



ACADEMIC SENATE

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

MEETING MINUTES

DATE: December 15, 2021

TIME: 3:15 p.m.

LOCATION: Zoom only

ZOOM ID: 958 4627 3808

<https://santarosa-edu.zoom.us/j/95846273808>

PRESENT

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

ABSENT D. Lemmer (J. Kosten), G. Sellu (R. Romagnoli), J. Stover (T. Jacobson)

GUESTS

CALL TO ORDER

The meeting was called to order at 3:15 p.m. by President J. Thompson. The Land Acknowledgement Statement was read by H. Skoonberg.

OPEN FORUM

1. L. Mitchell Nahas announced that Distance Education is offering a two-day training event on January 12 & 13 from 9:00am-1:00pm. The workshop will discuss the [Peralta Online Equity Rubric](#), which is a research-based course design instrument created by the Peralta District in Oakland. The tool allows instructors to evaluate their courses and provides feedback and strategies to reduce equity gaps. Senators were encouraged to share the [event flyer](#) with their constituents.
2. D. Carmona Benson, Student Government Assembly President, commented on including students in the faculty hiring process, requesting that students have a seat on faculty hiring committees as well as a vote; noted that the ability to vote during the process is meaningful to students; acknowledged the expertise of faculty on hiring committees and emphasized that students also have the expertise of being students; reminded the Senate of Student Rights in College Governance (9 + 1) and the [SGA's resolution regarding Students on Faculty Hiring Committees](#); remarked on the limited diversity of faculty compared to that of the student body; requested that students be respected and heard, not pacified; and expressed concern over the comments that sought to diminish student involvement in the faculty hiring process.

MINUTES

M. Anderman requested that "Students participating in faculty hiring committees with experience in the discipline (e. g. student musicians evaluate music teachers) be added to the December 1 minutes Discussion Item regarding Ideas for Student Participation in Faculty Hiring.

J. Carlin-Goldberg moved to approve the December 1 minutes as amended; H. Skoonberg seconded the motion.

A roll-call vote was called, and Senators unanimously adopted the minutes as amended.

ADJUSTMENTS TO THE AGENDA

None

REPORTS

1. President's Report – J. Thompson

J. Thompson shared that Dr. Chong could not attend the meeting but wished the Senate a

happy holiday; a follow-up meeting was held to discuss the Program Mapper software demo and recommendations for next steps, thanking Kate Jolley for prioritizing the process; foundational documents about Areas of Representation will be posted soon and that the next election cycle will go forward without the Senate having had an opportunity to visit the question of Area distribution; a workshop on weaving equity into the evaluation process, with Belinda Lum, chief negotiator for the faculty union, and Julie Oliver, past president of her local Academic Senate, is tentatively scheduled for the spring; and that the Senate will be asked to consider a recommendation by the Curriculum Review Committee (CRC) at an upcoming meeting on resolving conflicts over placement of courses within disciplines. She also reminded senators of two upcoming trainings with ASCCC's Executive Committee: DEIA and 10 + 1, with Stephanie Curry and Michelle Bean, scheduled for January 24th, and Minimum Qualifications and Equivalency for Ethnic Studies, with Cheryl Aschenbach and LaTonya Parker, on February 11, during the last hour and a half of the Spring Senate Retreat; and announced that the Strategic Planning Process will be officially launched in Spring, with a townhall schedule forthcoming.

J. Thompson thanked Ashley Arnold, Anne Donegan, Brenda Flyswithhawks, Sarah Hopkins, and Steven Kessler for hosting the workshop supporting potential applicants for tenure-track positions, noting participants from multiple states and other countries; recognized Lauren Servais for her impact at SRJC as she leaves for the College of Marin as their new Dean of Arts and Humanities; thanked George Sellu for his service on the Senate as he leaves for sabbatical; acknowledged the hard work and accomplishments of the Senate during the Fall semester; and thanked Jane Saldana-Talley and Jessica Russell, as well as all colleagues and areas of the College, for their hard work completing the ISER.

