



ACADEMIC SENATE

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

MEETING MINUTES

DATE: December 2, 2020

TIME: 3:15 p.m.

LOCATION: Zoom only

ZOOM ID: 739 337 730

<https://santarosa-edu.zoom.us/j/739337730>

PRESENT

M. Aparicio, L. Aspinall, P. Bell, M. Bojanowski, J. Bush, J. Carlin-Goldberg, C. Crawford, A. Donegan, J. Fassler, N. Frantz, T. Jacobson, J. Kosten, D. Lemmer, S. Martin, L. Nahas, M. Ohkubo, A. Oliver, R. Romagnoli, S. Rosen, G. Sellu, J. Stover, J. Thompson, K. Valenzuela, K. Wegman, S. Whyly, S. Winston

ABSENT

None

GUESTS

D. Carmona Benson, E. Simas

CALL TO ORDER

The meeting was called to order at 3:15 p.m. by President J. Thompson.

OPEN FORUM

1. L. Kuwabara and L. Servais stated that they perceive a distance between the District's actions and professed values and beliefs; explained that in September, they had invited colleagues across the District to join them in antiracist work, that individuals who benefit from hierarchies and systems of power fought back, and that they were surprised by the Administration's response, which condemned the emails as "hateful, insulting, and overtly racist" while arguing that the emails are protected free speech. L. Kuwabara and L. Servais stated that they had shared the emails they received via dl.staff.all, and the Administration later removed access to dl.staff.all, thereby removing the very venue they used to challenge the racism they experienced. L. Kuwabara and L. Servais called for leaning into discomfort when engaging in equity work and encouraged their colleagues to build their knowledge, engage in reflection, and weave that into critical action, and that one must take action to unlearn, collaborate, and transform. [Read L. Servais and L. Kuwabara's full statement here.](#)
2. L. Larqué noted the Black Studies and Ethnic Studies Task Force members' experience in developing Ethnic Studies programs and courses, and their experience of a culture and society based on racism and discrimination; stated that this includes the education system, which has historically focused on the teachings of the European history, culture, and achievements and represents BIPOC history, culture, group members as helpless, backward, and uncivilized; stated that changing student demographics calls for curriculum that reflects change; and requested senators move the Discussion item to Action and then vote to approve the Black Studies and Ethnic Studies Task Force recommendations. [Read L. Larqué's full statement here.](#)
3. A. Donegan read a statement from faculty member R. Vasquez, which calls for faculty participation in a virtual Career Night in the spring; stated that Career Night gives students an opportunity to meet professionals in diverse areas of study and that the event is attended by children as young as four; noted that attendees learn about the possibilities of becoming doctors, lawyers, philosophers, historians, and more; and requested that faculty members join other professionals in creating

videos in multiple languages in order describe careers, educational background, reasons for choosing colleges where faculty members earned their degrees; and reasons for choosing fields of study. Faculty members interested in participating in Career Night were requested to contact R. Vasquez and to provide videos by February, for release on April 17.

