

TRANSCRIPT

December 15, 2021

13

00:08:40.290 --> 00:08:45.930

Julie Thompson: And let's call this meeting to order things for thanks to everyone, for being here.

14

00:08:47.640 --> 00:08:48.240

Okay.

15

00:08:52.920 --> 00:08:54.600

Julie Thompson: And can I ask.

16

00:08:54.660 --> 00:09:00.090

Julie Thompson: A Senator to read the land acknowledgement statement nice i'm Hannah thanks.

17

00:09:02.550 --> 00:09:03.480

Hannah Skoonberg: Sure, no problem.

18

00:09:05.220 --> 00:09:14.820

Hannah Skoonberg: We acknowledge that we gather at Santa Rosa junior College on the territorial traditional land of the promo people in Santa Rosa and the coast music people in petaluma.

19

00:09:15.210 --> 00:09:22.920

Hannah Skoonberg: past and present and honor with gratitude, the land itself and the people who have sorted it throughout the generations, thank you.

20

00:09:23.640 --> 00:09:24.450

Julie Thompson: Thank you.

21

00:09:28.920 --> 00:09:29.430

Julie Thompson: and

22

00:09:30.450 --> 00:09:35.250

Julie Thompson: Next is open forum and amy who do we have people in the queue today.

23

00:09:36.030 --> 00:09:38.910

Academic Senate: Yes, first in the queue I have Lauren Mitchell new house.

24

00:09:39.540 --> 00:09:40.020

Julie Thompson: I'm sorry.

25

00:09:40.380 --> 00:09:41.550

Academic Senate: Lauren Mitchell may house.

26

00:09:41.970 --> 00:09:45.030

Julie Thompson: Lauren Mitchell nice house excellent good to see you.

27

00:09:46.140 --> 00:09:47.400

Julie Thompson: Hi thanks for joining us.

28

00:09:47.970 --> 00:09:53.940

Lauren Nahas: Thanks hi senators I'm here to announce our training event that distance education is providing in January.

29

00:09:54.570 --> 00:10:00.750

Lauren Nahas: It's a two day intensive workshop on the Peralta online equity rubric and.

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00:10:01.350 --> 00:10:10.320

Lauren Nahas: Our neighbors at the Royalty district in Oakland created the rubric, which is based on research on equity best practices and online learning.

31

00:10:10.890 --> 00:10:19.890

Lauren Nahas: It's basically a tool, you can use to evaluate your own courses and it provides you with specific strategies and tools to reduce equity gaps.

32

00:10:20.310 --> 00:10:32.730

Lauren Nahas: In the online learning environment, and I am putting in the chat right now, a link to Peralta site that gives you more information about the rubric itself.

33

00:10:33.300 --> 00:10:47.940

Lauren Nahas: And I also giving you a flyer which I hope you will share with your constituents, which gives the dates and times it's on January 12 and 13th from nine to one.

34

00:10:48.990 --> 00:10:53.010

Lauren Nahas: And we hope that you join us it'll be great.

35

00:10:54.030 --> 00:10:55.350

Lauren Nahas: Thanks so much for your time.

36

00:10:56.460 --> 00:10:58.890

Julie Thompson: Okay, thanks so much good to see you.

37

00:10:59.910 --> 00:11:02.250

Julie Thompson: And amy do we have anyone else in the queue today.

38

00:11:02.490 --> 00:11:05.580

Academic Senate: Yes, next is delish a promoter Benson.

39

00:11:05.940 --> 00:11:09.870

Julie Thompson: Okay excellent student body President delish a promoter Benson.

40

00:11:10.950 --> 00:11:17.790

SGA Prez Delashay: Thank you and i'm sure it's no surprises to want to talk about today and talk about the student hiring.

41

00:11:19.050 --> 00:11:26.520

SGA Prez Delashay: We we want to seat that's the thing we've made that clear we want more than a seat, we want to vote.

42

00:11:27.390 --> 00:11:39.720

SGA Prez Delashay: I don't want to go into the long discussion about how well trained, we are, and the fact that it's just one vote, so you guys don't have a lot of fears one vote guys one vote, that means a lot to us.

43

00:11:39.870 --> 00:11:40.650

SGA Prez Delashay: As students.

44

00:11:41.550 --> 00:11:51.840

SGA Prez Delashay: And I do agree that you guys are the expertise, but we are the expertise to our students, because we are students and that's what we will be bringing to the table.

45

00:11:52.470 --> 00:11:57.840

SGA Prez Delashay: I want everyone to keep in mind our own nine plus one rights not going to take your time on that.

46

00:11:58.650 --> 00:12:10.080

SGA Prez Delashay: Also, the fact that we wrote a resolution about it, hopefully, everyone has taken the time to read the resolution he's very students have worked really hard together putting this resolution together and.

47

00:12:11.220 --> 00:12:26.460

SGA Prez Delashay: reminding you guys about the diversity as our JC the students here are diversify the Faculty is it, and so we need to be some more diversity, and I think that's also what we will be bringing to the table.

48

00:12:28.410 --> 00:12:33.240

SGA Prez Delashay: You know it's really important that students are involved with every aspects of their teaching.

49

00:12:33.810 --> 00:12:39.570

SGA Prez Delashay: And it's so important for us to have a voice, but not just a voice, we want to be heard.

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00:12:40.020 --> 00:12:57.780

SGA Prez Delashay: We want to be respected as we respect all of you guys, I mean we love what you guys do and we love that you're coming to the table we love the truth and bringing this up, but just pacify us with some advisory or some other stuff would be really a salty because.

51

00:12:58.920 --> 00:13:07.740

SGA Prez Delashay: If everybody comes back to be about 26,000 of US compared to how many of you guys and, as I remember, remind the guys in every meeting.

52

00:13:08.250 --> 00:13:18.750

SGA Prez Delashay: None of you guys would have a job without the students and as much as we love your expertise love that and that's why we want to be part of that.

53

00:13:19.380 --> 00:13:33.690

SGA Prez Delashay: We know what we want and what we need, as students, we want you will want faculties, that we can relate to, we want a diverse faculty and I just feel the students will bring that voice and we deserve it.

54

00:13:34.770 --> 00:13:40.920

SGA Prez Delashay: i'm like that, though, here and there, with the whole lecture that I actually had ready for you guys because i've already been there, done that.

55

00:13:41.700 --> 00:14:02.280

SGA Prez Delashay: i've been here over years asking for this and the Presidents before me we're asking for this it's time for change when it's 100 plus years here you guys if he hasn't going to resort to the same stuff or even diminish because the legal that I heard that I was really almost reduces.

56

00:14:03.420 --> 00:14:11.880

SGA Prez Delashay: Our ability to serve, and here the students are stepping up wanting to serve and I don't think it's right to to diminish it.

57

00:14:12.990 --> 00:14:22.230

SGA Prez Delashay: So i'm just going to leave it at that, because I know you guys know how the students feel, I think we made it very strong when we came before, so thank you, thank you.

58

00:14:23.190 --> 00:14:27.390

Julie Thompson: Thank you very much, thanks amy do we have anyone else in the cube.

59

00:14:27.660 --> 00:14:28.890

Academic Senate: was no one else in the queue now.

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00:14:29.280 --> 00:14:31.590

Julie Thompson: Okay okay thanks everyone.

61

00:14:34.440 --> 00:14:35.220

Okay.

62

00:14:36.510 --> 00:14:48.390

Julie Thompson: Next, we have correction and adoption of the December 1 minutes, and so, can I ask whether there are any corrections to to the draft in your packet.

63

00:14:49.530 --> 00:14:50.640

Julie Thompson: Senator anderman.

64

00:14:51.780 --> 00:15:01.470

Mark Anderman: Thank you there's one item under the discussion about students on hiring committees that I raised that I feel was not captured there.

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00:15:02.250 --> 00:15:14.910

Mark Anderman: Which is the idea that students participating in faculty hiring committees with experience in the discipline and I gave the very specific example of student musicians evaluating music teachers.

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00:15:15.510 --> 00:15:20.220

Mark Anderman: That was in the summary notes, but it was not in the Minutes i'd like to request that be included in the Minutes.

67

00:15:22.530 --> 00:15:23.730

Mark Anderman: Like me, to paste it in the chat.

68

00:15:24.900 --> 00:15:29.250

Julie Thompson: And are you saying paste into the chat the your recommended language.

69

00:15:29.430 --> 00:15:30.390

Mark Anderman: Yes, may I do that.

70

00:15:30.690 --> 00:15:31.710

Julie Thompson: That would be great Thank you.

71

00:15:31.740 --> 00:15:32.070

Thank you.

72

00:15:34.110 --> 00:15:38.250

Julie Thompson: Okay, are there any other corrections to the December 1 draft.

73

00:15:40.500 --> 00:15:50.160

Julie Thompson: No Okay, and, if not i'm perhaps some could make move to prove i'm Center Garland carlin goldberg.

74

00:15:52.110 --> 00:15:58.260

Jen (she/her) Carlin-Goldberg: My name is Jennifer carlin goldberg and I moved to approve the Minutes as as adjusted as amended.

75

00:15:59.040 --> 00:16:00.420

Julie Thompson: Okay, thank you, is there a second.

76

00:16:03.570 --> 00:16:05.580

Hannah Skoonberg: I asked kimber second.

77

00:16:06.270 --> 00:16:17.940

Julie Thompson: Okay, thank you, we have a motion and a second and excuse me Eric Secretary is out today, and I believe that Senator aspinall is going to call for the boat Is that correct okay.

78

00:16:19.470 --> 00:16:22.680

Julie Thompson: Okay, when can get ready with their microphone and.

79

00:16:22.950 --> 00:16:24.390

Julie Thompson: She will blast through that thing.

80

00:16:25.290 --> 00:16:26.880

Laura Aspinall- she/her: All right, and Herman.

81

00:16:27.090 --> 00:16:27.510

Yes.

82

00:16:30.330 --> 00:16:31.350

Laura Aspinall- she/her: Italian Malaya.

83

00:16:36.930 --> 00:16:40.230

Laura Aspinall- she/her: I swear I saw them here.

84

00:16:40.290 --> 00:16:41.580

Julie Thompson: He is here yo.

85

00:16:43.380 --> 00:16:45.930

Laura Aspinall- she/her: Island did you hear me call you.

86

00:16:46.680 --> 00:16:49.650

Laura Aspinall- she/her: Yes, oh I didn't did you respond I didn't hear you i'm sorry.

87

00:16:49.680 --> 00:16:51.000

Aylin Baris Atilgan Relyea: Good you couldn't hear me.

88

00:16:51.240 --> 00:16:52.590

Laura Aspinall- she/her: OK, I can yeah Thank you.

89

00:16:52.890 --> 00:16:54.120

Aylin Baris Atilgan Relyea: that's okay yeah yes.

90

00:16:54.360 --> 00:16:55.050

Laura Aspinall- she/her: Great Thank you.

91

00:16:56.100 --> 00:16:56.670

Laura Aspinall- she/her: Have eula.

92

00:16:57.120 --> 00:16:59.610

Vince Bertsch: As birch yes.

93

00:16:59.880 --> 00:17:01.230

Jessica Bush (she/her): Bush yes.

94

00:17:02.040 --> 00:17:02.940

Laura Aspinall- she/her: carlin goldberg.

95

00:17:03.360 --> 00:17:05.580

Laura Aspinall- she/her: Yes, cabal is Julian.

96

00:17:05.940 --> 00:17:07.650

Laura Aspinall- she/her: Yes, don't again.

97

00:17:08.010 --> 00:17:09.420

Laura Aspinall- she/her: Yes, bassler.

98

00:17:10.080 --> 00:17:12.270

Laura Aspinall- she/her: Yes, jacobson.

99

00:17:12.570 --> 00:17:14.610

Laura Aspinall- she/her: Yes, Johnson.

100

00:17:17.940 --> 00:17:24.810

Laura Aspinall- she/her: Johnson yes okay sorry i'm looking down at the role sheets i'm i'm not always able to look up a custom.

101

00:17:25.440 --> 00:17:25.950

Yes.

102

00:17:27.150 --> 00:17:29.970

Laura Aspinall- she/her: And then proxy for lemer.

103

00:17:30.360 --> 00:17:30.870

Yes.

104

00:17:32.730 --> 00:17:33.390

Laura Aspinall- she/her: All of her.

105

00:17:33.870 --> 00:17:36.000

Laura Aspinall- she/her: Yes, reeves.

106

00:17:38.670 --> 00:17:39.150

Byron: Yes.

107

00:17:40.230 --> 00:17:40.890

Laura Aspinall- she/her: Roman only.

108

00:17:41.310 --> 00:17:43.080

Roam: Yes, Schmidt.

109

00:17:43.710 --> 00:17:46.350

Laura Aspinall- she/her: Yes, proxy for a say Lou.

110

00:17:51.090 --> 00:17:53.670

Laura Aspinall- she/her: I got in I had a Roman early, are you.

111

00:17:53.940 --> 00:17:54.420

Roam: I am.

112

00:17:54.540 --> 00:17:59.340

Laura Aspinall- she/her: Sorry sorry just make sure I thought, oh no I didn't run skimmer.

113

00:18:00.060 --> 00:18:01.620

Laura Aspinall- she/her: Yes, stover.

114

00:18:02.850 --> 00:18:02.970

Laura Aspinall- she/her: We.

115

00:18:03.420 --> 00:18:05.010

Tara Jacobson (she/her): Are yes okay can.

116

00:18:06.420 --> 00:18:07.050

Laura Aspinall- she/her: You see them.

117

00:18:07.530 --> 00:18:08.130

Yes.

118

00:18:09.240 --> 00:18:10.050

Laura Aspinall- she/her: balanced way, low.

119

00:18:10.560 --> 00:18:12.600

Laura Aspinall- she/her: Yes, wiley.

120

00:18:15.120 --> 00:18:16.140

Sarah Whyllly: Yes, okay.

121

00:18:16.170 --> 00:18:18.150

Laura Aspinall- she/her: Thank you and Winston.

122

00:18:19.050 --> 00:18:20.310

Summer Winston (They/Them): Yes, great.

123

00:18:21.660 --> 00:18:22.080

Wait.

124

00:18:23.280 --> 00:18:29.970

Julie Thompson: Okay, thanks, it sounds like that was unanimous Is that correct correct Okay, the Minister approved as as amended thanks so much.

