



ACADEMIC SENATE

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

MEETING MINUTES

DATE: September 1, 2021

TIME: 3:15 p.m.

LOCATION: Zoom only

ZOOM ID: 958 4627 3808

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

PRESENT

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

ABSENT C. Crawford (A. Oliver as proxy), G. Sellu (R. Romagnoli as proxy),

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 T. Johnson.

OPEN FORUM

1. J. Bush ceded her time to E. Schmidt.
2. E. Schmidt read an anonymous statement from concerned part-time faculty constituents regarding comments at the August 18 Senate meeting; stated that some faculty members exclude part-time faculty from consideration for full-time positions; noted part-time faculty members' lack of access to affordable healthcare insurance; expressed concern about lack of job security in the context of declining enrollment and high cost of living in the county; and noted that racial equity issues overlap with part-time faculty status. [Read their full statement here.](#)
3. J. Stover referenced [California Ed Code, Title 5, Section 53200](#) as it relates to 10 + 1 matters and the Senate's role in District recommendations related to academic and professional matters; expressed disappointment the Academic Senate, AFA, and SEIU were not consulted prior to learning the Vice President of Student Services had announced at an August 25 Student Government Assembly Listening Session that the Administration would not proceed with a hard mandate on student vaccinations for Spring 2022; and implored the Administration to "do better" and recognize their legal responsibilities to the 10+1 mandate and their shared interest in supporting students, the college, and its communities. [Read J. Stover's full statement here.](#)
4. A. Donegan commented on the "chaos" caused by the recent announcement from the District revoking the hard mandate on vaccines; cited an email from the College President that stated the decision to change had been made after speaking with students on the matter; was unsettled this had not been decided through conversations with the County Health Department, classified professions, managers, or faculty; appreciated the Academic Senate Executive Committee's (ASEC's) response to this decision on August 30; and concluded by urging the Board of Trustees to immediately implement a mandate for vaccines at SRJC. [Read A. Donegan's full statement here.](#)
5. L. Larqué shared concerns regarding the Administration's withdrawal of mandatory vaccinations; acknowledged it was confusing, chaotic, and showed a lack of respect towards organizational bodies that represent faculty and classified staff; recognized the difficulties people of color have, especially students of color, accessing the vaccine; expressed the need for comprehensive, culturally-oriented educational workshops and concluded by urging the Administration to reconsider their position and take the situation, which is a matter of life and death, more seriously.

The preceding statements (Items 3, 4, 5) expended the 10-minute per topic allowance.

6. S. Whylly ceded her time to E. Schmidt, who continued reading the remainder of her constituents' letter (see Item 2 on page one).
7. R. Vazquez requested advocacy from the Academic Senate regarding wait lists and add-codes; noted that during the first week of classes students were required to contact their faculty member to obtain an add-code despite there being seats available in their classes; and viewed this issue as inequitable access to education and a failure of the institution that needed to be addressed asap.
8. D. Carmona Benson wished to respond to previous comments regarding mandatory vaccinations from a student's perspective. The Academic Senate Executive Committee briefly met to discuss adding more time to the topic and allowed 3 more minutes to comment on the topic.

D. Carmona Benson clarified that the Administration's decision to revoke the vaccination mandate did not take place during, or as a result of, the SGA listening session on August 25, which was an opportunity for students to voice their concerns on the issue; reminded Senate that they would not have a position without the student body; stated a mandate should apply to everyone, not just students; and emphasized the safety-related need for transparency in vaccination statuses.
9. West (last name unknown), a self-identified SRJC student, commented on the posted 4.3.2 Faculty Hiring Values Statement and expressed concern and frustration that the recruitment criteria, specifically the bulleted item that read, "Knowledge and demonstrated application of IDEA pedagogy," allows the College to prioritize hiring faculty with one ideology over another; noted from their perspective that this stance does not represent academic freedom or the definitions of "inclusion" and "diversity;" and requested that the Senate not approve this statement.
10. F. Upright, a self-identified SRJC student, shared that she supports the vaccine mandate, that students (herself and her peers) were not consulted, and that student body be included in the conversation. [Read F. Upright's full statement here.](#)
11. D. Carmona Benson, recognized on a new topic, requested future Senate agenda time to discuss the return of a College Hour and shared its many potential benefits, including, but not limited to, club meeting times, cultural programming, faculty mentoring, and student prep / socializing time.

MINUTES

J. Stover moved to approve the August 18 minutes; L. Nahas seconded the motion. A roll-call vote was called, and senators adopted the minutes with 25 yes votes and 1 abstention.

ADJUSTMENTS TO THE AGENDA

None

REPORTS

1. President's Report — J. Thompson

J. Thompson welcomed the two new Senators appointed to fill Senate vacancies, M. Anderman (Area 5) and F. Avila (Area 1); reported being in conversation with the College President and the Administration on COVID-related decisions and their impact on 10+1 matters; noted that learning from mistakes not only ensures a better process for the Senate but also provides opportunity for Senate productivity; announced that College Council will hold its first meeting of the academic year on Thursday, September 2; noted the agenda includes equity-focused questions that will be considered as part of their yearly communications with committees; informed the Senate that the Brown Act provisions allowing fully remote meetings are set to expire September 30, requiring an in-person quorum to conduct business thereafter; reported working with the District in securing an appropriate room for Senate to meet in person beginning October 6; and announced a special meeting of the Senate on Friday, September 10, from 12:00pm to 1:00pm, devoted exclusively to Open Forum and Member Concerns.

