ACADEMIC SENATE

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

PRESENT

M. Anderman, L. Aspinall, A. Atilgan Relyea, F. Avila, V. Bertsch, J. Bush, J. Carlin-Goldberg, S. Cavales Doolan, J. Fassler, B. Flyswithhawks, T. Jacobson, T. Johnson, J. Kosten, D. Lemmer, A. Oliver, N. Persons, B. Reaves, R. Romagnoli, E. Schmidt, H. Skoonberg, J. Stover, J. Thompson, P. Usina, K. Valenzuela, S. Whylly

ABSENT
A. Donegan (K. Valenzuela proxy), G. Sellu (R. Romagnoli proxy), S. Winston (L. Aspinall proxy)

GUESTS
M. Martin

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

None

MINUTES

J. Carlin-Goldberg moved to approve the October 20 minutes; H. Skoonberg seconded the motion.

A roll call vote was called, and Senators, as follows, adopted the minutes with 20 yes votes and 2 abstentions; and two Senators were absent for the vote:

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

ADJUSTMENTS TO THE AGENDA

None

REPORTS

1. President's Report — J. Thompson

   J. Thompson expressed admiration for the volume of work being accomplished throughout the College and its committees and councils; welcomed T. Jacobson as Interim VP (leave replacement for M. Ohkubo) and new Senator V. Bertsch (Area 4 vacancy replacement); reported that six Senate members attended Plenary on November 4-6, where many of the passed resolutions will further DEIA work across the California Community College system and encouraged Senators to review ASCCC resolutions as found here; noted that the ASCCC will consider supporting remote events in the future in maintaining increased attendance; and shared that approximately 20-25 folks

were in attendance at the November 15th ASCCC training session on DEIA and Curriculum, with flex credit available and the PowerPoint to be posted to the Academic Senate website).

J. Thompson also reported strong attendance at the first Strategic Planning meeting on Friday, November 12; informed the Senate that the Strategic Planning process will be restarted in early Spring 2022 due to demanding workloads; stated that an updated timeline and schedule of Town Hall meetings will be announced with plenty of advanced notice for participation; informed the Senate that the annual DEIA training will be scheduled in the spring; shared that the Guided Pathways workgroups requested periodic all-workgroup meetings to share their progress and points of connection, and the Senate can expect to hear reports from the workgroups at future meetings; acknowledged and thanked the administration for their support and collaborative approach to resolving faculty issues in recent weeks; encouraged senators to participate in the Strategic Planning Process as the Planning & Budget Council moves towards allocations that will reflect the Senate's Mission, Vision, and Values statements; announced that the Institutional Self Evaluation Report (ISER) draft is available for review online and encouraged the Senate to review; and concluded by thanking Senators for their hard work, doing that work with love, kindness, and integrity, and expressed appreciation for those practicing selfcare and stepping back when needed.

Read J. Thompson's full report here.

2. Professional Development Coordinators – A. Donegan and M. Martin

A. Donegan and M. Martin introduced themselves as the Professional Development coordinators as of September 2021, representing the Senate on the Professional Development Committee and overseeing Professional Development Activities (PDA) days with other members of the PD Committee.

A. Donegan reminded the Senate of a vote last year to support a PDA day fully dedicated to DEIA trainings; affirmed that the PD Committee is committed to offering as many DEIA trainings as possible for the Spring 2022 PDA Day; encouraged anyone interested in presenting, especially DEIA trainings, to submit a proposal; announced that the Tauzer Lecture will be delivered in person, with the audience size to be determined; reported that they are working to have archived flex trainings categorized on the website, so that faculty members can easily find trainings on DEIA, climate change and sustainability, citizenship and democracy, and teaching and learning, trainings that are "crucial in our current moment"; and reported that AFA is negotiating with the District about requiring mandatory DEIA trainings for faculty members.

Read A. Donegan's full report here.

M. Martin continued and reported that new faculty have had their orientation and two NFLP workshops this semester, including resource presentations, interactive check-ins, and facilitated conversations with representatives from the Disability Resources Department, Faculty Fund for Advanced Study, and AFA, and the Academic Senate Open Educational Resources Liaison; noted how challenging it is for new faculty to navigate the tenure process remotely; thanked Dr. Brenda Flyswithhawks for discussing Equity Service and DEIA Professional Development Opportunities, and Dr. Catherine Williams for facilitating a conversation on Faculty Wellness; and announced the continuation of work, started by Bita Bookman, to build a Canvas shell containing resources and information that new faculty can access as needed.

Read M. Martin's full report here.

CONSENT

1. Continue with Remote Meetings of the Academic Senate
2. Guided Pathways, Website Redesign Workgroup
3. Guided Pathways, "Program Mapper" Mapping and Scheduling Software

A single roll-call vote was called, and all three Consent Items were approved with 25 unanimous yes votes.

ACTION

1. Faculty Hiring Procedure, Responsibilities

   Senators discussed the edits provided by the Senate Executive Committee as based on the discussion from the previous meeting. The roles of the Compliance Officer and Compliance Monitors were also clarified. The following recommendations and suggestions were made to the Responsibilities section of the Faculty Hiring Procedure:

   - In item #4, strike the word "adequate" from "…**adequate** equity, diversity, inclusion and anti-racist principles…" noting that "adequate" is not universally understood.

   - In Item #4, change "adequacy" to "equity" in the sentence that reads "…backgrounds are being applied to obtain **adequacy** of the applicant pool."

   - In Item #4, finish the sentence above at "being applied" so that it reads as "…backgrounds are being applied." This would eliminate the suggestion to change "adequacy" to "equity".

