

April 3, 2019

Dear Senate Colleagues,

As we proceed with a Vote of No Confidence (VNC) in the leadership of Chancellor Harper-Marinick, we are hearing a number of concerns expressed by faculty. Have we exhausted all efforts to avoid a VNC? Was the Chancellor culpable in what took place last year or just a victim of a hostile Board? What evidence do we have to support the claims outlined in the VNC?

You should know that this is not a decision made lightly. This vote is the culmination of a long and meticulous process. It has been a topic of discussion at FEC for several months. As the [complaint to the Higher Learning Commission](#) (HLC) and the [report from an external investigation by the American Association of University Professors](#) (AAUP) have demonstrated, we have continued to press our concerns to the Chancellor by all means we had available to us. To date those concerns have not even been acknowledged by the Chancellor, much less redressed, despite ample opportunities over many months to do so.

Prior to the February 2018 Board resolution, FEC leadership met monthly with the Chancellor and Vice Chancellors and attended the Chancellor's Executive Council. All of these executive meetings were a long-standing practice that predated the current Chancellor's leadership and represented a foundational pillar of shared governance in the District. The morning after the Governing Board's February 2018 action, the Chancellor curtailed all of these meetings with FEC leadership, even though doing so far exceeded the mandate of the Board's resolution. Thus, elected FEC leadership, by the Chancellor's action, was entirely exiled from all District leadership meetings and any official role in shared governance for an entire calendar year. Despite the newly elected Board's January rescission of the February 2018 resolution (presumably restoring the Chancellor's perceived inability to communicate with FEC leadership), the Chancellor showed no interest in re-establishing our monthly meetings with her.

The VNC is supported by evidence uncovered by dozens of Faculty reviewing public records requests, revealing deeply troubling emails between the Chancellor and then-Board President Hendrix. It is further supported by the Chancellor's dismissive response to our HLC complaint, her conspicuous silence regarding the external investigation by the AAUP, and our unheeded objections to the Faculty Academic Senate (the faculty group unilaterally created by the Chancellor to supplant the FEC). [This evidence is archived](#) on the Faculty Association website and much of it is referenced in [the VNC](#). To believe that the Chancellor was an unwilling participant in the actions taken last year, that she was not complicit in them, and that her silence did not harm the Faculty, is simply a denial of the evidence. We do not have an advocate in the Chancellor, she will not speak up for us.

By way of contrast, when former-Chancellor Glasper was challenged by a similarly ideological Board, he demonstrated leadership during the crisis by fulfilling his obligation as Chancellor to speak out, publicly, in defense of the institution and its employees, despite any personal and professional risks. In the process, Chancellor Glasper welcomed the intervention of the HLC in order to curtail the rogue Board's actions. Chancellor Harper-Marinick not only abdicated her responsibility to act in defense of the institution, she overtly [downplayed and ignored the Board's problematic actions in her written response to HLC](#) and in her interview with the [Arizona Republic Editorial Board](#).

A Vote of No Confidence in the Chancellor now represents the only appropriate course of action available to fulfill our duty to protect the institution, our students, and our profession. After exhaustive due diligence, and given our collective, extensive first-hand experience with the persistent failures of this Chancellor's leadership over the last three years, we solemnly urge the Faculty Senates to support a Vote of No Confidence in the leadership of Chancellor Harper-Marinick.

Sincerely,

John Schampel	Faculty Association President
Keith Heffner	Faculty Association President Elect
Michael Mitchell	Faculty Association Past President