TRANSCRIPT
April 7, 2021

142
01:06:15.030 --> 01:06:28.380
Julie Thompson: Okay, by my clock, we are at a quarter past the hour so let's go ahead and call the meeting to order um and welcome to everyone and First, I will call on Terra jacobson.

143
01:06:30.480 --> 01:06:40.200
Tara Jacobson (she/her): I am ready to read the land acknowledgement statement we acknowledge that we gather at Santa Rosa junior College on the territorial traditional land of the pummel people in Santa Rosa.

144
01:06:40.590 --> 01:06:51.210
Tara Jacobson (she/her): And the coast me lock people in petaluma past and present and honor with gratitude, the land itself and the people who have steward it through the Jenner throughout the generations, thank you.

145
01:06:52.230 --> 01:06:54.690
Tara Jacobson (she/her): Thank you okay.

146
01:06:55.680 --> 01:07:00.030
Julie Thompson: And next is open forum and amy do you have anyone.

147
01:07:01.380 --> 01:07:03.990
Julie Thompson: In open in the queue for open forum.

148
01:07:04.110 --> 01:07:07.860
Academic Senate: I do feel first is Laura aspinall.

149
01:07:08.670 --> 01:07:11.430
Julie Thompson: Okay Laura aspinall please.

150
01:07:13.590 --> 01:07:22.590
Laura Aspinall: Good afternoon college Community last week I had the pleasure of attending the images supported program meeting as a follow up to their spring PDA session.

151
01:07:22.980 --> 01:07:29.040

Laura Aspinall: Images looking to collaborate and partner with faculty to support black and African American students in their classrooms.

152
01:07:29.550 --> 01:07:39.360
Laura Aspinall: Please share with constituents, the link to the images supported program interest card i'll post that link in the chat and just a moment, it will also be reflected in today's minutes.

153
01:07:39.870 --> 01:07:56.070
Laura Aspinall: Please also free feel free to reach out directly to any member of the mojo team for more information that we Michael hail from English JESSICA logins from counseling Regina Harry student success classified staff member environments from lps Thank you.

154
01:07:57.690 --> 01:07:59.160
Julie Thompson: Okay Thank you so much Laura.

155
01:07:59.490 --> 01:07:59.910
Julie Thompson: i'm.

156
01:08:00.090 --> 01:08:01.290
Julie Thompson: amy who's next, please.

157
01:08:02.130 --> 01:08:03.270
Academic Senate: Next, a.

158
01:08:04.350 --> 01:08:08.970
Academic Senate: Possibly a shared time with Rima dasgupta and amy for us.

159
01:08:10.140 --> 01:08:15.960
Julie Thompson: Women dasgupta and amy floors Is that correct, are you sharing the comment OK.

160
01:08:18.060 --> 01:08:18.750
Julie Thompson: You are at.

161
01:08:19.800 --> 01:08:26.520

Rima DasGupta: Okay, thank you, unfortunately, my Internet is a little bit wonky right now, so I apologize in advance.

162
01:08:27.810 --> 01:08:43.680
Rima DasGupta: amy Flores and I are going to be reading the PISA Asian Pacific islander staff association statement which we had sent out originally in early March, so we will be reading that together and sharing our time to do so.

163
01:08:45.660 --> 01:08:46.320
Rima DasGupta: So.

164
01:08:48.990 --> 01:08:50.610
Rima DasGupta: I just want to make sure amy's here.

165
01:08:51.480 --> 01:08:52.170
Amy Flores: I am.

166
01:08:52.410 --> 01:08:53.520
Rima DasGupta: Okay wonderful.

167
01:08:55.320 --> 01:09:02.130
Rima DasGupta: To rsr JC Community will you join us in rejecting hate, will you join us and building bridges.

168
01:09:02.700 --> 01:09:09.420
Rima DasGupta: hate crimes against the Asian Pacific islander American Communities are on the rise, nationally and here at home and the bay area.

169
01:09:10.080 --> 01:09:15.630
Rima DasGupta: Along with the recent highly publicized events of an 84 year old man killed on the street in San Francisco.

170
01:09:16.080 --> 01:09:28.710
Rima DasGupta: A 91 year old man brutally attacked in oakland chinatown and the assault and robbery of a woman in San Jose there have been countless other attacks both reported Andrew and reported on various API communities, our country.

171

01:09:30.750 --> 01:09:43.200
Amy Flores: The organization stop Asian American Pacific islander hate recorded more than 2808 incidents nationally in 20 2700 of those in the Bay area.

172
01:09:44.040 --> 01:09:54.780
Amy Flores: This grains are rooted in a long history of white supremacy and systemic racism exacerbated recently biracial scapegoating around covered 90 and.

173
01:09:55.740 --> 01:10:17.880
Amy Flores: As faculty classified professionals and administrators of the recently for Asian Pacific islander staff association a pizza at central digital college, we want to raise awareness of this ongoing racist attacks the terror trauma and other negative impact they're having on the API community.

174
01:10:18.990 --> 01:10:27.810
Amy Flores: We strongly denounce this Asian attacks and commit to combating systemic oppression in all its colors and forums.

175
01:10:29.340 --> 01:10:33.960
Rima DasGupta: statements, however, are not enough, this is also a call to action.

176
01:10:35.220 --> 01:10:43.290
Amy Flores: We call in everyone in our SG JC community to reject bigotry hey i'm Italian everywhere.

177
01:10:44.370 --> 01:10:48.600
Rima DasGupta: We call on everyone to do the work of supporting API communities.

178
01:10:49.440 --> 01:10:59.790
Amy Flores: We calling everyone to engage in Community conversations speak up when you witness injustice call a racist words and actions.

179
01:11:00.780 --> 01:11:05.100
Rima DasGupta: We call on everyone to take the time to learn about API history.

180
01:11:05.610 --> 01:11:21.570
Rima DasGupta: Our community has suffered much hate and oppression, ranging from the indignity of the Chinese exclusion act to the incarceration of Japanese Americans during World

War Two to the lynchings of Chinese Americans in Los Angeles and murders, the South Asian Americans after 911.

181
01:11:22.890 --> 01:11:36.270
Amy Flores: We call and all other groups to come together to fight the violent oppressions that continue to sabotage our Community, the hatred and violence must stop.

182
01:11:37.920 --> 01:11:49.350
Rima DasGupta: We need to work together let's talk to each other as neighbors as allies let's truly value equity and inclusion prioritize everyone's dignity and respect one another.

183
01:11:50.040 --> 01:12:01.410
Rima DasGupta: As the late, great activist you're a coach IANA said much remains to be done to build bridges and create a unified force, this is our Community, this is our time to act.

184
01:12:03.030 --> 01:12:05.190
Amy Flores: Join us in rejecting hate.

185
01:12:06.720 --> 01:12:09.120
Amy Flores: Join us in building bridges.

186
01:12:11.160 --> 01:12:18.240
Rima DasGupta: In solidarity, the members of the Asian Pacific islander staff association of PISA as our JC.

187
01:12:19.980 --> 01:12:20.370
Rima DasGupta: Thank you.

188
01:12:22.200 --> 01:12:26.070
Julie Thompson: Thank you very much thank you both amy and Rima.

189
01:12:27.660 --> 01:12:28.260
Thanks.

190
01:12:30.300 --> 01:12:32.220
Julie Thompson: amy do we have anyone else in the queue.

191
01:12:33.000 --> 01:12:35.610
Academic Senate: last one I have is john stover okay.

192
01:12:35.640 --> 01:12:37.290
Julie Thompson: Thank you john stover.

193
01:12:38.400 --> 01:12:53.760
John Stover: Good afternoon, everyone john stover etc JC petaluma I want to encourage and invite everyone to participate in the we the future social justice Conference which is next Friday April 16.

194
01:12:54.390 --> 01:13:06.060
John Stover: On FLEX credit has been approved for faculty members, and I also believe PGI is being negotiated as well and.

195
01:13:06.690 --> 01:13:13.560
John Stover: Hopefully being approved i'll check up on that and follow up, but the social justice conference is near and dear to my heart.

196
01:13:13.890 --> 01:13:25.350
John Stover: It is a wonderful opportunity to connect with Community members, students and other faculty the theme this year is power in numbers and hat and we have a number of wonderful workshops planned.

197
01:13:25.710 --> 01:13:41.340
John Stover: By both so JC faculty and staff and Community members and boots Riley the director of the 28th 2018 film sorry to bother you is our keynote speaker and he's the.

198
01:13:42.930 --> 01:13:55.500
John Stover: he's part of the musical group that the coo and a Marxist and a rebel near and dear to my heart, so I really want to encourage everybody to join us, thank you.

199
01:13:56.820 --> 01:13:57.360
Julie Thompson: Thank you.

200
01:13:59.490 --> 01:14:01.200
Julie Thompson: amy Is there anyone else in the queue.

201
01:14:01.530 --> 01:14:02.670
Academic Senate: I don't have anyone else.

202
01:14:02.910 --> 01:14:07.740
Julie Thompson: Okay, thank you okay appreciate those public comments.

203
01:14:11.460 --> 01:14:17.700
Julie Thompson: And so next we move on to a correction and Adoption of the Minutes

204
01:14:20.160 --> 01:14:28.710
Julie Thompson: And I have offered one addition to the Minutes, which i've already sent to our Secretary, which has to include.

205
01:14:29.910 --> 01:14:30.960
Julie Thompson: David Missouri the.

206
01:14:31.980 --> 01:14:41.490
Julie Thompson: The parliamentarian who's offering support to include him in the list of guests, are there any other corrections or additions to the Minutes.

207
01:14:45.870 --> 01:14:50.640
Julie Thompson: Okay i'm hearing, then, is there a motion to approve in a second, please.

208
01:14:56.700 --> 01:15:00.300
John Stover: i'm john stover and I motion to approve the Minutes.

209
01:15:00.810 --> 01:15:02.220
Julie Thompson: Thank you, is there a second, please.

210
01:15:05.460 --> 01:15:06.000
Jen (she/her) Carlin-Goldberg: i'll second that.

211
01:15:07.140 --> 01:15:09.210
Julie Thompson: And I missed whose voice that was.

212
01:15:10.200 --> 01:15:11.370
Jen (she/her) Carlin-Goldberg: Jen garlic goldberg.

213
01:15:11.760 --> 01:15:20.400
Julie Thompson: Thanks Jen Okay, so we have a emotion, the second and if senators can be ready and our Secretary will call the vote.

214
01:15:21.870 --> 01:15:28.200
John Stover: Okay, so we're voting on the motion to adopt the Minutes, with the stated changes.

215
01:15:29.490 --> 01:15:30.450
John Stover: up a ratio.

216
01:15:35.070 --> 01:15:36.360
Jessica Bush (she/her): it's in the chat.

217
01:15:38.940 --> 01:15:39.300
John Stover: Okay.

218
01:15:44.820 --> 01:15:50.880
John Stover: One moment i'm having technical difficulties you know what i'm just gonna do this old school.

219
01:15:54.330 --> 01:15:55.050
John Stover: aspinall.

220
01:15:55.260 --> 01:15:56.970
John Stover: Yes, bell.

221
01:15:57.510 --> 01:15:59.730
John Stover: Yes, boy you now ski.

222
01:16:00.120 --> 01:16:01.770
John Stover: Yes, Bush.

223

01:16:03.630 --> 01:16:05.280
Jessica Bush (she/her): Yes, yeah.

224
01:16:05.310 --> 01:16:06.390
John Stover: harlan goldberg.

225
01:16:07.200 --> 01:16:08.760
John Stover: Yes, Crawford.

226
01:16:09.090 --> 01:16:10.920
John Stover: Yes, don again.

227
01:16:11.400 --> 01:16:13.020
John Stover: Yes, fast lawyer.

228
01:16:13.260 --> 01:16:14.880
John Stover: Yes, frons.

229
01:16:15.240 --> 01:16:16.020
Yes.

230
01:16:23.340 --> 01:16:30.630
John Stover: I have a technical question does our past President vote on minutes, no okay.

231
01:16:31.890 --> 01:16:35.820
John Stover: hellman yes jacobson.

232
01:16:36.000 --> 01:16:37.800
John Stover: Yes, coston.

233
01:16:38.280 --> 01:16:40.140
John Stover: Yes, lemer.

234
01:16:40.530 --> 01:16:42.240
John Stover: Yes, they house.

235
01:16:45.840 --> 01:16:47.430
John Stover: you're here today hi.

236
01:16:48.180 --> 01:16:48.870
okubo.

237
01:16:51.060 --> 01:16:52.440
April Oliver: Oliver yeah.

238
01:16:52.830 --> 01:16:53.670
John Stover: Roman only.

239
01:16:54.120 --> 01:16:55.770
John Stover: Yes, rosen.

240
01:16:57.870 --> 01:16:59.160
John Stover: rosen here today.

241
01:17:00.750 --> 01:17:01.470
John Stover: cielo.

242
01:17:02.190 --> 01:17:02.520
Yes.

243
01:17:04.590 --> 01:17:10.050
John Stover: Service school enberg Hannah is she here today.

244
01:17:11.460 --> 01:17:17.160
Julie Thompson: um she is not bit okay not see did last time I would expect her to abstain anyway.

245
01:17:17.460 --> 01:17:22.590
John Stover: Okay got it Thank you stover yes valance Layla.

246
01:17:23.040 --> 01:17:23.730

abstain.

247
01:17:26.250 --> 01:17:27.000
John Stover: wagon.

248
01:17:27.810 --> 01:17:30.000
John Stover: Yes, wiley.

249
01:17:34.230 --> 01:17:34.740
John Stover: wiley.

250
01:17:38.310 --> 01:17:39.060
John Stover: Winston.

251
01:17:40.470 --> 01:17:41.040
Summer (They/Them): Yes.

252
01:17:42.960 --> 01:17:44.490
John Stover: circling back Sir wiley.

253
01:17:48.240 --> 01:17:51.540
John Stover: Okay, no vote and the Minutes are adopted as amended.

254
01:17:52.530 --> 01:17:54.210
Julie Thompson: Okay, thanks so much.

255
01:17:58.380 --> 01:18:02.400
Julie Thompson: Okay um, are there any adjustments to the agenda.

256
01:18:06.600 --> 01:18:11.520
Julie Thompson: hearing them thanks Okay, we will move on to reports.

257
01:18:12.960 --> 01:18:13.860
Okay.

258

01:18:15.930 --> 01:18:18.450
Julie Thompson: I will go through mine as quickly as I can.

259
01:18:21.240 --> 01:18:33.420
Julie Thompson: So the first thing I would like to do is welcome Hannah spoon Berg regular faculty Member in the art department, who has been appointed to feel the area five vacancy and I know that we will all make her welcome, so thank you Hannah.

