



ACADEMIC SENATE

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

MEETING MINUTES

DATE: February 17, 2021

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, B. Flyswithhawks, N. Frantz, C. Hillman, T. Jacobson, J. Kosten, D. Lemmer, S. Martin, L. Nahas, M. Ohkubo, A. Oliver, R. Romagnoli, S. Rosen, G. Sellu, L. Servais, J. Stover, J. Thompson, K. Valenzuela, K. Wegman, S. Whyly, S. Winston.

ABSENT

None

GUESTS

D. Carmona Benson, J. Saldaña-Talley.

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 L. Servais.

OPEN FORUM

1. L. Servais addressed the Senate in her new role as Equity Officer on the Academic Senate Executive Committee (ASEC); stated that the focus on Faculty Professional Learning, Faculty Job Announcements, forthcoming Ethnic Studies Department, and Board Policy for Faculty Hiring were inviting Senators to take critical action for equity and antiracism; stated that equity is about fairness and that the Glossary of Ed. Reform explains that “equity encompasses a wide variety of educational models, programs, and strategies that may be considered fair, but not necessarily equal. It has been said that ‘equity is the process; equality is the outcome’”; and asked, moving forward, what policy revisions and recommendations will help the Senate ensure fairness? L. Servais further noted that the day’s agenda invited the Senate to create antiracist policies and recommendations that manifest solidarity; to remember Ibram K. Kendi’s caution that “‘Racist’ and ‘antiracist’ are like peelable name tags that are placed and replaced based on what someone is doing or not doing, supporting or expressing in each moment”; and expressed hope that the Senate will engage 10 + 1 principles with “self-awareness, self-criticism, and self-examination,” in order to “move our district to the creation of policies that design this beloved community into an equitable, antiracist ecosystem.” [Read L. Servais’ full statement here.](#)
2. B. Reaves called on the Senate to commit to moving anti-racist work into action via creating policies that reflect equity, remember the murder of George Floyd, and take note of hundreds of professional development webinars on creating equity, especially for Black students/people, with calls to action to do this work on individual campuses; noted that many Black practitioners of equity do not sit in positions where they hold the power to enact change; noted that locally “this work is on you, this work is on white people...and I’m calling us collectively out to do this work. This is your work”; called upon the SRJC community to listen to the experiences of those on campus who have experienced racism “and to listen to our students”; called on the Senate and SRJC to move beyond solidarity statements that have no impact on policy change; and noted that policy creates conditions, and conditions create culture; and ended with “History is looking at what you’re doing at SRJC, and I hope you are on the right side of it.”

3. D. Carmona-Benson, Student Government Assembly President stated that “all eyes are on” the Senate in their equity-related work; that students matter; that B.S.U will continue to demand culturally competent faculty and staff; that when diversity is present everyone wins; and that support for diversity-related measures should start in Academic Senate.

MINUTES

J. Bush made a motion to approve the minutes from December 2nd. J. Stover seconded the motion. A roll call vote was taken; Senators approved the minutes with 25 Yes votes.

Re: the February 3rd minutes: S. Martin noted a small typo to the February 3rd minutes; K. Valenzuela requested a change and J. Stover agreed to review the change and pulled the minutes until the review could be made.

ADJUSTMENTS TO THE AGENDA

None

REPORTS

1. President’s Report – J. Thompson informed the Senate of an upcoming Credit for Prior Learning (CPL) procedure work brown bag series – Monday, March 8th, through Thursday, March 11th – sponsored by the Chancellor’s Office; reminded Senate of the Parliamentary Procedure Training on Friday, February 19th; discussed the handoff of the Guided Pathways (GP) recommendations for AFA negotiation with the request for a single MOU to cover the remainder of the work; stated that the revision to the Equivalency procedure, to increase number of contract faculty members appointed to the Equivalency Committee, which the Senate approved last year, was on the Board’s February 9th agenda as a first reading, with the second reading on March 9th, and, assuming Board approval, the Senate will solicit five additional faculty members to serve on Equivalency; reported that the Academic Senate Executive Committee (ASEC) is partnering with J. Saldaña-Talley and, to discuss next steps in the creation of an Ethnic Studies Department, will be meeting with the chairs and deans of Behavioral Sciences, Social Sciences, and English, related faculty, administrative and faculty co-chairs of Curriculum, and AFA Chief Negotiator; and reported that ASEC is now meeting Wednesday mornings, is taking a brief hiatus from drop-in guests to support new team development, and welcomes requests for guests on the formal ASEC agenda. [Read full President’s Report here.](#)
2. Student Government Assembly Report – D. Carmona Benson voiced concerns over students’ lack of privacy with required video software; difficulties of exposing home environments of students, particularly LGBTQ students and students of color; and some students dropping their courses rather than have their cameras on, stating that professors who allow students to keep cameras off are seeing more and more students turn their cameras on for class.

ACTION

1. Faculty Professional Development: Equity, Diversity, Inclusivity, & Anti-Racism (EDI)

J. Thompson stressed the importance of fully discussing the motion before voting.

Senators’ comments included asking the Senate to consider a task force versus a subcommittee; wanting clarity on what would be brought back to the Senate by a task force/subcommittee; clarification that a decision on subgroups had not yet been reached; requests for choice and flexibility in equity trainings that reflect academic freedom; making EDI units as an option for PDA Day; exploring rubrics that support exploration within high-quality equity trainings across a variety of options; the crucial nature of establishing a timeline and informed voting process for this work; the suggestion that the new Officer of Equity be the chair of this “task force”; and the desire for a diverse group of faculty with diverse ideas of what the trainings should entail. The new Officer of

Equity expressed interest in participating in this work and described some of the EDI outreach work already in progress.

