



# ACADEMIC SENATE

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

## MEETING MINUTES

DATE: December 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, A. Atilgan Relyea, F. Avila, J. Bush, J. Carlin-Goldberg, S. Cavales Doolan, A. Donegan, J. Fassler, B. Flyswithawks, T. Jacobson, T. Johnson, J. Kosten, D. Lemmer, 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** V. Bertsch

**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 H. Skoonberg.

### OPEN FORUM

1. T. Melvin commented on the Discussion Item addressing student involvement in the faculty hiring process; provided data demonstrating the Mathematics Department's commitment to diversity in hiring; noted that between 2013 and 2017 64% of the department's new faculty hires were BIPOC, which increased the percentage of BIPOC faculty in the department from 19% to 48%. T. Melvin continued by reading a statement from the Math Department that stated their support for making a more diverse, equitable, and inclusive SRJC and expressed unanimous opposition to requiring students to serve on all faculty hiring committees, requiring a faculty member from outside the discipline to serve on all hiring committees, and banning the transcript requirement from applicants; expressed support for allowing each hiring committee to decide whether to include non-departmental voting members, and advocated against requiring these members on every committee across the College.  
[Read the full Mathematics Department's statement here.](#)
2. G. Sellu expressed concern regarding the existing faculty hiring committee policy and its impact on the current hiring cycle with regard to DEIA; shared that BLAC had requested to be included on hiring committees in the previous hiring cycle, when various Ethnic Studies-related positions were hired, in the hopes that BLAC could provide a different perspective on the current committees, but was informed that policy did not allow for changing the committee composition; highlighted that hiring committees who refused additional members did not produce actual policies barring such additions; and encouraged Senators to consider the value of having diversity, an outside voice, and different perspectives on pedagogy and lived experiences represented on hiring committees.
3. B. Reaves commented on the length of time College processes take, particularly through Guided Pathways, and stated that a vetted process can still hold flaws that need correcting later in the process; highlighted a problem in higher education, especially for equity-related issues, that seemingly requires lengthy, bureaucratic processes, which can take a year or more, before impacting change, and can severely hamper progress; encouraged the College to "pivot" by making swift changes that impact students, enrollment, and retention of students and faculty and staff of color; and stated that the College must move forward and not continue to use old processes to build a new College.

## MINUTES

J. Stover moved to approve the November 3 minutes; J. Carlin-Goldberg seconded the motion.

A roll call vote was called, and Senators, as follows, adopted the minutes with 23 yes votes and 1 abstention.

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

A. Donegan provided corrections to the November 17 minutes that included updating her attendance at the meeting through the Reports section, and added mention of the Professional Development Coordinators' work to categorize all archived PD trainings so that faculty can use them for Flex and it is easier to find trainings on diversity and equity, climate change, pedagogy, citizenship, and more.

J. Stover moved to approve the November 17 minutes with corrections; J. Carlin-Goldberg seconded the motion.

A roll call vote was called, and Senators, as follows, adopted the minutes as amended with 23 yes votes and 1 abstention.

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

## ADJUSTMENTS TO THE AGENDA

None

## REPORTS

### 1. President's Report – J. Thompson

J. Thompson announced a workshop scheduled for Saturday, December 11, 9 – 10:30 a.m., for part-time faculty applying for tenure-track positions this hiring cycle; requested volunteer contract faculty members who are not currently serving on a hiring committee and would be interested in presenting during the workshop; informed the Senate that the Faculty Hiring Policy draft was being reviewed by Vice President of Human Resources G. Durand who is providing edits to phrasing so that the policy reads as a statement of the Board's direction and intent, as well as clarifying the relationship between the policy and corresponding procedure; and informed the Senate that the Academic Senate Executive Committee (ASEC) will schedule a discussion of the guiding principles for committee appointments.