260
01:18:35.280 --> 01:18:47.640
Julie Thompson: like to say amy Quinn, who is serving as our Temporary administrative assistant to the Senate has jumped in with both feet she's doing an amazing job, and I would like to thank her for all of her hard work and.

261
01:18:48.510 --> 01:19:01.710
Julie Thompson: And sticking with this very steep learning curve communities of practice, we had a robust recruitment process, we have a handful of open seats, we have sent out a new call for interest.

262
01:19:02.460 --> 01:19:13.770
Julie Thompson: To try to fill those vacant seats and there is once up it's the math engineering and physics, one which starts a week from Friday and because it's starting so soon.

263
01:19:14.100 --> 01:19:23.460
Julie Thompson: The deadline for that one is on this Friday April 9 at noon and the deadline for all the other co PS with open seats is.

264
01:19:23.910 --> 01:19:35.190
Julie Thompson: A week from Friday the 16th at noon and so that email is out there with the link for applying so please encourage people to to apply for those COPD and we can fill those seats.

265
01:19:36.600 --> 01:19:54.300
Julie Thompson: The solicitation for contract faculty members to serve on expressed interest in serving on committees has gone out and that deadline is also this Friday, and I would like to say a huge Thank you to lori aspinall Monica okubo and Jessica Bush for taking on this big piece of work.

266
01:19:55.380 --> 01:20:06.930

Julie Thompson: to collect that information and get people assigned to committees it's a big task and the job announcement task force will have its inaugural meeting next week, so that is getting off the ground.

267
01:20:07.410 --> 01:20:21.540
Julie Thompson: And plenary is next week, we have eight people going and Jennifer carlin goldberg cannon Crawford and don again Monica okubo john stover Laura aspinall Rome, Rome and ollie and myself.

268
01:20:22.020 --> 01:20:30.780
Julie Thompson: And we will be meeting next week to discuss the packet of resolutions and I have forwarded the link to the resolutions to the senators and.

269
01:20:31.920 --> 01:20:39.510
Julie Thompson: And all of the plenary attendees are CC on the email So if you reply all any feedback that you have will go to everybody who's attending plenary.

270
01:20:40.950 --> 01:20:47.640
Julie Thompson: The dei the diversity equity and inclusion professional development work group has been launched.

271
01:20:48.630 --> 01:20:55.740
Julie Thompson: i'd like to thank learn service who's going to be leading this effort and Monica okubo has also step forward, so we have a really strong.

272
01:20:56.610 --> 01:21:09.510
Julie Thompson: liaison team for senate exact with this group in addition beat a bookman shall call his doolan Chris colon run defending Michael hail Daniel Morgan.

273
01:21:09.990 --> 01:21:19.530
Julie Thompson: printer as brynn she Byron reeves Rome, Rome and ollie and Rebecca stoddard so i'd like to thank everyone for stepping forward to do that important work.

274
01:21:20.400 --> 01:21:34.050
Julie Thompson: and Dr Jane salt on each holly's office sent out a call for faculty members who meet minimum qualls in ethnic studies to express interest in writing course outlines of record for ethnic studies courses.

275

01:21:34.470 --> 01:21:43.980
Julie Thompson: So we're taking another step forward on the ethnic studies department and the programs that will be housed in that will have more information on that as it's available.

276
01:21:44.730 --> 01:21:55.260
Julie Thompson: And two more items, and let me look at Tara jacobson to see is she holding up a sign for me, yet not yet excellent okay.

277
01:21:55.770 --> 01:21:56.790
Tara Jacobson (she/her): You have a minute and a half.

278
01:21:57.300 --> 01:22:10.050
Julie Thompson: Okay, thanks i'll read quickly i'm Vice President sultani ettalhi Vice President, Kate jolly Dr JEREMY smitherman and I have been working on the draft of a new Council, which will be called the planning and Budget Council.

279
01:22:10.350 --> 01:22:21.240
Julie Thompson: And will replace IPC and budget advisory this new Council will integrate planning and budget allocation an integration that is essential for our accreditation process.

280
01:22:21.720 --> 01:22:32.160
Julie Thompson: And the draft is being kind of shared around in small groups college Council and then on Monday, it will be shared at a joint meeting of the current appointees to IPC.

281
01:22:32.460 --> 01:22:38.760
Julie Thompson: And budget advisory and we look forward to sharing that draft, more generally, with the College community finally.

282
01:22:39.630 --> 01:22:46.680
Julie Thompson: Excuse me college Council is engaged in discussion about our board policy and a pretty massive revision process.

283
01:22:47.520 --> 01:23:03.570
Julie Thompson: The College has scores of policies and procedures that are out of date and others that are needed for legal compliance or for accreditation are missing, all together, the magnitude of the task is significant and will take probably a couple of years to be completely.

284
01:23:05.130 --> 01:23:18.330

Julie Thompson: reworked a subset of college counselors working to define the scope of the project and create a work plan so that we can prioritize the policy work that must be done for accreditation and to comply with law.

285
01:23:19.020 --> 01:23:27.540
Julie Thompson: And this group will also be working on a timeline for an expedited revision of out of date policies that are necessary for accreditation.

286
01:23:27.930 --> 01:23:41.820
Julie Thompson: And then, also a timeline for regular ongoing cycle of policy revision that will support us in the years to come, so that we do not find ourselves in this predicament again in the future, and that is my report, thank you.

287
01:23:42.930 --> 01:23:43.620
Julie Thompson: Okay.

288
01:23:44.970 --> 01:23:45.510
Julie Thompson: and

289
01:23:45.570 --> 01:23:49.740
Julie Thompson: Next is our Officer of equity lauren service.

290
01:23:50.670 --> 01:23:56.850
Lauren Servais (she/her): awesome good afternoon senators hope you're all well I hope you're enjoying this beautiful Wednesday afternoon.

291
01:23:57.900 --> 01:24:06.750
Lauren Servais (she/her): On Monday, as triple C forwarded a message from Chancellor oakley with a call to all California Community colleges, to adopt a local resolution.

292
01:24:07.170 --> 01:24:20.820
Lauren Servais (she/her): In support of diversity, equity and inclusion, the message message also included a resolution template i've forwarded it to the academic senate DL so you all, should have it in your inbox is.

293
01:24:22.770 --> 01:24:33.840

Lauren Servais (she/her): So I want to acknowledge that this email is coming at the start of April, and we have just a few senate meetings before summer and so it's clearly not enough time for meaningful conversation.

294
01:24:34.590 --> 01:24:44.040
Lauren Servais (she/her): what's also true, is the resolution and the Di integration plan contain gems and seeds of really amazing ideas that we can plant.

295
01:24:44.370 --> 01:24:50.370
Lauren Servais (she/her): or continue cultivating in our district, as we grow our diversity equity and inclusion efforts.

296
01:24:50.970 --> 01:24:57.270
Lauren Servais (she/her): As a senate body i'm hoping we can take to actions so first i'm hoping we can all read over the resolution template.

297
01:24:57.780 --> 01:25:03.780
Lauren Servais (she/her): and decide if we want to bring it to a future senate meeting for possible adoption of all or parts of it.

298
01:25:04.500 --> 01:25:14.550
Lauren Servais (she/her): Please read the resolutions and questions and thoughts to me and or members of senate exec so we can get a feel to see whether or not this is something that we want to chat about.

299
01:25:15.270 --> 01:25:25.740
Lauren Servais (she/her): Second, whether or not we decide to endorse a di resolution i'm hoping we can engage in conversation about the Di integration plan and parts of the resolution.

300
01:25:26.430 --> 01:25:35.340
Lauren Servais (she/her): That could inform our senate work also just to be clear i'm more interested in the D ideas and actions, we can take into our work.

301
01:25:35.880 --> 01:25:43.890
Lauren Servais (she/her): I don't want us clogging up our valuable meeting time debating all aspects of the resolution, if we can agree to support the resolution as in whole.

302
01:25:44.790 --> 01:25:49.020

Lauren Servais (she/her): As I think we could be putting our limited meeting time to better use in support of dei.

303
01:25:49.650 --> 01:25:56.730
Lauren Servais (she/her): I know we've had questions and criticism of the vision for success and some of the initiatives that have come from that have come from the chancellor's office.

304
01:25:57.090 --> 01:26:06.660
Lauren Servais (she/her): But as i'm hoping you'll see in the integration plan and resolution there are multiple strategies we could be discussing in adopting to put our dei goals into action.

305
01:26:07.290 --> 01:26:14.490
Lauren Servais (she/her): So i'm looking forward to hearing from you after you read the documents that i've shared and i'm hoping for good conversation moving forward so thanks everyone.

306
01:26:16.830 --> 01:26:17.550
Julie Thompson: Thank you lauren.

307
01:26:18.600 --> 01:26:28.200
Julie Thompson: And next gen cortland goldberg and cannon Crawford we'll talk about the low cost course designation resolution.

308
01:26:30.150 --> 01:26:39.720
Jen (she/her) Carlin-Goldberg: Hello everybody um so back in the before times there was a law passed that required us to put a no cost tag for.

309
01:26:40.890 --> 01:26:49.470
Jen (she/her) Carlin-Goldberg: For our courses in the online schedule of classes and add a plenary back in 2017.

310
01:26:50.610 --> 01:26:54.390
Jen (she/her) Carlin-Goldberg: As triple C also passed a resolution encouraging local local.

311
01:26:55.800 --> 01:27:08.640
Jen (she/her) Carlin-Goldberg: sentence to pass additional resolutions requiring a low cost tag to be placed in our schedule of courses as well, and so, that is, the resolution that you see posted on.

312
01:27:09.720 --> 01:27:29.160
Jen (she/her) Carlin-Goldberg: Our senate website, right now, I also wanted to talk a little bit about the ocr I that the the open education resources initiative and the things that they have been doing and the arm the open education resources that are available, as well as.

313
01:27:31.020 --> 01:27:40.320
Jen (she/her) Carlin-Goldberg: As well as webinars and support materials I just put three three links in our chat the first one, I think, is one of the most exciting.

314
01:27:40.770 --> 01:27:52.860
Jen (she/her) Carlin-Goldberg: Open education resources i've seen since I started seeing math texts and that's the the ethnic studies and social justice text which I forwarded on to.

315
01:27:54.870 --> 01:28:01.620
Jen (she/her) Carlin-Goldberg: Relevant faculty just last week and it's it's it's a beautiful set of.

316
01:28:02.640 --> 01:28:03.540
Jen (she/her) Carlin-Goldberg: You know it.

317
01:28:05.400 --> 01:28:08.100
Jen (she/her) Carlin-Goldberg: i'm losing my train of thought it's a really nice book.

318
01:28:09.330 --> 01:28:20.160
Jen (she/her) Carlin-Goldberg: that's free for free for students and free for faculty also the open education resources initiative website and a.

319
01:28:20.970 --> 01:28:35.130
Jen (she/her) Carlin-Goldberg: canvas course that you can access, whether or not you're enrolled in the course and take a look at all the open education resources that they have either collected or funded, the creation of by Community college faculty.

320
01:28:36.750 --> 01:28:51.990
Jen (she/her) Carlin-Goldberg: To cover courses listed that have a CIT that are that are that are taught at Community colleges so they're created by Community Community college faculty they're vetted by Community college faculty they're vetted for accessibility, they are.

321

01:28:54.090 --> 01:29:09.420
Jen (she/her) Carlin-Goldberg: there's a resolution that talks about also vetting them for including diversity within their their textbook and i've used all the time, I want to use and i'm going to pass it on to Canada, please, please check out the resources.

322
01:29:10.770 --> 01:29:16.650
Jen (she/her) Carlin-Goldberg: Because open education resources that that is also an issue of equity all right.

323
01:29:18.450 --> 01:29:19.020
Jen (she/her) Carlin-Goldberg: Go for Canada.

324
01:29:20.160 --> 01:29:20.640
Canon Crawford: Thank you.

325
01:29:22.080 --> 01:29:24.990
Canon Crawford: and obviously the work that we do.

326
01:29:26.190 --> 01:29:40.740
Canon Crawford: Here at Sri JC is done, often in discussions in the textbook and instructional materials committee meeting and we meet regularly and the organization, we are is certainly.

327
01:29:42.360 --> 01:29:55.500
Canon Crawford: producing new resolutions as we speak, really clearly as of this semester, and those are resolutions that we're going to continue to be discussing such as the institutionalization.

328
01:29:56.910 --> 01:30:10.680
Canon Crawford: And that sounds kind of honors, I suppose, but you know, in a more friendly way really thinking about you know, keeping the conversation of open educational resources at all the key moments, and it is truly.

329
01:30:11.430 --> 01:30:18.000
Canon Crawford: You know, an option for faculty so certainly issues with open educational resources and.

330
01:30:19.500 --> 01:30:23.640
Canon Crawford: You know, taking the time to approach the equity aspects.

331
01:30:25.080 --> 01:30:33.090
Canon Crawford: Selecting materials that are high quality, we are continuing to look at all these bits and pieces in terms of our.

332
01:30:34.650 --> 01:30:38.760
Canon Crawford: Report looking specifically at a resolution.

333
01:30:39.900 --> 01:30:41.970
Canon Crawford: Jen did you have more to add to.

334
01:30:43.410 --> 01:30:52.020
Canon Crawford: You, the possibility of adopting the resolution here soon here at senate or down the road.

335
01:30:54.420 --> 01:30:55.290
Jen (she/her) Carlin-Goldberg: No, not really.

336
01:30:55.350 --> 01:30:55.980
Canon Crawford: Well, with a.

337
01:30:56.010 --> 01:30:58.050
Jen (she/her) Carlin-Goldberg: To when it's when it's agenda is i'm.

338
01:30:58.170 --> 01:31:16.470
Canon Crawford: yeah yeah when it's an agenda is, but we have done a lot of background work on preparing our resolution under Jen said the leadership, and I hope Center would be willing to host conversations about that soon it's a really excellent.

339
01:31:17.940 --> 01:31:24.210
Canon Crawford: resolution to support students options and finding and so quickly selecting not just free.

340
01:31:26.730 --> 01:31:37.050
Canon Crawford: Well, I should say free courses with free or no cost options, but really finding those with low low cost as well and i'll bet times up.

341
01:31:38.190 --> 01:31:40.020
Canon Crawford: I don't usually use to do that, but yeah.

342
01:31:41.280 --> 01:31:41.970
Jen (she/her) Carlin-Goldberg: Thank you.

343
01:31:43.740 --> 01:31:49.050
Julie Thompson: Okay, I thank you very much for that report and i'm sure that will.

