



# ACADEMIC SENATE

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

## MEETING MINUTES

DATE: November 18, 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, G. Sellu, J. Stover, J. Thompson, K. Valenzuela, K. Wegman, S. Whyly, S. Winston

### ABSENT

S. Rosen

### GUESTS

B. Flyswithhawks, T. Johnson, L. Servais

CALL TO ORDER, 3:15 p.m.

### OPEN FORUM

1. S. Avasthi requested that the Academic Senate develop a process whereby the Senate Executive Committee can respond to feedback, suggestions, or criticism regarding faculty appointments to committees; explained that the request was due to the appointments to the Integrated Student Success Committee and provided her perspective of those events; stated her desire for a clear process for faculty members to express their complaints about other faculty members appointed to committees; opined that there is no free and fair discussion when people are bullied into silence; and expressed the opinion that committee appointments should be made based upon expertise and passion.
2. S. Wiley noted a *Press Democrat* article about a \$1 million contribution from Kaiser to the student housing project that she and others have been working on at SRJC; stated that although she is a member of the student housing workgroup she has not received any communication regarding the project since March 9 and was unaware of the Kaiser contribution; stated the opinion that all decisions about the housing project would come through the workgroup; and expressed a desire to hear from the workgroup leadership and the District regarding the decision and whether faculty voices and student voices were included in the decision to accept money from Kaiser.
3. B. Flyswithhawks urged the Senate to approve all Guided Pathways (GP) recommendations and to move forward with implementing GP for our students; noted that in previous discussions, the limited GP budget has been a source of some concern; recommended that the Senate first approve the GP recommendations and then request that the District provide implementation funding; and requested that the Senate place the Black Studies and Ethnic Studies Task Force recommendations on the Discussion agenda of the December 2 meeting.
4. D. Carmona Benson informed the Senate that, as President of both the student body and the Black Student Union, she supports approval of the Guided Pathways (GP) action item on the day's agenda; stated that students involved with the Student Government Association

have been at the College for nine years; stated a need for GP; notes that students want jobs; stated the opinion that GP would allow students to transfer sooner and be more successful in their careers; stated her hope that the Senate would consider the students who need GP to pass and succeed; thanked the Black Studies and Ethnic Studies Task Force for its work and encouraged the Senate to approve the Task Force's recommendations.

## MINUTES

November 4, 2020, minutes were unanimously adopted by roll call vote.

## ADJUSTMENTS TO THE AGENDA

No adjustments to the agenda were requested.

## CONSENT

1. Support for Sustainability Committee's Letter to CalSTRS, Divestment from Fossil Fuels
2. Changing Signatories on Academic Senate Exchange Bank Accounts

L. Aspinall moved to approve the Consent agenda; N. Frantz seconded. The motion carried by unanimous roll call vote.

## REPORTS

1. President's Report – J. Thompson thanked senators, other faculty members, the student body president, and administrators who attended the November 13 training session with members of the Academic Senate for California Community Colleges Executive Committee; noted that the session on process, equity, and trust was informative and productive; thanked President Chong and Vice Presidents Saldaña-Talley and Avila for welcoming the Senate's guests; and thanked Dr. Chong for his strong statement of support and respect for Senate purview.

J. Thompson also reported that the District had announced at College Council its decision to subscribe to a policy service provided by the Community College League of California (CCLC); that our College currently has a "homegrown" Board policy manual; that regular revision of our policy manual and staying abreast of changes in law and regulation requires significant labor; and that the District has determined that this workload is unsustainable. CCLC's draft policies reflect changes in the law, and SRJC will treat the CCLC templates as drafts, subject to review and amendment by SRJC's constituency groups. The four faculty appointees to College Council concur that the District has the right to subscribe to this service and appreciates the courtesy of the advance notification and that the Senate will need to be vigilant to vet all CCLC drafts to ensure that the Senate's voice continues to be reflected in SRJC policies.

2. Parliamentarian's Report – G. Sellu noted that the day's agenda was ambitious and looked forward to passionate discussion; noted that the Action agenda includes two items to be discussed and then vote on; reminded the body on the process for amending motions and that the process is limited to two amendments per motion; and that the Consent agenda is voted on *en masse*.
3. Professional Development (PD) Coordinators' Report – T. Jacobson and L. Larsen provided an overview of professional development projects; reminded senators of the current needs assessment survey, conducted every three years; and stated that survey results would guide the faculty PD work over the next three years. T. Jacobson and L. Larsen further reported that 35 new faculty members are participating in the year-long New Faculty Learning Experience; noted the challenge of creating community, given the large cohort and remote format; encouraged people reach out to new faculty members; and reported that 34

of the new faculty members have been paired with faculty mentors. The faculty PD Coordinators are also members of the Professional Development Committee, which this semester is focusing on anti-racist training and inclusion, and reported that they are pursuing additional professional development funding for the faculty.