4. K. Frindell Teuscher, Chief Negotiator for the All Faculty Association (AFA), invited the Senate to AFA's general meeting on Wednesday, December 9, at 4 p.m.; noted that each semester AFA has one general meeting at which they present on topics of interest to the general AFA membership; stated that the upcoming general meeting would include a negotiations update and a special presentation on labor law, specifically focusing on direct dealing.
5. S. Lesson noted that the Guided Pathway's workgroups recognized that Senators had voted at its previous meeting to approve the Guided Pathways recommendations and to rank the recommendations at the current meeting; stated that the workgroup recommendations provided to the Senate already reflect a ranked organization, with the two recommendations from each workgroup ranked in terms of practical priority; stated that each workgroup's first recommendation addresses immediate, foundational needs and the second further enhances student success; asked that Senators consider voting to move into the design phase of Guided Pathways without additional ranking; and claimed that the individuals best positioned to provide accurate evidence-based information on future decisions about timelines and budget will be those tasked with leading the work. [Read S. Lesson's full statement here.](#)
6. L. Larsen expressed the opinion that subjects under consideration by the Senate would "increase Senate purview" by including faculty professional development; expressed the opinion that this dilutes the expertise of staff; claimed that the issues should be discussed thoroughly and decided by the full Academic Senate body; claimed that all 10 +1 workgroups, committees, and coordinators should report directly to the Senate body and the Executive Committee should delegate work to the Senate; and expressed concern about the workload of new Senate Executive Committee positions.
7. B. Flyswithawks urged Senators to demonstrate trust in the work of the Black Studies and Ethnic Studies Task Force, support the Black Student Union and all BIPOC students, and approve the Task Force recommendations; requested that the Senate not be distracted by the recommendations' specifics such as the number of recommended faculty positions, the hiring timeline, and the cost of implementation; stated that the role of the Senate is to approve and then forward those recommendations to Academic Affairs, and that Academic Affairs would then have the opportunity to support and begin implementing the recommendations; noted that an implementation process would include identifying a budget for creating the recommended Ethnic Studies Department, hiring necessary faculty members and classified staff, and working with AFA on areas requiring negotiations. [Read B. Flyswithawks full statement here.](#)
8. M. Ohkubo shared information regarding executive committee composition at community colleges throughout the system; claimed an interest in best practices and data as the Senate moves forward; addressed subjects of both qualitative and quantitative data, diversification, and workload relative to the expansion of the Executive Committee; recommended options regarding the Executive Committee positions currently being defined by the Senate; and reminded the Senate that the expansion of its Executive Committee is a pilot. [See M. Ohkubo's presentation on California Community College Academic Senate compositions here.](#)
9. G. Sellu urged the Academic Senate not to rush the hiring process for the 2021-2022 academic year, to allow an opportunity for the hiring process to address Senate goals of anti-racism within hiring and ensure that the College's job descriptions and job announcements remove barriers for BIPOC faculty members and staff; encouraged the Senate and colleagues in leadership to apply an EDI lens to hiring, job descriptions, job announcements, and the constitution of hiring committees in order to effect the desired outcome of diversifying the faculty; and noted that of the thirty-five recently hired faculty members, not a single one is Black.

MINUTES

November 18, 2020, minutes were unanimously adopted by roll call vote.

ADJUSTMENTS TO THE AGENDA

None

REPORTS

1. President's Report – J. Thompson noted that creating a distribution list that accurately reflects the electorate has involved many hours of the Administrative Assistant's time and that the Constitutional amendment balloting will commence as soon as the distribution list is complete; requested that faculty members interested in open officer positions forward their names and candidate statements by Thursday, December 10, at 9:00 am.; and stated that officer elections will be held on December 16. Further comments addressed upcoming work on the Faculty Hiring policy and procedure; recognition of the considerable amount of work that the Senate has completed this semester; needed work on the distribution of departments among the thirteen Areas of representation so that all Areas represent comparable numbers of faculty members, the information that pertinent documents for this project have been posted on the Senator Resources page, and a request for Senators to express interest in participating on a committee that may recommend Area composition. [Read full President's Report here.](#)
2. Parliamentarian's Report – G. Sellu noted that the day's agenda was ambitious; that Credit for Prior Learning was marked urgent and could be moved to the Action agenda by a two-thirds vote; that the Black Studies and Ethnic Studies Recommendations may be moved to the Action agenda of a future meeting; and stated that the Guided Pathways Action item could be amended up to two times. [Read G. Sellu's full Parliamentarian Report here.](#)
3. Student Government Assembly (SGA) – SGA President D. Carmona Benson shared concerns that students were experiencing a difficult semester; noted that many students report wanting to drop their classes because of the stress of the elections, Covid, and racial tension; reported that SGA and the Black Student Union eagerly anticipate moving forward with Guided Pathways and Ethnic Studies; announced that in their efforts to start the Black Success Student Center they have raised \$115,000 and received an additional \$4,740 at their most recent fundraising event.
4. Petaluma Faculty Forum (PFF) Report – PFF Chair E. Simas provided an overview of October and November PFF events, including a discussion with Dr. Chong regarding budget, length of semester, enrollment, security measures, and providing Distance Education without much help; and a visit from Language Arts and Academic Foundations Dean Robert Holcomb, who spoke about the Hispanic Serving Institution (HSI) *Lanzamiento* Grant, which includes HSI-designated courses. Matthew Martin, English Department faculty member, has been elected as the next PFF chair.

CONSENT

None

ACTION

1. Ranking of Guided Pathways (GP) Recommendations – G. Sellu and J. Thompson opened the discussion by explaining that as the Senate had previously voted to accept and rank the GP recommendations, rescinding the previously approved motion would require a two-thirds vote. Discussion included statements of not having sought constituency input in advance of ranking, leading to a preference to defer to GP workgroup recommendations; a concern about senators' relying on their own judgment; the suggestion that, rather than voting to rescind the previous vote which stated that senators would rank recommendations, senators could instead employ the workgroups' recommended ranking if they wish to; pressure to rank the recommendations due to

budget considerations; the Budget Advisory Committee's current hiatus; and the idea to rescind the previous motion to rank the recommendations.

