



ACADEMIC SENATE

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

MEETING MINUTES

DATE: November 3, 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, A. Atilgan Relyea, F. Avila, J. Bush, J. Carlin-Goldberg, S. Cavales Doolan, A. Donegan, B. Flyswithhawks, T. Jacobson, T. Johnson, J. Kosten, D. Lemmer, M. Ohkubo, A. Oliver, N. Persons, B. Reaves, R. Romagnoli, E. Schmidt, G. Sellu, H. Skoonberg, J. Stover, J. Thompson, P. Usina, K. Valenzuela, S. Whyly, S. Winston

ABSENT J. Fassler

GUESTS None

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 F. Avila.

OPEN FORUM

1. F. Chong shared that SRJC had been chosen as one of [150 community colleges eligible to apply](#) for the [2023 Aspen Prize](#), which includes a one-million-dollar award. He will keep the College community informed of the application progress.

MINUTES

J. Stover requested that the minutes be pulled from the agenda for further editing and be brought back at the next meeting, and no objections were made.

ADJUSTMENTS TO THE AGENDA

None

REPORTS

1. President's Report —

J. Thompson announced several changes and additions to the Academic Senate roster, including: T. Jacobson serving as VP during M. Ohkubo's leave, C. Crawford stepping down as Area 6 senator and P. Usina stepping up in immediate replacement, A. Atilgan Relyea taking on the Area 13 vacancy, and S. Brumbaugh filling a Spring 2022 vacancy. It was also noted that the recent number of Senate vacancies is due, in part, to leaves, sabbaticals, and changing positions.

J. Thompson reported on the development of the Ethnic Studies Department, confirming that new courses had been approved by the Curriculum Review Committee (CRC) in Native American Studies, African American Studies, Latinx / Chicanx Studies, and Asian American Studies; announced that the call for the Acting Ethnic Studies Chair had gone out; and confirmed that five new Ethnic Studies contract faculty members will be part of the current recruitment for the Fall 2022 semester, with additional FTEF allocated for part-time faculty hiring.

The Educational Planning and Coordinating Council (EPCC) held its second meeting of the semester and discussed policies and procedures related to student athletes and accreditation. Recommended policy revisions will be sent to the Senate for consideration.

J. Thompson reminded the Senate of the upcoming ASCCC training on Curriculum and DEIA with

Stephanie Curry on November 15 from 3-5pm; informed Senators about Plenary on November 4 – 6, and asked that any feedback regarding the Resolutions Packet be sent to the Plenary team; announced that the Faculty Staffing Committee completed its review of department requests for new contract faculty positions and forwarded the rankings to the Administration, which will announce final approval; informed the Senate that the Planning and Budget Council (PBC) will have its first meeting on Monday, November 8 and announced the new members of the PBC: Eve Miller, Salvador Rico, Roam Romagnoli, John Stover, and Julie Thompson (by position); and shared that members of the Guided Pathways workgroups met with the Academic Senate Executive Committee (ASEC) to refine the process and discuss where these groups need support from the ASEC.

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

CONSENT

None

ACTION

1. Faculty Hiring Procedure, Recruitment

Senators discussed adding language from Title 5 to the recruitment section, in place of listing all underserved populations, in creating a cleaner policy and procedure moving forward.

Suggested edits for the section included:

Strike Item #3 and replace with: “The District shall acknowledge and include the **academic, socioeconomic, cultural, disability, gender identity, sexual orientation and ethnic backgrounds of community college students.**”

Strike from Item #4: “from Latin, Asian Pacific Islander, Black African American, Native America, LGBTQ+, Veterans, and low-income groups,” and add Title 5 language, to read as: “The District will honor IDEA (Inclusion, Diversity, Equity, and Anti-Racism) by ensuring recruitment of colleagues including but not limited to **academic, socioeconomic, cultural, disability, gender identity, sexual orientation, and ethnic backgrounds** “

Add to #5: “Human Resources will confirm the advertisement areas in writing with the co-chairs of the screening and interview committee and share record of advertising in all confirmed advertisement areas with the SIC [Screening and Interview Committee] Co-Chairs.”

F. Avila moved to accept the Title 5 language for both student population and advertising sections of the recruitment procedure. J. Stover seconded the motion.

Senators commented that Item #4 is incomplete. M. Anderman moved to extend the time of the item by 10 minutes. J. Carlin-Goldberg seconded the motion. There were no objections, and time was extended.

Senator comments expressed support for the addition of Title 5 language. A roll call vote was called, and the motion passed with 23 yes votes and 1 abstention as follows:

M. Anderman – yes	T. Jacobson – yes	E. Schmidt – yes
L. Aspinall – yes	T. Johnson – yes	G. Sellu – yes
A. Atilgan Relyea – yes	J. Kosten – yes	H. Skoonberg – yes
F. Avila – yes	D. Lemmer – yes	J. Stover – yes
J. Bush – yes	M. Ohkubo – yes	P. Usina – yes
J. Carlin-Goldberg – yes	A. Oliver – yes	K. Valenzuela – yes
S. Cavales Doolan – yes	B. Reaves – yes	S. Whyly – yes
A. Donegan – abstain	R. Romagnoli – yes	S. Winston – yes

There was a recommendation to spell out “SIC” in Item #5 as “screening and interviewing committee” to add clarity.