344
01:31:50.160 --> 01:31:50.550
Julie Thompson: kind of.

345
01:31:52.080 --> 01:32:00.540
Julie Thompson: We will move that over that information and be more prepared for that when we're able to bring it forward as an agenda item for discussion, so thank you.

346
01:32:01.440 --> 01:32:18.480
Julie Thompson: Okay i'm moving along to our consent agenda we have one item on on this and I have a statement that I would like to read from lauren service and Monica okubo are Officer of equity in our Vice President respectively.

347
01:32:19.500 --> 01:32:30.480
Julie Thompson: Once again, the violence and discrimination we're witnessing in our nation is calling us into consciousness and action to Center equity and anti racism.

348
01:32:31.800 --> 01:32:45.660
Julie Thompson: Will academic senate accepts the call by Sri jaycees Asian and Pacific islander staff association to take action to unlearn racism and build policies and procedures that end discrimination.

349
01:32:47.040 --> 01:32:57.390
Julie Thompson: The Board of Trustees passed a resolution in solidarity with Asian American and Pacific islander communities and to denounce anti Asian racism and violence.

350
01:32:58.200 --> 01:33:08.580
Julie Thompson: Today we are asked as a Senate to take two important steps first can we add academic sentence name in support of the board of trustees resolution.

351
01:33:08.940 --> 01:33:22.110
Julie Thompson: Second, can we continue to call ourselves and each other into more anti racist learning and action through the motions recommendations and policies we create together in Senate.

352
01:33:25.260 --> 01:33:26.610
Julie Thompson: We have a.

353
01:33:28.380 --> 01:33:49.110
Julie Thompson: We have one item in this part of the agenda, supported the board of trustees resolution in support of solidarity with the Asian American Pacific islander communities and denouncing anti racism i'm sorry anti Asian racism slash violence resolution number seven hyphen to one.

354
01:33:50.790 --> 01:34:00.900
Julie Thompson: And is, this is a consent item, there is no discussion and I will consider emotion in a second, and I see sorry a hand.

355
01:34:03.030 --> 01:34:03.840
Julie Thompson: john stover.

356
01:34:05.430 --> 01:34:13.830
John Stover: i'm john silver and I move that we approve board resolution number seven dash two one.

357
01:34:14.850 --> 01:34:16.500
Julie Thompson: Thank you lauren may hos.

358
01:34:17.970 --> 01:34:19.080
Lauren Nahas: I second that motion.

359
01:34:20.040 --> 01:34:30.720
Julie Thompson: Thank you Okay, can I ask our executive secretary to call the vote, and if the senators can be ready to switch your unmute yourselves.

360
01:34:34.710 --> 01:34:37.620

John Stover: Voting on our consent item Aparicio.

361
01:34:41.010 --> 01:34:42.720
John Stover: i'm looking for him.

362
01:34:42.900 --> 01:34:43.950
John Stover: Can you read this.

363
01:34:44.010 --> 01:34:44.820
John Stover: Michael okay.

364
01:34:45.360 --> 01:34:47.580
John Stover: Great Thank you aspinall.

365
01:34:47.790 --> 01:34:49.560
John Stover: Yes, bell.

366
01:34:49.860 --> 01:34:50.460
Paulette Bell: Yes.

367
01:34:50.940 --> 01:34:51.960
John Stover: Will you now ski.

368
01:34:52.260 --> 01:34:53.760
John Stover: Yes, Bush.

369
01:34:54.300 --> 01:34:56.280
John Stover: Yes, carlin goldberg.

370
01:34:56.790 --> 01:34:59.310
John Stover: Yes, kit Crawford.

371
01:34:59.520 --> 01:35:00.000
Yes.

372

01:35:01.050 --> 01:35:01.770
John Stover: don again.

373
01:35:02.160 --> 01:35:04.110
John Stover: Yes, faster.

374
01:35:04.710 --> 01:35:06.600
John Stover: Yes, Franz.

375
01:35:06.900 --> 01:35:07.620
Yes.

376
01:35:09.060 --> 01:35:09.720
John Stover: hilleman.

377
01:35:10.380 --> 01:35:12.540
John Stover: Yes, jacobson.

378
01:35:13.050 --> 01:35:14.790
John Stover: Yes, coston.

379
01:35:15.180 --> 01:35:15.750
Yes.

380
01:35:16.950 --> 01:35:17.520
John Stover: lemer.

381
01:35:18.300 --> 01:35:20.220
John Stover: Yes, they house.

382
01:35:20.970 --> 01:35:22.710
John Stover: Yes, qubo.

383
01:35:23.490 --> 01:35:27.690
Laura Aspinall: qubo is having Internet issues, but I have an intact, she wants yes.

384
01:35:28.950 --> 01:35:30.120
John Stover: Okay, thank you.

385
01:35:31.170 --> 01:35:31.860
John Stover: Oliver.

386
01:35:34.080 --> 01:35:34.980
John Stover: Roman ollie.

387
01:35:35.400 --> 01:35:35.970
Yes.

388
01:35:37.020 --> 01:35:37.800
John Stover: rosen.

389
01:35:40.140 --> 01:35:42.450
John Stover: Oh sorry he's absent cielo.

390
01:35:43.110 --> 01:35:43.710
Yes.

391
01:35:47.160 --> 01:35:48.570
John Stover: stover yes.

392
01:35:50.910 --> 01:35:51.480
Kat Valenzuela: Yes.

393
01:35:51.870 --> 01:35:53.580
Kyla Wegman: wagon yes.

394
01:35:53.760 --> 01:36:00.870
John Stover: wiley yes Winston yes, the consent item is approved.

395
01:36:02.010 --> 01:36:10.860

Julie Thompson: Thank you i'm john, can I ask, did you call it Hannah skin Berg i'm not sure that she's here with us, I.

396
01:36:11.070 --> 01:36:16.140
John Stover: didn't because I didn't think she was, but I can I can call her call it.

397
01:36:16.500 --> 01:36:17.160
Julie Thompson: Let me.

398
01:36:18.900 --> 01:36:20.400
John Stover: Hello skin burger you here.

399
01:36:21.480 --> 01:36:22.830
Julie Thompson: Actually i'm not seeing her.

400
01:36:23.640 --> 01:36:29.130
Julie Thompson: Okay Okay, thank you, I just wanted to verify that Okay, thank you for calling that vote and the motion passes.

401
01:36:31.230 --> 01:36:37.860
Julie Thompson: Thank you okay um I think we're ahead of schedule which is disorienting but.

402
01:36:38.910 --> 01:36:42.870
Julie Thompson: Okay, so we will, where we are at 645.

403
01:36:45.450 --> 01:37:02.100
Julie Thompson: So next is a break, shall we take our break now and then come back and we'll be a little bit ahead of schedule let's do five minutes we'll reconvene at 650 and then we will work on those information items okay okay i'll See you in five.

404
01:37:03.900 --> 01:37:05.640
John Stover: Just to clarify that's 350.

405
01:37:07.800 --> 01:37:08.910
Julie Thompson: You were so right.

406

01:37:10.710 --> 01:37:11.850
John Stover: yeah that's okay.

407
01:37:12.300 --> 01:37:13.170
Julie Thompson: Thank you okay.

408
01:42:19.500 --> 01:42:20.190
Julie Thompson: Are you ready.

409
01:42:25.890 --> 01:42:35.790
Julie Thompson: Okay, so before we jump into this next item i'm going to provide a little bit of framing here.

410
01:42:37.770 --> 01:42:41.670
Julie Thompson: So i'm going to talk a little bit about the the the context, just in case.

411
01:42:42.840 --> 01:42:48.510
Julie Thompson: We have forgotten, you know where we came from and how we got here so i'm going to do that really briefly.

412
01:42:48.930 --> 01:42:58.500
Julie Thompson: And if anybody wants more information about that there's that really wonderful PowerPoint presentation that Monica made for a previous meeting you can take a look at that.

413
01:42:58.950 --> 01:43:20.040
Julie Thompson: And then we'll talk about what we'll do today in terms of our discussion and what that process will be like and and then where we're going from here specifically these next meetings after today until the end of the Semester okay so context or history is that in May of.

414
01:43:21.150 --> 01:43:28.020
Julie Thompson: The Senate approved a draft of board policy 4.3 Point two P, the Faculty hiring policy and procedure.

415
01:43:28.650 --> 01:43:38.790
Julie Thompson: And for some reason that draft draft was never forwarded along, so it never made it to the board for approval on last year.

416

01:43:39.570 --> 01:43:55.680
Julie Thompson: In early spring semester in 2020 we revisited the may 2018 draft and then covert hit um and then things became very urgent in terms of a lot of work that we've been doing in terms of.

417
01:43:57.060 --> 01:44:02.880
Julie Thompson: Of anti violence anti racism equity, as well as dealing with the pandemic.

418
01:44:03.990 --> 01:44:14.520
Julie Thompson: In response to the bs you demands and also demands from our faculty colleagues, we need to finalize this this hiring policy and.

419
01:44:16.560 --> 01:44:25.170
Julie Thompson: make it a good document that supports diversification of our faculty and ED I principles and anti racism principles.

420
01:44:25.920 --> 01:44:34.080
Julie Thompson: And the Senate has engaged in a lot of soul searching and professional learning, we are working hard to meet our moral obligations to our students and our colleagues.

421
01:44:34.710 --> 01:44:49.020
Julie Thompson: We engaged in a training on march 19 just before spring break and now with some additional learning under our belts, we are ready to revisit the may 2018 draft identify the parts that need further work.

422
01:44:49.620 --> 01:44:54.990
Julie Thompson: and suggest additional ideas for improving the policy and the procedure things that you may have learned.

423
01:44:55.770 --> 01:45:05.580
Julie Thompson: During that presentation on march 19 or ideas that have come from other places okay so for today, this is an information item Okay, so our goal is.

424
01:45:06.180 --> 01:45:11.040
Julie Thompson: surfacing ideas getting clarity about ideas, but not debating.

425
01:45:11.490 --> 01:45:16.230

Julie Thompson: So will generate ideas we will gather information, we can ask clarifying questions.

426
01:45:16.470 --> 01:45:28.560
Julie Thompson: We will not debate the merits of ideas and if we do collectively as as a senate let's call point of order if we find that happening and just suspend that will have we will have opportunities for debating down the road.

427
01:45:29.310 --> 01:45:51.840
Julie Thompson: Okay um our discussion is to yield clarity also please, so that we can use the time well avoid repetition and be concise were possible, and we will be listening for common ground shared interests and shared values that will allow us to synthesize.

428
01:45:52.890 --> 01:46:01.290
Julie Thompson: and work toward a document that we can support note taking a note about note taking lauren and Laura.

429
01:46:01.710 --> 01:46:11.130
Julie Thompson: will be taking notes during the meeting and they'll be using a Google Doc that they'll both have editing privileges of but then they'll put a Stat a link to a static version of that in the chat.

430
01:46:11.400 --> 01:46:25.230
Julie Thompson: So anytime if you want to check to see what those notes look like to kind of you know, get your bearings on You can check that and then from time to time we'll put the will put that list in.

431
01:46:25.980 --> 01:46:30.900
Julie Thompson: will use screen share to look at it together, but we mostly want to be looking at each other so.

432
01:46:31.740 --> 01:46:38.790
Julie Thompson: um so we've come up with this strategy with a with a Google Doc and let's see here okay.

433
01:46:39.360 --> 01:46:51.090
Julie Thompson: parking lot so that it's possible that some ideas will emerge and that are related to issues of faculty hiring but they're not germane to the policy and the procedure.

434
01:46:51.480 --> 01:47:03.900
Julie Thompson: And if so, again let's call point of order and Laura and lauren will collect those create a parking lot for those so we won't lose them, we can come back to them later, but we really need to be.

435
01:47:04.800 --> 01:47:11.670
Julie Thompson: To use our time well between now and the end of the Semester, so that we can finish this the work on this policy.

436
01:47:12.360 --> 01:47:20.190
Julie Thompson: So we will capture those things and but we won't spend time on them, and we have four meetings one meeting today.

437
01:47:21.180 --> 01:47:30.900
Julie Thompson: Also April 21 and then two meetings in May between meetings senate exact will work with the notes that have been generated during our conversations.

438
01:47:31.320 --> 01:47:41.220
Julie Thompson: will go away we'll organize things kind of bring things back in an organized fashion say okay here's what you said at the previous meeting on recruitment.

439
01:47:41.490 --> 01:47:53.460
Julie Thompson: or here's what Senator Senator previous meeting on committee composition so between meetings will be trying to organize and kind of get the ducks in the row, so that we can come back to you with your ideas.

440
01:47:53.910 --> 01:47:59.790
Julie Thompson: presented and framed in such a way that allows the Senate to, then you know dig in and make decisions.

441
01:48:04.020 --> 01:48:04.500
Julie Thompson: Okay.

442
01:48:06.270 --> 01:48:13.560
Julie Thompson: So I think that's what I want to say about the processes anybody have a question before we get started.

443

01:48:14.790 --> 01:48:16.650
Julie Thompson: With surfacing ideas.

444
01:48:19.380 --> 01:48:19.710
Okay.

445
01:48:21.270 --> 01:48:31.530
Julie Thompson: Okay, so I am hoping that people have come with ideas things that have come to us you've reviewed the may 2018 draft ideas that came to you from.

446
01:48:32.160 --> 01:48:46.770
Julie Thompson: Any professional learning that you have done things that you know colleagues at other colleges, are doing something amazing that somebody at in one of our departments has implemented um let's let's get this.

447
01:48:47.880 --> 01:48:51.420
Julie Thompson: surface and start working with these ideas.

448
01:49:15.540 --> 01:49:17.880
Julie Thompson: Okay excellent i'm Jill faster.

449
01:49:19.770 --> 01:49:27.870
Joe Fassler: I think I don't have any really specifically to say except that I guess, I want to say, I appreciated that the the training that Laura gave us.

450
01:49:29.490 --> 01:49:35.640
Joe Fassler: there's a lot there to digest and I honestly haven't really looked at it a whole lot since we since we did it together.

451
01:49:35.910 --> 01:49:46.290
Joe Fassler: So I think I probably will need more time to say something really substantive, but I just want to say that that my first thought on on her presentation was it was thoughtful and I feel like you just.

452
01:49:47.130 --> 01:50:01.680
Joe Fassler: said a really nice framework that i'm comfortable with we're working within the law, so I know we're not going to be like creating things that then later on we'll get thrown out

because they're legal so so I feel very good about that and basically i'm kind of open to what people.

453
01:50:02.820 --> 01:50:08.850
Joe Fassler: want to do in that context and and like I said i'll kind of ponder more you know what the.