T. Jacobson moved that the Senate move forward with the ranking by approving the existing ranking that Guided Pathways has put forward. Seconded by S. Rosen.

Further Senator comments noted the Senate's responsibility to approve or disapprove the recommendations; that some Senators were not comfortable with some recommendations and should have some oversight over ranking; that the Senate had had weeks to study the recommendations; the Senate's prior decision to rank the recommendations; and that Senators who wondered whether budget crunches are a real consideration were invited to reflect upon the forty classes that had recently been cancelled.

J. Thompson noted that the time for this agenda item had expired; the Senate will return to it at the next meeting; there is a motion on the floor and a second, with four senators in the queue.

2. Academic Senate Executive Committee – The previous Action item having exceeded its allotted minutes and there being insufficient time to address all remaining agenda items, the Parliamentarian, President, and Vice President consulted. A. Donegan moved to table the discussion; J. Carlin-Goldberg seconded the motion. A senator asked whether this would mean postponing the decision about the Executive Council makeup; it was confirmed that nominations for Vice President, Secretary, and Past President would proceed as the Vice President and Secretary terms were expiring at the end of this semester and the Senate had previously approved adding a Past President to the Executive Committee, and that decisions about the three remaining ASEC positions would then be determined later. The vote was called, with the President misstating the motion to table the ASEC Action item by noting the effect of tabling, which would be to move on to the Credit for Prior Learning Discussion item. The roll call vote resulted in 14 in favor, 2 abstentions, and 9 against. The motion on the floor was to table the ASEC Action item, which carries by a majority vote; it was incorrectly stated, however, that the motion failed to carry due to requiring a two-thirds vote to reorder an agenda

Discussion from the November 18 meeting resumed. A Senator raised questions about what would happen if additional released time is not approved for these positions and the duties of these positions.

M. Ohkubo moved to approve the language as it appeared in the agenda with the amendment that the language "and two additional at-large ASEC positions" state instead that one of these two at-large positions would be for an adjunct position at large. L. Aspinall seconded the motion. Further discussion included a clarification that the designation "at large" in the motion was intended to note that job duties would be assigned as needed and were not permanent.

J. Thompson clarified that there was an amendment to the original motion; Senate Exec would have an officer of equity and two at-large positions, one of which would be filled by an adjunct faculty member; the roles of the at-large positions would be defined by ASEC after individuals have been elected; and these positions are open to both sitting and past senators.

Additional discussion included concerns that with only four adjunct Senators, it may be difficult to fill the adjunct seat; when the pilot program would be evaluated; a request to consider adding a treasurer to the Senate Executive positions so that one of the positions has a budgetary aspect; concerns that faculty members would not apply for positions without clear job descriptions and reassigned time; clarification that professional development lies within Senate purview, should remain within Senate purview, and integrating this position into the Senate would also solve the problem of professional development decisions being made behind closed doors without consultation with the Senate.

K. Valenzuela made an amendment to the motion to increase the Senate Executive Committee and allow the Professional Development Coordinator to be part of the Executive Committee; S. Martin

seconded the motion. A point of order was raised regarding the question of whether the motion could be amended a second time. Parliamentarian G. Sellu clarified that the motion could be voted up or down after the second amendment and that, if necessary, Senators may return to the original main motion.

Senators advocated for including the Professional Development Coordinator position as part of the Executive Committee, noting that this would be a restoration of long-neglected purview; noted that the position itself is illegal as it has not been negotiated, which would include the selection process; stated that concerns about the workload of the Professional Development Coordinator demonstrates that negotiations are needed to determine a job description and appropriate reassigned time. It was clarified that the Senate would make recommendations regarding job duties, selection process, and compensation, and that AFA would then negotiate. Senators stated the importance of having leaders in important positions and the leaders of these important committees in the same room, and that this will allow the Executive Committee to get more work done and be more efficient; recommended that the work of the Executive Committee should be decided upon by all Senators; a need for clarification regarding the amended motion and the main motion; and the information that if the amended motion failed to carry, the Senate would return to the original motion.

A roll call vote was taken on the amended motion; the motion carried, with 14 in favor, 2 abstaining, and 9 against.

DISCUSSION

1. Credit for Prior Learning (Palomar), CCLC Policy/Procedure will be placed on a future agenda.
2. Black Studies and Ethnic Studies Task Force Recommendations will be placed on a future agenda.

INFORMATION

None

ADJOURNMENT

5:10 p.m.