125

00:18:30.900 --> 00:18:49.680

Julie Thompson: Okay next on the agenda is adjustments to the agenda, which allows any Senator to remove from the consent agenda um any item there and move it to action to allow for discussion, Sir, any such request to adjust the agenda.

126

00:18:51.090 --> 00:19:10.590

Julie Thompson: Okay hearing none, we will move on thanks um okay reports Presidents report and just going to take a moment to set up my screen, so I can read my report and keep an eye on this screen and watch for the timekeeper.

127

00:19:11.910 --> 00:19:12.600

Julie Thompson: Okay.

128

00:19:13.830 --> 00:19:14.100

Julie Thompson: Okay.

129

00:19:15.420 --> 00:19:15.750

Julie Thompson: So.

130

00:19:16.920 --> 00:19:24.180

Julie Thompson: At first like to say that I spoke with Dr Chong earlier this morning, and he said that he's not able to join us today, which he normally does.

131

00:19:24.660 --> 00:19:33.960

Julie Thompson: And he asked me to wish everyone happy holidays okay um, I would like to think Laura aspinall for stepping in to cover for.

132

00:19:34.740 --> 00:19:41.160

Julie Thompson: Senator server Secretary stover while he is out this week and we look forward to having him back with us in January.

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00:19:42.030 --> 00:19:53.100

Julie Thompson: On Wednesday December 8 we partnered with Kate jolly Vice President of finance and administrative services to host a meeting with a representative from the company that makes the program mapper software.

134

00:19:53.580 --> 00:20:03.360

Julie Thompson: recall that moving forward with exploring this software was on the senate's November 17 consent agenda on Monday of this week we had a follow up discussion.

135

00:20:03.810 --> 00:20:20.700

Julie Thompson: For attendees who wanted an opportunity to discuss and help identify next steps, I would like to say a huge, thank you to those who attended the product DEMO and also the discussion, and particularly to think Kate jolly for prioritizing and fast tracking this process.

136

00:20:22.020 --> 00:20:32.430

Julie Thompson: Okay, those of you who were on the Senate last year may recall that we did some foundational work preparing some documents on how departments are allocated among the 13 areas of representation.

137

00:20:32.970 --> 00:20:42.000

Julie Thompson: We were not able to attend is that last academic year and it hope to do it this fall and in advance of launching our spring 22 election cycle.

138

00:20:42.600 --> 00:20:46.980

Julie Thompson: But this semester is getting away from us to um so please note that we're aware of this.

139

00:20:47.670 --> 00:20:54.360

Julie Thompson: we've created some foundational documents will have some things posted so that people can take a look and see where things currently stand.

140

00:20:54.810 --> 00:21:01.890

Julie Thompson: And, but it looks like we'll be launching our election cycle this spring, without having had an opportunity to revisit that question.

141

00:21:02.400 --> 00:21:13.020

Julie Thompson: And at plenary to colleagues from the Los Rios Community college district lead a presentation on their work to weave equity into their faculty evaluation process.

142

00:21:13.410 --> 00:21:19.680

Julie Thompson: Several of us who attended that breakout session really appreciated the work that was shared by these two colleagues.

143

00:21:20.160 --> 00:21:29.040

Julie Thompson: They are Belinda lum the chief negotiator for the Faculty union and Julie Oliver a past President of their local academic Senate.

144

00:21:29.490 --> 00:21:42.930

Julie Thompson: we're hoping to host a workshop with professors lum and Oliver so that Sri JC faculty members can hear about their work they've expressed a willingness to participate in a virtual workshop with us next spring, and I hope to announce a date soon.

145

00:21:43.980 --> 00:21:52.740

Julie Thompson: And one item that we expect to see on an upcoming senate agenda is the question of how to resolve conflicts over placement of courses within disciplines.

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00:21:53.160 --> 00:22:06.480

Julie Thompson: On the curriculum review committee has a process for placing courses within disciplines and However, sometimes there are conflicts on which can typically be resolved, but so that there is some kind of.

147

00:22:06.900 --> 00:22:15.000

Julie Thompson: defined process in place in the event that the individuals involved can't work things out CRC will be recommending.

148

00:22:15.930 --> 00:22:24.450

Julie Thompson: A resolution for such conflicts and asking the Senate to weigh in on that so look for that on an upcoming agenda.

149

00:22:24.930 --> 00:22:33.300

Julie Thompson: We have this is a reminder, I think, for most of you in the room to upcoming training sessions with members of the as triple C executive committee.

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00:22:33.720 --> 00:22:40.230

Julie Thompson: On January 24 stephanie Curry and Michelle been will be talking with us about D Ay Ay and Senate work.

151

00:22:40.650 --> 00:22:48.780

Julie Thompson: And several exact members met with stephanie and Michelle for a planning meeting last week and I can say that we will be in good hands.

152

00:22:49.680 --> 00:23:09.360

Julie Thompson: and on Friday February 11 for the last about an hour and a half of our spring retreat, we will be visited by cheryl ocean Bach and lasagna Parker also for me is triple C exact committee and there'll be presenting to us on minimum minimum qualifications and equivalency for ethnic studies.

153

00:23:10.380 --> 00:23:19.350

Julie Thompson: When we return in the spring, we will be formally launching the strategic planning process i'd like to thank Dr JEREMY smitherman for being such a joy to partner with on this project.

154

00:23:19.680 --> 00:23:28.500

Julie Thompson: Please watch for invitations to the series of strategic planning town hall meetings that are scheduled for second and fourth Fridays next semester.

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00:23:29.280 --> 00:23:34.740

Julie Thompson: Those who are unable to attend will be invited to share ideas and feedback via online surveys.

156

00:23:35.460 --> 00:23:44.640

Julie Thompson: The strategic planning process is an opportunity for all of us to collaboratively shape our college and I encourage everyone to participate as they're able.

157

00:23:45.360 --> 00:23:57.900

Julie Thompson: I have a number of thank yous today Ashley Arnold and don again Brenda flies the clocks Sarah Hopkins and Stephen Kessler, I think them for hosting participating in hosting a really amazing workshop.

158

00:23:58.230 --> 00:24:05.040

Julie Thompson: In supportive the potential applicants for tenure track positions we had 136 attendees.

159

00:24:05.490 --> 00:24:14.460

Julie Thompson: They came from Sri JC and from outside us or JC people attended from multiple states and there were attendees from at least two countries.

160

00:24:15.360 --> 00:24:28.710

Julie Thompson: To i'm sorry to other countries besides us, and I would also like to express huge appreciation to lauren service, who is leaving Sri JC for the College of marine where she will serve as dean of arts and humanities.

161

00:24:29.190 --> 00:24:41.910

Julie Thompson: Laurens impact on our College has been immense and all for the good I thank her for her tireless advocacy for our students for several years, it was my good fortune to have an office that was next door to hers.

162

00:24:42.690 --> 00:24:53.970

Julie Thompson: Her door was always open and they learn so much from our spontaneous conversations standing in hallways are in doorways I will miss her, but the seeds that she has planted during her years here have taken root.

163

00:24:54.420 --> 00:25:04.590

Julie Thompson: Thank you lauren and best wishes, I also think, George salou who is going on sabbatical next semester, this is a quote until we meet again and not a goodbye.

164

00:25:05.100 --> 00:25:10.800

Julie Thompson: I thank you for your service to the Senate and we wish you a wonderful and inspiring sabbatical semester.

165

00:25:11.760 --> 00:25:21.480

Julie Thompson: I also think every one of you for shouldering a ton of work in the Senate this semester we have much left to accomplish and when we return in January we will keep working on our to do list.

166

00:25:21.930 --> 00:25:25.500

Julie Thompson: And that we have accomplished much, and so we should not lose sight of that.

167

00:25:26.460 --> 00:25:36.300

Julie Thompson: Okay i'm also at its Special Meeting on November 30 the board of trustees approved the institutional self evaluate evaluation report also called the I Sir.

168

00:25:36.660 --> 00:25:42.570

Julie Thompson: I would like to acknowledge the work of many of our colleagues from all employee groups and all areas of the College.

169

00:25:43.500 --> 00:25:57.600

Julie Thompson: The heavy lifting was done by Vice President of academic affairs Jane cell tanya tally and faculty accreditation co chair JESSICA Russell i'd like to take just a moment for us to acknowledge them and their hard work, so thank you okay.

170

00:25:59.520 --> 00:26:10.020

Julie Thompson: And that is my report, thank you have a little bit more to say about current work when we get to some other agenda items okay.

171

00:26:11.100 --> 00:26:19.830

Julie Thompson: And next is send a president elect persons to present a report on the library's plan for spring of 22.

172

00:26:21.750 --> 00:26:24.090

Julie Thompson: Vice President elect persons.

173

00:26:25.050 --> 00:26:27.000

Nancy Persons: Thank you, President Thompson and Senators.

174

00:26:28.770 --> 00:26:35.310

Nancy Persons: We at the libraries are aware that there's been a lot of concern about the library's reopening so we really appreciate your.

175

00:26:36.810 --> 00:26:45.450

Nancy Persons: serious interest in this matter i'm just going to quickly go over a few details so you'll be able to reassure your students and give them information.

176

00:26:46.740 --> 00:26:54.780

Nancy Persons: A broader press release will be issued by the district, so this is really discovering the kinds of information, you and your students are going to want to know.

177

00:26:55.800 --> 00:26:59.490

Nancy Persons: First of all, oh sorry have to scroll back up your.

178

00:27:01.140 --> 00:27:13.140

Nancy Persons: Our days and hours of physical library access for the spring 2022 semester, only the Doyle library will be open from 10am until 6pm with all services available.

179

00:27:13.440 --> 00:27:28.380

Nancy Persons: The mahoney library will be open Monday through Thursday from 9am to 2pm with all services available, we will continue the curbside service on the Santa Rosa campus students will need appointments in order to pick up materials.

180

00:27:29.400 --> 00:27:40.530

Nancy Persons: The hours differ at each campus Santa Rosa Tuesdays and Thursdays 12 to three Saturdays tend to petaluma by appointment only Monday through Thursday 9am to 2pm.

181

00:27:41.130 --> 00:27:48.120

Nancy Persons: Both libraries will also strive to provide curbside service on a case by case basis during our open hours.

182

00:27:48.660 --> 00:28:01.590

Nancy Persons: people that are permitted in the buildings will include Sri JC employees and students and the University of San Francisco Santa Rosa cohort I don't know if you're all aware, we grant them a little bit of space in our building.

183

00:28:02.820 --> 00:28:17.610

Nancy Persons: Non Sri JC personnel and district business will need clearance from the Dean to enter buildings and there's a form available on the library website changes at both libraries, the long periods are changing, and I emphasize for the spring semester only.

184

00:28:19.050 --> 00:28:29.910

Nancy Persons: textbooks will not be granted loan for the entire semester, but rather for a three week long period, bringing them closer to prepare them at conditions.

185

00:28:30.360 --> 00:28:43.650

Nancy Persons: Ensuring broader access by more students, the regular circulating book collections will revert to their usual three week loan period, so no more solar semester loans that is for students, by the way, not employees.

186

00:28:44.400 --> 00:28:55.560

Nancy Persons: No food or drink will be permitted in the buildings building capacity will be following district standards under the pandemic regulations so that'll be 50%.

187

00:28:55.980 --> 00:29:05.040

Nancy Persons: group study rooms will be available, but only on a first come, first serve basis we won't be taking reservations students or whoever's using them must wear masks.

188

00:29:05.460 --> 00:29:11.160

Nancy Persons: masks and all district code 19 protocol are going to have to be followed at all times inside our buildings.

189

00:29:11.970 --> 00:29:23.520

Nancy Persons: there's a new card free printing system that's been installed or being installed students with balances on existing physical cards can get their balances transferred, they will not need to lose any money.

190

00:29:25.020 --> 00:29:37.620

Nancy Persons: Students with online accounts will see their balances automatically transferred to the new system, in addition, we have brand new computers for student use throughout both buildings that are all being installed this semester.

191

00:29:38.310 --> 00:29:55.200

Nancy Persons: changes at the oil library that are permanent the textbooks on reserve area has been moved to the second floor circulation desk we've consolidated some of our services, so all

lending will now take place on the second floor Doyle room numbers are changing to make more sense.

192

00:29:56.730 --> 00:30:06.840

Nancy Persons: changes at the mahoney library or temporary the tutorial Center and writing Center will be located in the mahoney library reading room as for non library services in the libraries.

193

00:30:08.490 --> 00:30:23.250

Nancy Persons: That will be at mahoney the studies tutorial and in the first floor Doyle library, which is not library space that will vary on instruction University of San Francisco and the tutorial schedule so that's a separate schedule from ours.

194

00:30:24.900 --> 00:30:39.060

Nancy Persons: We also want to emphasize all remote services drop in chat research support on chat research support in person research appointments all the remote services are going to continue to operate on their full schedule Doyle.

195

00:30:39.750 --> 00:30:49.530

Nancy Persons: And mahoney libraries 8am till 10pm Monday through Thursday and i'm sorry I can't remember the sd ours and I don't want to take your time when I think of it.

196

00:30:51.630 --> 00:30:52.200

Nancy Persons: And that's it.

197

00:30:52.770 --> 00:30:53.070

Okay.

198

00:30:54.570 --> 00:31:11.010

Julie Thompson: I think, President elect persons Okay, and our final report is on one of our communities of practice from this fall and Senator Roman Uli and perhaps colleagues and other colleagues may be joining her for that report.

199

00:31:12.090 --> 00:31:15.030

Roam: Thank you so much, President Thompson and good afternoon colleagues.

200

00:31:15.450 --> 00:31:24.180

Roam: I had the pleasure of participating in the creating black equity community of practice, led by senators so Lou and reeves and i've been nominated to report out a bit about our work.

201

00:31:24.510 --> 00:31:34.260

Roam: We thought the best way to report out would be for me to share the concluding email that our community of practice sent to send it exec I can also I will drop a copy of that in the chat.

202

00:31:36.300 --> 00:31:41.700

Roam: i'll share it first i'll read it, and then i'll share it in the chat that way I don't have I don't have to multitask too hard.

203

00:31:43.920 --> 00:31:46.380

Roam: Oh there it is perfect it's in the chat.

