



ACADEMIC SENATE

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

MEETING MINUTES

DATE: September 15, 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, L. Giron-Brosnan, B. Flyswithhawks, 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, S. Whyly, S. Winston

ABSENT K. Valenzuela (A. Donegan as proxy)

GUESTS L. Larqué

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 S. Cavales Doolan.

OPEN FORUM

1. K. Frindell Teuscher, All Faculty Association Chief Negotiator, responded to comments made at the September 10 Academic Senate listening session specific to AFA's role in Professional Development (PD) and claims AFA was overstepping its purview; noted that the PD Coordinators are faculty members appointed by the District and PD is part of the Senate's 10+1; and stated that it is an opportunity for AFA and the Senate to work together. [Read K. Frindell Teuscher's full statement here.](#)
2. K. S. Stanley thanked K. Frindell Teuscher and the AFA Negotiations Team for their support of AFA and Academic Senate collegial relations and encouraged senators to attend AFA meetings, held on second and fourth Wednesdays. [Read K.S. Stanley's full statement here.](#)
3. A. Donegan reported on the September 14 Board of Trustees meeting and their discussion regarding the Spring 2022 Vaccine Mandate for Covid-19; celebrated Faculty, District, and Trustee support for the mandate; expressed dismay to learn that a College Vice President had not been aware of violations to safety protocols or faculty complaints; and urged the building of trust between the District and College community.
4. B. Reaves asked why Black Students and Students of Color must endure ongoing, systemic racism and educational discrimination; noted a lack of corrective action by SRJC faculty; urged faculty to do better; pondered why faculty are holding the Administration up to higher standards than they hold themselves; questioned the progress of centering blackness and equity in coursework; and asked for improved faculty accountable standards. [Read B. Reaves's full statement here.](#)
5. E. Schmidt voiced concern regarding students holding voting seats in the faculty hiring procedure. The statement, which E. Schmidt stated was endorsed by S. Whyly and L. Nahas, noted that students are neither discipline nor pedagogy experts; are able to evaluate candidates through teaching demonstrations; should not have access to confidential application information; and should not be granted privileges that part-time faculty are not afforded. [Read E. Schmidt's full statement here.](#)
6. D. Carmona Benson wished to respond to the previous comment (after the agenda had moved on from public comment) and was given 30 seconds to make a statement. D. Carmona Benson stated support for placing students on faculty hiring committees, noted that students are trained before

serving, were included in the Human Resources VP hiring process, and are core to SRJC life.

MINUTES

H. Skoonberg moved to approve the September 1 minutes, and J. Stover seconded the motion. A roll-call vote was called, and senators unanimously adopted the minutes.

ADJUSTMENTS TO THE AGENDA

None

REPORTS

1. President's Report—

J. Thompson reported that the Senate's Special Meeting on Friday, September 10 was well attended; announced an ASCCC training on Student Learning Outcome (SLO) Assessments on Monday, October 18 (3–5pm) and arranged to support faculty members and supervising administrators assessing SLOs for accreditation requirements; informed senators of two upcoming Academic Senate for California Community Colleges (ASCCC) events: the Area B meeting on Friday, October 15 (10am–3pm), and the October 7–8 ASCCC Academic Academy on Enhancing Transfer in Higher Education, with open registration through September 30; and updated the Senate on Assembly Bill 361, which will extend the "remote" Brown Act provisions as long as there is a proclaimed state of emergency and is awaiting the Governor's signature.

J. Thompson shared highlights from her Tuesday, September 14 Board report; expressed concern about the Administration's health- / safety-related decisions and impacts on 10 +1; and noted that the District's unclear communication on multiple fronts has an adverse impact on institutional operations and stability.

J. Thompson noted that College Council will formalize the new Planning and Budget Council on October 7, and that constituency groups will make appointments based on interest solicited by the Senate; explained that College Council members will receive professional development training on integrating equity values into governance work; thanked Dr. Jeremy Smotherman for his partnership as the College initiates its Strategic Planning process; and reminded senators of the upcoming retreat (September 24), to sign up for the Communities of Practice, and the need for readers for the Land Acknowledgement Statement. [Read J. Thompson's full report here.](#)

2. *Lanzamiento*— L. Larqué

L. Larqué highlighted that it was National Hispanic-Serving Institutions Week and would be attending the NCCHC conference in Long Beach; noted that she and Robert Holcomb would be presenting a workshop about SRJC's *Lanzamiento* initiative ([NCCHC Annual Leadership Symposium report](#)). L. Larqué reported that over 1,300 students have enrolled in 47 *Lanzamiento* course sections this Fall with dedicated grant resources; that *Lanzamiento* instructors are collaborating in thematic Communities of Practice; and shared the accomplishments of Grant Year One, which include implementing all Year One activities, capturing promising student performance indicators, and maintaining a sound budget and anticipated carryover funds for Grant Year Two (all quarterly reports and minutes available at the [HSI website](#)). [Read L. Larqué's full report here.](#)

CONSENT

None.

