



# ACADEMIC SENATE

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

## MEETING MINUTES

DATE: October 19, 2022  
TIME: 3:15 p.m.  
LOCATION: Santa Rosa, 4638 Bertolini  
Senate Chambers  
Petaluma, 628 Call Bldg.  
ZOOM ID: 958 4627 3808

[Zoom Recording](#)

### PRESENT

M. Anderman, L. Aspinall, A. Atilgan, B. Barajas, V. Bertsch, J. Carlin-Goldberg, W. Downey, J. Fassler, G. Garcia, T. Jacobson, T. Johnson, L. Larsen, D. Lemmer, G. Morre, M. Ohkubo, P. Ozbirinci, N. Persons, N. Slovak, J. Stover, P. Usina

### ABSENT

S. Avasthi, J. Bush, S. Cavales Doolan, A. Donegan, A. Oliver, E. Schmidt, H. Skoonberg

### GUESTS

None

### CALL TO ORDER

The meeting was called to order at 3:15 p.m. by President N. Persons. The Land Acknowledgement Statement was read by Senator J. Fassler.

### OPEN FORUM

Michael Hale, faculty in the English department and appointed by the Senate to serve, discussed the Student Equity Plan 2.0 (SEP2) by providing background on the Equity Plan, reviewing the process the committee has undertaken so far, and previewing the next steps.

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

Senator G. Morre read a statement on behalf of a colleague regarding the Vision and the Values of the College and as specific to related Academic Senate procedures.

[Read G. Morre's constituent's full statement here](#)

Senator W. Downey proposed broadening the input from the campus community as it pertains to re-drafting the hiring practices; expressed concerns that current and former Senators may not possess the input from our unique constituencies as far as full inclusion is concerned; was aware that this could get "huge logistically," but thought that there could be a way to canvas our community, which would also help with full transparency; and suggested a workgroup assemble a survey, as an example, and collect different perspectives about hiring practices from across the college.

### MINUTES

Senator J. Carlin-Goldberg moved to approve the minutes from October 5, which was seconded. A roll call vote was called, and the Senators adopted the minutes with 25 yes votes and 1 absence as follows:

- |   |                   |                                    |
|---|-------------------|------------------------------------|
| M. Anderman – yes                         | W. Downey – yes   | A. Oliver - yes                    |
| L. Aspinall – yes                         | J. Fassler – yes  | P. Ozbirinci – yes                 |
| A. Atilgan – yes                          | G. Garcia – yes   | E. Schmidt (proxy Downy) – yes     |
| S. Avasthi (proxy Usina) – yes            | T. Jacobson – yes | H. Skoonberg (proxy Anderman)– yes |
| B. Barajas – absent                       | T. Johnson – yes  | N. Slovak – yes                    |
| V. Bertsch – yes                          | L. Larsen – yes   | J. Stover – yes                    |
| J. Bush (proxy Jacobson) – yes            | D. Lemmer – yes.  | P. Usina - yes                     |
| J. Carlin-Goldberg – yes                  | G. Morre – yes    |                                    |
| S. Cavales Doolan (proxy Ozbirinci) – yes | M. Ohkubo – yes   |                                    |
| A. Donegan (proxy Stover) – yes           |                   |                                    |

## ADJUSTMENTS TO THE AGENDA

None

## CONSENT

None

## REPORTS

### 1. President's Report — N. Persons

President Persons reminded everyone of a study session this Friday from 9:00 – 10:30 a.m. for the Fall 2022 Academic Senate for the California Community Colleges (ASCCC) Plenary Resolutions; provided a Communities of Practice (CoP) Update; announced faculty appointments Dr. John Stover and Petaluma Faculty Forum (PFF) Chair Matthew Martin to the Screening and Interviewing Committee – Dean of Instruction, Petaluma; discussed the important of reconvening the Academic Senate Constitution and Bylaws Workgroup; shared the important discussions of the College Council around core duties and important surveys; and discussed changes and appointments to the Integrated Student Services Committee, to which Michael Hale has been appointed committee co-chair designee while Byron Reaves serves as Interim Senior Dean of Students.

[Read N. Persons full report here](#)

## ACTION

None

## DISCUSSION

### 1. Academic Senate Bylaws Amendments: *How shall the Expanded Academic Senate Executive Committee (ASEC) officer positions be codified in the Bylaws?*

Senator Johnson discussed the outcome of the work group. The intention was to put language together to understand the roles of the committee and allow for changes.

A Senator requested that language specifying whenever possible that the members of the Academic Senate committee sit on several, specific committees. It was discussed and agreed upon that specificity was left out intentionally to stay in alignment with existing bylaws language and to allow for more flexibility in appointments.

Senator Stover clarified the processes of the workgroup and stated that proposed language was developed to align with the existing bylaws language. In terms of expected advisory roles, the Equity Advocate would provide the Senate and the ASEC with advisory perspectives on IDEAA-related areas, while the Associate Representative would provide the ASEC, but not the Senate, with advisory perspectives, and also mentioned the addendum demonstrates the need to update both the constitution and the by-laws.

Senators asked for clarification on 6B, the capitalization of Inclusion, Diversity, Equity, Anti-Racism, and Access, and it was clarified that this represented the acronym IDEAA, and that the acronym will be added for clarification.