204

00:31:48.300 --> 00:31:58.440

Roam: So our letter began dear academic senate executive committee first, please accept our appreciation for the rich and engaging communities of practice communities of practice opportunities that you have made available to faculty.

205

00:31:59.040 --> 00:32:04.170

Roam: We have all participated in multiple corp and have transformed our student centered practices, as a result.

206

00:32:04.800 --> 00:32:12.870

Roam: In our work on the black centered corp we sought to make curriculum review and revision, the heart of our equity work, since it is the foundation of the courses we teach.

207

00:32:13.410 --> 00:32:21.690

Roam: We acknowledge that previously unexamined ethnocentric curricular and co curricular activities need to be carefully reviewed and address for the perpetuation of system.

208

00:32:22.440 --> 00:32:31.890

Roam: systemically racist beliefs in our curriculum, we advocate systematic transformation, led by the academic Senate to address systematic oppression and racism here that's rj see.

209

00:32:32.370 --> 00:32:42.720

Roam: Some members of our community of practice would like to attend your EC meeting and which we did on Monday, and we also included an action plan which you can see in the document, if you have that in front of you.

210

00:32:44.550 --> 00:32:55.890

Roam: We reach out to exact in hopes of beginning the process of getting some of these items on the list agenda is, as we mentioned in the email, I feel so grateful to academic senate for creating the conditions for this transformative work to continue.

211

00:32:56.280 --> 00:33:01.620

Roam: And I hope that will institutionalized action oriented communities of practice like creating black equity Thank you so much.

212

00:33:03.480 --> 00:33:12.930

Roam: Actually, before I go, I would just invite everybody else who's here from the community of practice to add I know there's other folks who had mixed feelings about about speaking in public today.

213

00:33:13.230 --> 00:33:13.680

Okay.

214

00:33:15.120 --> 00:33:18.060

Julie Thompson: Does anyone else care to add to what room has shared.

215

00:33:22.200 --> 00:33:23.250

Julie Thompson: room, you have a quiet group.

216

00:33:24.330 --> 00:33:24.450

Jessica Layton (she/her): I.

217

00:33:25.080 --> 00:33:37.080

Jessica Layton (she/her): just add like just in detail, like going through for the next year just listing off of how to implement this plan into action and so making it action based group was that test.

218

00:33:38.940 --> 00:33:42.120

Julie Thompson: Okay, thank you i'm Dr bookman.

219

00:33:42.480 --> 00:33:49.830

Bitá Bookman: Yes, I just want to say that we're here we're here to support Byron George and wrong.

220

00:33:51.030 --> 00:33:57.780

Bitá Bookman: And answer any questions you have about the action items the emails that we send to the academic senate or to usually.

221

00:33:59.220 --> 00:34:09.780

Bitá Bookman: linked to a action item table with all the dates and those dates may look ambitious ambitious but it'd be wonderful if we can.

222

00:34:10.980 --> 00:34:18.930

Bitá Bookman: Maybe you know answer any questions as to how we can move things forward so they won't be sitting on a table, yes, thank you.

223

00:34:19.590 --> 00:34:23.220

Julie Thompson: Thank you, thank you so much okay anyone else.

224

00:34:25.980 --> 00:34:26.400

Julie Thompson: Okay.

225

00:34:27.780 --> 00:34:42.000

Julie Thompson: Thank you and we'll move on to the consent agenda, then, and as a reminder there's no discussion of this and Senator aspinall will get ready to call the boat and Senators will get ready to cast the road.

226

00:34:45.150 --> 00:34:48.240

Laura Aspinall- she/her: Okay, here we go Andaman.

227

00:34:48.480 --> 00:34:48.930

Yes.

228

00:34:53.340 --> 00:34:53.910

Aylin Baris Atilgan Relyea: Yes.

229

00:34:55.920 --> 00:34:56.190
Laura Aspinall- she/her: Have you.

230
00:34:56.730 --> 00:34:58.770
Laura Aspinall- she/her: Yes, birch.

231
00:34:58.950 --> 00:35:00.840
Laura Aspinall- she/her: This Bush.

232
00:35:01.080 --> 00:35:03.120
Laura Aspinall- she/her: Yes, carlin goldberg.

233
00:35:03.510 --> 00:35:06.120
Laura Aspinall- she/her: Yes, cabal is doing.

234
00:35:06.510 --> 00:35:08.700
Laura Aspinall- she/her: Yes, don't again.

235
00:35:09.330 --> 00:35:14.700
Laura Aspinall- she/her: Yes, Sir, yes jacobson yes.

236
00:35:15.720 --> 00:35:16.410
Laura Aspinall- she/her: Johnson.

237
00:35:17.010 --> 00:35:17.550
Yes.

238
00:35:18.780 --> 00:35:19.530
Laura Aspinall- she/her: question.

239
00:35:20.250 --> 00:35:20.820
Yes.

240
00:35:21.960 --> 00:35:24.510
Laura Aspinall- she/her: proxy for lemer yes.

241

00:35:25.950 --> 00:35:26.520

Laura Aspinall- she/her: Oliver.

242

00:35:26.790 --> 00:35:27.480

Yes.

243

00:35:28.650 --> 00:35:29.370

Laura Aspinall- she/her: reeves.

244

00:35:29.700 --> 00:35:31.560

Laura Aspinall- she/her: Yes, Robin ollie.

245

00:35:31.980 --> 00:35:32.580

Yes.

246

00:35:33.990 --> 00:35:34.470

Laura Aspinall- she/her: Schmidt.

247

00:35:34.980 --> 00:35:35.550

Yes.

248

00:35:37.350 --> 00:35:38.280

Laura Aspinall- she/her: proxy for.

249

00:35:38.820 --> 00:35:39.660

Yes.

250

00:35:42.210 --> 00:35:42.870

Hannah Skoonberg: Yes.

251

00:35:43.440 --> 00:35:44.550

Laura Aspinall- she/her: proxy for stober.

252

00:35:44.970 --> 00:35:45.540

Yes.

253

00:35:47.490 --> 00:35:48.090

Laura Aspinall- she/her: You Sina.

254

00:35:48.570 --> 00:35:49.170

Yes.

255

00:35:52.020 --> 00:35:52.440

Kat Valenzuela: Yes.

256

00:35:53.190 --> 00:35:53.760

wiley.

257

00:35:55.290 --> 00:35:55.830

Sarah Whyly: Yes.

258

00:35:56.400 --> 00:35:57.180

Laura Aspinall- she/her: And Winston.

259

00:35:58.620 --> 00:35:59.910

Summer Winston (They/Them): Yes, okay.

260

00:36:00.210 --> 00:36:02.430

Julie Thompson: Unanimous Okay, thank you.

261

00:36:03.720 --> 00:36:05.700

Julie Thompson: The consent item.

262

00:36:07.860 --> 00:36:19.830

Julie Thompson: Okay, so we are moving right along ahead of schedule, which is always nice, we can always use the time and we are now at the action agenda and i'm.

263

00:36:21.270 --> 00:36:31.650

Julie Thompson: beginning to feel a little like Groundhog day i'm emergency hiring is still before us and i'm so sensitive zach had a little conversation on.

264

00:36:33.060 --> 00:36:40.800

Julie Thompson: Monday lost track of time Monday and i'm was wondering like what is it, how could we.

265

00:36:42.210 --> 00:36:55.680

Julie Thompson: get this item started today in a way that helps us to get to where we need to go and like what's the question what's the where is it that we're we're are we stuck and what is it that we're trying to accomplish and.

266

00:36:56.940 --> 00:37:10.800

Julie Thompson: So for its number for Item number four in the the emergency higher section, which is the one that we've been kind of going in circles on and the the question before, is that I think that the Senate is trying to resolve is.

267

00:37:11.520 --> 00:37:26.040

Julie Thompson: Is who the WHO, the Senate once to identify is the appropriate people to be involved in in emergency hiring decisions and the emergency hires are.

268

00:37:26.760 --> 00:37:43.560

Julie Thompson: Rare they don't happen very often um I think since i've been senate President, I have signed off on maybe two so in a year and a half, two i'm so not a common occurrence, but when it does happen, we need to recognize that we are hiring a faculty Member, and so in.

269

00:37:45.330 --> 00:37:52.410

Julie Thompson: In a situation that might be quite accelerated i'm it might be during the summer, when people are gone there's an emergence an.

270

00:37:52.920 --> 00:38:08.220

Julie Thompson: emergent need, how can we ensure that the right people are involved in decision, the decision so that that we have confidence in the hiring that's done under these circumstances so that's what we've been trying to kind of get our finger on and.

271

00:38:09.240 --> 00:38:16.710

Julie Thompson: And I think it's possible that the word smithing part of it might be getting us a little bit tangled up in some maybe you know stepping back and.

272

00:38:17.070 --> 00:38:28.410

Julie Thompson: approaching the question of who we think should be in the room, and then maybe identifying some some principles that the Senate could agree on in a straw poll.

273

00:38:29.640 --> 00:38:40.350

Julie Thompson: fashion and then asked senate exact to draft language word okay so given that little preamble.

274

00:38:41.580 --> 00:38:44.490

Julie Thompson: Take a look at you all, and as Senator jacobson.

275

00:38:46.020 --> 00:38:57.510

Tara Jacobson (she/her): I just want to recommend an edit on it, I believe that our goal is to make sure that faculty are involved.

276

00:38:58.560 --> 00:39:08.190

Tara Jacobson (she/her): So I think, where we got caught up was the cluster Dean and or dean of instruction petaluma and then each disciplines a little unique So what if we.

277

00:39:08.610 --> 00:39:23.940

Tara Jacobson (she/her): eliminate that sentence, the cluster Dean and or dean of instruction petaluma for petaluma class if we just say the appropriate supervising administrator comma will ensure faculty participation may interview and hire an adjunct instructor on an emergency basis.

278

00:39:25.140 --> 00:39:32.790

Julie Thompson: Okay, thank you and just for clarity sake, are you saying that the appropriate administrator would ensure faculty participation.

279

00:39:33.090 --> 00:39:33.510

Tara Jacobson (she/her): All right.

280

00:39:33.840 --> 00:39:40.260

Julie Thompson: Is that in lieu of the participation of the administrator who's doing the ensuring.

281

00:39:41.190 --> 00:39:47.880

Tara Jacobson (she/her): The be so testing the cluster Dean, I see what you're saying and or.

282

00:39:48.540 --> 00:40:01.710

Tara Jacobson (she/her): will ensure faculty I just say that the appropriate supervising administrator will ensure faculty participation, because that the Dean, is going to have to be on that, no matter what right and it just depends on what position is which Dean is involved.

283

00:40:02.940 --> 00:40:09.150

Julie Thompson: um I think that what we're saying here is is who, and so, if we think that the.

284

00:40:10.110 --> 00:40:20.220

Julie Thompson: That the who should include the Dean, the appropriate Dean, however, we want to phrase that on that we should identify that as as opposed to saying that this would be um.

285

00:40:20.790 --> 00:40:27.750

Julie Thompson: I think the assumption that i'm hearing we're working with in your comment is that it's assumed that there will be a Dean.

286

00:40:28.980 --> 00:40:31.800

Julie Thompson: Yes, Okay, and then okay.

287

00:40:32.010 --> 00:40:32.430

Julie Thompson: And then.

288

00:40:33.240 --> 00:40:36.720

Tara Jacobson (she/her): Giving the leeway, so that the appropriate Dean can be.

289

00:40:37.560 --> 00:40:46.140

Tara Jacobson (she/her): You know the person in charge, because we don't we can't take into account every situation that might come up and the case with disability resources and they have one Dean.

290

00:40:46.530 --> 00:40:55.890

Tara Jacobson (she/her): And then, what if the petaluma dean's out and it's just the cluster Dean, or vice versa, so I just thought that would make things easier, but others may have other opinions.

291

00:40:55.950 --> 00:41:02.400

Julie Thompson: Okay, so i'm i'm hearing and I just want to test this against against what you what you just said i'm.

292

00:41:03.720 --> 00:41:08.370

Julie Thompson: Vice President Jacobson is that the appropriate deem.

293

00:41:08.940 --> 00:41:11.340

Tara Jacobson (she/her): Appropriate surviving yeah.

294

00:41:11.550 --> 00:41:22.500

Julie Thompson: yeah and that the appropriate team would identify faculty Member Member or members to it to also participate, is it yes okay excellent Thank you.

295

00:41:23.010 --> 00:41:30.300

Jessica Bush (she/her): centered on the President Thompson point of order, I believe Phyllis was actually the first person in the queue from the last meeting.

296

00:41:30.630 --> 00:41:37.050

Julie Thompson: You are absolutely right, thank you I'm Senator balanced way, we can ask you to okay thanks so much Senator you seen him.

297

00:41:39.030 --> 00:41:50.910

Phyllis Usina: Thank you very much, I had been I actually was held over from to make meetings ago and what my comment was going to be.

298

00:41:51.390 --> 00:42:09.300

Phyllis Usina: Related to something Senator Avila had just spoken about regarding an issue related to adjunct manager, excuse me, allied faculty and, as I was looking at the emergency hiring procedure.

299

00:42:10.500 --> 00:42:24.270

Phyllis Usina: I wanted to ask the Senate exact when working on policy and procedure editing to be mindful that the language is inclusive of our allied faculty and their activities.

300

00:42:24.720 --> 00:42:28.950

Phyllis Usina: For instance, number one in the emergency hiring document.

301

00:42:29.940 --> 00:42:41.010

Phyllis Usina: says that a qualified faculty to teach additional sections of a course and or fill a vacancy that appears before the beginning of the Semester.

302

00:42:41.370 --> 00:42:56.430

Phyllis Usina: On so if somehow generic language from something along the lines of and or conduct allied activities could be considered that would go far.

303

00:42:56.970 --> 00:43:16.140

Phyllis Usina: Your allied colleagues often have to make judgment calls on how policies and procedures apply to them because of the contract if we're going to go ahead and say that, as well because it's often silent for us, thank you for for listening.

304

00:43:16.470 --> 00:43:19.920

Julie Thompson: yeah Thank you so much for them, they appreciate that Senator balanced Layla.

305

00:43:20.850 --> 00:43:34.050

Kat Valenzuela: And you, President Thompson currently there is contract language article 29 that describes how to handle you know, a substitute assignment, which in emergency higher would be considered as a substitute of some kind.