Senators indicated via a straw poll support for the new language in Item #5: “Human Resources will confirm the advertisement areas in writing with the co-chairs of the screening and interview committee (SIC), and share record of advertising in all confirmed advertisement areas with the Screening and Interview Committee (SIC) co-chairs.”

J. Bush moved to approve the updated language in the recruitment section. A. Oliver seconded the motion.

A roll call vote was called, and the motion passed with 24 unanimous yes votes.

DISCUSSION

1. Faculty Hiring Procedure, Responsibilities

A senator corrected a statement they made at a previous meeting and clarified that the Equal Employment Opportunity Plan does need to follow the law. Senators also recommended using Title 5 language in Item #4 to eliminate sexist, ageist, or homophobic behaviors along with anti-racism, and to strengthen Item #5 to empower the role of Compliance Officers.

A suggested edit for Item #4: In their role as District Compliance Office, the Vice President of Human Resources or designee shall be available for consultation on all aspects of the hiring process and shall serve as a consultant on District and state guidelines and the District’s hiring procedures of Screening and Interviewing **Committees to ensure fairness during the entire hiring process. The DCO needs to be properly trained and compensated, and will ensure that the committee follows all anti-discriminatory laws.**

Members of the Senate continued discussion of the responsibilities section, including: using Title 5 language throughout the entire document for clarity and consistency; suggesting that it is complicated to remove “anti-racist” from Item #4 given the urgency to address anti-blackness at the college; remarked that “compensation” may not be appropriate to include within policy and procedure; and noted that referencing both IDEA and Title 5 is important as each speaks to different groups and principles.

J. Carlin-Goldberg moved that the Responsibilities section be placed on the Action agenda for the next meeting and asked the Executive Committee to work on wordsmithing subsection #4 in the meantime. T. Jacobson seconded the motion.

A roll-call vote was called, and the motion passed unanimously with 24 yes votes.

2. Faculty Hiring Procedure

a. 4.3.2P, Section II, “Timeline”

Senator suggestions primarily focused on clarifying the meaning of Item #3 “Part-time pools shall be opened annually.” An HR representative clarified that it specifically means job announcements are updated each Fall to reflect departments’ current needs but noted that the Senate may additionally clarify as needed. Senators expressed concern that the item as it appears does not address if and when interviews or hiring takes place; suggested including that applications will be reviewed annually; noted that part-time faculty expend a significant amount of time to submit applications when the pool is open, and requested that pools not be open if interviews are not going to be held; suggested rewriting Item #3 for increased clarity; and acknowledged that there are times when a pool is called up when there is an immediate need to cover a class.

Additional comments noted that each item in the section addresses a different process and may not be a true “timeline” section, which needs further work to clarify that; and recognized that other sections of the procedure could be enhanced, such as part-time hiring.

H. Skoonberg moved to extend the discussion time by 5 minutes. M. Anderman seconded

the motion. There were no objections and the time was extended.

A suggestion was made to edit Item #3 to read as, "Part-time pools will be reviewed annually to consider recruitment and hiring needs of disciplines, departments, and the district. As needed, part-time pools will be opened."

A suggestion was made to consider and maximize the use of part-time faculty who have already been hired before opening the pool.

A straw poll was called to gauge Senate support for the ASEC providing updated language to the Timeline section.

T. Jacobson moved that the Timeline section of the procedure be placed on the Action agenda at the next meeting, and the Executive Committee will bring it back with edits to discuss and vote, representative of the current discussion. F. Avila seconded the motion.

A roll-call vote was called, and the motion passed unanimously with 24 yes votes.

b. 4.3.2P, Section VIII, "Emergency Hiring"

The Senate ran out of time and Discussion Item will be rescheduled.

3. 2021-2022 Senate Goals

Senators requested clarification of what "Moral Document" referred to under the Budget section, which was recalled as being used in the context of having transparency within the budget to ensure Senate values are being represented. A question was raised about why the libraries would partner with AFA, and Senators recalled that it was either regarding safety concerns about opening them to students or issues around the libraries remaining closed and impacting student success while other services were open.

M. Ohkubo moved that the Goals draft be placed on the next meeting's Action agenda. J. Stover seconded the motion.

A roll-call vote was called, and the items was moved to an action item with 23 yes votes and 1 abstention.

M. Anderman– yes

L. Aspinall – yes

A. Atilgan Relyea– abstain

F. Avila– yes

J. Bush– yes

J. Carlin-Goldberg– yes

S. Cavales Doolan– yes

A. Donegan– yes

T. Jacobson– yes

T. Johnson– yes

J. Kosten– yes

D. Lemmer– yes

M. Ohkubo– yes

A. Oliver – yes

B. Reaves– yes

R. Romagnoli– yes

E. Schmidt– yes

G. Sellu– yes

H. Skoonberg– yes

J. Stover– yes

P. Usina– yes

K. Valenzuela– yes

S. Whylly– yes

S. Winston– yes

INFORMATION

1. Board Procedure 4.3.2/P Revision Process

The Senate ran out of time and this Information Item will be rescheduled.

ADJOURNMENT

5:02 p.m.