



# ACADEMIC SENATE

The primary voice of the faculty in academic and professional matters at Santa Rosa Junior College.

## MEETING MINUTES

DATE: March 16, 2022

TIME: 3:15 p.m.

LOCATION: Zoom only

ZOOM ID: 958 4627 3808

<https://santarosa-edu.zoom.us/j/95846273808>

### PRESENT

M. Anderman, L. Aspinall, A. Atilgan Relyea, F. Avila, V. Bertsch, S. Brumbaugh, J. Bush, J. Carlin-Goldberg, S. Cavales Doolan, A. Donegan, J. Fassler, B. Flyswithhawks, M. Hale, T. Jacobson, J. Kmetko, J. Kosten, D. Lemmer, A. Oliver, N. Persons, B. Reaves, E. Schmidt, H. Skoonberg, J. Stover, J. Thompson, K. Valenzuela, S. Whyly, S. Winston

### ABSENT

T. Johnson (Proxy S. Winston), N. Slovak (Proxy S. Brumbaugh), J. Carlin-Goldberg (last 10 minutes, Proxy L. Aspinall).

**GUESTS** S. Feldman, D. Frontczak, M. Martin

### CALL TO ORDER

The meeting was called to order at 3:15 p.m. by President J. Thompson. The Land Acknowledgement Statement was read by Senator J. Carlin-Goldberg.

### OPEN FORUM

1. T. Melvin spoke in opposition to the Chancellor's Office's interpretation of [AB705](#) to effectively prohibit community colleges from offering pretransfer-level math classes, including Beginning Algebra, Intermediate Algebra, Math for Associates Degrees, and Pre-statistics, starting Fall 2022; stated that the Mathematics Department opposes this decision; emphasized that these are important courses that many of our students need to be successful in their education and careers; noted the negative impact on students who are not prepared for transfer-level math classes, returning students who haven't taken college classes in many years, junior high and high school students who take pretransfer-level courses at SRJC, and students seeking associate degrees or certificates with math requirements; pointed out that some students from lower socio-economic households come to SRJC with a weaker background in mathematics and that the changes proposed by the Chancellor's Office are another attack on the poor in this country; stressed that student success cannot solely be measured by a student's ability to pass a transfer-level math class within one year of enrollment (as the Chancellor's Office is currently doing); emphasized the need to put the students' needs above political ambition and a single, highly flawed metric for student success.

[Read T. Melvin's full statement here.](#)

2. M. Vidaurri, Director of Student Engagement & Support Services – Petaluma Campus, invited faculty proposals for the 5th annual *We the Future Social Justice Conference*; stated that the conference is being held remotely on April 29 starting at 9am; noted that sessions will focus on exploring the intersections of community and organizing and will incorporate themes of *Sowing Justice*, *Cultivating Community*, and *Harvesting Power*; mentioned that a handful of area high schools have agreed to zoom in from classrooms and/or assemblies; encouraged faculty members to motivate SRJC students' attendance through extra credit, class assignments, or other incentives; conveyed that approval was being sought for 0.5 PGI for a full day's attendance or 4.5 flex hours for the day; mentioned that proposals were due by March 30<sup>th</sup> and could be submitted online at <https://wethefuture.santarosa.edu/call-proposals>.

[Read M. Vidaurri's full statement here.](#)

3. S. Smith, student at SRJC and a part of EOPS, DRD, and Second Chance, read a statement in opposition to [AB705](#); mentioned that he's a "4.0 student" thanks to what he learned in College Skills 373; stated that he is re-entering school after 24+ years and is a member of the Second Chance Club; conveyed that attending college to pursue nursing felt like a far-off dream because of previous life and school experiences; praised the recommendation of his counselor, Rhonda Findling, who recommended College Skills 373; related that he is using everything learned in the College Skills course to support his current enrollment in Math 15 (Elementary Statistics); noted that College Skills courses support underprivileged and struggling students by providing a solid foundation for their successful attainment of their educational goals, reaching their full potential, and making a difference in our community.