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

2. Library Plan, Spring 2022 – N. Persons

N. Persons reported on library hours; employee and student access; changes to the textbook load period; rules regarding masks, food, and drink; a card-free print system; relocation of the Reserve section to the Circ desk; changes to the Doyle library's room numbering system; and relocating the Petaluma Tutorial Center and Writing Center to the Mahoney Reading Room.

[Read the full Library report here.](#)

3. Community of Practice Report – R. Romagnoli

R. Romagnoli reported on the work accomplished by the Creating Black Equity Community of Practice, led by George Sellu and Byron Reaves, by outlining a recommended action plan, with expected completion dates, that advocates for systemic transformation of curriculum review and revision to address systematic oppression and racism at SRJC, to be led by the Academic Senate.

[Read the full email proposal here.](#)

CONSENT

1. Continue with Remote Meetings of the Academic Senate

A roll-call vote was called, and the Consent Item was unanimously approved.

ACTION

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

J. Thompson shared that the Senate Executive Committee discussed the concerns regarding Item #4; refocused the discussion of the item to identify who the appropriate people are to be involved in emergency hiring decisions so that there is confidence in that hiring; noted that emergency hires are rare; and suggested that the ASEC focus on wordsmithing once the

Senate agrees on key participants and principles for the process via straw poll.

A suggested edit to Item #4 was made to replace "...the Cluster Dean and/or a Dean of Instruction in Petaluma for a Petaluma class, will ensure..." with "the appropriate supervising administrator, will ensure...". The item would read as: "When an emergency hire is necessary, and the department chair or designee is not available or is unable to interview candidates, the appropriate supervising administrator will ensure faculty participation and may interview and hire an adjunct instructor on an emergency basis." It was further clarified that this statement assumes the involvement of the appropriate supervising Dean in identifying faculty members to participate in the process.

A point of order noted that P. Usina is first in the queue from the previous two meetings.

The point was made to use language that is inclusive of allied faculty and activities when revising policies, for example adding "... and/or conduct allied activities..." to the first sentence of Item #1.

Comments regarding Item #4 included: suggesting that the Senate look at Article 29 of the Contract regarding substitute assignments; reminders that the position is considered an adjunct position and that adjuncts are not assigned to a "home campus," suggesting there is not a need for site administrators to participate; eliminating the Emergency Hire process, noting that deans or administrators should not be solely responsible for hiring faculty for emergency assignments, and that if there are more deans than faculty on the hiring committee, then emergency hiring needs to be eliminated; striking Item #4 based on the concerns of administrator overview; reinforcing the Academic Senate President as a participant in the hiring process by including them in the interviewing and hiring process and adding to Item #1 "...shall notify the President of the Academic Senate of the reasons why the situation is one that could not be avoided, who will participate in the interviewing and hiring," which would additionally ensure faculty participation in the process; adding language that would keep someone from the department as a participant if the Department Chair is unavailable; a suggestion that Item #4 may exist due to emergency hires often taking place late in the summer or just before a term starts, when faculty members are not under contract; and hesitation about somebody from outside a discipline or department hire if the Department Chair or designee or not available.

It was clarified that emergency hires can cover a full-time load vacancy but are hired as adjunct faculty, not contract faculty, and that assignments are specific to a site, but the positions are not.

Senators discussed the elimination of Item #4, and comments included: identifying that the item's language ultimately says "a dean will hire an adjunct"; noting that unavailability of a department chair or designee is not likely to be an issue; smaller departments with very few contract faculty members may experience issues with overseeing an emergency hire if the Department Chair is unavailable, and suggesting the addition of language for a process that would determine faculty involvement—possibly in consultation with the Academic Senate President—if Item #4 is struck; striking the item does not provide a fallback solution, and adding language that states the cluster dean or Dean of Instruction will ensure "discipline" faculty participation could address those concerns; and emphasis on how crucial it is to have a discipline faculty member in the room when making these decisions.

L. Aspinall moved to extend the time by 7 minutes. J. Carlin-Goldberg seconded the motion. There were no objections and the time was extended.