   - Correct the first lines of item 4 & 5 where "Office" should be "Officer"

   F. Avila motioned to approve the Responsibilities section with the suggested edits; A. Oliver seconded the motion.

   A roll-call vote was called, and the motion was approved with 25 unanimous yes votes.

2. Faculty Hiring Procedure, Timeline

   Senators commented on the revisions based on discussions from the last meeting and made by the Executive Committee to Item #3 of the Timeline section. There was consensus that the revision accurately represents the experience of part-time faculty members, better represents what is needed by faculty and departments, and is inclusive of departments' assessment of their needs.

   J. Carlin-Goldberg motioned to approve the Timeline section as presented; J. Stover seconded the motion.

   A roll-call vote was called, and the motion was approved with 25 unanimous yes votes.

3. Academic Senate Goals

   J. Thompson reminded those present that curent goals were originally brainstormed at the Fall Senate Retreat and were brought back for final discussion and refinement.

   Senators supported the prioritization of current challenges with returning to F2F and appreciation for what the Senate would like to achieve; suggested to broaden the definition of "libraries" by utilizing "library services" as well as increased advocacy for student support services elsewhere on campus; shared that there was a need for additional student spaces so that they can meet and converse beyond a library or food service setting; recommended a "both/and" approach regarding student needs when addressing the library access and other vital student support services; and suggested to replace "Library" in the first item with either "Student Learning and Support Services," "student public spaces" or "student shared spaces on campus" in an effort broaden the scope of services.

   Senators additionally commented that students are struggling to get through classes and are demoralized by the lack of in-person resources available on campus, and will not be motivated to return to campus if resources remain closed.

   Additional suggestions were made to change the first item under "Safe Return to F2F" to include "meeting and study spaces, etc." and replace "Libraries" with "Student Learning and Support

Services" (as previously mentioned) or "Student Independent Learning and Support Services."

L. Aspinall motioned to approve the 2021-2022 Senate Goals Draft incorporating suggested edits represented in the chat. P. Usina seconded the motion.

A roll-call vote was called, and the motion was approved with 25 unanimous yes votes.

DISCUSSION

1. Faculty Hiring Procedure, 4.3.2P, Section VIII, "Emergency Hiring"

   Specific edits were made to the section that included:

   - Item #1: Strike "only under special circumstances" and strike "shortly"; add "emergency hiring"; strike "under special circumstances". Item to read as: Emergency hiring may occur ~~only under special circumstances~~ when the Adjunct Pool is unable to provide qualified faculty to teach additional sections of a course and/or fill a vacancy that appears ~~shortly~~ before the beginning of a semester, or there is not sufficient time for a regular recruitment to be completed. Prior to commencing emergency hiring ~~under special circumstances~~, the Academic Affairs or Student Services Supervising Administrator, in consultation with the appropriate Vice President(s), shall notify the President of the Academic Senate of the reasons why the situation is one that could not be avoided.

   - Item #3: Replace "the same" with "required"; replace "as any" with "for"; replace "candidate" with "faculty"; and strike "already". Item to read as: Candidates for emergency hire assignments must meet minimum qualifications (or equivalent). All applicants must submit ~~the same~~ required paperwork for ~~as any~~ adjunct ~~candidate~~ faculty. Department Chairs and/or supervising administrators are encouraged to review any new adjunct faculty applications ~~already~~ on file in Human Resources prior to selecting a candidate to be recommended for an emergency hire assignment.

   - Item #4: Replace "In the event that" with "When": ~~In the event that~~ When an emergency hire is necessary…

   - Item #5: Add "of hire". Item to read as: All faculty hired on an emergency basis must be evaluated by the end of the semester of hire and have a department interview before being offered employment in any subsequent semester.

   Senator discussion and comments primarily centered on the content of Item #4, including: requests to clarify which dean is being called upon for an emergency hire; highlighting an assumption that a dean will hire someone without consultation despite other language in the section requiring more justification; suggesting some departments may exploit the emergency hiring process, or utilize it out of lack of preparation; opposing "to avoid cancelling a class" as the only reasons for needing an emergency hire; encouragement to include instructional faculty in the process so emergency hiring does not fall on a Cluster Dean; supporting a more accessible approach to the process given all the situations in which an emergency hire is needed; and informing the needs of departments with highly specialized demands where there may be only one faculty member qualified to teach material and a limited adjunct pool, noting that an emergency hire would be out of necessity and not due to poor planning.

   J. Carlin-Goldberg motioned to move the item to the Action agenda for the next meeting and that the Executive Committee will work on wordsmithing the section based on the discussion at this meeting. L. Aspinall seconded the motion.

   K. Valenzuela and P. Usina had their hands raised in the queue before the motion and will be called on first during the next meeting's discussion.

A roll-call vote was taken, and the Discussion Item was moved to an Action Item with 25 unanimous yes votes.

INFORMATION

1. Board Procedure 4.3.2/P Revision Process

    J. Thompson revisited a list of items Senators brainstormed at the April 7, 2021 Senate meeting that highlighted areas of the faculty hiring policy that needed further discussion and revisions, and invited senators to identify their top priorities based on that list.

    The topics Senators noted as priorities included: developing options for student involvement in the hiring process; creating an option to pause or circle back if the final hiring decision of the President does not match that of the Committee; focusing on the "friendliness" of the job announcement language; shortening the hiring/interviewing process by combining interviews with Vice Presidents and Presidents; prioritizing the full-time hiring of currently employed part-time faculty; refining interview processes, specifically the diversity questions and bias interrupters; collaboratively ranking candidates in the decision-making process; including retention to the process and discussion; involving adjuncts in the "pipeline" discussion to help them move to full-time; specifically including students in the composition of hiring committees; and ensuring evidence of best practices for SRJC.

ADJOURNMENT

4:59 p.m.