[Read S. Smith's full statement here.](#)

4. J. Carlin-Goldberg spoke in opposition to [AB705](#); noted that the data supporting the change was gathered during the pandemic, from which we have yet to recover and during which our success rates do not reflect our educational efforts; stated that a large number of students in her pretransfer-level Math 154 course started in pre-calculus and realized they were "way out of their depth from day one"; reflected on the needs of military veterans and returning students who haven't been in a classroom in many years; reported that she is a Past President of CMC<sup>3</sup>, an organization for Central and Northern Community College of Math Educators and Students, which for the first time in its history has taken a public stance in opposition to legislation, in this case AB1705, which will be released very soon.

[Read J. Carlin-Goldberg's full statement here.](#)

5. On behalf of herself and six English Department colleagues. A. Foster spoke to the Faculty Hiring procedure under consideration by the Academic Senate (AS); thanked the Senate for its dedication and thoughtfulness; noted the challenge of building a more diverse faculty; recognized that this was a moment of system interruption seeking to improve our faculty hiring processes; urged the AS to ensure that student participation is meaningful and that the student voice is equal to that of any member of each hiring committee; asked for a process that allows for student input in developing the job description and interview questions; stated that students' expertise is relevant to the hiring process and that no other potential hiring committee member can offer that expertise; and quoted Dr. J. Luke Wood: "...students 'proved to be one of the most effective mechanisms of accountability because the students were able to weigh in on decisions and offer perspectives that others simply could not."

[Read A. Foster's full statement here.](#)

## MINUTES

Senator F. Avila moved to approve the [March 2, 2022](#) minutes; Senator H. Skoonberg seconded the motion. A roll call vote was called, and Senators adopted the minutes with 25 yes votes and 1 abstention.

M. Anderman – yes  
 L. Aspinall – yes  
 A. Atilgan-Reylea – yes  
 F. Avila – yes  
 V. Bertsch – yes  
 S. Brumbaugh – yes  
 J. Bush – yes  
 J. Carlin-Goldberg – yes  
 S. Cavales Doolan – yes  
 A. Donegan – abstain

J. Fassler – yes  
 M. Hale – yes  
 T. Jacobson – yes  
 T. Johnson (Proxy S. Winston) – yes  
 J. Kosten – yes  
 J. Kmetko – yes  
 D. Lemmer – yes  
 A. Oliver – yes  
 B. Reaves – yes

E. Schmidt – yes  
 H. Skoonberg – yes  
 N. Slovak (Proxy S. Brumbaugh) – yes  
 J. Stover – yes  
 K. Valenzuela – yes  
 S. Whyly – yes  
 S. Winston – yes