454
01:50:09.450 --> 01:50:19.170
Joe Fassler: What the content of those things where there was like there's so much there, and also in the media team policy there's a lot there too, so it's really hard to kind of know where to get started, but i'm listening.

455
01:50:20.280 --> 01:50:20.610
Joe Fassler: for that.

456
01:50:22.290 --> 01:50:24.600
Julie Thompson: Thank you uh next in the queue is and on again.

457
01:50:27.000 --> 01:50:29.190
Anne Donegan: Thank you, President Thompson.

458
01:50:30.570 --> 01:50:36.540
Anne Donegan: Personally, I think that most of the content and the drafts that are on the Senate.

459
01:50:37.020 --> 01:50:45.600
Anne Donegan: web page, have a lot of good ideas in there, I do think that, when we get to the debate stage, I think we should have a robust discussion.

460
01:50:46.140 --> 01:51:04.920
Anne Donegan: about the makeup of hiring committees right, and I think that's really important, and the one thing, in particular, to adjunct hiring committees, I think it's really important for us to put the idea out there that.

461
01:51:06.090 --> 01:51:21.660
Anne Donegan: dean's academic dean's students service themes will dean's artists don't necessarily have to be voting members for adjunct hiring candidates i'm not talking about full time higher i'm talking about agile tires they're not necessarily discipline experts.

462
01:51:22.680 --> 01:51:38.790
Anne Donegan: dean's are incredibly overworked already making them read adjunct applications, I think, is such a waste of their time so I would urge us to possibly consider including that, in a debate and maybe in our policy.

463
01:51:39.540 --> 01:51:40.830
Julie Thompson: Okay, thank you for that.

464
01:51:42.870 --> 01:51:45.390
Julie Thompson: I am keeping my eye on the queue.

465
01:51:47.430 --> 01:51:55.950
Julie Thompson: And i'll ask a couple of questions um does anybody remember, I have some notes, but I, you know I don't want to.

466
01:51:57.030 --> 01:52:07.380
Julie Thompson: lead the conversation notes from lori shelton's presentation um does anyone remember any senators remember any ideas that she mentioned regarding.

467
01:52:07.710 --> 01:52:21.480
Julie Thompson: Recruitment advertising committee composition things that she said that you thought oh that sounds like a good idea, we could we could do that i'm Dave lemer i'm.

468
01:52:21.930 --> 01:52:26.610
David Lemmer: Okay, thank you um well I don't know that I answer that question.

469
01:52:27.960 --> 01:52:40.620
David Lemmer: In particular, but regarding recruitment in that section there's a there's a it's a writing prompt that sent to all applicants and.

470
01:52:41.190 --> 01:52:54.600
David Lemmer: It regards diversity but, having read so in the midst of hiring another faculty Member in our department and having read the responses to that prompt.

471
01:52:55.200 --> 01:53:08.130

David Lemmer: um I think that the question is wrong, I think it's not what we're looking at poor it's not what we mean when we're saying diversity equity and inclusion and.

472
01:53:08.940 --> 01:53:18.270
David Lemmer: And then I was just furiously looking for what is the question and I couldn't find it, but I think it's something that perhaps.

473
01:53:18.930 --> 01:53:31.560
David Lemmer: The Senate would want to look at what is, you know, the question that we're sending to all of our applicants regarding diversity equity and inclusion, I think we need to have our eyes on that question.

474
01:53:33.510 --> 01:53:34.830
Julie Thompson: Okay, thank you for that.

475
01:53:36.570 --> 01:53:37.620
David Lemmer: i'll try to find that.

476
01:53:38.190 --> 01:53:38.640
Okay.

477
01:53:47.280 --> 01:53:50.790
Julie Thompson: Next, in the queue is JESSICA Bush.

478
01:53:52.170 --> 01:53:58.350
Jessica Bush: So in regards to the general recruitment area that she brought up at that meeting.

479
01:53:58.830 --> 01:54:19.410
Jessica Bush: I think that it's a good idea for us to definitely include diversification in the ways that we currently do recruiting I think we historically have been very limited in regards to where we do job postings and how we recruit and when she started to provide the long list of.

480
01:54:20.760 --> 01:54:24.810
Jessica Bush: places that we could go to for recruiting that could.

481
01:54:26.100 --> 01:54:40.380

Jessica Bush: really benefit us in providing more diversification in our applicant pool I feel like we're missing out on some really good opportunities, and so I feel like we really need to take into account that.

482
01:54:41.520 --> 01:54:53.670
Jessica Bush: detailed list that she provided us at the meeting of all the different places, that we can do recruitment and really start to do a better job at diversifying in that area okay.

483
01:54:53.760 --> 01:54:57.540
Julie Thompson: Thank you for that next is romo Roman only.

484
01:55:01.980 --> 01:55:03.090
Roam Romagnoli (she/they): Thank you um.

485
01:55:04.740 --> 01:55:15.150
Roam Romagnoli (she/they): And so I actually maybe i'll wait for folks who want to speak directly to this question because is that Okay, can I just do that just put me on the on the back of the list for folks who want to address this.

486
01:55:15.570 --> 01:55:16.710
Roam Romagnoli (she/they): question specifically.

487
01:55:17.250 --> 01:55:24.510
Julie Thompson: Okay, why don't you just leave your hand up and then i'll go down the list a little bit and i'll come back okay um next in the queue is cat valance whaler.

488
01:55:26.730 --> 01:55:47.940
Kat Valenzuela: I actually can probably help answer this question i'm on i'm on eeoc this semester, and I see kathy's here too, so she can you know message me or whatever, but he always he is actually coming up with the list of the various organizations and places that as our JC can.

489
01:55:48.990 --> 01:55:57.180
Kat Valenzuela: advertise to I know HR is is on this committee also so they are completely aware, but I know that.

490
01:55:58.200 --> 01:56:15.030

Kat Valenzuela: You know, we are trying to come up with a very, very, very diverse long list of places in organizations to say hey we're advertising we're hiring an English or math and you know, please send this around so Okay, I hope that.

491
01:56:15.390 --> 01:56:16.440
Julie Thompson: That Thank you.

492
01:56:16.500 --> 01:56:19.680
Julie Thompson: appreciate that i'm Tara jacobson.

493
01:56:23.340 --> 01:56:30.240
Tara Jacobson (she/her): yeah I had a question I know we do receive that list of areas of recruitment, but does hr.

494
01:56:32.190 --> 01:56:37.980
Tara Jacobson (she/her): use that list or is that something they're saying the committee should then use that list is i'm just asking a clarifying question on that.

495
01:56:39.750 --> 01:56:42.810
Julie Thompson: um does anyone know the answer to that question.

496
01:56:49.110 --> 01:56:52.890
Julie Thompson: Can I ask is, let me just sorry check the participants list.

497
01:56:52.950 --> 01:56:54.240
Dr. Monica Ohkubo (she/her): i'm Sarah hawking.

498
01:56:54.300 --> 01:56:58.920
Julie Thompson: parkinson's here yeah Thank you Sarah can ask for some clarification on that please.

499
01:56:59.310 --> 01:57:00.690
Tara Jacobson (she/her): So your list of.

500
01:57:02.460 --> 01:57:12.690

Tara Jacobson (she/her): The length of you here are some places to recruit and advertise is that something that the HR actually does off that full list or that you're asking the committee to consider doing.

501
01:57:12.840 --> 01:57:18.690
Sarah Hopkins: know we post all of our positions and pools, in the full list of sources.

502
01:57:18.840 --> 01:57:20.580
Sarah Hopkins: header right there.

503
01:57:21.180 --> 01:57:31.320
Sarah Hopkins: yeah and and and you know with the different departments in the different disciplines that's where we look to the departments to provide targeted sources for the disciplines.

504
01:57:31.530 --> 01:57:32.790
Tara Jacobson (she/her): For that particular page got it.

505
01:57:32.820 --> 01:57:33.000
yeah.

506
01:57:34.020 --> 01:57:36.540
Tara Jacobson (she/her): Okay, and then I know we have sort of our.

507
01:57:38.910 --> 01:57:55.590
Tara Jacobson (she/her): That program where we're sort of the teaching fellows program is there any work that we can connect with nationally, to really try to get more people of color wanting to go into the teaching field and Community coffee and Community college, especially in certain disciplines that may.

508
01:57:56.850 --> 01:57:57.990
not have as many.

509
01:57:59.490 --> 01:58:00.480
Julie Thompson: Okay, thank you.

510
01:58:00.900 --> 01:58:02.010

Julie Thompson: kind of on this, but.

511
01:58:02.250 --> 01:58:20.070
Julie Thompson: Okay, so it sounds like Maybe other organizations that would add to the list that cat mentioned a moment ago, is that okay um so maybe further research in that area, which might be a project for outside, but we could it could be addressed in our policy as well.

512
01:58:21.510 --> 01:58:23.730
Julie Thompson: Thank you um and then.

513
01:58:25.020 --> 01:58:28.560
Julie Thompson: Rome, can I check in with you is this a good time for you, or do you want me to come back to.

514
01:58:29.010 --> 01:58:37.890
Roam Romagnoli (she/they): yeah I just I wasn't I had more kind of like things that we can maybe consider for discussion later so i'm not sure if this is the appropriate time for that.

515
01:58:38.340 --> 01:58:46.650
Julie Thompson: Okay okay um why didn't I call on on George and he's the last one in the queue right now and then i'll come back again okay hi George.

516
01:58:46.860 --> 01:58:54.300
George Sellu: All right, thank you well mine is quick, I want to just follow up with what Tara said I think if we're going to talk about recruitment when you talk about the pipeline.

517
01:58:54.720 --> 01:59:04.380
George Sellu: for recruiting those teachers right so do we are we going to talk about best practices out there other colleges already have in place for a robust.

518
01:59:05.490 --> 01:59:12.570
George Sellu: wanted to your internship program where these folks are getting paid or giving a stipend to get ready for the pipeline because.

519
01:59:13.920 --> 01:59:26.970
George Sellu: We got to prepare them to come into the field right, and so, how do we do that, how do we get them ready to teach, so I think it will be some that want to add to our list of things to do, how do we, how do we prepare a pipeline of our future colleagues.

520
01:59:28.980 --> 01:59:29.880
Julie Thompson: Thank you for that.

521
01:59:31.170 --> 01:59:31.560
Julie Thompson: Okay.

522
01:59:34.470 --> 01:59:38.370
Julie Thompson: And there's no one else in the queue right now, so I will give you the floor.

523
01:59:39.120 --> 01:59:39.660
Thanks.

524
01:59:44.220 --> 01:59:46.230
Roam Romagnoli (she/they): So I was thinking just a couple things kind of like.

525
01:59:47.250 --> 01:59:53.010
Roam Romagnoli (she/they): I want to say Senator don again just to add to our maybe discussion list for a future when this is.

526
01:59:53.910 --> 02:00:06.390
Roam Romagnoli (she/they): When it's the appropriate time, some things that I left kind of wondering about our Halloween my include language that supports departments in the construction of committees so.

527
02:00:06.930 --> 02:00:20.190
Roam Romagnoli (she/they): More you know how do we ensure that those committees are diverse, but also that they're prepared to do the kind of work that we are expecting them to do by the language of this policy, so I don't know what that looks like i'm just that's why.

528
02:00:20.790 --> 02:00:30.690
Roam Romagnoli (she/they): i'm just going to kind of sprinkle that out there, like, how can we what you know there's some kind of generally vague language like departments should rotate them as much as possible, and I think that's really the only.

529
02:00:31.590 --> 02:00:35.610

Roam Romagnoli (she/they): kind of feedback for a department, so I just am wondering how we might be more intentional about that.

530
02:00:35.670 --> 02:00:45.750
Roam Romagnoli (she/they): So that we don't just fall into old habits, because my fear with this document is that if we don't make transformative change to it, then we're just going to end up repeating the same practices that we have.

531
02:00:46.740 --> 02:00:57.660
Roam Romagnoli (she/they): been repeating, and so, then the second i'm wondering, I was on the committee, some time ago that was like charged with this like I don't know almost like a decade ago I feel like now, and two things that came up.

532
02:00:58.110 --> 02:01:04.620
Roam Romagnoli (she/they): In our research, when we were looking at best practices for diversifying hiring committees and.

533
02:01:06.330 --> 02:01:20.070
Roam Romagnoli (she/they): pools and hires were having students as voting members so if we could revisit maybe that conversation about having students as voting Members on committees, whether that is like a encouraged or will or shell.

534
02:01:20.490 --> 02:01:31.620
Roam Romagnoli (she/they): And then also there, I remember some important conversation around that set like the VP level interview being more of a collaborative process so that maybe it includes the.

535
02:01:32.130 --> 02:01:48.450
Roam Romagnoli (she/they): faculty you know, the chair of the hiring committee and a student or something so that you know I just remember, there was a desire for that to be a more kind of collaborative process so Those are just some thoughts that I left with after revisiting this document, after so long.

536
02:01:51.090 --> 02:01:53.250
Julie Thompson: Thank you um.

537
02:01:54.540 --> 02:02:07.830

Julie Thompson: I have Dave and Monica in the queue i'm going to call on them and then let's look at the list will do a share screen and kind of look at the list of what we've got so far and then we'll come back to this okay i'm Dave lemer.

538
02:02:11.070 --> 02:02:12.360
Julie Thompson: Dave I think you're muted.

539
02:02:15.150 --> 02:02:18.240
David Lemmer: My my wife's been looking for that button for a long time.

540
02:02:21.150 --> 02:02:25.020
David Lemmer: So I put the diversity prompt in the chat if anybody wants to look at that.

541
02:02:26.100 --> 02:02:34.530
David Lemmer: And then, a couple of things in Rome, you just brought one thing up is that in our department, there are there are only four full time instructors.

542
02:02:34.980 --> 02:02:48.210
David Lemmer: And we're in four different disciplines and whenever there's a committee or hiring one of those so we don't even have the coordinator of the department we're hiring for on the committee.

543
02:02:49.710 --> 02:02:58.710
David Lemmer: And, and the other three full time faculty are in other subject area so we're also we're always looking for to to.

544
02:02:59.550 --> 02:03:19.770
David Lemmer: Define subject area expertise in in a highly technical field and and then so we're our challenges to how to how to bring diversity to the hiring Committee, given that there's such a limited subject matter, expertise and in that.

545
02:03:21.780 --> 02:03:26.670
David Lemmer: And then the other thing I was i'm also as a coordinator, looking at.

546
02:03:28.140 --> 02:03:35.910
David Lemmer: scholarship applications, and those are always presented anonymously, so we don't know who the person is it's just that number.