4. [Black Studies and Ethnic Studies Task Force Recommendations](#) – B. Flyswithhawks stated that the Task Force had met with President J. Thompson and Vice President of Academic Affairs Dr. Jane Saldaña-Talley, to clarify the Task Force's purpose and timelines; reported that meetings occurred between October 20 and November 10; reported that research addressed the College's previous Ethnic Studies program, which was dismantled due to low enrollment and its courses braided primarily into the Behavioral Sciences, Social Sciences, and English departments; the research included review of relevant programs in the California Community Colleges, California State University, and University of California systems; transfer model curriculum guidelines; the new K-12 and CSU Ethnic Studies requirements; noted that the Task Force did not include specific courses in its recommendations, recommending instead that the faculty members for each of the recommended programs would create the majors; and that the Task Force had provided a list of faculty members with relevant areas of expertise.

G. Sellu reported on the Task Force's structure; its consideration of programs, majors, and a department to house them; the importance of centering Black Studies and African American Studies; recommended departmental structure, with several programs housed in a single department, illustrated by a grid created by Counselor J. Thao; the goal of getting faculty support for an Ethnic Studies program; the Summer Institute as an opportunity for interdisciplinary work across the College; the need for BIPOC faculty members to be compensated for this work; and the urgency of this work.

L. Servais presented Task Force recommendations, first acknowledging that the Senate had charged the Task Force with creating Black Studies and Ethnic Studies majors and that the Task Force is asking for Senate support beyond that scope, some of which falls outside the 10 + 1, and expressed the desire that the budget and rules don't prevent progress.

Recommendations include but are not limited to establishing an Ethnic Studies Department that would include majors in Ethnic Studies, African American and Black Studies, Asian Pacific Islander American Studies, Chicanx and Latinx Studies, and Native American and Indigenous Studies; and a chair, coordinator, and other faculty positions which would be filled by BIPOC faculty members with relevant academic expertise; these faculty members' responsibility for implementing some of the recommendations; a timeline; the immediate development of an African American Studies major; the hiring of a dedicated BIPOC academic counselor with an expertise in Ethnic Studies, with a preference for an African American counselor; and the request for necessary consultation to inform negotiations for equitable reassigned time for the chair and coordinators.

Questions from senators and guests addressed whether the Task Force had included any faculty members from the performing arts; praise for the Task Force's work; and the desire that the recommendations would be presented to the department chairs.

L. Servais noted that all faculty members had been invited to apply for the Task Force and that Ethnic Studies is interdisciplinary; and expressed appreciation for the trust and responsibility that the Senate had given to the Task Force. D. Carmona Benson, Task Force member, also expressed praise for the Task Force's process and work. B. Flyswithhawks stated that the Task Force agrees that its work is complete; that members of the Task Force will be available to answer questions during future Senate discussion, preferably at the December 2 meeting; and that the next phase is up to the Senate and Academic Affairs.

5. [Fall 2020 Plenary Reports](#) – L. Aspinall reported on behalf of the Plenary attendees that the Senate was able to send seven senators to attend this year's Fall plenary, including herself, M. Ohkubo, R. Romagnoli, G. Sellu, J. Stover, J. Thompson, and S. Whyllly; that the theme was Addressing Anti-Blackness and IDEAS—“IDEAS” being an acronym for Inclusion, Diversity, Equity, and Anti-Racism; that attendees’ session notes have been posted to the Senate website; the hope that the Senate will address content from Plenary at its Spring retreat, allowing deeper discussion of issues; and the goal that the Senate weigh in more fully on resolutions before the Spring Plenary. L. Aspinall then shared several “takeaways” provided by Plenary attendees, emphasizing the wealth of information and ideas for transformative, anti-racist work, and requested that senators read the full document.

## ACTION

1. Guided Pathways (GP) – J. Thompson introduced the Action item by inviting further discussion prior to senators making a motion. Discussion included a question regarding whether the GP recommendations are to be adopted in total and the comment that certain individual recommendations include multiple items, confusing Senate decision-making; senators’ right to craft the question that will be called; options of up-or-down votes on each item or prioritizing; that survey tools had been prepared in advance, in anticipation of these two styles of voting; the possibility of amending recommendations prior to voting; the point that ranking informs the Senate regarding allocating resources; comments about available GP funding and additional District resources; the possibility of ranking now refining during the implementation process; information from a report by the Community College Research Center, which notes that colleges that have successfully implemented GP serve approximately 4000 FTES, which is fewer than one-quarter of the FTES that SRJC serves, and have budgets of \$60 million, which is approximately half of SRJC’s budget; concerns about SRJC’s budget problems, which have led to consistently reduced course offerings; and an acknowledgement of the important goals that that the Senate wants to achieve with the District’s limited funds.

T. Jacobson moved that the Senate approve the recommendations as a whole and that, as senators would need more time to think about how to rank them, we bring it back to a subsequent meeting to prioritize the recommendations. J. Stover seconded the motion.

