



# ACADEMIC SENATE

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

## MEETING MINUTES

DATE: October 6, 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, T. Jacobson, J. Kosten, D. Lemmer, L. Nahas, M. Ohkubo, A. Oliver, N. Persons, B. Reaves, R. Romagnoli, E. Schmidt, G. Sellu, H. Skoonberg, J. Thompson, K. Valenzuela, S. Whyllly, S. Winston

**ABSENT** T. Johnson (L. Aspinall proxy), J. Stover (M. Ohkubo proxy)

**GUESTS** J. Bush, D. Carmona Benson, J. Russell, 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 G. Sellu.

### OPEN FORUM

1. J. Saldaña-Talley updated the Senate on the progress of the Ethnic Studies program development and thanked the Ethnic Studies curriculum workgroup for their efforts; announced the appointment of Dr. Robert Holcomb as the supervising administrator for Ethnic Studies; outlined a proposal to utilize a portion of state funding to hire 5 full-time faculty, 2.5 FTF for adjunct faculty, and fund chair reassigned time for Ethnic Studies; shared that she is working with AFA to develop a critical Special Assignment for an Acting Chair of Ethnic Studies (with a call for interest to go out soon); and concluded by acknowledging that while process has been slower than desired, a department has never been created in such a way before.
2. A. Lubas, Student Government Assembly (SGA) Executive Vice President of Legislation, advocated for students on all hiring committees in promoting diversity at the College and including all voices.
3. A. McCartney, SGA Student Trustee, advocated for students on faculty hiring committees and noted that students bring a new perspective to the process and should have a choice when it comes to new faculty hires.
4. A. Weathers, SGA Vice President of Diversity, also advocated for students on faculty hiring committees and highlighted students take priority as they are interacting with faculty the most.
5. E. Cole, SGA Vice President of Clubs as well as Petaluma Council Director, shared that students should have a voice on hiring committees and that diversity and inclusion are important.
6. H. Schenks advocated for students on all hiring committees, noted that it is students who will be benefiting from the outcome, and wanted students to know who will be teaching them.
7. J. Cortes, student representative for the Indigenous Tribal Council, shared that students bring a perspective to hiring committees that would help diversify the faculty.
8. I. Benson, Interclub Council Chair, asked for students to be on hiring committees, stated the importance of the decision-making process as highly impactful on their education, and advocated for the value of community input in advancing the cultural competency of the College.
9. M. Legesse, SGA Vice President of Finance, advocated for the right of students to serve on hiring committees and stated that students deserve a voice in determining who will be teaching them.

10. Q. Han expressed concern about statements that students are not involved in the hiring process is because they are not professional or educated enough to make such decisions, and noted the diverse range of some students' educational levels.
11. Y. Hurtado & L. Larqué read a joint statement regarding recent faculty scrutiny and criticism directed at Vice President of Student Services, Dr. Pedro Avila, and noted that he was not alone in the administration's COVID response decisions; acknowledged several recognitions Dr. Avila has been awarded, both locally and across the state, as well as his prioritization of equity, antiracism, inclusion, and safety of students, staff, and faculty on campus; asked for transparency and positive communication among employees; and noted the statement was signed by several members of the College community and that others did not sign out of fear of retaliation.

[Read their full statement here.](#)

12. E. Raymundo was introduced as the current acting chair of the Ethnic Studies Department; spoke on behalf of the Ethnic Studies Curriculum Workgroup (Dr. Rima DasGupta, Prof. Salvador Diaz, Dr. Brenda Flywithhawks, Prof. Nick Hill, Prof. Laura Larqué, and Prof. Lauren Servais); and provided an update on the creation of the Ethnic Studies Department. R. Raymundo acknowledged the leadership role SRJC students had in forming the department; stated that the College had failed to fulfill any of the recommendations brought forth by an ad hoc task force; stated that faculty members involved have experienced an absence of District leadership, incomplete or contradictory direction, curriculum development driven by administrators and not faculty, inefficient procedures for curriculum review due to the absence of a cluster or an assigned dean, and an unrealistic timeline; stated that failure to create the department would fall on the workgroup, despite the District failing to acknowledge their plan or compensate members for their work; highlighted that seven minority faculty members serve as the public face of a program whose establishment has been determined by a largely white body of administrators and faculty; emphasized that Ethnic Studies fulfills student demand for curriculum that accurately shows the cultures, histories, and experiences of ethnic groups in America; demanded an end to white administrators and faculty determining the future of the department; demanded that the Senate compel the District to immediately create an Ethnic Studies Department, remember their commitment to students, especially students of color, ensure that state money is appropriately allocated to support the department, and acknowledge the hostile labor conditions and heavy workload the task force has endured while developing the department; stressed that building an Ethnic Studies Department deserves to be acknowledged, given value, and recognized as real work; and called on Senators to take action regarding their support of creating an Ethnic Studies Department.
13. L. Servais – yielded their time to E. Raymundo
14. L. Larqué (new topic) – yielded their time to E. Raymundo
15. G. Sellu urged the Senate to prioritize the development of clear and transparent policies, requirements, and process for committee appointments; noted discrepancies in the requirements for the Professional Development Coordinators which led to two faculty members of color to go through the process and learn they were not qualified; and stated that trust in the process had been lost by faculty of color, which undermines the trust and support of those appointed to the position.  
[Read G. Sellu's full statement here.](#)
16. Matti Cottrell, an LGBTQIA2S+ Assembly Member for the SGA, wished to speak regarding students serving on hiring committees (after the agenda had moved on from public comment) and the remaining 1 minute and 15 seconds was given to the topic. M. Cottrell read a statement from the Queer Resource Center supporting the addition of voting students on every faculty hiring committee, disagreed with faculty comments that students lack the experience or expertise to accurately evaluate candidates, and underscored that failure to embrace this is a failure of leadership and commitment to SRJC's student body.