Further comments noted that the ambiguity of the language may reflect bad past experiences relating to the process, and that the policy does not allow for department feedback regarding the process if it was unsuccessful.

It was suggested to edit Item #4 as follows: "When an emergency hire is necessary and the department chair or designee is not available or is unable to interview candidates, the Cluster

Dean and/or a Dean of instruction in Petaluma for a Petaluma class will recruit a discipline faculty (or discipline related faculty when a discipline faculty is not available) and together will interview and hire an adjunct instructor on an emergency basis.”

The point was made that the document should reflect the use of “associate faculty” in place of “part-time” or “adjunct” faculty, per recent negotiations by AFA.

A straw poll was taken on the above edit to Item #4 with approximately 15 Senators expressing approval via “raised-hand.”

There was a suggestion in the chat to change “will recruit” to “may recruit” within the suggested edit; the President noted that the District is the Senate’s partner on this project and may have a perspective on this section, and suggested closing work on this section and moving to other sections.

DISCUSSION

1. Faculty Hiring Procedure, 4.3.2P

a. Ideas for Student Participation in Faculty Hiring

J. Thompson prefaced the discussion by reminding the Senate that they had unanimously approved the Values Statement regarding faculty hiring and had overwhelmingly supported the final language of the hiring policy; acknowledged that the Senate agrees on what it wants but is divided how to achieve those goals; noted that disagreement on “how” to achieve goals is normal; and encouraged collaboratively building on mutual interests.

It was noted that five senators in the queue from the last meeting and would be called on first.

Senator comments included revisiting and considering the SGA’s resolution, [Students on Faculty Hiring Committees Resolution](#), engaging with the process from the perspective of “how might” these items be included so that students are offered more support, encouragement, and equity; asking why faculty are afraid of students serving in a voting position; sharing a quote about “engaged pedagogy” from bell hooks, claiming relevance to student participation in faculty hiring; and considering that students shall be included as voting members on all faculty hiring committees.

A [statement from J. Stover](#) was read, highlighting the value of student participation through teaching demonstrations, while also noting other ways in which students can be included, such as being a voting or non-voting member of a committee, participating in a Q & A with candidates, or reviewing candidates’ diversity statements. It was also suggested that programs and departments be given a menu of options for student participation, and ensure that all programs and departments include students using those options.

Additional comments included: students’ meaningful contribution to the hiring process; participating in formally ranking candidates; offering anonymous critiques of candidates; information that student evaluations of faculty have been found to be damaging when the faculty do not confirm to stereotypes of race, gender, ethnicity, and sexuality and that this conflicts with DEIA efforts regarding student participation in faculty hiring; providing participating students with Work Experience credit, in addition to compensation; concerns that students will have access to confidential materials, particularly for part-time faculty; and distinguishing between not wanting students to have a vote and not wanting to have students participate in other ways. A [statement from Area 5](#) was read regarding the inclusion of students on hiring committees, noting that student participation should not be mandatory, and that Area 5 stands with the Math Department’s earlier

statement.

Further comments and topics included: allowing departments to decide how students participate in the hiring process; comparison between students wanting to participate in faculty hiring and faculty wanting to participate in VP or Presidential interviews; supporting flexibility as well as consistency across disciplines about student participation to address equity issues within the process; drawing a comparison with allowing a non-discipline expert faculty member on a hiring committee, but not allowing a student because they are not a discipline expert; remarking that it is common to have students involved in hiring committees at other institutions; noting that too many voices on a committee can be unwieldy; the suggestion to include students as a voting member after the screening component is completed, to maintain confidentiality, noting that this would be a step towards change, and change cannot happen if change is not enacted; training services can address biases on hiring committees; requesting to keep the item as a Discussion item to allow Senators time to discuss with their areas and to continue the discussion; and further questions regarding how to appoint students and concerns about biases that prevent IDEA goals.

Three senators in the queue will be first in the queue at the next meeting's discussion.

b. Composition of Screening and Interviewing Committee

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

INFORMATION

None.

ADJOURNMENT

5:02 p.m.