## ADJUSTMENTS TO THE AGENDA

None

## REPORTS

### 1. President's Report — J. Thompson

President J. Thompson shared there are several resolutions regarding the concerns of AB705 that may be coming forward in the Spring Plenary as reported by President-Elect N. Persons, who also serves on the statewide Academic Senate Resolutions Committee; congratulated re-elected Senators M. Anderman, L. Aspinall, J. Bush, A. Donegan, and S. Whyllly; welcomed back S. Avasthi; welcomed G. Moore, who will be a first-time senator; announced that the At-Large Election for open seats will start with nominations on March 28<sup>th</sup> and one week of balloting starting on April 11<sup>th</sup>; reported that Enterprise Resource Planning (ERP) and Student Information Systems (SIS) vendor demonstrations will be held the weeks of March 28 and April 11 and that there is an ERP webpage that provides the project timeline, vendor demonstration schedule, zoom links, scripts, and a feedback tool; announced all sessions will be recorded and the recordings posted; announced the Faculty Forum for the VPAA search was held March 11<sup>th</sup> with 25-30 faculty members participating; thanked Alice Hampton, Luz Navarrette-Garcia, Brenda Flyswithhawks, Tara Jacobson, Sean Martin, and Kat Valenzuela for moderating the forum and Nancy Persons and Luz Navarrette-Garcia for serving on the search committee; mentioned two additional forums will also be held, TBD; announced that the Teaching Fellows Program, which proves a \$4000 annual stipend to students, is now accepting applications; reported that the ASEC and the AFA Executive Council are initiating a conversation about how the AFA and Academic Senate can build relationships and establish clear consultation processes; noted that College Council continues with the governance redesign project, with two retreats scheduled for April, and agreed to prioritize clarification of the District Online Committee's charge; conveyed that the Faculty Equivalency Committee is reviewing applications and continuing to address its process and consistency; conveyed that the EPCC reviewed new major and certificate proposals at its March 10<sup>th</sup> meeting, briefly discussed a comprehensive list of policies and procedures relevant to 10+1, with recommendations to the AS to follow; reported on the work of the Strategic Enrollment Management Workgroup; and encouraged participation and feedback at upcoming Strategic Planning Town Hall meetings.

[Read J. Thompson's full report here.](#)

### 2. Guided Pathways Interdisciplinary First Year Experience Course – A. Donegan, S. Feldman, D. Frontczak

A. Donegan reported on the FYE course; reviewed the Academic Senate's recommendation to develop an interdisciplinary First Year Experience course that will include academic discovery, college skills, and community engagement; emphasized the importance of modeling for students the faculty's passion, collaboration, and love of learning for their disciplines; reported that a survey of the faculty identified FYE course priorities of strengthening skills such as time management, critical reading, note-taking, writing, studying, and accessing campus resources; reported that the survey also recommended discipline / content themes of Race, Ethnicity, and Gender; Social Justice; Sustainability and Climate Change; Democracy and Citizenship; Ethics; and Science and Technology (among other topics); recognized that Counseling offers FYE courses that help students develop foundational skills and that the AS voted to add an interdisciplinary course that embeds strengthening foundational skills with discipline-specific curriculum; encouraged faculty partnerships among counselors and other faculty members; and noted that next steps include writing the COR and a general schedule of classes description, and the development of a number of courses from across the disciplines.

[Read A. Donegan, S. Feldman, and D. Frontczak's full report here.](#)

### 3. Faculty Professional Development (FPD) – M. Martin and A. Donegan, Faculty Development

## Coordinators

M. Martin reported on behalf of both Professional Development Coordinators and their work with the Professional Development Committee (PDC) to better organize and streamline the flex process in three areas: 1) restructuring the website around professional development themes first, rather than by modalities, to facilitate theme-based searches for activities such as DEIA, Citizenship and Democracy, or Teaching and Pedagogy, with the intention to highlight and make more accessible SRJC's anti-racism professional development activities; 2) the addition of the "Independent Reading, Listening, or Watching" flex option, which was approved by the PDC, consisting of both AS and AFA representatives, and which meets the Chancellor's office flex parameters, is in line with what other colleges around the state are doing, and meets the SRJC Academic Senate Flex guidelines under the category "Maintenance of current academic and technical knowledge and skills"; noted that this flex option eliminates unnecessary paperwork, demonstrates trust in the professionalism of our colleagues, and allows the discipline experts to oversee their discipline-specific development activities; and 3) scaling up "on demand" flex options (likely to be renamed to "standing" flex options) that will enable the roll-over of standing events such as the Arts and Lectures series, Black History Month events, Women's History Month events, the Petaluma Cinema Series, the Archaeological Institute of America lectures and more.

[Read A. Donegan & M. Martin's full report here.](#)

## CONSENT

1. Continue with Remote Meetings of the Academic Senate.

A roll-call vote was called and the Consent Item was approved with 25 yes votes and 1 no vote.