J. Thompson also reported that the Faculty Equivalency Committee has been working on changes to its practices so that they can provide better support to both applicants and department hiring committees, including two support documents intended for the applicants and the hiring committee

chairs, and recommended updates to the procedure to include a process for requesting additional information from a candidate; shared that a new Professional Development Flex option for independent reading, viewing, and listening had been added to the pulldown menu on the Flex Verification Portal; invited the Senate to review the newly updated Seniority List; announced that the ASEC had begun working on the Spring Retreat and invited Senators to suggest agenda topics; and reported that College Council would meet with Lasana Hotep during their regularly scheduled meeting time to discuss the Council's areas of responsibility, governance, the committee system, policy work, and DEIA principles.

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

2. Job Announcement Task Force – K. Valenzuela

K. Valenzuela reminded the Senate that the Job Announcement Task Force had been charged with soliciting comments and ideas from the faculty, researching effective practices, and presenting ideas for consideration and possible endorsement by the Senate; reported that the task force has since worked with Director of Human Resources S. Hopkins to determine department purview and legal requirements, attended a Department Chair Council meeting to solicit feedback, sent a survey to all faculty members, and reviewed job announcements from other community colleges [e.g. [Los Rios](#)]; identified possible improvements that include friendlier language, decluttered and streamlined elements, and areas required by law; and informed the Senate that the faculty feedback will be summarized and presented at a future meeting.

[Read K. Valenzuela's full report here.](#)

3. Petaluma Faculty Forum – M. Martin

M. Martin reported that the primary theme of Petaluma Faculty Forum this semester has been planning for the Spring, which included discussions about coordinating the on-campus schedule to allow for a College Hour, more efficient scheduling for students who want to stack their classes, provision of resources that students and faculty need to return to campus, ways to address the increased cases of cheating and plagiarism, and student engagement strategies for both online and in-person students to feel more connected. M. Martin also shared that "connection" became another important theme, where time was allowed to focus on welcoming new faculty members and discussions on wellness, and shared that PFF members are looking forward to holding an in-person retreat again. M. Martin reminded the Senate that all are welcome to attend PFF meetings on the fourth Tuesday of the month, from 3:15-5:00 p.m.

[Read M. Martin's full report here.](#)

## CONSENT

1. Increase number of members, Faculty Equivalency Committee
2. Credit for Prior Learning Administrative Procedure (AP)

A single roll-call vote was called, and both Consent Items were approved unanimously.

## ACTION

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

J. Thompson introduced the item, noting that a motion at the previous meeting charged the ASEC with updating the draft based on the Senate's discussion; that clarity about the Cluster Dean and Petaluma Campus Instructional Dean was in the discussion but not reflected in the current draft; and that two senators in the queue from the last meeting would be called on first.

K. Valenzuela moved to amend Item #4 to read as: **When an emergency hire is necessary, and the department chair or designee is not available or is unable to interview candidates, the Cluster Dean and, for a Petaluma Campus assignment, the Cluster Dean and the Petaluma Dean of**

**Instruction**, will ensure faculty participation and may interview and hire an adjunct instructor on an emergency basis. S. Whylly seconded the motion.

Senators discussed the motion, requesting further clarification of the roles of the Cluster Dean and the Petaluma Dean of Instruction; and Senators provided pro and con arguments for the current motion.

J. Carlin-Goldberg moved to extend the time for the item by 10 minutes; E. Schmidt seconded the motion. There were no objections and the time was extended for the item.

Additional comments included concerns about faculty with allied assignments having a dean other than the Petaluma Dean of Instruction; clarification that the Cluster Dean will be involved regardless of campus, but the Petaluma Dean of Instruction will also be involved at the Petaluma Campus; confirmation that this language applies only to Emergency Hiring and not the procedure as a whole; encouragement to solicit input from Petaluma regarding the procedure; and opposition to the motion noting that student services and instruction are not organized in the same way, and the motion may not accurately represent the reporting order of other areas.

A suggested revision for future discussion was provided: "...the Cluster Dean and the Petaluma Dean of Instruction (for a Petaluma Campus assignment) will ensure faculty participation..."

