college per month experiencing

significant distress, plus an additional two faculty members from one or two of the colleges. These patterns indicate a widespread and ongoing issue rather than isolated incidents.

Current institutional responses have been insufficient. Mediation efforts have been inconsistently implemented—initiated, withdrawn, and later reintroduced—without producing meaningful resolution. Safety plans are often reactive and implemented after harm has already occurred, and they lack visible accountability mechanisms for those responsible. As a result, these measures are widely perceived as ineffective in protecting faculty and instead function primarily as institutional risk management.

Faculty are increasingly reporting that they feel unsafe coming to work, and these reports are growing in frequency. This raises serious concerns about how faculty can reasonably fulfill required service commitments, including release time obligations tied to Faculty Council of City Colleges of Chicago (FC4) and JCDC participation, when those roles expose them to ongoing and unmitigated harm.

This situation has broader institutional implications. It contributes to a toxic work environment, creates potential risks for student impact, and undermines the integrity of academic governance and knowledge production. Additionally, the gendered pattern of harm directed at femme-presenting Academic Affairs leaders warrants urgent attention and intervention.

Addressing these issues will require more than existing mechanisms. A meaningful cultural shift is necessary—one that affirms and protects Academic Affairs content expertise, ensures accountability for harmful behavior, and prioritizes the safety and dignity of faculty engaged in governance and curriculum work.

For questions about a particular case, please reach out to FC4 President Vicky Alexandersson who can provide more details upon request within the parameters of FC4 disclosure and privacy permissions.

Respectfully submitted,

Vicky Alexandersson on behalf of the Faculty Council of City Colleges of Chicago