M. Anderman – yes

L. Aspinall – yes

A. Atilgan-Reylea – yes

F. Avila – yes

V. Bertsch – yes

S. Brumbaugh – yes

J. Bush – yes

J. Carlin-Goldberg – yes

S. Cavales Doolan –

yes

A. Donegan – yes

J. Fassler – yes

M. Hale – yes

T. Jacobson – yes

T. Johnson (Proxy S.

Winston) – yes

J. Kosten – yes

J. Kmetko – yes

D. Lemmer – yes

A. Oliver – yes

B. Reaves – yes

E. Schmidt – yes

H. Skoonberg – yes

N. Slovak (Proxy S.

Brumbaugh) – yes

J. Stover – yes

K. Valenzuela – no

S. Whyly – yes

S. Winston – yes

## ACTION

1. Faculty Hiring Procedure 4.3.2P (Ed. Code 87360) – Options for Student Participation: Shall the Academic Senate approve this list of options for student participation in the faculty hiring process, based on Senate discussion and drafted by the Executive Committee?

President Thompson reminded the AS that there is substantial agreement, with differences in the "how" of what the procedure addresses; asked senators not to infer that a statement for "X" means a statement against "Y"; commented that our differences expand and deepen our work and that all contributions are welcome; requested that senators stay on topic, avoid repetition, keep the conversation constructive and professional, and avoid personal comments and names; and noted that the language on the agenda should not be seen as a constraint on ideas that are relevant to the subject being discussed.

A Senator spoke to the pros of including multiple students in the hiring process; reported that the Department of Chemistry & Physics' recent positive experience with teaching demonstrations involving about 25 to 30 students and use of a Google form for students to submit their evaluations; and stated that the list of options provided thus far was sufficient.

Senator J. Carlin-Goldberg moved to change that the language be changed as follows: “Student participation options include but are not limited to: • Teaching demonstration participation / • Skills demonstration participation / • Member of the screening and interview committee / • Structured conversations or moderated Q&As with candidates / • Student survey or poll.” S. Whylyly seconded.

Senator K. Valenzuela moved to amend the original motion to state: ~~Student participation options include but are not limited to:~~ “*Departments will select student(s) for participation in the options including but are not limited to:* • Teaching demonstration participation / • Skills demonstration participation / • Member of the screening and interview committee / • Structed conversations or moderated Q&As with candidates / • Student survey or poll.”

Senator Valenzuela noted the addition of the language leaves the selection of the student up to the departments, supports department autonomy, and provides flexibility to Screening and Interview Committee (SICs) when selecting students.

A Point of Order was made regarding the need for a second to the amended motion. Senator J. Carlin-Goldberg seconded the amended motion.

A Point of Clarification was called to ask if the amendment was suggested as a replacement for the first line of the original motion, and it was confirmed that it was.

A roll-call vote was called and the amended motion was passed with 19 yes and 7 no votes.

M. Anderman – yes	A. Donegan – yes	B. Reaves – no
L. Aspinall – no	J. Fassler – yes	E. Schmidt – yes
A. Atilgan-Reylea – yes	M. Hale – no	H. Skoonberg – yes
F. Avila – yes	T. Jacobson – no	N. Slovak (Proxy S. Brumbaugh) – yes
V. Bertsch – yes	T. Johnson (Proxy S. Winston) – no	J. Stover – yes
S. Brumbaugh – yes	J. Kosten – yes	K. Valenzuela – yes
J. Bush – no	J. Kmetko – yes	S. Whylyly – yes
J. Carlin-Goldberg – yes	D. Lemmer – yes	S. Winston – no
S. Cavales Doolan – yes	A. Oliver – yes	

The new perfected amendment read as follows – “Departments will select student(s) for participation in the options including but are not limited to: • Teaching demonstration participation / • Skills demonstration participation / • Member of the screening and interview committee / • Structed conversations or moderated Q&As with candidates / • Student survey or poll”

Comments included a question about the meaning of the term “not limited to”; the clarification that the language was meant to allow for creative thinking outside of the bulleted options; opposition to removing HR from the provision because faculty are not “hiring experts” and HR was of value in aiding the hiring process.

