

**Hebert, Barbara**

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**From:** Hebert, Barbara  
**Sent:** Saturday, May 17, 2008 9:26 AM  
**To:** Taylor, Charles Dr.; Eckles, Gary; Faculty Group; Adjunct Faculty Group; Jones, Valerie  
**Cc:** President's Cabinet  
**Subject:** Request Acknowledgment of Information Provided  
**Attachments:** image001.jpg  
  
**Importance:** High

Dr. Taylor,

On May 8, 2008, I hand delivered a Memorandum entitled ""Resolutions Passed by the Faculty Forum Assembled May 7, 2008" to Ms. Mary Taylor detailing resolutions passed by the Faculty Forum assembled on May 7, 2008.

Resolution #1 pertained to your below request dated May 5, 2008 for "information **detailing specific grounds**" for the Vote of No Confidence taken by the Faculty Forum assembled on April 22, 2008. Resolution was as follows:

*Resolution #1 Response to President Taylor's May 5, 2008 Request for Specifics Concerning the Vote of No Confidence*

*Whereas, the Faculty Senate Executive Board has provided an overview of the thematic concerns that contributed to the Vote of No Confidence;*

*Whereas, revealing details and specifics would lead to the identification of individuals;*

*Whereas, the Faculty Forum of April 22, 2008 decided to cast a Vote of No Confidence without articulating specifics and details;*

*Whereas, issues documented in the 2006 College Climate Survey presented to the President remain unresolved as indicated in the 2008 College Climate Survey;*

*Be it resolved, the Faculty Forum assembled May 7, 2008 declares it unnecessary to provide specifics and details for the Vote of No Confidence.*

Would you please acknowledge you are in receipt of this Memorandum? Also, would you please acknowledge this Memorandum has been forwarded to the College Board as requested in the Memorandum?

Thank you.

Barbara T. Hebert, English Instructor  
Communications & Humanities  
Faculty Senate President 2008-2009  
Thomas Nelson Community College  
757-825-3876

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**From:** Hebert, Barbara  
**Sent:** Mon 5/5/2008 4:45 PM

**To:** Taylor, Charles Dr.; Eckles, Gary; Faculty Group; Adjunct Faculty Group; Jones, Valerie  
**Cc:** President's Cabinet  
**Subject:** RE: Request for Information

Dr. Taylor,

Thank you for acknowledging receipt of our May 1, 2008 reply to your request for information concerning the recent "vote of no-confidence." The Faculty Senate Executive Board will meet to discuss your request for "clarification and/or detailed explanations of the concerns."

Since the Faculty Senate Executive Board just assumed office on May 1, 2008, I respectfully ask that you allow us the time and opportunity to respond to your request for specificity as we wish to contribute effectively to an open dialogue between the faculty and the administration.

Barbara T. Hebert, English Instructor  
Communications & Humanities  
Faculty Senate President 2008-2009  
Thomas Nelson Community College  
757-825-3876

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**From:** Taylor, Charles Dr.  
**Sent:** Mon 5/5/2008 4:14 PM  
**To:** Hebert, Barbara; Eckles, Gary; Faculty Group; Adjunct Faculty Group; Jones, Valerie  
**Cc:** President's Cabinet  
**Subject:** Request for Information

Barbara T. Hebert  
President, Faculty Senate

On April 22, 2008, the Faculty Forum approved a resolution that states: "The Faculty Forum of Thomas Nelson Community College has no confidence in the leadership of President Charles A. Taylor."

In an April 23, 2008 email correspondence, I respectfully requested from the Faculty Senate information **detailing specific grounds** for the resolution in an effort to continue the open dialogue between the administration and the faculty. Most importantly, receipt of such details would enable me and the administration to address the issues appropriately.

I am in receipt of the letter from you as Faculty Senate President dated May 1, 2008. While the letter provided general statements of the grounds or thematic representation of the concerns, I respectfully request clarification and/or detailed explanation of the concerns. Please also indicate **specific** instances and dates. For instance:

***#2 Circumvention and violation of shared governance, protocol, and procedure.***

For clarification purposes, how and when were shared governance, protocol and procedures circumvented and violated?