547
02:03:36.390 --> 02:03:47.430
David Lemmer: And I thought that, from the hiring Committee or the hiring workshop that we did the the fact that it's an anonymous would be.

548
02:03:47.820 --> 02:04:06.840
David Lemmer: I think very helpful as far as eliminating bias just from what the person's name is or whether we know them or not, so a lot of times we're hiring our adjunct pools are at our candidates for hire and if we don't know who they are.

549
02:04:07.830 --> 02:04:27.660
David Lemmer: He kind of gets our thumbs off the scale, so I think it would be, I think it would be a better practice to have those the candidates for higher be anonymous and also like the notion of not looking at their transcripts and just to interview based on.

550
02:04:28.830 --> 02:04:43.590
David Lemmer: What we're assessing their ability to do the job is not how many times, did they start and stop or you know, do they have a degree in a different you know different subject area, or what their grades were.

551
02:04:44.790 --> 02:04:49.560
David Lemmer: So I I felt those were more important things to as far as eliminating bias.

552
02:04:51.450 --> 02:04:51.930
David Lemmer: Thank you.

553
02:04:52.590 --> 02:04:58.050
Julie Thompson: Thank you for that i'm sorry I lost my list of participants, where did it go.

554
02:05:01.170 --> 02:05:03.060
Julie Thompson: There we go i'm Monica.

555
02:05:06.030 --> 02:05:06.510
Dr. Monica Ohkubo (she/her): Hello.

556
02:05:08.430 --> 02:05:18.840

Dr. Monica Ohkubo (she/her): I agree with, I used to be someone that looked at, Dr at the grades, and we don't want someone working for us that isn't like the best, but in conversation with others, I think that I might butcher the.

557
02:05:20.370 --> 02:05:31.110
Dr. Monica Ohkubo (she/her): The the words, but I think that we, I felt like we had a we have had a really strong focus on discipline expertise and I think, a very good point was made to me that.

558
02:05:32.490 --> 02:05:45.390
Dr. Monica Ohkubo (she/her): I think now that our lens is different, there are other there's other knowledge and skills like di stooge general student success right that a candidate can bring to the table that has nothing to do with discipline expertise just.

559
02:05:45.750 --> 02:05:54.150
Dr. Monica Ohkubo (she/her): How are you going to be an amazing faculty Member, and so I think that moving towards committee composition discussions that that that's something that to keep in mind that this is going to.

560
02:05:54.390 --> 02:06:06.870
Dr. Monica Ohkubo (she/her): be used to really, really target this and expertise and in terms of committee makeup and I think there's value to including others, you know outside of our department to provide those other aspects of a little list so Julie just coming off whenever but.

561
02:06:07.920 --> 02:06:16.920
Dr. Monica Ohkubo (she/her): I agree with the diversity statement and how it needs to be improved and how we could possibly improve it to include lived experience and representation.

562
02:06:18.900 --> 02:06:32.850
Dr. Monica Ohkubo (she/her): I wonder if it's appropriate to look at other best practices and see if we're missing a retention statement because there's nothing that addresses retention there, and so I wonder if that's appropriate to have in there since the problem we have.

563
02:06:34.380 --> 02:06:46.530
Dr. Monica Ohkubo (she/her): I wonder if if we should have a vision statement at the beginning sort of outlining how we hire at centers JC and what lens are we looking through and what kind of guides our process and.

564
02:06:47.250 --> 02:06:54.570

Dr. Monica Ohkubo (she/her): I think, with also off topic with the committee makeup, but I think also that some departments might have.

565
02:06:56.820 --> 02:07:03.570
Dr. Monica Ohkubo (she/her): Diversity, you know from which to pull and have people in hiring committees, obviously we have limited diversity as soon as JC so.

566
02:07:04.620 --> 02:07:20.130
Dr. Monica Ohkubo (she/her): It might be difficult for a lot of departments to not always lean on the same people or to even find people, so I think that I really encourage us to look at that committee makeup piece and see how we can diversify and provide all those other angles.

567
02:07:21.300 --> 02:07:33.990
Dr. Monica Ohkubo (she/her): i'm wondering if if we need to address something with the district compliance officers and how could could addressing that position, help us enhance our process at all and see.

568
02:07:36.420 --> 02:07:37.530
Dr. Monica Ohkubo (she/her): And just looking.

569
02:07:38.940 --> 02:07:52.830
Dr. Monica Ohkubo (she/her): Looking at best practices and other colleges in terms of the areas of how can we make, how can we create better interview questions like like the trainings you know guided us in terms of like, how can we be more inclusive and and ask.

570
02:07:54.570 --> 02:08:05.700
Dr. Monica Ohkubo (she/her): not really type people into like this specific questions and let them kind of show their their a game with a little more variety and I think Dr Lewis kind of.

571
02:08:06.960 --> 02:08:17.100
Dr. Monica Ohkubo (she/her): alluding to kind of an orientation like like just like could retention be addressed in this policy could an orientation of some sort in hand in hand with retention be addressed and as policy, thank you.

572
02:08:19.020 --> 02:08:26.430
Julie Thompson: Thank you i'm just for my own understanding Monica when you said orientation, are you talking about orientation of hiring committee members.

573

02:08:26.610 --> 02:08:33.810
Dr. Monica Ohkubo (she/her): Is that no I was sort of taking that extra step towards retention in terms of orientation of new faculty that might be completely separate.

574
02:08:34.260 --> 02:08:44.640
Dr. Monica Ohkubo (she/her): Maybe retention doesn't belong here, but I think it's something we could look at other best practices and see or if we just need to kind of take on something new in terms of that.

575
02:08:45.630 --> 02:09:01.050
Julie Thompson: Okay, thank you for clarifying that okay i'm sorry I said I would pause for a second after Monica talked and either lauren or lori does one of you have screen sharing privileges and, if so, can we take a look at what we've got going here.

576
02:09:02.190 --> 02:09:09.090
Julie Thompson: I feel like we have some good momentum and good ideas and we have a lot of people in the queue which is great to see.

577
02:09:10.860 --> 02:09:16.230
Laura Aspinall: yeah the link is also I put it in the chat okay all right can everybody see that.

578
02:09:18.900 --> 02:09:19.440
Okay.

579
02:09:21.390 --> 02:09:22.380
Yes, I got it okay.

580
02:09:25.050 --> 02:09:26.160
Julie Thompson: Look at us.

581
02:09:27.900 --> 02:09:31.140
Julie Thompson: it's great okay i'm so happy i'm.

582
02:09:33.870 --> 02:09:34.980
Julie Thompson: Okay, so.

583
02:09:36.870 --> 02:09:43.650

Julie Thompson: Anything that you want to flag before we go back to looking at each other anything you want to call her attention to in the on the list.

584
02:09:46.500 --> 02:09:47.700
Laura Aspinall: I don't to you lauren.

585
02:09:49.680 --> 02:09:59.520
Lauren Servais (she/her): I think that they're like some of the categories right there's questions for future discussion, I think that there's some professional learning that we want to do I think there's also some.

586
02:10:00.810 --> 02:10:08.070
Lauren Servais (she/her): Looking at specific practices that folks are engaged in that is already di that we could be incorporating.

587
02:10:10.770 --> 02:10:16.560
Lauren Servais (she/her): I think that they're seeing and there seems to be some synergy to around looking at our hiring committee makeup.

588
02:10:18.390 --> 02:10:18.870
Julie Thompson: Okay.

589
02:10:19.980 --> 02:10:25.500
Julie Thompson: Thank you for that okay let's um let's return to the queue and.

590
02:10:26.970 --> 02:10:30.510
Julie Thompson: Monica i'm seeing that your hand is still up did you have more that you wanted to add.

591
02:10:31.860 --> 02:10:34.650
Julie Thompson: No okay things i'm cat balanced way left.

592
02:10:36.180 --> 02:10:47.400
Kat Valenzuela: Thank you, President Thompson um I guess I had you know I had a couple clarifying questions i'm looking at the resolution where it talks about selection of regular faculty.

593
02:10:47.820 --> 02:10:58.290

Kat Valenzuela: And it talks about sending forward three to four candidates i'm i'm kind of curious how that number came up with because.

594
02:10:59.430 --> 02:11:07.530
Kat Valenzuela: I find it a little arbitrary and and sometimes there might not be three or four you know candidates that.

595
02:11:08.370 --> 02:11:23.190
Kat Valenzuela: The committee may want to forward and I understand that that's kind of captured also in the next part so i'm just curious as to how that came up um I did have a question because being on a hiring committee.

596
02:11:24.390 --> 02:11:32.130
Kat Valenzuela: I couldn't find exactly when it comes to the screening rubric what what the committee is required to screen on.

597
02:11:33.180 --> 02:11:42.960
Kat Valenzuela: So, and maybe that's something in HR but I couldn't you know I looked in college policy and I couldn't find where it's specifically states that the committee, you will you know.

598
02:11:44.280 --> 02:11:50.100
Kat Valenzuela: screen on you know the application and this this and others or is that something that committee comes up with.

599
02:11:51.960 --> 02:11:54.630
Kat Valenzuela: And then also, this is just an idea.

600
02:11:55.980 --> 02:11:58.260
Kat Valenzuela: That to throw out there is that.

601
02:12:00.000 --> 02:12:03.300
Kat Valenzuela: I guess i'm a little curious why you know there's one.

602
02:12:03.840 --> 02:12:15.390
Kat Valenzuela: interview, you know with the people from the Department faculty from the department and then the VP has their own comedian and you know, Dr Chong has his own interview also.

603
02:12:15.810 --> 02:12:30.210
Kat Valenzuela: um you know i'm wondering, you know it is kind of the history behind that and maybe possible combining them, I went to a an interview at glendale Community college, whereas it was the VP and.

604
02:12:30.630 --> 02:12:40.860
Kat Valenzuela: The President, you know in one interviewer it was you know, a conversation between the three of us so i'm wondering, you know if that might be a possibility.

605
02:12:42.330 --> 02:12:47.820
Kat Valenzuela: And then I guess you know, to go to go back to this idea about the transcripts.

606
02:12:48.690 --> 02:12:56.520
Kat Valenzuela: You know I know all departments are different, and so I can only speak from math and that the transcripts at least really help us.

607
02:12:57.000 --> 02:13:16.920
Kat Valenzuela: Ensure that faculty who say they have a math degree legitimately have a math degree that is part of our local men qualls is to ensure that they are have taken math classes and so, for us it at least ensures that they have you know the degree that they say they do.

608
02:13:18.240 --> 02:13:21.660
Kat Valenzuela: And so i'm just going to put that out there, thank you okay.

609
02:13:21.720 --> 02:13:25.380
Julie Thompson: Thank you um, can I ask Is there anyone who.

610
02:13:27.330 --> 02:13:35.550
Julie Thompson: knows what the what the the rationale is behind the number of candidates that get forwarded to.

611
02:13:35.790 --> 02:13:37.920
Julie Thompson: From the screening and interviewing committee.

612
02:13:38.220 --> 02:13:48.180

Julie Thompson: To that next level to the VP level has anyone ever done any studying that I saw a hand Monica do you have some information about that.

613
02:13:48.660 --> 02:13:52.950
Dr. Monica Ohkubo (she/her): I think, Dr flies had her hand up waving it around so maybe.

614
02:13:54.210 --> 02:13:55.020
Julie Thompson: Okay, thanks.

615
02:13:55.890 --> 02:14:00.060
Dr. Brenda Flyswithhawks (she/Ghigau ???) Ki/Pomo Land: window, and I can yeah sorry, are you calling on me, I am okay.

616
02:14:00.900 --> 02:14:11.880
Dr. Brenda Flyswithhawks (she/Ghigau ???) Ki/Pomo Land: What I can add is that this goes back years in regards to again what we're trying to do here, which has improved the process and I think cheryl could probably weigh in on this is.

617
02:14:13.560 --> 02:14:18.150
Dr. Brenda Flyswithhawks (she/Ghigau ???) Ki/Pomo Land: The discussion with faculty and a preference from.

618
02:14:19.290 --> 02:14:31.140
Dr. Brenda Flyswithhawks (she/Ghigau ???) Ki/Pomo Land: The academic side of the House or once the administration is they would like to see you know, a minimum, or at least you know, ideally, maybe three candidates going forward.

619
02:14:33.060 --> 02:14:36.450
Dr. Brenda Flyswithhawks (she/Ghigau ???) Ki/Pomo Land: When the discussion was going on at the time faculty just.

620
02:14:37.530 --> 02:14:49.110
Dr. Brenda Flyswithhawks (she/Ghigau ???) Ki/Pomo Land: came up with that three to four not that it has to be that there's no pressure that a committee has to sinful forward three or four or even two.

621
02:14:49.650 --> 02:14:57.390

Dr. Brenda Flyswithhawks (she/Ghigau ???) Ki/Pomo Land: But it would be kind of hard for the academic side of the House than to not come back and say hmm.

622
02:14:58.200 --> 02:15:03.390
Dr. Brenda Flyswithhawks (she/Ghigau ???) Ki/Pomo Land: we're not satisfied that you're only sending forward one and that they could come back and say.

623
02:15:04.020 --> 02:15:12.990
Dr. Brenda Flyswithhawks (she/Ghigau ???) Ki/Pomo Land: Only two were a little concerned that you've only come up with to do you need to go back out again, do you want to revisit this so there was this.

624
02:15:13.530 --> 02:15:21.990
Dr. Brenda Flyswithhawks (she/Ghigau ???) Ki/Pomo Land: happy medium, if you want to call it, or folks felt that three to four was a reasonable amount to suggest to suggest.

625
02:15:22.650 --> 02:15:31.500
Dr. Brenda Flyswithhawks (she/Ghigau ???) Ki/Pomo Land: That the hiring committee send forward those names, it was to make it more equitable and more likely that a candidate would be selected.

626
02:15:32.160 --> 02:15:41.760
Dr. Brenda Flyswithhawks (she/Ghigau ???) Ki/Pomo Land: That all the committee was in quote satisfied with that they were sending forward the other item was the three to four was you could send.

627
02:15:42.690 --> 02:15:46.650
Dr. Brenda Flyswithhawks (she/Ghigau ???) Ki/Pomo Land: It three forward, and you, and they all interview and.

628
02:15:47.340 --> 02:15:58.170
Dr. Brenda Flyswithhawks (she/Ghigau ???) Ki/Pomo Land: One person be offered the position and they say no, thank you we've decided not to, and then they offer it to the second person and they say no, thank you, so the other idea behind that was.

629
02:15:58.620 --> 02:16:16.830
Dr. Brenda Flyswithhawks (she/Ghigau ???) Ki/Pomo Land: That you have sufficient amount of candidates that regardless, and then you have a good option that you're going to be able to

offer the position to someone if other if your first candidate or other candidates also say we've decided decided not to accept the position hope that's helpful.