306

00:43:34.860 --> 00:43:43.710

Kat Valenzuela: I think the Senate should look at the contract just for ideas and not to mention that this emergency higher is considered an adjunct.

307

00:43:44.010 --> 00:43:50.040

Kat Valenzuela: Unless they go above 67% which article 29 other contracts addresses this situation but.

308

00:43:50.430 --> 00:44:01.860

Kat Valenzuela: adjuncts are not assigned a home campus like regular faculty adjunct may request to teach on a particular campus but that doesn't mean they're assigned to that campus.

309

00:44:02.430 --> 00:44:10.710

Kat Valenzuela: Yes, all or part of their load is on a particular campus but that doesn't mean they are assigned to that campus so.

310

00:44:11.130 --> 00:44:21.330

Kat Valenzuela: During a non emergency hire you know, we have the Dean, we have the chair and possibly a faculty member that are on the hiring Committee, regardless of which campus the.

311

00:44:21.990 --> 00:44:31.980

Kat Valenzuela: adjunct faculty teachers on and the line, about which you know the deans you know hired I think is a misunderstanding of how the agile process currently works.

312

00:44:32.670 --> 00:44:40.680

Kat Valenzuela: And I think we should reflect on that current process and this you know emergency hire should reflect on that current processes well.

313

00:44:41.700 --> 00:44:50.190

Kat Valenzuela: I also thought about you know my fellow Senator fasteners comments regarding do we want dean's hiring our faculty and.

314

00:44:50.850 --> 00:45:02.070

Kat Valenzuela: You know I thought about that very long and hard and I thought yeah no I don't think we should have dean's being the sole person hiring faculty for our department and.

315

00:45:03.180 --> 00:45:10.290

Kat Valenzuela: So if the department chair cannot be on a hiring or find a designee, then I believe there should be no emergency hire.

316

00:45:11.040 --> 00:45:21.360

Kat Valenzuela: In our department we've had several semesters where we had regular and adjunct faculty took on more load than they wanted, in order to help the department and save classes from being cancelled.

317

00:45:22.320 --> 00:45:31.650

Kat Valenzuela: If there is more load them faculty it's possible that you can assign a one semester full time or placement I I was in that position at one point in time, and so.

318

00:45:32.370 --> 00:45:38.520

Kat Valenzuela: What I think when the department is in a need, I think we can trust faculty to step forward to help out with those classes.

319

00:45:39.420 --> 00:45:45.570

Kat Valenzuela: Their their current ways to mitigate this issue and if it department isn't involved.

320

00:45:45.930 --> 00:46:01.200

Kat Valenzuela: And and or outweighs the number doesn't outweigh outweigh the number of dean's meaning there's more deals than there are faculty on this hiring process, then I think there should be no emergency hire this is department per view and it needs to stay in department for you, thank you.

321

00:46:02.310 --> 00:46:06.150

Julie Thompson: Thank you, and next in the queue is Senator birch.

322

00:46:09.360 --> 00:46:15.390

Vince Bertsch: I I kind of ECHO those concerns about having an administrator only.

323

00:46:15.960 --> 00:46:27.300

Vince Bertsch: Guided process and it almost seems like all of number four might be struck another middle ground that I might suggest adding in if it's true and my understanding is that.

324

00:46:27.870 --> 00:46:41.520

Vince Bertsch: The academic Center President has to sign off on emergency hires that isn't really reflected in this document that I could find but folded into that part of the process up in area number.

325

00:46:44.040 --> 00:46:51.270

Vince Bertsch: In area number one, where it says shall notify the President, the academic Center of the reasons why the situation is one that cannot be avoided.

326

00:46:51.540 --> 00:46:56.400

Vince Bertsch: I might We might add the wording and who will participate in the interviewing and hiring.

327

00:46:56.970 --> 00:47:07.560

Vince Bertsch: That way we're folding in who's going to be doing the hiring into the approval process by the academic senate President, and that would then put some teeth if we still are having.

328

00:47:08.130 --> 00:47:21.540

Vince Bertsch: A item for Option so that way there's actually a process to review it if item for is being invoked, we can we can mandate, the Faculty participation through the academic Center President sign off.

329

00:47:24.780 --> 00:47:25.530

Okay.

330

00:47:27.120 --> 00:47:28.200

Julie Thompson: And that would be.

331

00:47:28.710 --> 00:47:30.420

Vince Bertsch: If I mentors are two different options.

332

00:47:30.450 --> 00:47:30.900

Vince Bertsch: Either yeah.

333

00:47:30.930 --> 00:47:31.620

Julie Thompson: Thank you okay.

334

00:47:31.980 --> 00:47:36.960

Vince Bertsch: All together or add in language to enforce it via the academic Center.

335

00:47:36.990 --> 00:47:39.870

Julie Thompson: Okay, thanks thanks for clarifying okay and.

336

00:47:41.010 --> 00:47:54.570

Julie Thompson: So the two ideas are striking number four or using the sign off process as just as a check to to ensure that it did happen with faculty participation correct okay.

337

00:48:02.190 --> 00:48:02.910

Julie Thompson: Okay, thank you.

338

00:48:04.350 --> 00:48:07.050

Julie Thompson: Thank you for your comments and Senator Oliver.

339

00:48:10.830 --> 00:48:20.850

April Oliver: I think you, I just wanted to kind of weigh in on that point too, and I was thinking more about language, along the lines of.

340

00:48:21.570 --> 00:48:30.300

April Oliver: You know Desi finding someone within that department, if the department chair isn't available, I still feel like.

341

00:48:31.110 --> 00:48:48.720

April Oliver: I don't know usually if the department chair, for some reason isn't available there's usually like someone filling in so I like the idea of keeping it keeping someone from that department, whenever possible, so that's my idea for some added language for number four.

342

00:48:51.570 --> 00:48:52.290

Julie Thompson: Thank you.

343

00:48:56.280 --> 00:49:04.800

Julie Thompson: Okay, so here's what i'm hearing an answer to this question of who write who it is the Senate believes.

344

00:49:05.850 --> 00:49:11.730

Julie Thompson: should be participating in this discussion before I synthesize I see the President you like prisons is in the queue.

345

00:49:14.160 --> 00:49:16.860

Nancy Persons: i'm sorry President Thompson I didn't think of this fast enough.

346

00:49:18.000 --> 00:49:38.430

Nancy Persons: Regarding the last point that was made, I just wonder if Point number four might be there in part because emergency hires frequently happen in late in the summer, when faculty are not technically under contract and working so I just wanted to point out that possibility, thank you.

347

00:49:39.150 --> 00:49:39.720

Thank you.

348

00:49:42.090 --> 00:49:44.760

Julie Thompson: And i'll say just from limited experience that.

349

00:49:46.470 --> 00:49:51.000

Julie Thompson: I think, just before the term starts is when there's oftentimes an urgent need.

350

00:49:52.470 --> 00:49:52.830

Julie Thompson: Okay.

351

00:49:53.940 --> 00:50:01.980

Julie Thompson: So anyone else in the queue seeing knowing Okay, so what i'm hearing is that Senator Jacobson.

352

00:50:02.730 --> 00:50:12.210

Tara Jacobson (she/her): All right, I also want to stay in emergency hires can happen for full time loads because there's a vacancy that's happened and emergency, they need to fill that.

353

00:50:12.540 --> 00:50:19.650

Tara Jacobson (she/her): And then those people come in sort of temporary full time and if there's a full time position that opens up, then they have to.

354

00:50:21.150 --> 00:50:26.100

Tara Jacobson (she/her): apply for that, but we have emergency hired full time people not just fat jokes.

355

00:50:27.930 --> 00:50:28.590

Julie Thompson: i'm.

356

00:50:29.130 --> 00:50:35.760

Julie Thompson: Right i'm I think that we do emergency hires in order to cover the load.

357

00:50:36.090 --> 00:50:46.620

Julie Thompson: of contract faculty members, but those emergency hires are not themselves contract faculty members that's my understanding that they are adjunct faculty members covering the load of.

358

00:50:47.160 --> 00:50:51.930

Tara Jacobson (she/her): Okay, so they're so they're not new people that are being interviewed their existing.

359

00:50:52.740 --> 00:51:03.570

Julie Thompson: No, not necessarily they could be hired from the outside, but they're hired in into an adjunct status, even though they might be, covering the load of a full time faculty Member okay okay.

360

00:51:05.220 --> 00:51:06.510

Julie Thompson: Senator cabal is doing.

361

00:51:08.640 --> 00:51:18.000

Sheryl Cavales Doolan: Thank you, I think that my concern is echoing what some of the other senators have already raised the language in item for.

362

00:51:20.100 --> 00:51:35.910

Sheryl Cavales Doolan: Where it says that the department chair or designee is not available and and I would think that the designee would be somebody within the department, as people have already suggested, and this is specifically saying when somebody would not be available.

363

00:51:36.960 --> 00:51:53.760

Sheryl Cavales Doolan: And in that case, I think that I would be very hesitant to have somebody outside of the discipline, or the department hiring along with justin diem and not having somebody who is from within that department, who is designated from that within that department.

364

00:51:54.840 --> 00:51:56.190

Sheryl Cavales Doolan: On that hiring committee.

365

00:51:57.750 --> 00:51:58.200

Sheryl Cavales Doolan: Thank you.

366

00:51:58.590 --> 00:51:59.370

Julie Thompson: Thank you.

367

00:52:00.420 --> 00:52:20.820

Julie Thompson: Okay, so i'm based on what i'm hearing um here's what I think is emerging as a possible synthesis and that there's a recognition that there will be both administrative and faculty participation that the Senate believes that both of those.

368

00:52:22.320 --> 00:52:32.520

Julie Thompson: Employee groups need to be represented and when it comes to the Faculty participant if the Chair is not available on the chairs designee is not available.

369

00:52:32.970 --> 00:52:50.190

Julie Thompson: i'm hearing an interest that, whichever faculty Member participates, be a discipline faculty member that it's critical that there be someone who a faculty Member who knows the discipline and i'm hearing some different ideas about.

370

00:52:51.660 --> 00:53:02.040

Julie Thompson: about who the Dean, the supervising administrator could or should be, and i'm hearing we were toying previous meetings with.

371

00:53:02.340 --> 00:53:25.380

Julie Thompson: The idea that that it would be the cluster Dean, but if the positions on the petaluma campus that there would be petaluma administrative participation as well, but now there's been a suggestion that since adjunct positions are not site, specific and that maybe there's not a need for.

372

00:53:26.730 --> 00:53:37.980

Julie Thompson: For a petaluma or any other sites administrator to be participating that on that perhaps it should just be the cluster Dean, who who participates.

373

00:53:39.330 --> 00:53:44.880

Julie Thompson: So can we weave together something out of those i'm going to call and Senator of us.

374

00:53:47.550 --> 00:53:59.250

Filomena Avila: just have a clarification or a question about site specific because when we hire for in an emergency situation it is going to be site specific because it may be.

375

00:53:59.550 --> 00:54:10.320

Filomena Avila: A section in petaluma that is left without an instructor or a section in Santa Rosa or a section at the southwest Center that needs to be filled, so those are indeed site specific.

376

00:54:11.580 --> 00:54:28.350

Julie Thompson: yeah the assignment assignment where assignments would be specific to a site um but the positions are not specific to a site, as they are for contract faculty members, I think that's a distinction and I apologize for not being clear about that.

377

00:54:29.520 --> 00:54:47.610

Julie Thompson: So there's also been a suggestion that we strike for all together and there's also a suggestion that um that the the Senate President who signs off on emergency higher forms and have have an eye on whether indeed.

378

00:54:48.810 --> 00:54:51.180

Julie Thompson: The requirement to include the Faculty Member.

379

00:54:53.100 --> 00:54:58.590

Julie Thompson: Was was implemented so there could be a little check and balance there to make sure that that happens.

380

00:54:59.940 --> 00:55:00.570

Okay.

381

00:55:01.620 --> 00:55:04.800

Julie Thompson: This is leading anyone to any ideas about.

382

00:55:05.940 --> 00:55:13.350

Julie Thompson: A possible motion and doesn't need to be a wordsmith motion, but it can be a content motion.

383

00:55:15.900 --> 00:55:19.170

Julie Thompson: Or we can take it, piece by piece Senator wrestler.

384

00:55:20.400 --> 00:55:28.710

Joe Fassler: Actually, like the idea of just taking off for altogether if you if you look at really what it says that puts a lot of conditions on it, but basically it says.

385

00:55:30.360 --> 00:55:39.900

Joe Fassler: The Dean may interview and hire an adjunct instructor that's basically what for really says, and all the other things are just there as caveats and sort of cautionary notes.

386

00:55:41.460 --> 00:55:48.840

Joe Fassler: And I think what i've heard from a few people, and I agree that that you know the department chairs are not that unavailable I think.

387

00:55:49.350 --> 00:55:59.220

Joe Fassler: or designee somebody from that discipline can show up and the participating in whatever I mean i'd like to hear other to the contrary, if somebody thinks that you know.

388

00:55:59.610 --> 00:56:04.800

Joe Fassler: Maybe you know I don't know what goes on, sometimes you know one we have one week and you got to find somebody to do something.

389

00:56:05.340 --> 00:56:12.840

Joe Fassler: Maybe they really are situations, but also, I feel like finding the person is the hard thing interviewing them is actually pretty straightforward so it's like that.

390

00:56:13.350 --> 00:56:22.590

Joe Fassler: The finding other people is the part that's hard, not so I feel like whatever it is there's probably still room for him, including someone from that department or the discipline.

391

00:56:23.730 --> 00:56:33.570

Joe Fassler: To just be part of the process, and so on, so I guess that's that's my suggestion for emotion is just to take for out unless there's something in there that somebody really likes that I didn't notice.

392

00:56:35.040 --> 00:56:35.520

Joe Fassler: Okay.

393

00:56:35.730 --> 00:56:45.330

Julie Thompson: So let's say i'm a suggestion I did not hear that phrased as emotions so i'm going to keep going through the Q in this I missed something did I miss something Senator faster.

394

00:56:46.530 --> 00:56:47.610

Joe Fassler: i'm not making martian.

395

00:56:48.270 --> 00:56:51.690

Julie Thompson: Okay okay just double checking to make sure I didn't miss that i'm.