## MINUTES

F. Avila moved to approve the September 15 minutes; J. Carlin-Goldberg seconded the motion. A roll call vote was called, and Senators adopted the minutes with 24 yes votes and 1 abstention.

## ADJUSTMENTS TO THE AGENDA

None

## REPORTS

### 1. President's Report —

J. Thompson introduced Vice President of Human Resources Gene Durand, who briefly spoke and offered support to anyone on campus who may need it; shared that the Reports section of upcoming meeting agendas will be more robust, limiting time available to accomplish other Senate work; announced that Kate Jolley would be partnering with members of the Senate Executive Committee, Department Chair Council, and the Guided Pathways Scheduling and Mapping Workgroup to vet the Program Mapper software; thanked the senior administration for setting aside new faculty positions for the Ethnic Studies Department and stated that she will continue to advocate for full-time Ethnic Studies faculty positions; urged the Senate to encourage the professional growth and the full and fair consideration of part-time faculty members who are applying for full-time positions; advised that the Educational Planning and Coordinating Council would be reinstated to help manage the workload of policy review; and thanked Tara Jacobson for her role as timekeeper, Laura Aspinall for temporarily stepping in to cover Executive Secretary duties, and members of the Ethnic Studies Curriculum workgroup for their work.

### 2. Accreditation Report –

J. Russell and J. Saldaña-Talley updated the Senate on the progress of Accreditation and the projected timeline. It was reported that they are finalizing the Institutional Self-Evaluation Report (ISER) draft and evidence repository, which will be distributed for review in November, with a final report given to the Board for approval on November 29, and submitted to ACCJC on December 3; announced that the Peer Review visit will no longer be in-person and will be virtually conducted February 28 through March 3, 2022; highlighted the Quality Focus Essay (QFE) as a new element for the Accreditation cycle that is intended to provide colleges with opportunities to propose new ideas to improve student learning and achievement; and introduced the College's two QFE Action Projects, which focus on Evidence-based Institutional Effectiveness and Equity at SRJC, including action plan statements and goals.

### 3. Student Government Assembly Report –

D. Carmona Benson remarked on students serving on faculty hiring committees, commenting that student participation encourages cultural competency, and stated that faculty members who relate more to students would lead to increased student retention and more class offerings; shared the SGA Student Faculty Hiring Committee Resolution; and emphasized that students should be given a voting on these committees.

[Read the SGA Student Faculty Hiring Committee Resolution here.](#)

### 4. Credit for Prior Learning Report—

J. Bush briefly reminded the Senate of Administrative Procedure 3.6P, Credit for Prior Learning, reported that the workgroup has been regularly meeting since last semester and is in the final stages of adjusting the draft procedure, and stated that the workgroup plans to present its drafted recommendations to the Senate at the next meeting.

## **ELECTION**

J. Thompson announced the Election for the Academic Senate Executive Committee Equity position and provided a brief history of the position upon Senator request. Voting occurred via SurveyMonkey, the Elections Committee (J. Carlin-Goldberg and T. Jacobson) certified the results in a separate breakout room, and the Executive Committee (A. Aspinall, J. Bush, B. Flyswithhawks, M. Ohkubo, N. Persons, and J. Thompson) verified the results. All returned to the main Senate room, and A. Quinn, temporary administrative assistant, announced that Byron Reaves was elected to the Executive Committee Equity position.

## **CONSENT**

1. Continue with Remote Meetings of the Academic Senate

A roll-call vote was called, and the motion carried unanimously with 25 Yes votes.

## **ACTION**

1. Faculty Hiring Procedure, Recruitment

J. Thompson reminded Senators that there was a motion on the floor from the previous meeting to approve the full recruitment section but that previous discussion had noted Item #5 needed more time to amend. It was also explained that the two-thirds vote to amend the Senate's approved May 2018 4.3.2 Procedure applied to the entire revision process for this procedure, modifying a previous clarification that a two-thirds vote was required for any amendments. Abstentions during voting were also clarified.

H. Skoonberg moved to amend item #5 to read as: "The District recruitment process shall reflect the diverse academic, socioeconomic, cultural, disability, and ethnic backgrounds of community college students." J. Carlin-Goldberg seconded the motion.

Discussion included a suggestion to change "reflect" to "be responsive to."

A roll-call vote was called, and there were 3 yes votes, and 22 no votes. The motion did not pass.

The meeting ended and the item will be brought back at the next meeting.

## **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.