630
02:16:17.400 --> 02:16:18.660
Julie Thompson: Okay, thank you for that.

631
02:16:20.310 --> 02:16:22.710
Julie Thompson: um is there any more clarification on that.

632
02:16:23.880 --> 02:16:25.110
Julie Thompson: specific question.

633
02:16:27.630 --> 02:16:34.560
Julie Thompson: Okay, the one other thing that i've heard and i'm not sure that this necessarily is specific to.

634
02:16:36.540 --> 02:16:44.400
Julie Thompson: Well, maybe it is to diversity, it was one of the things that i've heard is that at the that Vice presidential level when they're thinking not just about.

635
02:16:45.330 --> 02:17:04.410
Julie Thompson: The person they're hiring for that particular discipline or department, but they're thinking about the the class the cohort that they're hiring and kind of a breadth of talent and experience distributed among all of those faculty members that they might be hiring in a given year.

636
02:17:06.030 --> 02:17:06.450
So.

637
02:17:07.680 --> 02:17:11.490
Julie Thompson: Okay, thank you next in the queue is Tara jacobson.

638
02:17:12.900 --> 02:17:15.840
Tara Jacobson (she/her): i've already spoken so if you want to pass on me and come back.

639
02:17:16.530 --> 02:17:18.720
Julie Thompson: Okay, thank you i'm April Oliver.

640
02:17:20.550 --> 02:17:36.090
April Oliver: I just have two quick points one kind of going back to recruitment, at least within our department we've talked about maybe trying to mentor students so maybe, adding that to our list of ideas kind of supporting them.

641
02:17:36.930 --> 02:17:46.020
April Oliver: In the next steps to become instructors, of course, in our department, we have quite a bit of diversity being English as a second language but.

642
02:17:46.620 --> 02:17:58.530
April Oliver: Because we've had a lot of students kind of reach out to us saying they're interested in becoming a teacher, you know what what do they need to do so we've talked about setting up some kind of program for that.

643
02:17:59.610 --> 02:18:04.230
April Oliver: And then hopefully you know, some of them would want to come back to the JC and teach.

644
02:18:05.640 --> 02:18:15.150
April Oliver: And then, I just wanted to kind of comment on Senator valance whalers idea about number of interviews, because I think.

645
02:18:16.830 --> 02:18:29.820
April Oliver: When she talked about combining the President and Vice President interview, because I think Laura she'll can kind of brought up it's an equity issue when we're asking people to travel and spend money to come here from other parts of the country.

646
02:18:30.390 --> 02:18:47.100
April Oliver: And those were looking at that, where they only come have to come back for two interviews rather than three that could also really help with getting more candidates to apply to the JC and and come here so that's Those are my comments.

647
02:18:48.390 --> 02:18:51.540
Julie Thompson: Thank you for those i'm mark boy, you know ski.

648
02:18:53.910 --> 02:18:55.650
Marc Bojanowski: barriers that I was interested in.

649
02:18:57.000 --> 02:18:58.740
Back to patient.

650
02:19:00.780 --> 02:19:04.080
Julie Thompson: on Mars Mars i'm not hearing you very well sorry.

651
02:19:04.080 --> 02:19:05.850
Marc Bojanowski: There were two areas that I was interested.

652
02:19:05.850 --> 02:19:18.450
Marc Bojanowski: In coming back to from more shilton's presentation, the first one was talking about something that I mentioned earlier, with just the first year Stream is interrupters that was slide 28.

653
02:19:19.140 --> 02:19:29.910
Marc Bojanowski: And then also coming back and i'd like some clarification on what she meant by bands and ranges in terms of ranking and recommendations.

654
02:19:30.630 --> 02:19:31.980
Marc Bojanowski: And that would be slide 30.

655
02:19:35.790 --> 02:19:36.360
Julie Thompson: Okay.

656
02:19:36.450 --> 02:19:42.540
Julie Thompson: Mark i'm sorry, maybe others were able to hear you I was not have, I think you just offered to buy me a new car.

657
02:19:42.870 --> 02:19:46.260
Julie Thompson: And, but okay excellent wonderful and.

658
02:19:46.350 --> 02:19:46.890
Joe Fassler: The computer.

659
02:19:47.820 --> 02:19:49.800

Julie Thompson: Did somebody here exactly what he said.

660
02:19:51.510 --> 02:19:53.160
Joe Fassler: I, I have a pretty good idea.

661
02:19:54.540 --> 02:19:55.500
Julie Thompson: and Joe.

662
02:19:56.280 --> 02:20:08.130
Joe Fassler: The second thing he said was that he was interested in the bands and ranges that she was talking about on slide 34 I think he said i'd lost the number just lost my head and the other one was.

663
02:20:09.990 --> 02:20:11.640
Joe Fassler: This the interrupters.

664
02:20:13.140 --> 02:20:22.770
Joe Fassler: Screening, that their bias interrupters, I think, and that was on slide 28 I think he said yes vice and represent slide 28 he was interested in both of those topics.

665
02:20:26.010 --> 02:20:40.380
Julie Thompson: Thank you for that um and do we mark, are we asking whether somebody can provide clarification or more information about those right now, so that we're we can go forward in an informed way, or is this.

666
02:20:40.830 --> 02:20:48.510
Julie Thompson: Do you think research for outside and possible later discussion, not necessarily germane to the policy.

667
02:20:54.540 --> 02:20:58.710
Marc Bojanowski: mean if someone can explain to me what bands and Rangers are now we can stop.

668
02:21:02.040 --> 02:21:08.820
Julie Thompson: I have no recollection of that one Is there anyone here who can offer recollection so speak up.

669

02:21:10.350 --> 02:21:17.070
Laura Aspinall: I have a point of order, just as i'm taking notes there's there's some really great comments happening in the chat.

670
02:21:18.240 --> 02:21:25.890
Laura Aspinall: i'm not able it's you know, and I can later on, I can copy them in there, but I think it'd be great if we could move that conversation discussion, thank you.

671
02:21:26.400 --> 02:21:37.770
Julie Thompson: Okay, can I ask that you do this if you're looking at the chat and you see a great idea or you put a great idea in the chat, could you please get into the queue and then you'll say it and then we'll get into our transcript and the notes.

672
02:21:38.250 --> 02:21:45.780
Julie Thompson: Thank you okay um so Tara are you still waiting, you want me to go further down the queue before I come back.

673
02:21:46.080 --> 02:21:47.520
Tara Jacobson (she/her): I can go now just.

674
02:21:49.440 --> 02:21:57.870
Tara Jacobson (she/her): So you know, beyond the diversity statement, if we can have it in our policy that we asked diversity questions within the interview I don't know if that's.

675
02:21:58.140 --> 02:22:09.600
Tara Jacobson (she/her): If that'd be too far in but there was, I was on a reason the hiring committee, there was a really great diversity question, I felt really help people you know you'd have time to write a statement but you're on the spot on a situation and.

676
02:22:10.410 --> 02:22:18.030
Tara Jacobson (she/her): You know if we had a list of diversity questions that we can provide to the committee's and say hey here are some great ideas and then they can pick.

677
02:22:18.660 --> 02:22:24.930
Tara Jacobson (she/her): You know, one or two that they can add in that would be a great addition to our process, the second.

678
02:22:25.650 --> 02:22:30.210

Tara Jacobson (she/her): Is you know someone mentioned the cost of the three interviews and if we could.

679
02:22:30.810 --> 02:22:37.800
Tara Jacobson (she/her): You know, possibly now that we're all used to zoom I know before it was kinda like yeah we really want someone in the room, and maybe that's the case but.

680
02:22:38.310 --> 02:22:48.240
Tara Jacobson (she/her): Having some options for people to do some of the interviews by zoom as a policy for those interviews and then the last is.

681
02:22:48.870 --> 02:23:04.620
Tara Jacobson (she/her): Anyone ever sat down with someone and try to explain them, the process of getting hired at a Community college and how it works what to expect yeah and why are we making that like widely accessible, so we can really let people shine when they get in there.

682
02:23:05.700 --> 02:23:09.750
Tara Jacobson (she/her): So, if we add in our hiring process that maybe we had a.

683
02:23:10.680 --> 02:23:18.120
Tara Jacobson (she/her): Professional learning class or credential you know Community college teaching credit, whatever it might be like a short term thing to say.

684
02:23:18.450 --> 02:23:24.360
Tara Jacobson (she/her): This is how the process works for getting hired at a Community college, this is what you can expect in the interview process, this is what.

685
02:23:25.020 --> 02:23:35.130
Tara Jacobson (she/her): they're looking for in Community college teachers like just beyond being a discipline expert, but how many you know what is it can you become a Community college teacher if we had that.

686
02:23:36.150 --> 02:23:48.060
Tara Jacobson (she/her): You know that program or whatever we want to call a certificate, I think it would really help a lot of people out to get to that next level, so they weren't so you know stuck out there going on, I don't understand.

687

02:23:48.540 --> 02:23:52.080
Tara Jacobson (she/her): I don't know how to prepare for this and they're not shining where they really could be.

688
02:23:55.350 --> 02:23:58.680
Julie Thompson: Thank you very much um and on again.

689
02:24:00.180 --> 02:24:11.820
Anne Donegan: As a really interesting idea um I think we should also debate at a further meeting about consider winning going back to ranking.

690
02:24:12.330 --> 02:24:32.070
Anne Donegan: Candidates when we send them forward to the VP of academic affairs, I know, Dr seldon you talia over the last few years has very graciously allowed the Faculty co chair and the management co chair in her level of interviews, which I think has been really helpful.

691
02:24:33.390 --> 02:24:40.020
Anne Donegan: But it's not part of policy it used to be part of policy, but it wasn't and I think we need to discuss that.

692
02:24:41.190 --> 02:24:43.920
Julie Thompson: Thank you Jen carlin goldberg.

693
02:24:47.100 --> 02:24:51.540
Jen (she/her) Carlin-Goldberg: I like that Dr flies with hawks was part of the.

694
02:24:52.680 --> 02:25:13.650
Jen (she/her) Carlin-Goldberg: The debate last time and I just wanted to mention that the requiring or encouraging students to be voting members of the committee or part of the interviewing process was quite a a hotly debated topic and.

695
02:25:14.700 --> 02:25:28.110
Jen (she/her) Carlin-Goldberg: There are many concerns were raised over confidentiality, how many people, many applicants could be from the adjunct pool and students would.

696
02:25:30.000 --> 02:25:36.660
Jen (she/her) Carlin-Goldberg: Either see the applicants information and know this information about.

697
02:25:38.160 --> 02:25:42.600
Jen (she/her) Carlin-Goldberg: applicants who are working as adjuncts in the same department or.

698
02:25:44.220 --> 02:25:50.820
Jen (she/her) Carlin-Goldberg: Knowing that an adjunct faculty Member applied and didn't get the position.

699
02:25:52.110 --> 02:26:17.730
Jen (she/her) Carlin-Goldberg: And that being possibly an issue as well and, after a long debate settling on the the the may that's in the that's in the policy that we had or the procedure that we had decided on, I think, would allow departments and allow committees, the flexibility to do what.

700
02:26:18.810 --> 02:26:33.090
Jen (she/her) Carlin-Goldberg: They think is best for their departments and in recruiting the the best, most diverse groups of faculty that we can for before our departments.

701
02:26:34.110 --> 02:26:34.500
Jen (she/her) Carlin-Goldberg: Thank you.

702
02:26:36.030 --> 02:26:36.570
Thank you.

703
02:26:38.190 --> 02:26:39.630
Julie Thompson: Okay i'm.

704
02:26:40.920 --> 02:26:42.180
Julie Thompson: lauren ne hos.

705
02:26:44.460 --> 02:26:58.830
Lauren Nahas: I just wanted to sort of second what Tara said about you know Sue interviews um and then yeah i've at contra Costa college, the chair of the English department, who is also.

706
02:27:00.030 --> 02:27:02.310
Lauren Nahas: Like the President of a FA.

707
02:27:04.260 --> 02:27:22.590
Lauren Nahas: has done sort of educational workshops for adjuncts to help them understand how exactly they're being evaluated during the interview because yeah I mean it depends on the school but it's almost illogical how people are are interviewing you.

708
02:27:23.640 --> 02:27:37.290
Lauren Nahas: in a certain way, so especially people who are coming out of PhD programs will be trained at their PhD program to be geared towards the way for your universities.

709
02:27:37.800 --> 02:27:54.600
Lauren Nahas: um interview people, and that is like antithetical to the way that you're interviewed at a Community college basically and so those folks are not going to be prepared at all for the way that we do interviewing here, and then, also in terms of the policy.

710
02:27:56.490 --> 02:28:14.580
Lauren Nahas: I just was thinking it was saying these committee the hiring committees can have a maximum of one adjunct faculty Member, I believe, and I feel like i've heard people say that there are not enough full time faculty and some departments to staff, the.

711
02:28:16.020 --> 02:28:25.440
Lauren Nahas: hiring committee so i'm wondering about that requirement, I think that has been problematic for some departments, I just want to bring it up for discussion that's it okay.

712
02:28:25.470 --> 02:28:41.730
Julie Thompson: Thanks so much and we just kind of five minute warning from Terra our timekeeper and since we're a little bit ahead of schedule and the last agenda item has just 10 minutes allotted for it, I wonder whether we could do a little reset on the clock and just commit to stopping this at.

713
02:28:43.230 --> 02:28:57.360
Julie Thompson: Like 11 or 12 minutes before the hour does that sound okay okay thanks i'm that'll give us time to transition and then we'll have 10 minutes for the last item i'm next in the queue is Dr Brenda flies with hawks.

714
02:28:58.020 --> 02:29:11.730
Dr. Brenda Flyswithhawks (she/Ghigau ???) Ki/Pomo Land: Thank you i'm one of the ones that was in the chat and I don't usually participate in the chat but I was trying to not take up air time so give space for people to speak, I was responding to.

715
02:29:13.560 --> 02:29:14.760
Dr. Brenda Flyswithhawks (she/Ghigau ???) Ki/Pomo Land: All the way back to.

716
02:29:17.220 --> 02:29:23.940
Dr. Brenda Flyswithhawks (she/Ghigau ???) Ki/Pomo Land: David lemurs Senator lemurs comment about having other faculty serve and.

717
02:29:24.330 --> 02:29:34.200
Dr. Brenda Flyswithhawks (she/Ghigau ???) Ki/Pomo Land: I shared with him that we do include faculty from outside Oh, he said he does include faculty from outside his department that recommendation was made by Senator George.

