



ACADEMIC SENATE

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

MEETING MINUTES

DATE: August 18, 2021

TIME: 3:15 p.m.

LOCATION: Zoom only

ZOOM ID: 958 4627 3808

<https://santarosa-edu.zoom.us/j/95846273808>

PRESENT

L. Aspinall, J. Bush, J. Carlin-Goldberg, S. Cavales Doolan, C. Crawford, A. Donegan, J. Fassler, L. Giron-Brosnan, B. Flyswithhawks, T. Jacobson, T. Johnson, J. Kosten, L. Nahas, M. Ohkubo, A. Oliver, N. Persons, B. Reaves, R. Romagnoli, E. Schmidt, G. Sellu, H. Skoonberg, J. Stover, J. Thompson, K. Valenzuela, K. Wegman, S. Whyllly, S. Winston

ABSENT D. Lemmer (J. Kosten proxy)

GUESTS F. Chong, A. Foster, J. Saldaña-Talley

CALL TO ORDER

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

OPEN FORUM

1. F. Chong welcomed everyone back to the Fall semester; shared that work had been put in over the summer to prepare for a safe return, including the hiring of about 45 Safety Monitors; expressed hope for hiring 60 monitors total and requested anyone interested in joining to contact Vice President Pedro Avilla; acknowledged the mixed response to his recent email to the college community regarding a soft mandate requiring Covid-19 vaccinations being brought to the Board in September; shared appreciation for everybody's responses and expressed that he is trying to do what is best for the college; and noted the year ahead and looked forward to working with the Academic Senate on Accreditation and DEI work.
2. A. Donegan commented on SRJC's in-motion plan for returning to campus and expressed concern about the lack of communications from the District regarding campus safety protocols and the inadequate implementation of the college's safety plan ("[SRJC Plan for a Safe Return to Campus](#)"); reminded those present that the plan stated it would be implemented by the start of the semester, include not only the placement of Safety Monitors around campus to check students, faculty and staff as they enter buildings, but also signage placed at all entrances letting people know they need to check in with a monitor as well as a QR code to scan through the My SRJC app for contact tracing; reported that less than 20% of her class had checked in before entering her classroom on the first day of class; noted the absence of a Safety Monitor at Emeritus, missing signage at entrances, and students' lack of knowledge of the My SRJC app; called on the District to rectify the situation soon so that everyone may return to a safe campus.
3. D. Carmona Benson acknowledged the difficulties of last year and expressed concerns of continued difficulties in the year ahead; noted that the Student Government Association (SGA) will continue to press for change, including student representation on the hiring committees of all staff and faculty and the return of College Hour, among other issues; shared the need to fill 80 student seats across 40 district committees in the days and weeks ahead; advertised the availability of many Safety Monitor positions—each with a pay rate of at least \$15 per hour—and requested that Senators help spread the word about these recruitments with their students by having them contact CarmonaBenson@gmail.com; concluded with hopes for collaboratively working with the Academic Senate to promote advocacy, inclusion, diversity, equity, and safety on campus during the upcoming academic year.

4. S. Martin shared information about an AFA Q&A session, scheduled for Thursday, August 19, from 4:00-5:00pm, to field discussion about the soft mandate, which will begin negotiations on Friday, August 20, and other issues regarding in-person and online instruction. For anyone unable to join, they were invited to email thoughts, questions, and concerns directly to AFA, who will be able to respond either personally, or generally to the faculty.
5. T. Johnson commented on the in-progress return to campus and the District's lack of clear communication and accurate information ensuring a safe return for those attending in-person; shared that the Adaptive PE Department made the decision to return to campus in person this Fall based on specific promises from the District including masking, physical distancing, limited class size, improved air filtration, additional staff to assist with check-ins and traffic flow, and more; urged the District to move forward with a focus on clear communication, concise information, and the timely delivery of corrections/improvements on shortcomings as they occurred.

MINUTES

J. Stover moved to approve the May 19 minutes as posted; H. Skoonberg seconded the motion. A roll call vote was called, and Senators adopted the May 19 minutes (24 yes votes and one absentia).