396

00:56:51.900 --> 00:57:01.290

Julie Thompson: Senator actually i'm going to go to I think Senator aspinall has not spoken to the issue, yet, so I will go to Senator aspinall and then come back to Senator of Isla.

397

00:57:02.430 --> 00:57:09.000

Laura Aspinall- she/her: Thank you, so I was reflecting on what was just said about like what are circumstances where that might come up.

398

00:57:09.420 --> 00:57:16.950

Laura Aspinall- she/her: Where this could be an issue and trying to rack my brain about a time and the only thing I could come up with is sometimes we have very small departments.

399

00:57:17.460 --> 00:57:27.900

Laura Aspinall- she/her: With maybe only one contract faculty, who is also the department chair I know in my time here that's happened someone was actually hired in in their first year tenure as chair.

400

00:57:28.830 --> 00:57:37.200

Laura Aspinall- she/her: So if that person happened to not be available, I mean obviously that doesn't come up very often, but I wonder if a way.

401

00:57:39.810 --> 00:57:40.800

Laura Aspinall- she/her: If we.

402

00:57:42.750 --> 00:57:52.200

Laura Aspinall- she/her: If we struck for, but we also included some language somewhere about if the Chair or discipline faculty is not available.

403

00:57:53.400 --> 00:57:54.420

Laura Aspinall- she/her: What would be a.

404

00:57:56.250 --> 00:58:02.730

Laura Aspinall- she/her: indicating what the process would be to determine like who would determine faculty involvement and maybe that would be.

405

00:58:03.330 --> 00:58:12.240

Laura Aspinall- she/her: In consultation with the academic senate president or something you know I could see how there may be some strange, you know when we're, especially when we're creating new departments or.

406

00:58:14.130 --> 00:58:20.460

Laura Aspinall- she/her: yeah we've had a few like adult ED is a new department, for instance, until I could see how that could have.

407

00:58:20.910 --> 00:58:30.600

Laura Aspinall- she/her: Her there might be some strange scenarios and we may want to create some language that gives us an out but that isn't super specific about its this person in that, because that might even solve the problem.

408

00:58:30.900 --> 00:58:39.330

Laura Aspinall- she/her: But like who would be the people that would solve the problem for determining faculty involvement in that higher I don't know if that made sense.

409

00:58:39.390 --> 00:58:39.930

Julie Thompson: It does.

410

00:58:40.020 --> 00:58:41.070

Laura Aspinall- she/her: Okay, thank you.

411

00:58:41.460 --> 00:58:44.820

Julie Thompson: Thank you okay i'm Senator beulah.

412

00:58:47.160 --> 00:58:54.840

Filomena Avila: i'm going to guess that number four exists for a reason, and I feel that if we strike it completely in a situation arises.

413

00:58:55.170 --> 00:59:11.700

Filomena Avila: and using laura's example or Senator asked themselves example if no one is around if it's a small department, then, what do we have we have nothing to fall back on I haven't been here long well i've been here a long time, but I don't know what the history is behind number four.

414

00:59:12.840 --> 00:59:27.300

Filomena Avila: But I suspect it's there because there have been situations, maybe, very few that have that have required, such as situation for a discipline, or the dean of whatever.

415

00:59:27.960 --> 00:59:43.830

Filomena Avila: to step in to try to find somebody and if we do stay in here that the dean of instruction petaluma or the cluster Dean, will ensure faculty participation, so I I I read that as.

416

00:59:44.340 --> 00:59:57.690

Filomena Avila: They will ensure there will be faculty participation and what I would recommend that we add in there is will ensure discipline faculty participation, if we have concerns about.

417

00:59:58.200 --> 01:00:06.990

Filomena Avila: Being randomly selecting someone, that is not related to that discipline at all, but i'm cautious about striking that completely.

418

01:00:08.040 --> 01:00:17.400

Filomena Avila: In the event that this does indeed a situation does indeed arise that we need to address hiring for that specific discipline.

419

01:00:18.180 --> 01:00:19.380

Julie Thompson: Okay, thank you.

420

01:00:20.400 --> 01:00:21.420

Julie Thompson: Senator don again.

421

01:00:23.610 --> 01:00:35.760

Anne Donegan: Thank you, President Thompson I think we all, many of us in this room, our department chairs are having department chairs and I think we know that when you are chair, especially you know, in the current world that we all live in.

422

01:00:36.510 --> 01:00:46.500

Anne Donegan: you're always in touch right, I mean there's always going to be a way, whether i'm on campus or not right, the chairs were paid over the summer right we're working right.

423

01:00:47.340 --> 01:00:57.510

Anne Donegan: I think that the chance that this may be an issue is when, for whatever reason, a particular department doesn't have a chair, so I think that's the concern.

424

01:00:58.410 --> 01:01:16.230

Anne Donegan: But I I think i'm echoing what i'm hearing, many people on the zoom screen saying it is crucial, crucial that a discipline expert is in the room, when we're hiring a faculty Member right, that is.

425

01:01:17.340 --> 01:01:26.310

Anne Donegan: Just where the where the keepers of the discipline right, we have to make sure that we know who's going to be teaching our students.

426

01:01:28.410 --> 01:01:37.800

Julie Thompson: Okay, thank you um I have been advised that time is up on this item we are a little bit ahead of schedule and we're scheduled for a break at.

427

01:01:39.270 --> 01:01:41.130

Julie Thompson: And there are people in the queue.

428

01:01:42.240 --> 01:01:42.960

Julie Thompson: and

429

01:01:44.910 --> 01:01:55.470

Julie Thompson: Do you want to extend time for would consider a motion to extend time for seven minutes until 415 which is winter break is scheduled for.

430

01:01:56.970 --> 01:02:02.130

Laura Aspinall- she/her: Mr astronomic emotion, to extend time by seven minutes.

431

01:02:02.340 --> 01:02:03.780

Julie Thompson: Okay, thank you, Sir, a second.

432

01:02:04.590 --> 01:02:07.260

Jen (she/her) Carlin-Goldberg: My name is Jen carlin goldberg, I would like the second that motion.

433

01:02:07.710 --> 01:02:14.310

Julie Thompson: Okay, thank you, we have emotion, the second to extend the time for seven minutes um Are there any objections from the senators.

434

01:02:16.590 --> 01:02:23.880

Julie Thompson: Hearing none, I will go next to Senator wiley who I believe is not spoken to the issue, yet.

435

01:02:26.520 --> 01:02:38.010

Sarah Whyly: um, so I think that one of the things i'm hearing and and my colleagues can correct me if i'm wrong because i'm kind of just interpreting this out of what i'm hearing from them.

436

01:02:38.670 --> 01:02:49.650

Sarah Whyly: um I think that some of the ambiguity of the language around the idea of ensuring faculty participation and on and the idea of of.

437

01:02:50.700 --> 01:02:51.240

Sarah Whyly: People.

438

01:02:52.350 --> 01:03:00.480

Sarah Whyly: Putting forth their best efforts to ensure that discipline experts are in the room, I think that people have had bad experiences with.

439

01:03:01.710 --> 01:03:09.630

Sarah Whyly: People living up to to the expectations around that around these kinds of things in the past and.

440

01:03:11.910 --> 01:03:27.900

Sarah Whyly: The language doesn't really state what will happen if the department is unhappy with the procedure that was followed, not necessarily the person on, but the way that the policy was followed on, and I find.

441

01:03:29.580 --> 01:03:35.340

Sarah Whyly: For myself, I don't know how my colleagues feel about this, but I run into this a lot lately.

442

01:03:36.060 --> 01:03:44.280

Sarah Whyly: Where I feel like if something has not gone according to the way that policy was written and there's kind of a shoulder shrugging and a hands up going like.

443

01:03:44.730 --> 01:03:53.220

Sarah Whyly: Well, we can't really do anything now because it's what's done is done right on, and I think that maybe that's where some of this discomfort.

444

01:03:53.940 --> 01:04:05.700

Sarah Whyly: Around crafting the language in a in a more ambiguous way comes from and that's just like I said it's just some insight, but I could be wrong and people can feel free to correct me if I am.

445

01:04:07.860 --> 01:04:14.640

Julie Thompson: Thank you um and Dr flies with hawks has not addressed the question yet, so I will go to her.

446

01:04:16.140 --> 01:04:27.690

Dr. Brenda Flyswithhawks (she/her) Pomo Land: Thank you, I just have some suggested language for number four there were we're talking about the underlined, will ensure faculty participation.

447

01:04:28.830 --> 01:04:38.340

Dr. Brenda Flyswithhawks (she/her) Pomo Land: And then, how do you assure that it is a discipline faculty so from that area, instead of saying.

448

01:04:39.270 --> 01:04:52.770

Dr. Brenda Flyswithhawks (she/her) Pomo Land: will ensure you might consider will recruit a discipline faculty and then, as I was just listening, I put in parenthesis, so if there's not a discipline faculty available.

449

01:04:53.550 --> 01:05:05.850

Dr. Brenda Flyswithhawks (she/her) Pomo Land: And I just put it in parentheses or discipline related faculty when a discipline faculty is not available close parenthesis and together we'll interview and hire.

450

01:05:06.900 --> 01:05:12.600

Dr. Brenda Flyswithhawks (she/her) Pomo Land: A part time instructor on an emergency or part time instructor on an emergency basis.

451

01:05:13.800 --> 01:05:20.790

Dr. Brenda Flyswithhawks (she/her) Pomo Land: And I would just want to watch while i'm speaking to suggest that quit whatever we do decide that we use the term now.

452

01:05:21.270 --> 01:05:30.510

Dr. Brenda Flyswithhawks (she/her) Pomo Land: part time it was just approved and our ffa is in the process of negotiating that final and finalizing that change so we might just go ahead and use the word.

453

01:05:31.050 --> 01:05:40.980

Dr. Brenda Flyswithhawks (she/her) Pomo Land: term part time instead of adjunct instructor so i'm just going to put that in the chat, if I may, and it's just for your consideration of just something.

454

01:05:41.400 --> 01:05:58.320

Dr. Brenda Flyswithhawks (she/her) Pomo Land: The recruitment in my mind is a little bit stronger, which is what a couple of senators were referencing will ensure faculty and then who which faculty so recruitment of a discipline faculty is a little bit.

455

01:06:00.030 --> 01:06:03.570

Dr. Brenda Flyswithhawks (she/her) Pomo Land: A little bit more stronger and in my fault, thank you.

456

01:06:04.680 --> 01:06:08.310

Julie Thompson: Thank you, Senator balance Layla and thanks for your patience.

457

01:06:11.160 --> 01:06:11.970

Kat Valenzuela: Senator.

458

01:06:13.470 --> 01:06:20.400

Kat Valenzuela: or past President, Dr flies with hawks kind of you know, basically, what said what I was going to say in regards to this.

459

01:06:20.700 --> 01:06:34.290

Kat Valenzuela: Word participation, because I think we don't want this to be a rubber stamp for our departments, and so in you know I wouldn't be making sure that our departments are involved in this process.

460

01:06:35.430 --> 01:06:40.080

Kat Valenzuela: is the most important part, rather than you know this big word of participation.

461

01:06:41.310 --> 01:06:48.390

Kat Valenzuela: But I also feel you know, perhaps you know I feel like this number four is kind of like one of those situations where.

462

01:06:48.810 --> 01:06:58.650

Kat Valenzuela: The moon is blue and the sky is purple that happens once every million years, I wonder if it could be, you know simplified a little further by you know saying.

463

01:06:59.010 --> 01:07:11.850

Kat Valenzuela: Does the department want to do this, you know get leave it up to the department to see if they want to do this emergency hire and if they do, then let's go through the process of interviewing and such does that make sense.

464

01:07:14.760 --> 01:07:26.040

Julie Thompson: Thank you, thanks, thank you i'm so reminder that um that whatever we come up with will be our advice and this matter to the board and.

465

01:07:27.210 --> 01:07:40.530

Julie Thompson: I would anticipate that if the the district has and staff class classes and staffed student services hours something like that, and in a department.

466

01:07:40.950 --> 01:07:46.140

Julie Thompson: I think that that the Boards designees might be unlikely to agree that the department.

467

01:07:46.560 --> 01:08:05.130

Julie Thompson: Could elect to not hire somebody and and then not cover those services and classes and because of the the adverse impact on students so i'd like to share that so we're in our last minute and can I get some just some do some straw polling Senator cabal is doing.

468

01:08:07.200 --> 01:08:15.180

Sheryl Cavales Doolan: No, I was just going to suggest that could we maybe do a straw poll on what Dr flies the box put into the chat.

469

01:08:15.750 --> 01:08:19.290

Julie Thompson: Okay, thank you for that suggestion okay so let's take a look at the chat.

470

01:08:21.870 --> 01:08:31.830

Julie Thompson: When an emergency hire is necessary and the Department chair or designee is not available or is unable to interview candidates, the cluster Dean.

471

01:08:32.220 --> 01:08:47.940

Julie Thompson: And or a dean of instruction in petaluma for petaluma class will recruit a faculty a discipline faculty or discipline related faculty when a discipline faculty is not available, and together we'll interview.

472

01:08:48.450 --> 01:08:56.670

Julie Thompson: And hire an adjunct instructor on an emergency basis okay so we're going to drop pool that and.

473

01:08:58.290 --> 01:08:59.880

Julie Thompson: So can senators.

474

01:09:02.460 --> 01:09:07.350

Julie Thompson: raise a hand or put a happy face or something.

475

01:09:09.360 --> 01:09:10.080

Julie Thompson: That would.

476

01:09:11.280 --> 01:09:13.320

Julie Thompson: indicate your straw.

477

01:09:14.670 --> 01:09:15.120

Okay.

478

01:09:28.980 --> 01:09:35.910

Julie Thompson: So I am seeing approximately 50 teen okay it's definitely a majority.

479

01:09:37.980 --> 01:09:38.130

Julie Thompson: Okay.

480

01:09:38.160 --> 01:09:41.250

Julie Thompson: God OK so um.

481

01:09:42.330 --> 01:09:52.350

Julie Thompson: we're out of time we're a minute over on what we extended to which was um do we want to actually call a formal vote on this.

482

01:09:53.730 --> 01:10:01.170

Julie Thompson: Take a couple more minutes, do we want to just treat it as something that we've stronghold and we can bring it back when we.

483

01:10:02.250 --> 01:10:19.020

Julie Thompson: at a future date, maybe even possibly as part of the finished draft once we get to the point where the draft is ready for us to vote on that we're ready to send it on its way through the administrative process, so we do that okay.