President Thompson noted that as the HR line had been removed from the statement, discussion should revolve on the perfected motion just passed. A Point of Order was made asking for clarification on the current motion; President Thompson clarified that the amendment to the original motion had passed and the discussion was now on the perfected motion.

Further discussion included the suggestion of wording that ensures the student voice is weighed equally with those of committee members; President Thompson gave structural examples of where in the language the AS might integrate such a provision if it so chose.

A Point of Order was made that the Senate was out of time for this specific topic. H. Skoonberg moved to extend the time by 15 minutes; J. Carlin-Goldberg seconded. The motion passed with no objections.

Senators further debated the “not limited to” term; requested that we trust our colleagues to act in a professional manner to meaningfully include students in the hiring process; the point that colleagues of color cannot trust that everyone will follow the procedure and provide options for meaningful input from students; voiced the difficulty of quantifying adjectives such as “meaningful,” which is already implied in the current language; expressed concern about maintaining consistent and equitable hiring procedures across the district; and stated that faculty do not want to waste student time and will include students in meaningful ways.

Senator A. Donegan called for the vote.

A Point of Order was called that one senator cannot end the discussion; Past President B. Flyswithawks conceded that there are variations of Robert’s Rules and that it was up to the discretion of the President; President Thompson allowed the final two senators in the queue to speak to the motion before the vote was called.

Senators stated that the term “not limited to” is not needed, that the list as it stands is sufficient, and that it would be unlikely that another colleague would come up with another way to include students; stated that only in a perfect world could we rely on colleagues to do what it right and that is not the world that we live in; that the idea of extending trust is a huge ask and Faculty of Color have a hard time “trusting” colleagues to make the right decision.

A point of Order was made to clarify if someone at this point had made a motion to amend; clarification was made by President-Elect N. Persons that no, the call to vote must be made now that the people in the queue have spoken.

A roll-call vote was called on the perfected motion and the motion failed with 14 no votes and 12 yes votes:

M. Anderman – yes	J. Fassler – no	E. Schmidt – yes
L. Aspinall – no	M. Hale – no	H. Skoonberg – yes
A. Atilgan-Reylea – yes	T. Jacobson – no	N. Slovak (Proxy S. Brumbaugh) – yes
F. Avila – no	T. Johnson (Proxy S. Winston) – no	J. Stover – no
V. Bertsch – yes	J. Kosten – no	K. Valenzuela – yes
S. Brumbaugh – yes	J. Kmetko – yes	S. Whyly – yes
J. Bush – no	D. Lemmer – no	S. Winston – no
J. Carlin-Goldberg – yes	A. Oliver – no	
S. Cavales Doolan – no	B. Reaves – no	
A. Donegan – yes		

President Thompson asked senators to consider whether there was a way to amend the current motion that could satisfy both themselves and others who see it differently.

Senator K. Valenzuela moved to change the language to “Departments will select student(s) for meaningful and measurable participation in the options including but are not limited to: • Teaching demonstration participation / • Skills demonstration participation / • Member of the screening and interview committee / • Structed conversations or moderated Q&As with candidates / • Student survey or poll.” J. Stover seconded.

A Point of Order was made that time had expired; J. Carlin-Goldberg moved to extend the time by ten minutes; J. Stover seconded. The motion passed with no objections.

Senator T. Jacobson moved to amend the original motion as follows: “Departments in consultation with SGA will select student(s) for meaningful and measurable participation in the following options:” replacing the language in the original motion prior to the colon. L. Aspinall seconded.

Senators stated that faculty members will know best who should participate, expressed concern about students are unable to join SGA due to conflicting class schedules; expressed support for

the amended motion because it would promote diversification and equity among the students, SGA is well versed in appointment procedures, and the language calls for “consultation with” and not “appointment by.”