A Senator noted that Robert's Rule may allow the original making of the motion to request unanimous consent of the body to withdraw their motion in order to continue rewording the motion.

Additional comments expressed concern that the motion does not adequately clarify the issue of Deans and that the item needed more time for discuss and wordsmithing.

A roll-call vote was called, and senators, as follows, rejected the amended language with 23 no votes and 1 abstention:

M. Anderman – no	J. Fassler – no	E. Schmidt – no
L. Aspinall – no	T. Jacobson – no	G. Sellu – no
A. Atilgan Relyea – no	T. Johnson – no	H. Skoonberg – no
F. Avila – no	J. Kosten – no	J. Stover – no
J. Bush – no	D. Lemmer – abstain	P. Usina – no
J. Carlin-Goldberg – no	A. Oliver – no	K. Valenzuela – no
S. Cavales Doolan – no	B. Reaves – no	S. Whylly – no
A. Donegan – no	R. Romagnoli – no	S. Winston – no

P. Usina, in the queue from the previous meeting, will be first in the queue at the next meeting's discussion.

## **DISCUSSION**

### **1. Faculty Hiring Procedure, 4.3.2P**

#### **a. Ideas for Student Participation in Faculty Hiring**

Senators shared ideas for student participation in the Faculty Hiring process, including students attending and providing anonymous feedback on teaching demonstrations and meetings with candidates; appreciation for the SGA resolution in support of student involvement in faculty hiring committees and SRJC students' engagement in social justice and educational equity; encouraged the Senate to respect students' arguments and the SGA resolution; highlighted that students have asked for more racially just hiring committees as well as culturally relevant pedagogy from culturally representative faculty; highlighted that students hold a unique perspective and should be given a voice in the process despite expressed opposition; and noted that a voting student and a voting affinity group member would be one to two out of five or six votes represented.

Senators expressed concern about student access to confidential information, disagreement on the topic of students as voting member on faculty hiring committees, and support for the idea of individual departments deciding whether and how to include students; noted that hiring procedures for administrators, confidential employees, and managers include a voting student member; that faculty interact with students on a daily basis and that therefore students should be included as voting members; the value of the student perspective as related to teaching effectiveness and engagement; concerns for student workloads and their ability to adequately prepare for a hiring committee; and suggestions that language be added to ensure the hiring process can continue if a student is unable to fulfill their role should they be granted a vote.

Other Senators expressed frustration that the discussion was off topic, reflected fear, and focused on ways of precluding student participation in the process instead of generating ideas for student participation; and stated that resistance to student involvement diminishes our students, who are majority students of color. Additional comments included a request to preserve committee autonomy and allow departments to determine how students participate in the hiring process and a recommendation that Senators research whether student participation on hiring committees serves the purpose of increasing equity, diversity, and inclusion; and further advocacy for including students as voting members with reminders that faculty are serving a diversity of students who hold unique perspectives.

J. Carlin-Goldberg moved to extend the time of the Discussion Item by 7 minutes; F. Avila seconded the motion. There were no objections and time was extended for the item.

Senators provided additional suggestions, including the statement that allowing students to serve as a voting member reflects on the College's future and advances systemic change; including students as voting members but not during the screening process; determining which materials faculty are comfortable sharing with students during the hiring process; suggestions to compensate students for participating on a committee using the same pay structure as for Administrative hiring committees; and concerns that leaving student involvement up to the departments will create inconsistent processes.

A Senator also commented that the College does not have a history of diversity and inclusiveness, noting that "diverse groups" refers to non-black and non-indigenous groups; and reminded the Senate that the College will be hiring faculty for, and creating, a department of Ethnic Studies, but compared the spirit and tone of the current discussion with historically exclusionary work that keeps African Americans out of particular places and positions. It was additionally warned that there will be no retention if conversations continue in that direction at the College.

b. Composition of Screening and Interviewing Committee

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

**INFORMATION**

None.

**ADJOURNMENT**

5:01 p.m.