ACTION

1. Faculty Hiring Policy Values Statement

J. Thompson reminded the Senate that the Values Statement had been approved at the previous meeting and was added to the most recent policy language, which was approved in Spring 2018.

Senate members clarified that to change or amend this document further at this stage would require a two-thirds vote, and the Senate proceeded with this understanding.

J. Stover moved to approve the provided draft of Policy 4.3.2, which incorporates the Values Statement approved by the Senate on September 1, and forward Policy 4.3.2 onward for Board consideration. T. Johnson seconded the motion.

H. Skoonberg moved to amend bullet point 3 to facilitate new early career hires and read as “Knowledge of and ability to apply IDEA principles to pedagogy.” J. Carlin-Goldberg seconded the motion. A roll-call vote was called and there were 16 yes votes, 9 no votes, and 1 abstention. It was initially called as passing but was later pointed out that the vote required a two-thirds (67% threshold) vote to pass, which it did not achieve. The motion to amend did not pass, having only reached 65%.

Senators expressed concern that adequate time to discuss the motion before the amended language was vote upon was not provided and requested a discussion to understand differing opinions.

At time, L. Aspinall moved to extend the discussion on the item by 10 minutes. S. Winston seconded the motion, and, hearing no objections, time was extended.

Senators clarified their decision to vote ‘no’ on the amendment, stating a preference for language that encourages candidates who have lived IDEA experiences as opposed to those who are able to teach it if asked.

A Senator commented that a two-thirds vote was required to amend the draft, and it was determined that the previous motion did not pass. It was further clarified that the motion on the floor to approve the draft policy also required a two-thirds vote to pass (see previous vote record).

A roll-call vote was called to approve the provided draft of Policy 4.3.2, and there were 21 yes votes, 2 no votes, and 4 abstentions. The motion passed.

2. Faculty Hiring Procedure, Recruitment—M. Ohkubo

J. Thompson clarified that the draft of Procedure 4.3.2 was previously approved by the Senate in Spring 2018 and any changes needed to be done by amendments and approved motions. It was stated that those amendments would need a two-thirds vote to pass, and the Senate proceeded with this understanding.

New language was suggested to help clarify Item #3: “To achieve the District’s goal of creating a highly-skilled, multi-cultural, diverse faculty, the District shall support efforts by the Human Resources Department to advertise positions to and recruit from a broad population. To this end, positions shall be advertised in multiple venues and publications, including relevant cultural associations and local groups. Decisions about recruitment strategy shall be made in consultation with the Department and/or Program in which the vacancy appears.”

A suggestion was made to amend Item #2: “Each job announcement shall be reviewed, edited, and approved by the screening committee, department chair, and the appropriate Dean. Prior to final approval, the Dean and the chair of the screening committee will consult with the Vice President of Human Resources to make sure that the job announcement complies with the law.”

J. Fassler moved to approve the amended language for Item #3, and it was seconded by F. Avila.

Senators discussed the new language of Item #3 with requests for further clarification regarding who would make decisions about recruitment strategy and what “support efforts” or procedures are being identified by Human Resources, while other members of the Senate supported the updated language.

A roll-call vote was called, and there were 23 yes votes and 3 no votes. The motion to amend Item #3 passed.

At time, J. Carlin-Goldberg moved to extend discussion on the item by 5 minutes, J. Stover seconded the motion, and, hearing no objections, time was extended.

A revision to Item #6 was suggested, to remove "...and assure..." and replace it with "...by ensuring..." It was additionally suggested to use the full "IDEA" acronym, to maintain consistency throughout the document. The new language for Item #6 read as "The District will honor Inclusion, Diversity, Equity, and Antiracism by ensuring recruitment of colleagues from Latin, Asian Pacific Islander, Black African American, Native American, LGBTQ+, Veterans, and low-income groups."

J. Carlin-Goldberg moved to approve the new amendments to Items #2 and #6 as part of the recruitment policy. T. Johnson seconded the motion. A roll-call vote was called and the new amendments to Items #2 and #6 were unanimously passed.

J. Fassler moved to extend discussion on the item for 5 more minutes, F. Avila seconded, and, hearing no objections, the time was extended.

J. Stover moved to approve the recruitment section, and J. Carlin-Goldberg seconded.

Senators briefly discussed the section and commented that the language of Item #5 required more time and attention.

The meeting ended with a motion on the table to approve the recruitment section and will be brought back at the next meeting.

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

DISCUSSION

Time prevented the Senate from addressing the Discussion items, which will be rescheduled.

INFORMATION

Time prevented the Senate from addressing the Information item, which will be rescheduled.

ADJOURNMENT

5:00 p.m.