484

01:10:20.070 --> 01:10:20.940

Julie Thompson: let's do that I see.

485

01:10:22.860 --> 01:10:37.650

Anne Donegan: I have a quick point of order, I just want to gently correct something that was said earlier about a FA FA is negotiating the language, not for part time faculty but the language that is being proposed as associate factor faculty, I just wanted to put that out there.

486

01:10:37.770 --> 01:10:38.130

Julie Thompson: Okay.

487

01:10:38.280 --> 01:10:40.830

Dr. Brenda Flyswithawks (she/her) Pomo Land: Thank you yeah thanks for yeah thanks.

488

01:10:41.250 --> 01:10:54.060

Julie Thompson: Okay um and we can fine tune language and by the time this gets to that kind of word smithing level where we're working with with the administration on they can catch those kinds of things as well, so on a senator balance Layla.

489

01:10:55.170 --> 01:11:07.560

Kat Valenzuela: And I was just going to point out, I think this is new language in there, where it says for petaluma class because originally that wasn't in the original number four so is that proposed part of the new language.

490

01:11:09.600 --> 01:11:12.960

Kat Valenzuela: You know, I guess, keeping in the spirit of of what has been said.

491

01:11:14.820 --> 01:11:19.800

Kat Valenzuela: You know we've been talking about dean's and assignments, which is you know for regular faculty.

492

01:11:19.800 --> 01:11:21.390

Dr. Brenda Flyswithawks (she/her) Pomo Land: Positions destruction and.

493

01:11:21.750 --> 01:11:32.520

Kat Valenzuela: adjunct isn't you know assigned to campuses and so that would kind of be a conflict essentially to the process as it currently stands okay.

494

01:11:32.850 --> 01:11:44.910

Julie Thompson: So, since we did straw poll this language, and we are out of time, what I would like to suggest is that we go ahead and close this one out for now um.

495

01:11:45.480 --> 01:11:57.780

Julie Thompson: And um and it's it's possible that the district may have a perspective on this as well um and they are our partners on creating this procedure um.

496

01:11:58.980 --> 01:12:02.760

Julie Thompson: So send it exact can further discuss and kind of.

497

01:12:04.170 --> 01:12:13.950

Julie Thompson: just touch base on our process, I understand that we don't have language that we have voted on that everyone, you know we don't we're not closing a chapter here on this um.

498

01:12:14.490 --> 01:12:30.270

Julie Thompson: But I would like, for us to go ahead and take our break and come back and do our next piece of work, so I know it's lose it a little bit of a Gray zone here but let's go ahead and do that starter break it's for 18 and we'll come back together for 23 okay thanks everyone.

499

01:17:18.060 --> 01:17:21.900

Jen (she/her) Carlin-Goldberg: sort of sitting here waiting for your video to come back on them uh huh yeah.

500

01:17:23.430 --> 01:17:25.200

Julie Thompson: Here I am and there you are.

501

01:17:29.520 --> 01:17:33.600

Julie Thompson: Okay um so let's go ahead and and move on to the next.

502

01:17:36.120 --> 01:17:36.840

Julie Thompson: Item.

503

01:17:43.410 --> 01:17:46.110

Julie Thompson: Okay, so we're now at.

504

01:17:47.820 --> 01:17:48.900

Julie Thompson: The discussion.

505

01:17:50.940 --> 01:18:09.120

Julie Thompson: Discussion agenda and we have two more items will tackle these, as we have time, the first pertains to ideas for student participation in the Faculty hiring process and the support document that was in your it's in the packet.

506

01:18:10.440 --> 01:18:17.100

Julie Thompson: is comprised of items that were pulled from the transcript from the from the record and.

507

01:18:18.750 --> 01:18:28.650

Julie Thompson: and trying to stay focused on not get into the weeds of discussions and opinions, but since the discussion item was asking for ideas about.

508

01:18:29.010 --> 01:18:47.820

Julie Thompson: Student participation in the Faculty hiring process was trying to identify things that were in fact ideas for student participation um and we have five senators, who are in the queue and before we get started i'm going to say a little bit here.

509

01:18:49.200 --> 01:18:49.590

Okay.

510

01:18:53.820 --> 01:18:56.850

Julie Thompson: um so I was thinking i've been thinking quite a bit about.

511

01:18:59.700 --> 01:19:05.490

Julie Thompson: The fact that we're in a little more challenging area, although that one sentence of the emergency.

512

01:19:06.420 --> 01:19:19.770

Julie Thompson: section of the Faculty hiring process has been pretty challenging but um but this conversation that we're that we're embarking on now i'm about student participation and looking at possibility of some some.

513

01:19:21.150 --> 01:19:30.540

Julie Thompson: Perhaps pretty significant changes and how we how we've been used to do things versus how we're going to do things going forward and.

514

01:19:31.500 --> 01:19:38.610

Julie Thompson: It has been a little bit challenging for us and so i've been thinking about that and wanted to just say a few words just a little bit of a reminder.

515

01:19:39.060 --> 01:19:50.670

Julie Thompson: And so after September 1 meeting the Senate unanimously approved the value statement regarding faculty hiring and the final language of the.

516

01:19:51.420 --> 01:20:02.670

Julie Thompson: hiring policy was approved overwhelmingly at the next meeting, so those two meetings in September, so the value statement unanimous approval and.

517

01:20:03.540 --> 01:20:17.520

Julie Thompson: For the the overall final language of the policy at the next meeting that the The vote was overwhelmingly and support okay this value statement and the policy and identify the following priorities.

518

01:20:18.720 --> 01:20:28.830

Julie Thompson: In the on what we see as the priorities of the faculty members, the Sri JC will hire in the future so just want to remind us of what these are discipline expertise.

519

01:20:29.850 --> 01:20:39.270

Julie Thompson: demonstrated excellence in teaching and pedagogical techniques, knowledge and demonstrated application of ID a pedagogy.

520

01:20:40.380 --> 01:20:48.390

Julie Thompson: Social and communication skills, enabling effective interaction with persons from a wide range of cultures and experiences.

521

01:20:48.990 --> 01:20:58.410

Julie Thompson: Okay, so there are few reasons for revisiting this, I want to remind the body that we are in almost complete agreement about what we want.

522

01:20:58.860 --> 01:21:12.180

Julie Thompson: Okay, what we believe in, where we want to go regarding our future faculty colleagues the items that we are now grappling with our procedural questions we have overwhelming agreement on the what the.

523

01:21:13.980 --> 01:21:22.470

Julie Thompson: And what we're working on right now is the how the procedure is the how the policies the what and the procedures the how we're going to get that.

524

01:21:23.130 --> 01:21:31.050

Julie Thompson: Okay, so how will we achieve what we have agreed on, as our goal for the Faculty that we envision for our future okay.

525

01:21:31.950 --> 01:21:39.090

Julie Thompson: And I would say that agreement on on the wet and difference opinion on the how is really common.

526

01:21:39.540 --> 01:21:46.560

Julie Thompson: And we see it in all kinds of democratic bodies right and we also see it in a lot of religious traditions right, and so you may have heard that, especially in like.

527

01:21:46.950 --> 01:21:56.100

Julie Thompson: different traditions have different ways up the mountain but we're all kind of you know climbing the same mountain so it's just really common and I kind of wanted to normalize it and.

528

01:21:57.210 --> 01:22:07.710

Julie Thompson: it's our differences of opinions on the how it's not something that should divide us, because we're, but I do want to remind us of what our goal is, and that we have agreement on the goal.

529

01:22:08.610 --> 01:22:20.220

Julie Thompson: Okay um people have strong opinions on these issues, and all of you represent other faculty members who themselves have strong opinions and you're trying to synthesize all of that, and bring it forward.

530

01:22:21.000 --> 01:22:26.190

Julie Thompson: One of the things that that those of you who have attended plenary have seen over and over again is that.

531

01:22:26.880 --> 01:22:36.210

Julie Thompson: oftentimes a vote at plenary is either unanimous, or almost completely unanimous, you know, like 99 to two a lot of votes, like that.

532

01:22:36.840 --> 01:22:50.910

Julie Thompson: And it can be really apparent which direction the body is headed in but there's still people who take the con Mike and they speak against the direction that it's very clear the rest of the statewide delegates are headed and.

533

01:22:52.200 --> 01:22:54.510

Julie Thompson: And everyone accepts that there's I haven't.

534

01:22:55.170 --> 01:23:10.260

Julie Thompson: experienced any you know there's no shaming there's no anger sometimes there's frustration about the the issues themselves but it doesn't get personal I just haven't seen it get personal and so that's been a huge help for me to reflect on that okay.

535

01:23:11.550 --> 01:23:20.880

Julie Thompson: I think that this senate can see its way to a decision on these questions that all or most senators can support, and I would encourage us to try to do that.

536

01:23:22.020 --> 01:23:34.860

Julie Thompson: Okay decisions with strong support from across the aisle, as the saying goes, are better for us as a body, and they can earn us the trust of the faculty members, we represent and the community that we are a part of.

537

01:23:36.090 --> 01:23:47.160

Julie Thompson: We have seen on the national stage how does this have close decisions can be, and while I do not wish to imply any kind of a grand dicing of this body by drawing a comparison to our national national politics.

538

01:23:47.490 --> 01:23:52.740

Julie Thompson: I do believe that small democratic bodies such as ours scattered all over this country.

539

01:23:53.160 --> 01:24:05.250

Julie Thompson: exercise the muscles of democracy and that this regular exercise keeps us strong as a people when we practice democracy in a way that is truly collaborative building on mutual interests.

540

01:24:06.060 --> 01:24:23.040

Julie Thompson: And when we lose sight of our mutual interests I think it's helpful for us to review those mutual interest and that's why I wanted to return to our policy, and that is a mutual interest of ours that's what we're trying to now transition into procedural language.

541

01:24:24.090 --> 01:24:44.910

Julie Thompson: Okay, so with that said i'm the senators, who are in the queue or senators Roman yali I Senator stover and I believe we have a proxy who may speak for Senator stover today Senator wiley Senator Bush Senator valance whaler okay Senator Roman Uli.

542

01:24:45.810 --> 01:24:55.470

Roam: Thank you, President Thompson and just thank you for that kind of framing about the how we might because a lot of our conversation feels grounded in why we shouldn't.

543

01:24:55.980 --> 01:25:01.260

Roam: And so, part of what I wanted to address with some of the misconceptions that I heard.

544

01:25:02.160 --> 01:25:11.640

Roam: Last week or i'm sorry, at our last meeting i'm also going to drop a drop and believe it's it's a final version of student governments resolution just so folks can see.

545

01:25:12.120 --> 01:25:21.570

Roam: What sta is actually advocating, for they have three very important, whereas is in the middle there that folks were very concerned about last time, one of those was about paying students.

546

01:25:21.930 --> 01:25:28.290

Roam: Right so student services has committed to funding these positions to paying students participate on committees.

547

01:25:29.460 --> 01:25:48.060

Roam: And yet they're paying them a minimum wage right \$15 so my question for us would be how might academic affairs make that a living wage right like how am I, we offer more support more encouragement more equity and how we fold students into the process second was the fear around.

548

01:25:51.060 --> 01:25:55.140

Roam: kind of letting our past experiences with students on committees determine what we might do here.

549

01:25:55.650 --> 01:26:08.370

Roam: Right and so, in my mind, we have an opportunity to engage meaningfully to mentor students like how might we do that right, I feel like how might we change our practices so that students feel meaningfully involved and.

550

01:26:09.240 --> 01:26:17.010

Roam: have their voices honored in these processes so there's an invitation for us there too right, and so I also the last thing that I wanted.

551

01:26:18.360 --> 01:26:24.690

Roam: To just kind of bring to our attention to our heart attention, our attention, you know something else, she said during open comments.

552

01:26:25.560 --> 01:26:35.220

Roam: You know delish is the leader of our BST who and our sta right and she mentioned that faculty fears students participation in the hiring process and that struck me.

553

01:26:36.150 --> 01:26:44.550

Roam: And that's you know I thought about that a lot since our last meeting you know, and we should also with that and asked why our faculty so afraid of giving students, a single vote.

554

01:26:44.970 --> 01:26:54.300

Roam: In this process right I think what we're hearing students asked for in this process is a full vote so that is one way, we can move forward with you know what it looks like for student involvement.

555

01:26:57.420 --> 01:27:03.330

Roam: And bell hooks who passed away today i'm feeling a little emotional, I wanted to share and i'll just drop it in the chat.

556

01:27:05.130 --> 01:27:09.300

Roam: Her quote about engaged pedagogy, which is, I think what we have the opportunity to do here.

557

01:27:09.780 --> 01:27:17.820

Roam: Right so bell hooks says that engaged pedagogy is vital to any rethinking of education, because it holds the promise of full participation on the part of students.

558

01:27:18.270 --> 01:27:29.190

Roam: engaged pedagogy establishes a mutual relationship between teachers and students that nurtures the growth of both parties, creating an atmosphere of trust and commitment that is always present when genuine learning happens.

559

01:27:29.700 --> 01:27:33.870

Roam: Right, and so my hope is that, as we're thinking about student role in this.

560

01:27:34.440 --> 01:27:44.430

Roam: In the committee process and the hiring process that instead of organizing against student participation that we can look at this as an opportunity to collaborate with to engage with and then maybe.

561

01:27:44.880 --> 01:27:50.220

Roam: In bell hooks honor you know the opportunities even learn something from our students, and so my hope is that.

562

01:27:51.060 --> 01:28:02.850

Roam: We can you know my suggestion would be for us to consider a students shall be included as voting Members on all faculty hiring committees so that's one way forward that I would like to put concretely on the table.

563

01:28:03.870 --> 01:28:08.400

Julie Thompson: Thank you um do we have a proxy for Senator stover.

564

01:28:09.390 --> 01:28:10.350

Tara Jacobson (she/her): I would be me.

565

01:28:12.150 --> 01:28:15.540

Tara Jacobson (she/her): Senator jacobson and I call myself by first name just kidding.

566

01:28:16.770 --> 01:28:20.850

Tara Jacobson (she/her): Okay, so this is on behalf of john stover it's a written statement.