718
02:29:34.830 --> 02:29:43.290
Dr. Brenda Flyswithhawks (she/Ghigau ???) Ki/Pomo Land: And I supported that and then I also said he talked about and i'm speaking, forgive me senators i'm just putting in what you said.

719
02:29:44.310 --> 02:29:54.900
Dr. Brenda Flyswithhawks (she/Ghigau ???) Ki/Pomo Land: David then said CCC pastor resolution at the recent General Assembly dealing with student involvement and hiring committees at best dei practices.

720
02:29:55.320 --> 02:30:09.990
Dr. Brenda Flyswithhawks (she/Ghigau ???) Ki/Pomo Land: You may want to check out the resolution as part of this discussion, I said, David student involvement is already an option to hiring committees here at s rj say, for example, our discipline department uses students during the teaching demonstration.

721
02:30:10.410 --> 02:30:17.520
Dr. Brenda Flyswithhawks (she/Ghigau ???) Ki/Pomo Land: and provide feedback to the committee what i'm hearing from senators in the past and what i'm especially here in today is to move.

722
02:30:18.240 --> 02:30:28.050
Dr. Brenda Flyswithhawks (she/Ghigau ???) Ki/Pomo Land: To where the Senate, the students would have a vote in making the final decision as to selecting candidates that would then move forward to the next round of interviews.

723

02:30:28.800 --> 02:30:34.500
Dr. Brenda Flyswithhawks (she/Ghigau ???) Ki/Pomo Land: And if Dr Rome is okay, with it, she responded, can you give me a nod Dr Thank you.

724
02:30:35.010 --> 02:30:45.120
Dr. Brenda Flyswithhawks (she/Ghigau ???) Ki/Pomo Land: Yes, Dr flies with hawks, I would like us to consider making it a end quote shall for departments to include students as voting Members on faculty hiring committees.

725
02:30:45.450 --> 02:30:56.850
Dr. Brenda Flyswithhawks (she/Ghigau ???) Ki/Pomo Land: david's response, and thank you, David for let me interject your voice, there have been numerous objections to student inclusion regarding confidentiality as to candidate identity, then I spoke.

726
02:30:57.510 --> 02:31:01.920
Dr. Brenda Flyswithhawks (she/Ghigau ???) Ki/Pomo Land: Thanks April and cat, it is my understanding that every effort is to.

727
02:31:02.490 --> 02:31:12.000
Dr. Brenda Flyswithhawks (she/Ghigau ???) Ki/Pomo Land: is made to have the second interviews occur on the same day one in the morning and one in the afternoon, for example, the US to candidate is only making one trip.

728
02:31:12.180 --> 02:31:21.570
Dr. Brenda Flyswithhawks (she/Ghigau ???) Ki/Pomo Land: Also, we are now offering zoom interviews and the candidate does not have to have to have travel experiences Dr Rome says Yes, I agree with you.

729
02:31:24.660 --> 02:31:32.400
Dr. Brenda Flyswithhawks (she/Ghigau ???) Ki/Pomo Land: or allow gay my colleague in some colleges hiring committees also include a classified person with voting rights, the students should also vote.

730
02:31:33.630 --> 02:31:48.360
Dr. Brenda Flyswithhawks (she/Ghigau ???) Ki/Pomo Land: Private message from Dr from cat thanks Brenda Jane has expressed on numerous occasions that they try to have her and frank's interview, the same day, but why two separate interviews, why not one in the same room which she expressed just earlier.

731

02:31:49.350 --> 02:31:57.780
Dr. Brenda Flyswithhawks (she/Ghigau ???) Ki/Pomo Land: Laura gave the link me to cat Yes, I agree, I hear you I support going in this direction, I think the separate interview.

732
02:31:58.230 --> 02:32:08.340
Dr. Brenda Flyswithhawks (she/Ghigau ???) Ki/Pomo Land: may be attached to the President, who is, and this is where Sarah could confirm the President, the second interview by the President is attached.

733
02:32:08.700 --> 02:32:20.370
Dr. Brenda Flyswithhawks (she/Ghigau ???) Ki/Pomo Land: To the fact that the President is the authorized person by policy to offer a position to the Faculty or staff so that's my understanding.

734
02:32:20.790 --> 02:32:29.790
Dr. Brenda Flyswithhawks (she/Ghigau ???) Ki/Pomo Land: Because this question has come up before, why do we have to have why's the President interviewing but maybe Sarah could confirm that but that's my understanding, because.

735
02:32:30.240 --> 02:32:40.770
Dr. Brenda Flyswithhawks (she/Ghigau ???) Ki/Pomo Land: By policy he's the one who makes the offer, but I guess what we would need to find out is what can he still make the offer without having to be the be doing an interview.

736
02:32:42.360 --> 02:32:55.530
Dr. Brenda Flyswithhawks (she/Ghigau ???) Ki/Pomo Land: Thank you, Dr the resolution included this is from David making student involvement more definitive and solidifying their involvement, including compensation for their time and he references again the resolution.

737
02:32:55.860 --> 02:33:03.300
Dr. Brenda Flyswithhawks (she/Ghigau ???) Ki/Pomo Land: There you have it folks will try to refrain from these conversations in the least I will I was trying to give you enough space, thank you.

738
02:33:04.620 --> 02:33:05.730
Dr. Brenda Flyswithhawks (she/Ghigau ???) Ki/Pomo Land: President Thompson.

739
02:33:06.180 --> 02:33:19.110
Julie Thompson: Thank you for that recap, and I think we have good note taker so we'll capture that we're down to our last like seven minutes here i'm next in the queue is Roma Roma Noli.

740
02:33:21.090 --> 02:33:31.860
Roam Romagnoli (she/they): Thank you for the recap i'll just add I wanted to come back to the ranking conversation and just if we and I don't have an opinion about this, but if we about ranking I mean.

741
02:33:32.940 --> 02:33:43.530
Roam Romagnoli (she/they): But if we had more people in that interview that right if we had the hiring committee chair and the student or whoever somebody if that was a more collaborative process that would.

742
02:33:44.250 --> 02:33:57.000
Roam Romagnoli (she/they): Get rid of some of that need for ranking and my understanding for what I remember, was part of that was because, if our ranking is in writing, then it can be subpoenaed in court, and so that was what I remember the conversation being about ranking forever ago.

743
02:33:59.130 --> 02:34:08.310
Roam Romagnoli (she/they): And I would just ask us to think about the the Di implications for having a student as a voting Member and to encourage us to not.

744
02:34:08.850 --> 02:34:16.110
Roam Romagnoli (she/they): come from like a place of miss just a default place of mistrust of students, any more than we would do that for our colleagues, I feel like i've been.

745
02:34:16.650 --> 02:34:24.630
Roam Romagnoli (she/they): Especially in the conversation about factorial I was very encouraged by the conversation we were having about trusting students and respecting students and seeing students.

746
02:34:24.870 --> 02:34:33.480
Roam Romagnoli (she/they): On as experts in their own right, especially at what good teaching looks like and then the other piece, I would ask us to think about is on the what is it.

747
02:34:34.740 --> 02:34:50.730
Roam Romagnoli (she/they): three sections see is about including the outside Member and I would love for us to consider that also being a Shell, that we should we shall include an outside voting Member with with an API focus at that is somehow possible to do in our language.

748
02:34:53.910 --> 02:35:08.040
Julie Thompson: Thank you for that, and you know connected to the some of the comments that people have made about the composition of the the committee and the one of the terms that Laura show can use was, I think i'm teasing or.

749
02:35:09.330 --> 02:35:24.360
Julie Thompson: Like teasing apart the different kinds of expertise that we're looking for in a candidate, and that was a really helpful term and it resonates from for me when I listened to what you just said room, so thank you and lauren service.

750
02:35:26.940 --> 02:35:35.670
Lauren Servais (she/her): Sorry, I was finishing up my note there a couple things one is i'm really interested in how we're going to create a policy.

751
02:35:36.420 --> 02:35:50.760
Lauren Servais (she/her): That allows for both diversity of what it is we're looking for in candidates and diversity of the work the different kinds of work that we do as as educators.

752
02:35:51.270 --> 02:35:57.900
Lauren Servais (she/her): While also highlighting like the values that we have the things that are both mandatory and then the other things that are permissible.

753
02:35:58.290 --> 02:36:13.020
Lauren Servais (she/her): And i'm also wondering what is the process that we are going to create through this policy that allows for us to arrive at equity diversity and inclusion, so how is this policy itself going to drive those things i'm also really.

754
02:36:14.460 --> 02:36:32.850
Lauren Servais (she/her): Like, how do we also not paint departments in broad strokes, so one of the things that happened when the state came and said right we're going to look at student diversity, they had us look at this aggregated data first and so i'm wondering like, how do we start looking at some data about.

755
02:36:33.900 --> 02:36:37.770
Lauren Servais (she/her): hiring, how do we also start looking at some data about.

756
02:36:39.180 --> 02:36:56.220

Lauren Servais (she/her): hiring committees, because I think that we also make an assumption that that folks are not diverse and that they're not being inclusive in the process, and that is true, and not true, and so, how do we, how do we make really.

757
02:36:57.450 --> 02:37:00.270
Lauren Servais (she/her): Clear data and evidence informed.

758
02:37:03.030 --> 02:37:15.360
Lauren Servais (she/her): Analysis of the work that we're doing, and also how do we amplify and highlight the really good practices that are already happening on our campus so that those can be practices that are adopted across.

759
02:37:16.860 --> 02:37:18.810
Lauren Servais (she/her): And then, and how do we allow.

760
02:37:20.040 --> 02:37:28.230
Lauren Servais (she/her): departments and hiring committees to create experiences right and create a process that's going to allow for the most diverse.

761
02:37:30.120 --> 02:37:33.570
Lauren Servais (she/her): hires possible I think i'll stop there okay.

762
02:37:34.170 --> 02:37:39.660
Julie Thompson: Thank you um two maybe three minutes left, and then we will.

763
02:37:40.740 --> 02:37:43.800
Julie Thompson: need to move on with our agenda and George salou.

764
02:37:45.870 --> 02:37:53.670
George Sellu: I could probably take mine offline um so another touch on one thing that we should remember about think about as we talk, talk about this is.

765
02:37:54.780 --> 02:37:58.800
George Sellu: Our teaching practices right a lot of us when a train to teach formerly.

766
02:37:59.520 --> 02:38:07.860

George Sellu: So, and we were holding people accountable of if we keep the committee so narrow that discipline focus folks will never been trained.

767
02:38:08.340 --> 02:38:18.780
George Sellu: For molly how to teach right now we're going, especially for folks to rise up to an occasion of teaching to a level of teaching that we are accustomed to, but kind of.

768
02:38:19.320 --> 02:38:32.280
George Sellu: disconnected or misaligned from formal teaching practices or the lack thereof So how do we prepare ourselves to be on the right side of best practices and also a lot of people to come in and help us.

769
02:38:33.360 --> 02:38:46.680
George Sellu: prepare our future colleagues on how to teach or how to evaluate good teaching, it is a long one, but I can talk about that flavor but, again, that goes back to terrorists point about that teaching training or mentoring or certification, whatever that is.

770
02:38:48.630 --> 02:38:49.170
Julie Thompson: Thank you.

771
02:38:50.370 --> 02:38:51.300
Julie Thompson: john stover.

772
02:38:53.940 --> 02:39:10.230
John Stover: A couple of the things that stood out to me in the Laura salkin training was around our values being that we allow candidates to demonstrate knowledge and skills relevant to the job, I think that goes along with.

773
02:39:12.300 --> 02:39:29.220
John Stover: Looking at skills and knowledge and not being overly reliant on degrees and awards, I would also say that she was very clear that we could do both general recruitment and focused outreach and recruitment, including.

774
02:39:30.210 --> 02:39:53.460
John Stover: Requiring outreach to economically disadvantaged groups and i'll just end by saying we could write into the policy that we would fund candidates travel in part if they were a certain distance away as a way to ameliorate that challenge, thank you.

775

02:39:54.030 --> 02:40:03.510
Julie Thompson: Okay, thank you so we've gotten the time up i'm notice from Terra, but we have just one person left in the queue so i'm going to call on Monica and then we'll move on Monica.

776
02:40:05.010 --> 02:40:06.090
Dr. Monica Ohkubo (she/her): Thank you um.

777
02:40:07.440 --> 02:40:11.790
Dr. Monica Ohkubo (she/her): I agree, I mean what Senator solution Center server said, are right on.

778
02:40:13.410 --> 02:40:20.790
Dr. Monica Ohkubo (she/her): And I just think as we look at this to look and look at the whole thing because I could make a bunch of comments right now and individual lines that I saw but.

779
02:40:21.150 --> 02:40:29.790
Dr. Monica Ohkubo (she/her): Just to be student centered and remember that the students are our you know our consumers, so they keep that in mind as we go through with other comments that have been made about the students.

780
02:40:30.210 --> 02:40:40.110
Dr. Monica Ohkubo (she/her): And just be really representative of our students needs through that throughout you know and that could I mean we'd have to go line by line to really make sure that happens i'm and.

781
02:40:41.880 --> 02:40:53.310
Dr. Monica Ohkubo (she/her): i'm in the interviewing section, which I think is five D, I think we need to look at strike and improve language that says, must have a sensitivity to and understanding of.

782
02:40:53.910 --> 02:41:04.890
Dr. Monica Ohkubo (she/her): That is like bottom of the barrel requirement to reach our student population and its diverse needs, and I think I know we need to look at that and i've heard that in other trainings as well.

783
02:41:05.370 --> 02:41:13.560
Dr. Monica Ohkubo (she/her): And just overall to look at every single line and and consider inclusive it and not exclusivity, and I feel.

784
02:41:14.460 --> 02:41:18.450
Dr. Monica Ohkubo (she/her): there's kind of maybe two schools of thought around that and I used to be one that was.

785
02:41:18.900 --> 02:41:25.440
Dr. Monica Ohkubo (she/her): You know degrees and interviews, do you have a doctorate you know what were your grades, you have any publications, you know how are you applying that you know.

786
02:41:25.860 --> 02:41:30.930
Dr. Monica Ohkubo (she/her): You can't come on zoom because we need to you need to make the trip out here right, if you want to work at Center as JC and.

787
02:41:31.320 --> 02:41:39.540
Dr. Monica Ohkubo (she/her): You know, and I, and I haven't heard of introduce ever happening on the same day, so I think that we need to take this new lens that we have, and all this new training that we have.

788
02:41:39.990 --> 02:41:47.490
Dr. Monica Ohkubo (she/her): And really look at each section and see are we really being inclusive without language and I, and I don't think that's that's why i'm not making a pointed.

