

March 18, 2014

Dear Chancellor Tyler,

We are respectfully writing this letter to address the leadership of Vice Chancellor (VC) Fabienne Naples. Her leadership has demonstrated a negative impact on Student Development division and more specifically the Financial Aid Office at City College of San Francisco.

- VC Naples recently advertised 4 or more Advisor/Counseling faculty positions for the Financial Aid Office without consultation and approval from the Faculty Position Allocation Committee. The committee agreement is that “No full-time faculty positions will be announced unless they have been agreed to by this committee.” This language does not differentiate between temporary, tenure track/categorically and general funded positions. Secondly, VC Naples stated in a meeting with Academic Counselors that these positions would be funded by “matriculation money” already allocated to the District. Is it appropriate to use state matriculation funds to support federal financial aid activities? Lastly, she further diminished the counseling faculty profession by advertising the Counselor position as Advisor/Counselor.
- In addition, VC Naples informed Academic Counselors that students were being contacted to follow up with the matriculation process at one of the division meeting. Unknown to the division, she hired a Special Assistant (classified position) to assist with the project. Within a month, the Special Assistant was appointed as an Interim Associate Dean of Financial Services (Matias Pouncil), instead of the originally advertised position as Director of Financial Services and recommended by the current administration. The same hiring process occurred for Interim Associate Dean, Sara Henry’s position. An unfair precedence has been established in hiring administrators at the college. There is a lack of integrity and ethical practice in the current hiring process for student development administrators.
- In a meeting with counseling faculty in the Financial Aid Office, VC Naples stated that she would not support non-tenured faculty becoming permanent even further stating that tenured faculty become “lazy” after completing the tenure evaluation process. Not only is this inappropriate but highly offensive to the counseling professional.
- Academic Counselors in the Financial Aid Office met with VC Naples to discuss office renovation. However, the discussion changed to the reassignment of counselors to another building without further discussion of the original conversation. The counseling unit provided her with background information, duties, responsibilities and data on how this move would impact the operations in the FAO and students. She has continued her demands with the reassignment process on many occasions using intimidation tactics vs. logic in reassigning academic counselors to different areas of the college to fill empty office space.
- In compliance with the Student Success Act of 2012 for development of Electronic Educational Plans (EEPs), VC Naples has threatened faculty layoffs at various counseling meetings. She has also unfairly singled out Financial Aid Academic Counselors work performance in front of other colleagues.

We respectfully ask that you address this matter with VC Naples.

Sincerely,

Academic Counseling Faculty in the Financial Aid Office