***#3 Failure to address and to respond to the concerns of the faculty in a clear and effective manner.***

For clarification purposes, what concerns were not addressed and/or responded to? When were the concerns presented?

***#4 Failure to substantiate claims with data repeatedly called for by the Senate.***

For clarification purposes, what claims and when were the claims made? What data was repeatedly requested and when was it requested?

**# 5 Failure to provide adequate support for instructional mission to include allocation of resources.**

For clarification purposes, please list the specific resources, additional faculty, classrooms or laboratory facilities, equipment, training, etc. that is needed to provide adequate support, and when these items were requested and subsequently failed to be provided.

**# 6 Contribution to climate of fear and retaliation.**

I am requesting specificity on this matter. How, when, where? What faculty has been retaliated against during this administration?

**#1 The concerns and issues reflected in the Faculty Senate issued Climate Survey (Spring 2008).**

For clarification purposes, the faculty survey addressed many departments, positions and aspects of the College. Please provide the specific concerns and issues in the faculty survey that led to the vote of no confidence.

Again, receipt of such details and specificity would enable me and the administration to address the issues appropriately. As stated in the Town Hall meeting, we need to start the healing and open communications with one another. I look forward to your reply and continued dialogue with the Faculty Senate to build greater relations and maintain the positive strides the College has made in serving the people living and working in our communities.

Thank you.

**"EXCELLENCE IN ALL WE DO"**

**Dr. Charles A. Taylor**

**President**

**Thomas Nelson Community College**

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May 1, 2008

President Taylor,

As the Faculty Senate Executive Board, 2008-2009, we are honoring your request to the Faculty Senate Executive Board 2007-2008, dated April 23, 2008, for information detailing the grounds for the vote of no confidence that occurred on April 22, 2008.

On behalf of the faculty, we would like to make it clear to the college community that the faculty who supported this measure did not enter into this decision lightly.

The points below or any implication thereof are not, and should not be construed as accusations. The list provided here is a thematic representation of the concerns that contributed to the faculty forum vote of no confidence. This list is presented in no particular order.

- The concerns and issues reflected in the Faculty Senate issued Climate Survey (Spring 2008).
- Circumvention and violation of shared governance, protocol, and procedure.
- Failure to address and to respond to the concerns of the faculty in a clear and effective manner.
- Failure to substantiate claims with data repeatedly called for by the Senate.
- Failure to provide adequate support for instructional mission to include allocation of resources.
- Contribution to climate of fear and retaliation.

We respectfully ask that you forward this to Mr. Gutierrez, Chair of the College Board.

On Behalf of the Faculty Senate Executive Board, 2008-2009

Barbara T. Hebert

Faculty Senate President

**From:** Taylor, Charles Dr.

**Sent:** Wed 4/23/2008 4:28 PM

**To:** Eckles, Gary; Faculty Group; Adjunct Faculty Group

**Cc:** President's Cabinet

**Subject:**

Gary W. Eckles,  
President, Faculty Senate

In an effort to continue the open dialogue between the administration and the faculty, as President, I am respectfully asking from the Faculty Senate information detailing the specific grounds for the vote of no confidence. This information will enable me and the administration to address the issues appropriately.

The administration encourages open communication such that the faculty is represented at important meetings -- the President's Extended Cabinet and College Council, for instance -- to address issues concerning the faculty. My intent is to continue to let these forums provide avenues to communicate such concerns.

Further, it is also my intent to work closely with the faculty to jointly come up with solutions to resolve important issues concerning the faculty and the College.

In addition, I have sent the Faculty Forum Resolution to Joseph Gutierrez, Chair of the College Board as requested by the Faculty Senate. Mr. Gutierrez is also requesting from the Faculty Senate specific detailed information for the resolution calling for a vote of no confidence.

Thank you and I look forward to your response.

*"EXCELLENCE IN ALL WE DO"*

*Dr. Charles A. Taylor*

*President*

*Thomas Nelson Community College*

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