567

01:28:21.360 --> 01:28:33.420

Tara Jacobson (she/her): The topic ideas for student participation in faculty hiring invites us to consider the unique perspectives of our students our students bring to this process and provides us an opportunity to see a future colleague, through their eyes.

568

01:28:33.810 --> 01:28:41.310

Tara Jacobson (she/her): As someone who spent five years on the academic job market I valued the opportunity to interact with students each and every time it was offered to me.

569

01:28:41.700 --> 01:28:45.870

Tara Jacobson (she/her): I feel strongly we should always include students and our faculty hiring processes.

570

01:28:46.230 --> 01:28:50.790

Tara Jacobson (she/her): The most common way i've experienced student involvement in faculty hiring is through teaching demonstrations.

571

01:28:51.060 --> 01:29:02.100

Tara Jacobson (she/her): This is my favorite way of including students and feels the most well suited to their particular social occasion, but other folks may want to include students as non voting or voting Members on a committee.

572

01:29:03.090 --> 01:29:11.610

Tara Jacobson (she/her): And may want to give students a chance to submit or ask questions if a candidate or have students review candidates teaching or diversity statement and comment on its relevance.

573

01:29:12.030 --> 01:29:16.290

Tara Jacobson (she/her): These are just a few of the many ways we can include the student voice in the Faculty hiring process.

574

01:29:16.620 --> 01:29:26.730

Tara Jacobson (she/her): There is not one way of fostering students participation in the Faculty hiring process, and we should not be afraid to invite their participation any of the number of ways I and others have mentioned.

575

01:29:27.120 --> 01:29:37.680

Tara Jacobson (she/her): let's give programs and departments and menu of options when, including the student voice and the Faculty hiring process and let's make sure all programs and departments are including students via that menu of options.

576

01:29:38.850 --> 01:29:41.070

Julie Thompson: Thank you, thank you.

577

01:29:42.840 --> 01:29:43.860

Julie Thompson: Senator wiley.

578

01:29:47.670 --> 01:29:48.450

Sarah Whyllly: I apologize.

579

01:29:49.500 --> 01:29:55.290

Sarah Whyllly: My if my mind goes out someone will have to let me know i'm having some technical difficulties.

580

01:29:56.370 --> 01:29:57.810

Sarah Whyllly: I wanted to first.

581

01:29:59.250 --> 01:30:04.140

Sarah Whyllly: emphasize that I think that students have an important perspective to offer on hiring candidates.

582

01:30:05.250 --> 01:30:14.850

Sarah Whyly: And I agree with Senator Stover that including them and teaching demonstrations, is one of the really important ways that we can include their perspectives.

583

01:30:15.300 --> 01:30:30.240

Sarah Whyly: On and and have them contribute meaningfully to the hiring process I'd like to add that I think that, asking them students to participate in a kind of formal ranking of the teaching demonstrations that they get access to.

584

01:30:31.080 --> 01:30:48.450

Sarah Whyly: Or to offer written critique and anonymously and based on that participation, I think, would be really useful and helpful to hiring committees, I do want to point out that I think there's a difference that we need to be careful how we navigate.

585

01:30:49.710 --> 01:30:51.210

Sarah Whyly: And that's the difference between.

586

01:30:52.230 --> 01:31:00.240

Sarah Whyly: The IDA efforts that we are making at the College, on behalf of students and the things that we were doing to work on behalf of students.

587

01:31:00.840 --> 01:31:08.790

Sarah Whyly: And the efforts that we put forth in that regard in the hiring processes for for this body concerned with our faculty.

588

01:31:09.720 --> 01:31:30.450

Sarah Whyly: There may be places where those efforts can end up coming into conflict, and I believe that that's what's happening regard to this question, and we are the academic Senate and we're debating changes to our hiring policy regarding faculty so we have to put and consider our IDA efforts.

589

01:31:31.500 --> 01:31:37.410

Sarah Whyly: In faculty hiring we've been trying to center that in the language that we've been crafting and the work we've been doing.

590

01:31:38.280 --> 01:31:48.120

Sarah Whyly: I spoke on this last week and I feel a little bit freer to do so, this week, because I feel like if people were going to go out and look and check the research on this, they would have done so.

591

01:31:48.780 --> 01:32:05.610

Sarah Whyly: i'm in relation to student evaluations of faculty and the research on this is pretty clear that those evaluations are damaging to faculty when faculty do not conform to stereotypes of race, gender, ethnicity and sexuality.

592

01:32:06.930 --> 01:32:21.690

Sarah Whyly: And so, given our charges senators, given the body's commitment to applying IDA principles in faculty hiring it's my belief that we don't serve those principles by mandating a student vote on faculty hiring committees.

593

01:32:26.160 --> 01:32:28.830

Julie Thompson: Thank you, Senator Bush.

594

01:32:30.750 --> 01:32:39.030

Jessica Bush (she/her): So I wanted to just say that I think that students should definitely be involved, I feel they should have a voice and a vote.

595

01:32:39.450 --> 01:32:50.190

Jessica Bush (she/her): I feel that students should be paid to serve on all hiring committees and in addition to payment, it would be nice if we could potentially look at giving them some work experience credit.

596

01:32:50.730 --> 01:33:09.330

Jessica Bush (she/her): And in addition to payment, I just want to say, I think that this is an educational institution and we're here to teach students, and this would be amazing learning opportunity for our students to be able to participate in this level at our school, so I think it's important.

597

01:33:10.380 --> 01:33:14.970

Jessica Bush (she/her): And I I honor and appreciate all the other suggestions that have come before mine.

598

01:33:16.950 --> 01:33:17.460

Jessica Bush (she/her): that's all.

599

01:33:18.930 --> 01:33:19.500

Julie Thompson: Thank you.

600

01:33:21.000 --> 01:33:22.200

Julie Thompson: Senator balance whaler.

601

01:33:25.050 --> 01:33:29.220

Kat Valenzuela: Can you come back to me or or I can lower my hand I guess.

602

01:33:29.820 --> 01:33:30.210

Okay.

603

01:33:31.800 --> 01:33:33.600

Julie Thompson: I have unloaded you.

604

01:33:34.800 --> 01:33:38.160

Julie Thompson: are good okay next in the queue is Senator Schmidt.

605

01:33:45.540 --> 01:33:47.130

Emily Schmidt (she): hi everyone, thank you.

606

01:33:51.270 --> 01:33:54.720

Emily Schmidt (she): So, first, I wanted to start off with.

607

01:33:56.220 --> 01:33:56.910

Emily Schmidt (she): Saying.

608

01:33:58.080 --> 01:34:10.320

Emily Schmidt (she): That not wanting students to have a vote or to have access to confidential hiring materials is absolutely not the same as not wanting student participation and.

609

01:34:11.580 --> 01:34:14.340

Emily Schmidt (she): i'm really tired of hearing it frame that way.

610

01:34:18.450 --> 01:34:22.860

Emily Schmidt (she): I absolutely want students to participate, we need students to participate.

611

01:34:24.780 --> 01:34:32.640

Emily Schmidt (she): And i've heard today that faculty are afraid of students voting that these things aren't personal.

612

01:34:34.830 --> 01:34:37.800

Emily Schmidt (she): it's really easy to say that this isn't personal.

613

01:34:39.420 --> 01:34:44.190

Emily Schmidt (she): From a tenure track or tenure position because you will not be.

614

01:34:45.210 --> 01:34:59.310

Emily Schmidt (she): interviewed and you will not be assessed by someone who is currently in your classes, perhaps, or will take your class in the future and and that.

615

01:35:00.600 --> 01:35:03.270

Emily Schmidt (she): poses all kinds of interesting.

616

01:35:04.470 --> 01:35:09.870

Emily Schmidt (she): situations that could come down to thing was a link.

617

01:35:11.460 --> 01:35:14.400

Emily Schmidt (she): quid pro pros on sort of various sides.

618

01:35:17.280 --> 01:35:17.610

Emily Schmidt (she): and

619

01:35:19.140 --> 01:35:23.730

Emily Schmidt (she): I don't know that students faculty are afraid of students voting.

620

01:35:24.780 --> 01:35:29.010

Emily Schmidt (she): We are afraid of students, having access to our materials and then.

621

01:35:30.780 --> 01:35:37.020

Emily Schmidt (she): We don't get the job and those students are there and also students are not.

622

01:35:38.160 --> 01:35:39.570

Emily Schmidt (she): Discipline experts.

623

01:35:42.150 --> 01:35:46.230

Emily Schmidt (she): That all of these things come together in such a way that.

624

01:35:47.940 --> 01:35:57.600

Emily Schmidt (she): I don't think voting is the is the best option I instead really agree with a number of things that were said before.

625

01:35:58.710 --> 01:36:01.080

Emily Schmidt (she): Like having.

626

01:36:02.340 --> 01:36:25.110

Emily Schmidt (she): That teaching demonstrations having meeting sessions, where students can be invited me know by a broad email or something right to meet with the candidates to speak with the candidates away from other administrators away from other faculty just the students and the candidate.

627

01:36:27.390 --> 01:36:29.430

Emily Schmidt (she): You know, perhaps something like.

628

01:36:30.870 --> 01:36:33.120

Emily Schmidt (she): Teaching philosophy statements could be shared.

629

01:36:35.370 --> 01:36:36.960

Emily Schmidt (she): And then students would be.

630

01:36:37.980 --> 01:36:45.660

Emily Schmidt (she): Given the opportunity to provide feedback critique evaluation um.

631

01:36:50.250 --> 01:36:51.270

Emily Schmidt (she): yeah so.

632

01:36:52.470 --> 01:37:05.700

Emily Schmidt (she): So that's so so i'm just quite bothered by the idea that someone thinks that that not wanting students to vote means that those of us who oppose it don't want students to participate.

633

01:37:06.450 --> 01:37:12.840

Emily Schmidt (she): Those are different categories, and I think we need to keep that in mind when we speak in this discussion, thanks.

634

01:37:16.320 --> 01:37:19.620

Julie Thompson: Thank you i'm Senator anderman.

635

01:37:20.490 --> 01:37:21.510

Mark Anderman: Thank you very much.

636

01:37:22.830 --> 01:37:30.210

Mark Anderman: yeah I think there's wide agreement on the Senate that student participation is valuable and that we want to encourage it.

637

01:37:30.630 --> 01:37:42.150

Mark Anderman: Where the source of disagreement seems to come, is about this word mandatory you know mandatory participation of students on every committee mandatory percent.

638

01:37:42.510 --> 01:37:56.100

Mark Anderman: Participation of outside faculty on every committee, so the math department, put forward a statement about this and Senator spoon Berg and I in our job as representatives of area five.

639

01:37:56.580 --> 01:38:08.400

Mark Anderman: took the math department statement to area five and we have a unanimous response from all six departments in area five that I would like to read to you right now and that I will paste in the chat when i'm done.

640

01:38:10.530 --> 01:38:26.550

Mark Anderman: senate area five supports the goals of inclusion diversity equity and anti racism or IDA Sri JC and we appreciate the senate's work to update the Faculty hiring process toward those ends we respect the.

641

01:38:26.970 --> 01:38:32.370

Mark Anderman: We respect the value of diverse voices and student opinions in hiring faculty.

642

01:38:33.150 --> 01:38:46.590

Mark Anderman: That said, we are unconvinced that mandatory placement of students and our faculty from outside the discipline onto every hiring committee as full voting members will achieve IDA goals.

643

01:38:47.460 --> 01:39:00.180

Mark Anderman: As such, the art communication studies humanities and religious studies music philosophy and theater and fashion departments stand in support of the math department position.

644

01:39:00.780 --> 01:39:13.470

Mark Anderman: We asked the Senate to respect and affirm the central importance of discipline expertise and faculty hiring and to preserve departmental discretion over the hiring process, thank you, I will place that in the chat.

645

01:39:15.480 --> 01:39:16.170

Julie Thompson: Thank you.

646

01:39:18.300 --> 01:39:19.560

Julie Thompson: Senator Donegan.

647

01:39:21.930 --> 01:39:32.610

Anne Donegan: Okay Thank you so much, like many of my other standards, I haven't heard one person today or two weeks ago, say that they are a post.

648

01:39:33.030 --> 01:39:39.930

Anne Donegan: To student participation in hiring committees right I don't think anyone's afraid of that right.

649

01:39:40.920 --> 01:39:49.530

Anne Donegan: But what I have heard over and over again, is that this should be the departments choice departments may want.

650

01:39:50.070 --> 01:40:04.200

Anne Donegan: A voting Member departments may want students at the teaching demonstrations departments may want a student participating in the Vice Presidents interviews at the presidents.

651

01:40:04.740 --> 01:40:15.090

Anne Donegan: interviews there's lots of ways that students can participate, but I don't think it's productive to hear this word fear.

652

01:40:15.690 --> 01:40:33.450

Anne Donegan: Over and over again right if anyone's afraid of students man, did we all pick the wrong jobs right because we're here because we love our students, we want our students to thrive and succeed no one's afraid.

653

01:40:34.800 --> 01:40:35.370

Anne Donegan: and

654

01:40:36.840 --> 01:40:37.470

Anne Donegan: I was.

655

01:40:38.790 --> 01:40:46.920

Anne Donegan: As I was kind of taking my little notes for what I was going to say just now, I really heard.

656

01:40:48.030 --> 01:40:52.650

Anne Donegan: My fellow Senator schmidt's concern about.

657

01:40:54.300 --> 01:41:01.680

Anne Donegan: Having voting Members on hiring committees and I, my concern is for our.

658

01:41:02.790 --> 01:41:13.530

Anne Donegan: associate part time colleagues, for the reasons that she just said, and I also while I did not hear it today, so I hope that this has changed.

659

01:41:14.070 --> 01:41:22.980

Anne Donegan: But I remember a few weeks ago there were a few students and I don't think they represent the majority, but there were definitely a few students.

660

01:41:23.550 --> 01:41:45.570

Anne Donegan: And I saw this also on the sjc APP who were promoting a boycott if we didn't go in a certain way, which to me, is very undemocratic and if I was a if I wasn't lucky enough to have a tenure track job, maybe I would be afraid.

661

01:41:46.620 --> 01:42:08.040

Anne Donegan: of something like a week off, so I think that we are an academic Senate, who needs to support the professional matters of faculty members and our each department, should be able to decide how students should participate and their voice is very, very important.