J. Thompson shared that the ASEC is working with ASCCC on two upcoming workshops that will be open to the college community: one on Curriculum and DEIA, and another on the 10 + 1, the Brown Act, and parliamentary procedure; acknowledged those who attended the ASCCC workshop on Faculty Equivalency, Minimum Qualifications, and Disciplines List and shared that the recording had been posted to the Current Meeting Materials page; informed the Senate that Dr. Saldaña-Talley's office will press for departments to get caught up on their Student Learning Outcome Assessments as part of the college's current accreditation cycle and updating of assessments; and announced that a call for candidate statements of interest for the Officer of Equity position would be forthcoming, that any current or past senator are eligible to run, and that the election will be held at an upcoming Senate meeting.

J. Thompson also reminded senators of the Fall Retreat and invited them to send their ideas; asked senators to email her if they would like to read the Land Acknowledge Statement at Senate meetings; and requested senators respond to an email query regarding their availability for an additional Senate meeting on Wednesday, September 29 (fifth Wednesday of the month).

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

CONSENT

1. Distance Ed Addendum for Non-Credit Courses
2. Approval of Curriculum Review Committee Bylaws

A single roll-call vote was called, and both Consent Items passed unanimously with 26 yes votes.

ACTION

1. Faculty Hiring Policy Vision [read: Values] Statement – M. Ohkubo

Before discussion began, Point of Order was called to confirm the appropriate term as both "vision" and "values" were used in meeting material documents, and it was confirmed the document would be a "Values Statement."

Senators continued with revision suggestions including: a request that applicants have the necessary skills to interact effectively with others who come from a diverse background in place of the applicant's responsibility to represent a "wide range of cultures and experiences;" clarification that valuing diversity, equity, and anti-racism affirms and embraces a commitment to a diversity of identities, experiences, and ideas and does not undermine the diversity that exists across an array of faculty pedagogies, trainings, and ideologies; expansion of the term "students" in the introductory paragraph to encompass all groups and replace with "college community"; and broadening the scope of the statement so not to exclude those from out-of-state who may not have had access to programs that explicitly teach IDEA pedagogy, and therefore do not possess such hiring criteria. Senators also asked about the inclusion of Minimum Qualification criteria in the value statement; and reminded one another that the Value Statement is a brief overview of what is valued in hiring and not a comprehensive list of qualifications posted in a job announcement.

J. Stover moved to adopt the Value Statement as it appeared edited. J. Carlin-Goldberg seconded that motion. Senators confirmed that the decision to place the value statement within the hiring policy was made at the previous meeting and did not need to be added to the current motion. A roll-call vote was called, and the value statement passed unanimously with 26 yes votes.

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

2. Faculty Hiring Procedure, Recruitment – M. Ohkubo

Discussion regarding the recruitment draft included: reminders to change all instances of "adjunct" to "part-time" throughout the document; confusion about item #5 re: District support for faculty outreach to underrepresented groups; calls to remove or explicitly define "underrepresented

groups” and/or identify what process the District is implementing as specific to internal vs. external colleagues; a request to change all occurrences of “contract” to “full-time” to match the “adjunct / part-time” adjustment, but as clarified by President Thompson the terms “contract faculty” and “regular faculty” hold different definitions and are not necessarily interchangeable with “full-time”; and a suggestion to include language from Title 5 that specifically identifies “underrepresented groups” in item #5. Specific revision of item #2 added “... when legally required...” when referring to consultation with the VP of HR, and a later suggestion changed it to “...where legally required...”.

Additional comments noted the importance of increasing recruitment timeframes in promoting diverse applicant pools; clarified the use of “District” and “colleagues” in item #5; raised language consistency issues as specific to Part-Time Faculty; emphasized the difficulty of removing the VPs and College President from the approval list for job announcements; and noted the difficulty in revising Item #5. President Thompson reminded senators that any item can be changed entirely, and, at time, senators declined a break and supported 15 more minutes of discussion.

A suggestion was made to divide Item #5 into two separate items as follows: (5) “The District shall be sensitive to and understanding of the diverse academic, socioeconomic, cultural, disability, and ethnic backgrounds of community college students”; and (6) “To honor Diversity, Equity, and Inclusion (DEI) the District will assure recruitment of colleagues from Latin, Asian Pacific Islander, Black African American, Native American, LGBTQ+, Veterans, and low-income groups.”

A specific revision to Item #3 was suggested as “...publications to advertise positions to and recruit from a range of venues and publications, including relevant cultural associations and local groups.” Additional comments included discussing the language of item #2 with HR to make sure everything is legally appropriate before finalizing; and addressing similarities between item #3 and newly created item #6 in the next meeting.

At time the discussion ended, no motion was presented, and the item will be brought back at the next meeting. Senators were encouraged to review and generate ideas between meetings.

[View the revised Recruitment policy draft here.](#)

DISCUSSION

Time prevented the Senate from addressing the Discussion items, which will be re-agendized later.

INFORMATION

1. 4.3.2/P Revision Process

J. Thompson briefly informed the Senate of a request to allow the ASEC to incorporate Senate-approved revisions to 4.3.2/P between meetings and agendize revisions at subsequent meetings. The revised drafts would only include what has been approved or suggested by the Senate during meetings and discussions.

The second part of the item, “Which Senate ideas from the April 7, 2021, meeting shall the Senate recommend for discussion and consideration,” was not presented for Senate comments due to time.

Senators endorsed the idea to allow the Executive Committee to make approved draft revisions between Senate meetings, stating that it would help move things along more quickly and allow for more work to be done during meetings.

ADJOURNMENT

5:00 p.m.