Senators further expressed an interest in PDA Day sessions (3 – 5) led by outside consultants; the importance of outreach to those on campus already engaged in the work (e.g., BLAC); the importance of expertise; considering suggestions from the Black Student Union (BSU); expanding beyond PDA Day in support of deeper learning; conscious partnering with the Professional Development Committee to draw upon pre-existing resources; being action oriented and collaborative in outreach with constituent groups; seeking real cultural change; clarifications on task force vs. subcommittee and compensation/adjunct participation and compensation; and the advantages of a task force for reaching out to various subcommittees and constituencies.

L. Aspinall made a motion that the Academic Senate work to create a task force to explore and develop options for Anti-racism and EDI mandatory training for faculty. T. Jacobson seconded the motion.

S. Martin offered an amendment to the motion eliminating “*work to*” to simply “*create a*” task force. K. Valenzuela / A. Donegan seconded the motion. A roll call vote was necessary for considering the amendment. The motion to amend carried unanimously with 26 Yes votes.

A roll call vote was taken on the perfected motion, that the Academic Senate create a task force to explore and develop options for Anti-racism and EDI mandatory training for faculty. Senators passed the motion unanimously by roll call vote with 26 Yes votes.

CONSENT

1. Senate Subgroup, Review of Constitution

Shall there be a subgroup of Senators who will facilitate review of the Constitution, soliciting from all Senators input regarding the Constitution’s internal contradictions, omissions, and needs; collect Senators’ recommendations regarding possible Constitutional revisions; and present findings to the full Senate for discussion, deliberation, and decisions regarding revision?

A roll call vote was taken; Senators approved the Consent agenda with 25 Yes votes.

DISCUSSION

1. Task Force, Faculty Job Announcements – J. Thompson (Ed. Code 87360)

J. Thompson introduced the discussion, explained that many faculty members had expressed issues with the framing and decisions around recent job announcements; and noted that the proposed Discussion Item would, if approved, lead to the creation of a task force to address these issues.

Senators’ comments included the suggestion that someone from Human Resources (HR) either be a member of or consult with the task force and that HR should provide guidance in terms of the law; and that HR’s past involvement has sometimes conflicted with needs of departments and constituents re: faculty hiring committees.

T. Jacobson made a motion to move the Discussion Item to an Action Item. There was a suggestion that the task force consider the work of other colleges, as colleagues across the nation are engaged in this work. J. Carlin Goldberg seconded the motion.

Senators discussed the potential recruitment and makeup of a task force; the task force’s diversity as a means of avoiding potential blind spots; having the taskforce be faculty led and include Department Chairs and/or report out at Department Chair Council (DCC) meetings. J. Thompson reflected back Senators’ expressed interested in this work; the ability to draw upon work already in progress around the country; and the importance of reaching out for various expertises and to constituencies, particularly HR and DCC.

J. Thompson reflected the need to pass the motion with a two-thirds majority. A roll call vote was called; Senators unanimously voted to move from Discussion to Action with 26 Yes votes.

Senators asked that the task force be led by faculty members with the most experience doing equity work and ensure that the Senate protects faculty rights so that the work of the task force is honored.

J. Bush made a Motion that the Academic Senate create a diverse Faculty Job Announcement Task Force that will, by a specified date, solicit comments and ideas from the faculty, research effective practices, and present to the Senate ideas for consideration and possible endorsement. M. Aparicio seconded the motion. A roll call vote was taken; Senators passed the motion unanimously with 26 Yes votes.

INFORMATION

1. Ethnic Studies Department, Update – J. Saldaña-Talley and J. Thompson

J. Thompson introduced the topic, reporting that she and J. Saldaña-Talley are connecting key contributors – deans, department chairs and AFA negotiators – in the creation of an Ethnic Studies Department; that a meeting is scheduled for Friday, March 12th; initial work will need to address faculty hiring/transfer to new department; nine (9) positions already have already been approved for recruitment in the current academic year, two of which potentially overlap with Ethnic Studies (History with focus on African American Studies, Philosophy with focus on Race and Gender Studies); there is the potential for three more positions this year; the possibility of reaching out to Faculty Staffing Committee for possible reconsideration of ranking of positions lower on the list; the District and AFA negotiations teams are in ongoing discussions; changes to areas (separating Philosophy from Humanities) were made only recently, and curriculum is a major consideration; the California State University system is still in process regarding requirements; and SRJC is in the midst of a very complex situation regarding COVID-19 related impact on Year One faculty and the ongoing challenges of remote / online / stay at home environment.

2. Introduction to Board Policy 4.3.2/P, Faculty Hiring: Regular and Adjunct (Ed. Code 87360)

M. Ohkubo and J. Thompson shared a PowerPoint and provided an overview of where the Senate has been and where they would like to go regarding the Faculty Hiring policy. [View full PowerPoint presentation here.](#)

The presentation stated that the 4.3.2/P revision process began in 2012, several chaotic semesters followed, the Senate approved a draft (May 2018) that never made it out of the Senate/to the Board; the Senate resumed discussion of 4.3.2/P in Spring 2020, and the pandemic interrupted work until now; and guiding principles focused on employing equity lens in support of a diverse, high-quality faculty with equity experience. The presentation further noted the importance of diversifying within the scope of the current laws and regulations; issues and concerns regarding departmental agency in job announcements and faculty hiring; recognition that there are sticking points and that the collective can find areas of consensus; the possibility of re-agendizing the May 2018 draft and discussing further changes; the Senate's unanimous endorsement of Title V changes that reflect a commitment to diversity and equity and the possibility that the Senate could draw from these Title V changes in a preamble to this policy; and the important upcoming training on March 19th.

ADJOURNMENT

5:00 p.m.