REPORTS

1. President's Report —

J. Thompson started by welcoming new senators and the new Vice President of Human Resources, Gene Durand; called for proposals for Fall (2021) and Spring (2022) Communities of Practice focused on the elimination of equity gaps and DEIA professional learning priorities; asked for three senators—preferably not up for re-election this year—to serve on the Elections Committee; discussed the ongoing evolution of the Equity Officer position on the Academic Senate Executive Committee (ASEC) and highlighted forthcoming nominations and ways for the role to support the Senate and ASEC as we advance equity-related measures in all Senate business; indicated that all faculty members recently appointed to the Guided Pathways (GP) Workgroups will be meeting with Dr. Saldaña-Talley; **reported that regular reports and stated the design and implementation phases would begin asap**; thanked Kyla Wegman, who was leaving the Senate after today's meeting, for her Senate service; noted the soon-to-be Area 1 vacancy and that immediate recruitment for a replacement would begin following the day's meeting.

J. Thompson highlighted **that the State** has provided \$100 million in funding for new full-time faculty in the Community College system, and the College will receive funding to add 19 new full-time faculty positions, in addition to any new positions the District would already be recruiting for ([2021-22 Full-Time Faculty Hiring Allocation and Notification of Intent to Hire](#)); noted that the funding provides opportunities to not only further diversify the faculty but also potentially offer more full-time opportunities for adjunct faculty members across the State.

J. Thompson also shared that the ASEC is exploring more opportunities for the sharing of community concerns in addition to and outside of the Open Forum comment period; shared an emerging idea for a special listening session devoted to public comments, to be determined; indicated other ideas and more information will be forthcoming; noted that ASEC is looking into partnering with AFA leadership and DCC Co-Chairs in addressing faculty member concerns related to the safe return to campus and will discuss partnering with the VPAA to provide a new set of FAQs for answers to common questions regarding current circumstances.

[Read J. Thompson's full report here.](#)

2. Ethnic Studies Update—J. Saldaña-Talley

J. Saldaña-Talley announced that a solicitation for additional Ethnic Studies Curriculum Workgroup members was put on hold over the summer while more information could be received from colleagues who attended the ASCCC Curriculum Institute in July; reported that workgroup members

met and decided that the English, Behavioral Sciences, and Social Sciences Department Chairs should all serve on the workgroup due to their disciplines carrying the largest potential course load and cross-listing; noted where additional workgroup members needed to be added accordingly; noted that the VPAA is ensuring composition of the workgroup meet the recommendations of the Black Studies and Ethnic Studies Taskforce to include representation from all four Ethnic Studies programs; noted that all members were approved by BLAC, FSA, and APISA constituencies and that one more appointee to the workgroup is needed; recognized that other departments and disciplines have courses with potential to be included or cross-listed; emphasized that other departments (in addition to English, Behavioral Sciences, and Social Sciences) will also be reviewed for inclusion in the workgroup; noted that the recent State funding allotted for new faculty hiring will create many opportunities for staffing the Ethnic Studies Department as well as ensuring positions are not lost if faculty choose to transfer in from other departments.

3. Distance Ed Addendum for Non-Credit Courses; CSU Area F Requirement—A.Foster

A. Foster stated that the establishment of Faculty Minimum Qualifications for teaching CSU Area F requirement courses falls under Senate purview for discipline placement as per local policy; explained that any student taking a course, during the Fall 2021 semester only, that is subsequently approved with the Ethnic Studies prefix will receive approval for meeting the Area F requirement; noted that once the Ethnic Studies Curriculum Workgroup begins meeting, discussion will continue regarding the composition of the Cluster Tech Review Committee for reviewing any course being considered for Ethnic Studies; clarified that existing courses may be cross-listed as long as they meet three of the five core competencies listed on the Ethnic Studies Guideline; advised that many eligible courses are UC transfer courses, whose summer deadline has already passed, so these courses may first receive a number in the CSU Ethnic Studies range before a UC course number can be provided later.

A. Foster also updated the Senate on the Non-Credit Distance Education Addendum that the Curriculum Review Committee will review on Monday, August 23; stated that, due to the pandemic emphasizing a demand for online non-credit courses, the form has been aligned with Federal legislation as well as proposed Title 5 changes that focus on the differences between “regular contact” and “substantive contact,” as well as what disclosures students need prior to their enrollment in a credit or non-credit course.