789
02:41:48.390 --> 02:41:51.420
Dr. Monica Ohkubo (she/her): remark, except for the sensitivity to an understanding out, but I think that.

790
02:41:51.990 --> 02:42:09.450
Dr. Monica Ohkubo (she/her): We should look by line and see are we being inclusive or exclusive to allow that person to come in show us what they've got not only a distant expertise, but i'm teaching knowledge as doctors, who are saying, and also in general vdi and representation and all that okay.

791
02:42:09.930 --> 02:42:20.970
Julie Thompson: Thank you so much, we did just a little tiny bit over, we have a little more than nine minutes left i'm this was amazing and wonderful, thank you for all of your wonderful ideas and.

792

02:42:21.780 --> 02:42:32.850
Julie Thompson: And i'm really looking forward to the work that we're going to do over the next few meetings Okay, so our second information item for today is the annual report.

793
02:42:33.660 --> 02:42:42.360
Julie Thompson: To accrediting Commission for county i'm sorry for Community and junior colleges ACC JC and i'll just say a little bit before we.

794
02:42:43.140 --> 02:42:54.270
Julie Thompson: turn this over to Dr James titania tolley and Dr JEREMY smitherman and the ACC JC annual report is due to the Commission on Friday on two days.

795
02:42:55.110 --> 02:43:04.680
Julie Thompson: Hence, and it's important for the Senate to be apprised of the annual report, particularly the section on institutions set standards for student achievement.

796
02:43:05.340 --> 02:43:21.210
Julie Thompson: This report has been reviewed by the president's cabinet and is now coming to the academic senate as an information agenda item prior to submission to ACC JC and so Now I will turn things over to Dr tanya tolley and Dr smitherman.

797
02:43:22.770 --> 02:43:35.820
Dr. L Jane Saldana-Talley: Okay, great Thank you President Thompson I really appreciate that preamble and Dr smitherman you've got, I think, are you able to share your screen with.

798
02:43:36.750 --> 02:43:47.010
Dr. L Jane Saldana-Talley: Okay, all right well great, so I will just do kind of a further reminder that this is a report that we have brought every year to the academic Senate.

799
02:43:47.610 --> 02:43:56.070
Dr. L Jane Saldana-Talley: Most typically the group at the College that has worked on this has been the institutional planning Council and you heard President Thompson.

800
02:43:56.640 --> 02:44:08.820
Dr. L Jane Saldana-Talley: In her report to you today talk about the fact that IPC and the budget advisory committee we're really working on a combined Council.

801
02:44:09.330 --> 02:44:18.270

Dr. L Jane Saldana-Talley: That would be the planning and Budget Committee, that would be co chaired by President Thompson as academic senate President, Dr smitherman as.

802
02:44:19.170 --> 02:44:31.830
Dr. L Jane Saldana-Talley: The individual who oversees institutional effectiveness for the College and Kate jolly as our our chief budget officer so.

803
02:44:32.430 --> 02:44:45.540
Dr. L Jane Saldana-Talley: So this year, the process was different we did not have an IPC to take this too, but most typically a year over year it has been the institutional planning Council that has received information from institutional research.

804
02:44:45.960 --> 02:44:55.650
Dr. L Jane Saldana-Talley: And we have a section in this report that talks about institutions set standards with regard to student achievement.

805
02:44:56.310 --> 02:45:02.850
Dr. L Jane Saldana-Talley: and every year we looked at that data and we kind of scratch their heads and these sort of you know thrown a little bit of a dart.

806
02:45:03.390 --> 02:45:13.980
Dr. L Jane Saldana-Talley: At a you know, in terms of doing this and what has been so joyous about having Dr smitherman join us is that we have turned that.

807
02:45:14.490 --> 02:45:18.990
Dr. L Jane Saldana-Talley: Recommendation over to him this year and he's done terrific work.

808
02:45:19.470 --> 02:45:32.550
Dr. L Jane Saldana-Talley: And so what I would really like for you to do is for him to be able to share with you, his recommendations specifically around institutions set standards and kind of explain where we're going to be going with that so Dr Smith.

809
02:45:34.050 --> 02:45:35.460
Thank you very much, Dr TAO.

810
02:45:37.380 --> 02:45:47.280
Dr. Jeremy Smotherman: So real quick, because I know they were with a limited time just giving a few feedback in terms of my mouse work for once.

811
02:45:47.970 --> 02:45:50.550
Dr. Jeremy Smotherman: There he goes in terms of why we're here.

812
02:45:51.180 --> 02:46:04.680
Dr. Jeremy Smotherman: Like it's already been said, is that we're looking at institutional set standards, specifically in the areas of course completion rate certificates associated degrees and transfers, we also look at aspirational stretch goals So where do we want to hopefully accomplish in the future.

813
02:46:06.480 --> 02:46:11.760
Dr. Jeremy Smotherman: The reason why we're doing this, the main reason why is that in our past reports we've had a lot of fluctuation.

814
02:46:12.000 --> 02:46:23.430
Dr. Jeremy Smotherman: When it comes to what those standards are and we're looking to have a more consistent set standard so that way, the institution, those for the next four to five years where we want to have our bare minimum at and where we want to have our aspirations go.

815
02:46:25.260 --> 02:46:28.770
Dr. Jeremy Smotherman: One thing that has also changed in terms of headcount can previous years.

816
02:46:30.120 --> 02:46:41.550
Dr. Jeremy Smotherman: ACC jaycees asked us for fall headcount and now they're asking us for an academic year, so if you ever seen any data related to that I understand that you're going to see changes we're in the 25,000 range previously.

817
02:46:42.000 --> 02:46:46.380
Dr. Jeremy Smotherman: Now you're in the 30,000 range because we're looking at the full academic year.

818
02:46:48.570 --> 02:46:51.150
Dr. Jeremy Smotherman: So for the set standards when we're looking at achievement.

819
02:46:51.330 --> 02:47:00.870
Dr. Jeremy Smotherman: Luckily, these have been very fairly consistent we're looking at 72% in terms of that floor in terms of students completing successfully completing their.

820
02:47:01.950 --> 02:47:17.460
Dr. Jeremy Smotherman: courses and so i'm recommending keeping that standard, but the aspirational goal increasing it up from 73 to 75% because that represents a better inclusion in terms of what we have successfully accomplished over the past the past three academic years.

821
02:47:20.220 --> 02:47:27.060
Dr. Jeremy Smotherman: So for certificates, this one was the more interesting one, because again like I said before, we've had a lot of fluctuation in the past.

822
02:47:27.510 --> 02:47:35.520
Dr. Jeremy Smotherman: And when we look at our numbers and that'll be the bottom row that you're seeing here from 1516 and then I added the 1819 1920 data.

823
02:47:36.210 --> 02:47:46.740
Dr. Jeremy Smotherman: we've gone from 900 down to 600 range of to the 3000 range, a lot of that has to do with our I gets in cf see our it gets in CSU certificates.

824
02:47:47.010 --> 02:47:52.980
Dr. Jeremy Smotherman: So until i'm able to stabilize that trend and look at it, when my recommendation is to have a set standard of 633.

825
02:47:53.340 --> 02:47:58.800
Dr. Jeremy Smotherman: which represents a six year trend that we've had prior to any outliers of the last two years.

826
02:47:59.220 --> 02:48:12.870
Dr. Jeremy Smotherman: And additionally i'm looking at a 668 recommendation for our stretch goal, because that's about a 10% increase and all the increases are going to be relatively high in terms of 10% because again they're aspirational it's really what we're going to be trying to get to.

827
02:48:15.060 --> 02:48:18.030
Dr. Jeremy Smotherman: For the associate degrees this one's remained relatively consistent.

828
02:48:18.600 --> 02:48:25.020
Dr. Jeremy Smotherman: But again, having a set standard that is consistent for the next few years we're looking at a recommendation of 2310.

829
02:48:25.320 --> 02:48:35.040
Dr. Jeremy Smotherman: that's a good representation of what we've done over the last three years and then again looking at about that 10% increase of 25 for one as an aspirational goal, as you can see from.

830
02:48:36.720 --> 02:48:38.160
Dr. Jeremy Smotherman: These aligned very well.

831
02:48:39.330 --> 02:48:45.480
Dr. Jeremy Smotherman: And we haven't met our aspirational goal yet so again, all of this is very connected in terms of what we're looking at for the future.

832
02:48:47.640 --> 02:48:59.310
Dr. Jeremy Smotherman: For the transfer degrees again remaining consistent if you look at the top level, you see that we have fluctuated for that standard between the 1487 to 13 to 14 again.

833
02:48:59.790 --> 02:49:06.540
Dr. Jeremy Smotherman: So my recommendation is to keep the 14 or sorry the 1350 as our institutional set standard again that's a.

834
02:49:07.500 --> 02:49:14.940
Dr. Jeremy Smotherman: Calculation from our last six years of our trends and then having that about 10% increase that we wanted to try to strive to.

835
02:49:15.270 --> 02:49:19.740
Dr. Jeremy Smotherman: We see that we've already met our set standards in many different ways, when it comes to the 1350.

836
02:49:20.430 --> 02:49:23.490
Dr. Jeremy Smotherman: In previous years, but in the last couple of years we've gone down a little bit.

837
02:49:23.970 --> 02:49:28.230
Dr. Jeremy Smotherman: That looks like it has something to do with more of our declining headcount that we've had overall.

838

02:49:28.470 --> 02:49:37.680
Dr. Jeremy Smotherman: So that's why we keep it or keeping the system to the way that it is and keeping the APP very aspirational goal to be more in line with what we've achieved in the past and having that 10% increase.

839
02:49:39.690 --> 02:49:46.860
Dr. Jeremy Smotherman: So that was the presentation, again, I know that we were short for time, so I went a little quickly.

840
02:49:47.130 --> 02:49:48.990
Dr. Jeremy Smotherman: But I just want to make sure that everyone's important.

841
02:49:50.130 --> 02:50:02.520
Dr. L Jane Saldana-Talley: yeah I also want to say that some people asked the question about so So what if we don't get to our goals, I mean really, the Commission is asking us to set goals.

842
02:50:03.390 --> 02:50:13.170
Dr. L Jane Saldana-Talley: I like the idea that going forward I think we're going to have a data informed process that again a recommendation from the institution research.

843
02:50:14.100 --> 02:50:22.020
Dr. L Jane Saldana-Talley: And we will have a team coming to visit us in spring of 2022 It may very well be that they.

844
02:50:22.830 --> 02:50:38.910
Dr. L Jane Saldana-Talley: have looked at some of our annual reports and they'll have questions, so we are memorializing this rationale that Dr smitherman is provided to us and and we'll have that conversation with them a bit, but there are no penalties penalties to not achieving.

845
02:50:40.170 --> 02:50:43.500
Dr. L Jane Saldana-Talley: The institution set standards or a stretch goals.

846
02:50:44.880 --> 02:51:00.540
Dr. L Jane Saldana-Talley: But i'm really hoping that going forward that darkness madman has a has a process that gets to you sooner, so that we can have more of a conference conversation around this than something that happens that week get it submitted and.

847

02:51:01.560 --> 02:51:03.210
Dr. L Jane Saldana-Talley: In and these things.

848
02:51:04.500 --> 02:51:17.130
Dr. L Jane Saldana-Talley: You know this has been a difficult challenging last couple of years with code so anyway, so thank you, President Thompson I think we're concluded and we're happy to answer any questions okay.

849
02:51:17.340 --> 02:51:18.660
Julie Thompson: Thank you, I mean.

850
02:51:20.430 --> 02:51:25.650
Julie Thompson: senators, do you have any questions for Dr smitherman or Dr seldon the Italian.

851
02:51:30.150 --> 02:51:34.380
Julie Thompson: If questions come up can we Oh, I saw a hand i'm lauren service.

852
02:51:35.220 --> 02:51:43.590
Lauren Servais (she/her): And i'm anticipating that JEREMY is already thinking about this, but you know I sometimes wonder when we look at these institutional goals that who is accountable.

853
02:51:44.340 --> 02:51:52.440
Lauren Servais (she/her): right and who was like who's doing the equity work that it takes for us to get to those those goals and.

854
02:51:53.400 --> 02:52:09.000
Lauren Servais (she/her): Is it the isc like is it departments and like where where like what bodies are looking at the disproportionate impact right across those goals and thinking about what are the equity measures that we put in place.

855
02:52:10.200 --> 02:52:15.480
Lauren Servais (she/her): For us to ultimately arrive right at those goals and so and I don't know if that's.

856
02:52:16.020 --> 02:52:23.100

Lauren Servais (she/her): If there's an answer for it now and I don't know that it's your responsibility either, but it's it seems to me, though, at some point, it would be nice.

857
02:52:23.910 --> 02:52:34.770
Lauren Servais (she/her): Right, because otherwise I feel sometimes like we have these goals that are separate from like all of these different pieces and and then I wonder right like who's who's holding it.

858
02:52:36.960 --> 02:52:42.300
Dr. Jeremy Smotherman: I can answer that question really quickly because I wouldn't be there isn't necessarily a right answer at this point in time.

859
02:52:42.570 --> 02:52:50.820
Dr. Jeremy Smotherman: But all of our goals in that being something that we're going to be planning for in the future, and when we're looking at the strategic planning process that we will, we will be rolling out.

860
02:52:51.150 --> 02:52:54.030
Dr. Jeremy Smotherman: You know this is incorporate the terms of the whole camp is having.

861
02:52:54.480 --> 02:53:00.930
Dr. Jeremy Smotherman: some type of connection to these goals and they're knowledgeable so that's why we come to academic Senate to let you know what.

862
02:53:01.200 --> 02:53:06.510
Dr. Jeremy Smotherman: These goals are so that way in your committee meetings that you're in and things that you're thinking about in your departments.

863
02:53:06.690 --> 02:53:16.860
Dr. Jeremy Smotherman: it's you know what is my role in supporting this aspect of the goal and and how can I plan these things as well and that's something that i'm willing to support as well, whatever you need in that planning process.

864
02:53:18.000 --> 02:53:18.330
Okay.

865
02:53:19.710 --> 02:53:20.940
Julie Thompson: i'm thinking that this is.

866
02:53:22.290 --> 02:53:32.400
Julie Thompson: One of many conversations that i'm hoping that that we can have an and invite Dr smitherman back to help us with data questions about data and making data.

867
02:53:32.790 --> 02:53:44.460
Julie Thompson: driven and data informed decisions comes up a lot in our conversations, and so I think we can we can make some progress on that and and be a senate that's more informed about data.

868
02:53:45.150 --> 02:53:54.030
Julie Thompson: So thank you, thank you for your time, thank you for your presentation and I will adjourn the meeting Thank you everyone.