Senators discussed the possibility of the ASEC members being represented on different committees, and comments suggested it was left somewhat open ended in the language so that changes could occur; that existing language is intentionally vague to allow for flexibility, and that issues of diversity also must be considered if more ASEC members are added.

Senator Carlin-Goldberg motioned for the discussion item to be moved to an action item at the next meeting, which was seconded. The question was called, and the motion passed with 26 unanimous yes votes as confirmed by President Persons.

2. Guided Pathways: *What shall be the Academic Senate recommendations regarding Guided Pathways guiding principles moving forward? What recommendations should the Academic Senate make regarding the establishment of a Guided Pathways Standing Committee, Work Group or Task Force be? Shall the Academic Senate recommend the establishment of a Guided Pathways Liaison?*

Senator Stover explained that he has been serving on Guided Pathways informally to facilitate communication between the ASEC and the work groups and spent over 24 hours in this role just last week; asked that the Senate lead in partnership with administrators, classified, student government, faculty and students across the college to get the workload accomplished; pointed out that most of the funds from the first five years of program funding have not been spent and that students have not been served; referred to the slide in the ASCCC PowerPoint that refers to collaborative model of Guided Pathways work that was presented by our ASCCC colleagues and is used throughout the state by many other CCCs.

Senators urged that a Guided Pathways Faculty Liaison with a tri-chair model and a sizeable permanent standing committee be moved to action, and urged that having a multi constituent group would be helpful for moving the process forward.

Senator Jacobson made a motion to move to action the recommendation of the establishment of a Guided Pathways Coordinator, which was seconded.

A Senator asked for clarification on the difference between a coordinator and liaison, and it was answered that a Coordinator is a specific contract term, that Liaison is not, and that a Coordinator role triggers a formalized processes between the District and AFA to negotiate the position, put out a call, and faculty have the opportunity to apply.

The question was called, and the motion passed with 26 unanimous yes votes as confirmed by President Persons.

The Discussion continued, and Senators noted that committees do not allocate resources; that collaborative work is needed with the District to request multi-constituent work; that there be two Guided Pathway Coordinators due to the workload; that there be one non-faculty member and one faculty; and that recommendations be made to the District for developing a plan of action and/or workgroup.

Senator Johnson made a motion to move to an action item the recommendation of the establishment of a multi-constituent work group to determine a structure for a Guided Pathways committee and an office to house Guided Pathways work, which was seconded.

It was clarified that that Senate has the power to make the recommendation and, if passed, it would be taken to the District; it was discussed that in the next meeting the term "multi-constituent" will be need to be defined; and it was encouraged that work groups not replicate committees that are already in existence.

The question was called, and the motion passed with 26 unanimous yes votes as confirmed by President Persons.

3. Faculty Hiring Procedure 4.3.2P: *What shall be the Academic Senate's approach regarding the remaining portions of 4.3.2P, which include the following sections: III - Screening and Interviewing Committee (SIC), V - Interviewing, VI - Selection of Faculty, and VII - Adjunct [Associate]Pool?*

Senators reviewed the pros and cons of past processes and discussions related to Faculty Hiring Procedure 4.3.2P, and advocated for short-term work groups comprised of current and

past Senators that would focus on Senate-expressed values as already discussed, apply those values to the areas still needing updates, and empower those workgroups to develop new language to bring back to the Senate for debate and discussion. It was also suggested that before the work group begins, the body of the Senate would have a pre-discussion to ensure the work group understands the body's ideas and the will of the body, and the work group would then take this all into account as they proceeded.

A senator discussed that adding additional values related to discipline faculty leadership, having discipline specific focus, efficiency of the process, and building in more flexibility; Another senator recommended that working with one document with clear corrections the entire process, would be more efficient and hopefully alleviate past issues, rather than changing documents; and another senator expressed hope that the work group would respect compromises the Senate reached and not reopen issues.

President Persons reiterated that the body will be working off the one document that the body had worked on throughout the process (the reopened 2018 version of the procedure), that this was presented as part of the discussion materials, and that we will continue to use this document and track all changes using underscore and strikeout.

A senator asked about associate faculty work group contributions, and she was encouraged to make that suggestion going forward.

A senator stated that the discipline expertise in the values statement has already been approved and is already in the policy; that efficiency and flexibility would be more of a compliance issue; that senators are representing the continuances, and this is a great time to reach out and get feedback so it can be brought back that to the pre-discussion meeting; that the work group would be charged with looking at previous discussions, which could lead to more discussion and debate; and that when the call to the work group is put out the qualifications should be clear.

Time expired on the topic, and a motion was made to extend time for 7 minutes (to the end of the meeting), which was approved without objection.

A senator reminded the body that the membership changes every year, and that this topic has been worked on since 2016; expressed hope that this would continue to move forward; and noted that finishing this process sooner rather than later would ensure that the policies and procedures in place reflect our shared values and the values of the Academic Senate.

Senators agreed that reaching out to constituents and meeting before is good idea, and noted the Senate's right to accept, modify, or reject workgroup products.

Senator Johnson made a motion to move to an action item the establishment of a work group to bring forth recommendations for revisions to the remaining portions of 4.3.2P, which was . seconded.

The question was called, and the motion passed with 26 unanimous yes votes as confirmed by President Persons.

## **INFORMATION**

None

## **ADJOURNMENT**

4:58 p.m.