Time expired, and F. Avila moved to extend by ten minutes; B. Reaves seconded. The motion passed with no objections.

A roll-call vote was called on the amended motion, and the motion failed with 14 no votes and 12 yes votes:

M. Anderman – no	J. Fassler – no	E. Schmidt – no
L. Aspinall – yes	M. Hale – yes	H. Skoonberg – no
A. Atilgan-Reylea – no	T. Jacobson – yes	N. Slovak (Proxy S. Brumbaugh) – no
F. Avila – yes	T. Johnson (Proxy S. Winston) – yes	J. Stover – no
V. Bertsch – no	J. Kosten – no	K. Valenzuela – no
S. Brumbaugh – no	J. Kmetko – no	S. Whyly – yes
J. Bush – yes	D. Lemmer – yes	S. Winston – yes
J. Carlin-Goldberg – yes	A. Oliver – no	
S. Cavales Doolan – yes	B. Reaves – yes	
A. Donegan – no		

S. Cavales Doolan moved to amend by adding language to the end of the perfected, previously passed motion to read: “Departments will select student(s) for meaningful and measurable participation in the options including but are not limited to: / • Teaching demonstration participation / • Skills demonstration participation / • Member of the screening and interview committee / • Structured conversations or moderated Q&As with candidates / • Student survey or poll.

“For all methods of student involvement, committees will be responsible for ensuring student input is given equivalent consideration as the input of any other member of the hiring committee.” L. Aspinall seconded.

A senator asked if she could also make an additional amendment; President Thompson clarified that the focus was on the presently amended motion. L. Aspinall called for the question.

A Point of Order was called: J. Bush had to leave the meeting, L. Aspinall offered to be proxy, and Secretary Stover confirmed.

A roll-call vote was called for the amended motion, and the motion passed with 17 yes votes and 9 no votes.

M. Anderman – yes	A. Donegan – no	B. Reaves – yes
L. Aspinall – yes	J. Fassler – yes	E. Schmidt – no
A. Atilgan-Reylea – yes	M. Hale – yes	H. Skoonberg – yes
F. Avila – yes	T. Jacobson – yes	N. Slovak (Proxy S. Brumbaugh) – no
V. Bertsch – no	T. Johnson (Proxy S. Winston) – yes	J. Stover – yes
S. Brumbaugh – no	J. Kosten – no	K. Valenzuela – no
J. Bush (Proxy L. Aspinall) – yes	J. Kmetko – no	S. Whyly – yes
J. Carlin-Goldberg – no	D. Lemmer – yes	S. Winston – yes
S. Cavales Doolan – yes	A. Oliver – yes	

The perfected motion now read:

Departments will select student(s) for meaningful and measurable participation in the options including but are not limited to: / • Teaching demonstration participation / • Skills demonstration participation / • Member of the screening and interview committee / • Structured conversations or moderated Q&As with candidates / • Student survey or poll.

For all methods of student involvement, committees will be responsible for ensuring student input is given equivalent consideration as the input of any other member of the hiring committee.

Time expired on the meeting, and A. Donegan moved to extend the meeting time by 10 minutes; A. Oliver seconded. The motion passed with no objections.

A Point of Order was called to ask if we have a quorum; President Thompson asked Senators to raise hands, and Secretary Stover confirmed 23 Senators and at least 2 Proxies (there were three at end).

A Senator stated that, in their estimation, the perfected motion was a good compromise for both sides.

A roll-call vote was called on the perfected motion; the motion passed with unanimous consent and 26 Yes votes.

President Thompson thanked Senators for their openness, listening, and creative thinking in problem-solving, wished everyone a good Spring Break, and brought the meeting to a close.

#### **DISCUSSION**

None.

#### **INFORMATION**

None.

#### **ADJOURNMENT**

5:15 p.m.