662

01:42:10.770 --> 01:42:18.390

Julie Thompson: Thank you i'm going to check in with me Vice President Jacob said I just heard a bell was that for time.

663

01:42:18.900 --> 01:42:30.360

Tara Jacobson (she/her): That was something else, but we do have one minute, but I started the clock sort of before you did the framework, so the framework was included in this hole in the in the timing so.

664

01:42:31.860 --> 01:42:32.280

Julie Thompson: Okay.

665

01:42:32.370 --> 01:42:33.930

Tara Jacobson (she/her): it's been 25 minutes so.

666

01:42:34.020 --> 01:42:37.200

Julie Thompson: Okay, thanks I was wondering about when the clock started, because I know that I.

667

01:42:37.200 --> 01:42:37.950

Tara Jacobson (she/her): have yet.

668

01:42:38.190 --> 01:42:45.570

Julie Thompson: To start so okay i'm going to keep with the queue then we're at 11 minutes before the the end of the meeting Center to balance weightless.

669

01:42:46.620 --> 01:42:52.950

Kat Valenzuela: Thank you, President Thompson um I I totally agree this needs to be department per view.

670

01:42:54.090 --> 01:42:59.190

Kat Valenzuela: I would like to speak to something that that probably not a lot of faculty are aware of.

671

01:43:00.630 --> 01:43:08.790

Kat Valenzuela: There is a lot of data out there, as a fellow to Senator suggested that looks at you know racial and gender.

672

01:43:09.330 --> 01:43:23.970

Kat Valenzuela: And stereotype is you know for faculty of color i'm i'm a Mexican woman in the math department and it's not, at least at least once a semester, I have gotten pushed back from students.

673

01:43:24.300 --> 01:43:38.940

Kat Valenzuela: or challenged in the math classroom because I don't fit the stereotype of the math instructor and so before any department goes in I think that we also need to be aware.

674

01:43:39.450 --> 01:43:49.590

Kat Valenzuela: our eyes wide open that to this fact that we don't also want to subject any you know faculty Member who may be interviewing or gets interviewed and gets a job.

675

01:43:50.520 --> 01:43:58.920

Kat Valenzuela: We need to be aware of these things, because these are facts throughout my whole tenure process, it was at least and continuing on you know to this semester.

676

01:43:59.370 --> 01:44:12.630

Kat Valenzuela: of being challenged and constantly on Am I an expert in the math classroom and you know there's data that's out there, that you know shows that this, this is a fact, and so I think.

677

01:44:13.710 --> 01:44:21.300

Kat Valenzuela: faculty need to be aware of this, because this is a living occurrence, for you know the Faculty of color Thank you.

678

01:44:22.890 --> 01:44:24.870

Julie Thompson: Thank you, Senator a viewer.

679

01:44:28.110 --> 01:44:31.890

Filomena Avila: Thank you, as i'm listening to all of this i'm thinking of.

680

01:44:32.940 --> 01:44:47.130

Filomena Avila: Having students having the discussion around student participation on faculty hiring committees, being a little bit like faculty wanting to participate in the.

681

01:44:47.610 --> 01:44:58.830

Filomena Avila: VP and or presidential interviews and the struggles that we have and the requests that we've made around that in the past, it feels a little bit similar to that.

682

01:44:59.430 --> 01:45:12.360

Filomena Avila: i'm one of the other things that I want to mention is we are talking as we are in this discussion we're talking about instructional faculty but i'd like us to be inclusive of Allied faculty allied faculty.

683

01:45:13.620 --> 01:45:20.370

Filomena Avila: are also part of this process in terms of going through interviews and so forth um.

684

01:45:21.810 --> 01:45:22.260

Filomena Avila: and

685

01:45:23.310 --> 01:45:26.610

Filomena Avila: Just lost my train of thought my apologies i'm.

686

01:45:27.810 --> 01:45:40.620

Filomena Avila: i'm not, I want to make clear that I am not speaking for the area that I am representing right now, because the area that i'm representing right now we have not had a formal vote in terms of how we agree, but this, these are my thoughts.

687

01:45:41.190 --> 01:45:55.920

Filomena Avila: um I also believe that, in terms of allowing flexibility that is great, but I think we need to have some consistency across disciplines about how students participate.

688

01:45:56.640 --> 01:46:05.910

Filomena Avila: To have one department have the decision to include or not include or allow a student to vote or not vote.

689

01:46:06.240 --> 01:46:20.850

Filomena Avila: Whereas another department is consistent about including student participation, then I think we've got issues of equity there in terms of whether or not we are student focused and I appreciate all of us.

690

01:46:22.500 --> 01:46:36.600

Filomena Avila: In the statements that we say that students are not discipline experts, but when another faculty person participates on a hiring Committee, they may not be a discipline expert, but they can speak to.

691

01:46:37.230 --> 01:46:49.260

Filomena Avila: Some of the things that a candidate has to offer much like a non discipline faculty person evaluating a faculty person from another department, we allow that.

692

01:46:49.740 --> 01:47:04.740

Filomena Avila: So how do we also not allow quote unquote somebody that is a or somebody that is not a discipline expert to not participate on a hiring committee and and state that.

693

01:47:05.640 --> 01:47:13.530

Filomena Avila: I do believe that we can be creative and that we can be consistent about how we how we account for students participating.

694

01:47:13.890 --> 01:47:31.800

Filomena Avila: On all faculty hiring committees, and I hope we move forward and do that because we want to voice at the table when we forward candidates for semi final and final interviews and I think our students are also asking for a voice at the table as well, thank you okay.

695

01:47:32.340 --> 01:47:44.640

Julie Thompson: Thank you um so we're down to our last six minutes there there's a number of people in the queue um I one of the things that i'm wondering, is whether it is starting to feel for the Senate that.

696

01:47:45.480 --> 01:47:56.580

Julie Thompson: We have aired the issues and we've talked about this over on multiple meetings are people starting to feel like even though we're not necessarily.

697

01:47:57.420 --> 01:48:08.340

Julie Thompson: i'm not hearing consensus are we ready to consider the possibility of moving this to action for for a future meeting i'm next in the queue is Senator birch.

698

01:48:11.250 --> 01:48:23.490

Vince Bertsch: i'll just kind of I had a work colleague who has more experience than other institutions and reports that it's it's quite common to have student representation in hiring committees.

699

01:48:24.870 --> 01:48:27.570

Vince Bertsch: At other institutions, so I just wanted to toss that out there.

700

01:48:29.250 --> 01:48:40.860

Vince Bertsch: And then on the flip side i've also been involved in any hiring over many years, and the committee's can be quite unwieldy there's quite a lot of voices and a lot of people and coordinating them as challenging, especially when.

701

01:48:41.100 --> 01:48:52.620

Vince Bertsch: The committee's sole purpose is really a screening when we're not actually doing the hiring so so I was just kind of the two to two ideas I had that were one on each side of this issue.

702

01:48:53.730 --> 01:48:57.240

Julie Thompson: Thank you, thanks Senator Johnson.

703

01:49:02.100 --> 01:49:17.190

Tara Johnson: Thank you, I just like to circle back around to adding suggestions on how students can be included, which is the topic right now and i'd like to encourage, as I said before that students.

704

01:49:18.900 --> 01:49:24.060

Tara Johnson: participate as voting members and be brought in, after the screening.

705

01:49:25.290 --> 01:49:31.650

Tara Johnson: component has already been completed, that would keep them, then they would not have exposure to.

706

01:49:32.400 --> 01:49:39.660

Tara Johnson: Certain information that we still have in our applications, maybe those applications can change in the future, but I.

707

01:49:40.260 --> 01:49:48.900

Tara Johnson: This is our students are asking for this, we are a district, that is at a critical moment in time, right now, that needs to change.

708

01:49:49.380 --> 01:50:07.710

Tara Johnson: And this is a step towards change that can make a difference in the outcomes of our hiring practices, we cannot have change, we cannot have action if we don't change the processes that are involved with them, so this is why i'm really strongly encouraging and.

709

01:50:08.520 --> 01:50:20.550

Tara Johnson: advocating for students to be voting members, they can be voting members in different ways, but be a voting Member so they have a voice at the table at our district, thank you.

710

01:50:21.660 --> 01:50:22.320

Julie Thompson: Thank you.

711

01:50:24.120 --> 01:50:25.350

Julie Thompson: Senator Roman God.

712

01:50:26.850 --> 01:50:35.280

Roam: Thank you, President Thompson, I just wanted to address two themes that have come up about the menu of options I couldn't agree more.

713

01:50:36.030 --> 01:50:46.470

Roam: With Senator Johnson that if I feel like if it's a departments may versus departments Shell definitely also with Senator of Isla thinking about just the consistency.

714

01:50:47.370 --> 01:50:57.360

Roam: And what we heard Dr solution at our last meeting was when if it's not a Shell we won't that black that our black leadership association collective.

715

01:50:57.780 --> 01:51:10.350

Roam: has already reached out to several departments on our campus who issued solidarity statements right who went all out to broadcast their support for black but who went asked to give black a seat on their hiring Committee said no.

716

01:51:11.340 --> 01:51:16.140

Roam: And so I would like, for us to just consider that consistency and consider that.

717

01:51:16.620 --> 01:51:23.880

Roam: You know, will departments even departments, who think of themselves as social justice oriented or as equity centered so i'm.

718

01:51:24.300 --> 01:51:30.060

Roam: i'm advocating against a menu of options in that sense, and just the concerned about stereotype bias.

719

01:51:30.420 --> 01:51:39.030

Roam: I believe in the training the student services can and has already been providing our student leaders like we get training when we're on hiring committees about addressing bias and.

720

01:51:39.300 --> 01:51:56.580

Roam: Our own implicit bias and in anti racist and idea practices and I have every faith that our students can go through the same training and come out just as quality assessors as we do in terms of gauging who's a fit for our campus and so that's it, thank you for the time.

721

01:51:57.120 --> 01:51:59.430

Julie Thompson: Thank you, Senator spoon Berg.

722

01:52:00.240 --> 01:52:04.560

Hannah Skoonberg: Thank you um I wanted to emphasize here that.

723

01:52:05.640 --> 01:52:22.020

Hannah Skoonberg: As senators representing our specific areas that we take the time to actually reach out to our areas and talk to the various department chairs about this issue that we're dealing with on the Senate floor to know, and even to like.

724

01:52:22.860 --> 01:52:35.610

Hannah Skoonberg: And if you feel one way or the other, to have that conversation with your department chairs, under your area and make sure that you're communicating this another thing that I wanted to ask for is, I think that, because this is such a.

725

01:52:36.840 --> 01:52:48.270

Hannah Skoonberg: hotly debated topic for the Senate that we leave it open for discussion for at least another meeting and we don't move something to an action item for the first meeting of the next semester.

726

01:52:48.630 --> 01:52:55.590

Hannah Skoonberg: I think that that doesn't give us enough time to like communicate with faculty members who might be out of town, for whatever reason.

727

01:52:55.950 --> 01:53:02.640

Hannah Skoonberg: And to just give this the air time that apparently we all seem to want to give it, and so I wanted to.

728

01:53:03.630 --> 01:53:14.190

Hannah Skoonberg: bring a couple questions to the table Okay, and one of them there seems to be a difference between bringing a single student onto a hiring Committee as a voting member of a committee.

729

01:53:14.670 --> 01:53:27.480

Hannah Skoonberg: And versus say bringing a class of students, like a whole group of students to say sit in in a teaching demonstration which arguably is their area of expertise is the content of teaching and.

730

01:53:28.410 --> 01:53:30.570

Hannah Skoonberg: And I feel that, in some ways.

731

01:53:31.050 --> 01:53:37.980

Hannah Skoonberg: Some of the questions that I have about who is selected on the hiring Committee, is it the Senate, are we picking students to be on the hiring committee.

732

01:53:38.190 --> 01:53:48.600

Hannah Skoonberg: Are they going to be students from within the area like I want to questions about like How would we even go about the process of selecting an individual student like Is this a power grab by the Senate.

733

01:53:48.990 --> 01:54:04.950

Hannah Skoonberg: To then appoint students are we specifically looking at students within the area that like so like a trumpet student evaluating a trumpet player, or you know, like we talked about looking at paintings, you know there's a lot of there's a lot of uncertainty there and I think that.

734

01:54:09.990 --> 01:54:30.120

Hannah Skoonberg: I think that there is a real concern that students are also just as likely as faculty members to have biases and so i'm not 100% convinced that having student on the hiring Committee meets our goals of IDA, I think, and that you know that's fine people can disagree with me.

735

01:54:31.230 --> 01:54:32.940

Hannah Skoonberg: But I do feel like.

736

01:54:34.440 --> 01:54:40.170

Hannah Skoonberg: we're very clear on our shared goals of hiring diverse faculty and I think that.

737

01:54:40.740 --> 01:54:45.300

Hannah Skoonberg: An appropriate place to bring students into that process is into the teaching demonstration.

738

01:54:45.690 --> 01:54:53.850

Hannah Skoonberg: And that's not something that the art department does so, this would be a substantial change in my department to include students who are currently not included at all.

739

01:54:54.150 --> 01:54:57.840

Hannah Skoonberg: Like that would really bring them into the discussion in a way that we currently don't.

740

01:54:58.530 --> 01:55:09.660

Hannah Skoonberg: And so I think that would be a really positive improvement to include students and to listen to them and listen to a whole group of students and get their feedback on these teaching demonstrations, so thank you.

741

01:55:10.770 --> 01:55:21.480

Julie Thompson: Thank you so we're a minute past time I have senators bassler wiley and dreams in the queue for January 19, which is our next meeting.

742

01:55:22.620 --> 01:55:25.290

Julie Thompson: And I appreciate.

743

01:55:27.420 --> 01:55:35.040

Julie Thompson: The the care and the seriousness with which we are conducting this discussion, I appreciate all of you.

744

01:55:35.730 --> 01:55:48.240

Julie Thompson: I wish you all a really happy restful break i'm For those of you celebrating holidays me your holidays be wonderful full of love with family members and friends and.

745

01:55:48.690 --> 01:56:06.720

Julie Thompson: Thank you for everything that you've done over this last semester it's been a lot of work, a lot of challenge but i'm just feeling very grateful to be able to do it with this group, so thank you I will see you all in I think four weeks something like that okay.

746

01:56:08.130 --> 01:56:09.360

Julie Thompson: Thank you meeting adjourned.