Further discussion included a concern that the motion was evolving quickly, that ranking may result in some recommendations not being developed; the need to find a path forward, which can include advocating for additional funding; the reminder that GP has deadlines; and the point that ranking provides for the Senate’s priorities to be heard.

In response to confusion about where the Senate is in the GP process, the President clarified that the phases of GP work move from recommendation to design to implementation; and that the Senate is currently deciding which recommendations will be moved forward for design work.

Further comments from guests included the College’s recent visits with a Partnership Resource Team and that these visits addressed enrollment management, which intersects with the Guided Pathways work, and the question of whether any funding for PRT-related work would be available to help support GP work; that the College is behind schedule on GPs; and the claim that approximately 3 percent of a college’s operating budget is needed to fully implement GP, which means that the College will need more money.

The vote was called, and the motion carried by unanimous roll call vote.

The President requested that senators come prepared to rank the GP recommendations on December 2, and thanked the GP workgroups, leads, and liaison for their work.

2. Academic Senate Executive Committee – J. Thompson reviewed the Senate’s prior decision

to expand the Academic Senate Executive Committee (ASEC) to include eight members; and to assign each of the three new members of ASEC an area of responsibility. After the Senate has defined the three new member positions, there will be a nomination and election process, before the end of the semester.

Discussion included the clarification that the Senate previously determined that the three new officer positions will be open to both sitting and past senators; the reminder that this is a pilot; the question of whether the scope of the three positions should be defined prior to elections or after people are seated; the point that determining areas of responsibility after the election might provide some flexibility while determining areas of responsibility after elections would discourage people from putting their names forward as they would not be assured of an assignment that matches their interest and expertise; the point that the professional development coordinator's workload is significant; clarification regarding language in the Senate's Constitution; doubt that BIPOC faculty members would get involved due to the workload; the desire to specify an Officer of Equity but to delete the references to professional development and student learning, and thereby maintain the structure whereby the Professional Development Coordinators just report to the Senate but are not involved with the Senate or ASEC; the point that one reason for these ASEC changes is to integrate 10 + 1 work into the Senate and then ask for that to be negotiated; the idea that the Senate create the ASEC it wants and then to ask for negotiations to reflect that.

M. Ohkubo made a motion to amend the current Action agenda language to read that the Academic Senate shall add to the ASEC, on a pilot basis, an Officer of Equity and two additional at-large ASEC positions (duties to be assigned among ASEC after all ASEC positions are filled); and a Past President to serve through Spring 2022; and these positions shall be elected this Fall and begin their terms on January 19, 2021.

L. Aspinall seconded the motion.

Further comments from senators included the need to ask the District to support some of these initiatives; the preference that an ASEC equity officer should be separate from a District equity role; the hope that the District would be willing to spend \$20,000 a year on our equity position since it had previously spent approximately \$200,000 for the equity director position; the point that equity and professional development are matters within the Senate's purview and should be housed in and directed by the Senate and answerable to the faculty; that when positions are housed outside of this Senate, they answer to people outside of the Senate; endorsed the idea of bringing into the Senate those resources currently expended on faculty professional development and faculty equity work; that placing these positions within the Senate and providing adequate reassigned time will attract strong candidates and allow the Senate to shape faculty development, as established in law and Ed Code regulations, as well as the faculty's equity work.

Senators also noted that compensation, selections process, and job description would need to be negotiated; the desirability of an adjunct faculty member serving on ASEC; a need for information about how reassigned time for the ASEC positions works, which was provided; and a request that load percentages be added to the pilot description. As the time limit approached, the Parliamentarian presented the options of either finishing the discussion or laying it on the table and making a motion to bring it back to the next meeting; at 5:01 p.m. people remained in the queue; allowable options for closing the meeting were discussed; J. Stover made a motion to extend the time by fifteen minutes; S. Whyllly seconded. There being no objections, the time was extended by fifteen minutes.

It was also noted that the Professional Development coordinators, and perhaps the SLO coordinator, have formerly been appointed by the Senate President and the Vice President

of Academic Affairs; the President provided clarification that this process was illegal; that the Vice President of Academic Affairs is working with AFA to ensure that going forward all faculty special assignments are properly negotiated to define selection process etc.; and that the Senate's decisions will inform AFA's representation of the Senate in negotiations. The meeting was adjourned with one senator in the queue and a plan to bring the item back to the December 2 meeting.

#### **CONSENT**

1. Support for Sustainability Committee's Letter to CalSTRS, Divestment from Fossil Fuels
  2. Changing Signatories on Academic Senate Exchange Bank Accounts
- L. Aspinall moved to approve the Consent agenda; **xx seconded**. The Consent agenda was unanimously approved by roll call vote.

#### **INFORMATION**

None

#### **ADJOURNMENT**

5:20 p.m.