[Read A. Foster’s full report here.](#)

Time allowed for Senator questions and comments, which included: clarification about how courses are reviewed and approved locally and within the CSU system; a request regarding who to contact about potential courses to add; identification of Kate Blackwell to pass the course information on to the Ethnic Studies Curriculum Workgroup for review; concern that “cross-listing courses” is being conflated with “interdisciplinary,” which is at the core of Ethnic Studies, and to be wary of rebranding any course with instructors who do not also have expertise in Ethnic Studies; pressure to strive for a robust and innovative program and not just one that meets the bare minimum for qualifications to attract those from across the state to come to the college; an emphasis on offering courses where Ethnic Studies is at the core of the class material as opposed to being an afterthought or single unit.

CONSENT

1. Resolutions to Change Signatories on Exchange Bank Accounts

L. Aspinall moved to approve the resolution, removing the previous Administrative Assistant and adding the current Vice President and Executive Secretary as signatories. T. Johnson seconded the motion. A roll-call vote was called and the resolution was adopted unanimously.

DISCUSSION

1. Draft of values statement for Faculty Hiring Policy, 4.3.2/P – M. Ohkubo

J. Thompson provided background on the policy, stating that the Senate voted in the spring to charge the Executive Committee to draft a Values Statement that would be brought back to the Senate in the Fall, and requested that Senators review a PowerPoint outlining the historical timeline of the policy and procedure's revision.

Senators asked clarifying questions regarding the statement's language and suggested edits to the bulleted faculty requirements, including: addressing the vagueness of "soft skills" to either elaborate more on the term to assist with the Procedure development, or remove it as it may exclude applicants who are neuro-divergent; amending the possible redundancy / lack of clarity between "teaching efficacy" and "excellence in teaching and pedagogical techniques"; moving "a wide range of cultures and experiences" into the sentence leading into the bullet points instead of it being tied specifically to "soft skills" and "teaching efficacy"; providing several reminders that the Values Statement is meant to be broad and will be refined in the Procedure; recognizing the importance of the final bullet point to ensure faculty have the skills and are able to apply IDEA knowledge from a cultural standpoint.

At time, five more minutes were added to the item to finish the discussion.

J. Carlin-Goldberg motioned to move the Value Statement discussion to an Action item at the next meeting for further conversation and add it to the Policy once approved. L. Aspinall seconded the motion.

A roll-call vote was called and the motion was passed unanimously, moving the discussion to an Action Item.

[View the full Values Statement and suggested edits here.](#)

2. Faculty Hiring Policy, 4.3.2/P, Recruitment – M. Ohkubo

Discussion regarding the recruitment draft included: changing any occurrences of "adjunct" to "part-time faculty" throughout the entire document, and B. Flyswithhawks confirmed that, locally, "part-time" is the preferred term; specifying "multiple venues and appropriate publications" by including a list of recruitment locations in the procedures that is provided by HR; addressing the preferred qualifications and being mindful of qualifications that work to exclude candidates of color for opportunities that have not been available to them; supporting a faculty focused process and suggesting to strike approval from "the appropriate Vice President(s)" from #2, review and approval of the job announcement, ultimately keeping hiring announcements within the purview of the hiring department and shortening the approval process so announcement can be distributed more quickly; recommending HR remain involved in the approval process to maintain consistency with the language and legality of the hiring process.

Specific editing suggestions included: adjusting item #5, District support for faculty outreach to underrepresented groups, to read, "The District shall network with colleagues from underrepresented groups for recruiting purposes"; and revising item #2 to include "...approved by the screening committee, department chair, and the appropriate department dean, in consultation with the VP of HR and any other VP...".

Additional comments noted that item #3, broad advertising for a highly skilled and diverse pool, identifies the formation of a screening committee prior to the job announcement, affirming their participation in the job announcement process and their inclusion in item #2.

T. Johnson motioned to move 4.3.2/p, section IV: Recruitment to an Action item for the next meeting. J. Stover seconded.

A roll-call vote was called, and the motion passed unanimously.

[View the full section on Recruitment and suggested edits here.](#)

ADJOURNMENT

4:59 p.m.