



ACADEMIC SENATE

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

MEETING MINUTES

DATE: March 2, 2022

TIME: 3:15 p.m.

LOCATION: Zoom only

ZOOM ID: 958 4627 3808

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

PRESENT

M. Anderman, A. Atilgan Relyea, F. Avila, V. Bertsch, S. Brumbaugh, J. Bush, J. Carlin-Goldberg, S. Cavales Doolan, J. Fassler, B. Flyswithhawks, M. Hale, T. Johnson, J. Kosten, J. Kmetko, D. Lemmer, A. Oliver, N. Persons, E. Schmidt, H. Skoonberg, N. Slovak, J. Stover, J. Thompson, K. Valenzuela, S. Whyly, S. Winston

ABSENT T. Jacobson (L. Aspinall), B. Reaves (F. Avila), A. Donegan (K. Valenzuela)

GUESTS J.E. Raymundo, R. Holcomb, A. Deen, C. Williams, T. Frongia, K. Smith

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 Senator E. Schmidt.

OPEN FORUM

1. Norma Ortiz, SGA Student, stated her excitement to be a part of the Academic Senate (AS) meetings; takes a lot of information from each conversation; asked for clarification on language on the [Options for Student Participation in the Faculty Hiring Process](#) document on whether there will be uniformity for options for student participation; and wanted to make clear that students do not want to step on the toes of faculty but rather partner with the Senate in providing a student perspective and voice.
2. Delashay Carmona-Benson, SGA President and speaking on behalf of BSU, reiterated the need for students' vote on faculty hiring procedures; stated it's okay that students are not experts because there are other experts at the table and that students will never outvote faculty because there would potentially be one student to six or more committee members; mentioned students would be trained to be a part of these committees; stressed the importance of valuing and adding the students' voice. Switching topics, mentioned the Black Student Union (BSU) College Hour is being established going forward; thanked Dean R. Holcomb for the forthcoming Ethnic Studies report; pushed to hire culturally competent faculty members for Ethnic Studies positions; and asked to change the two-day "Thanksgiving Break" to a "week-long," five-day "Fall Break."
3. Senator L. Aspinall shared being flooded with emails regarding the Los Angeles Community College District (LACCD) Board Meeting in follow-up to a 2019 legal case brought against LACCD by a blind student who won the right to accessible classroom materials and technology; reported that LACCD now wants to take the case to the Supreme Court and, using the theory of disparate impact, argues that the Americans with Disabilities Act (ADA) and Section 505 do not prohibit unintentional discrimination and that LACCD therefore should not be held responsible for requiring that all course materials be accessible; emphasized the very troublesome nature of the move, which could mean that colleges would not have to provide accessible courses and materials online and would require students to individually request accessibility through an accommodation process; and noted the potential, additional barriers this would create for disability resources for our, and all California Community College students.
4. Abrea Tillman advocated for a progressive inclusion of students on faculty hiring committees; felt it is a humanities and anti-oppression issue; and believed in inclusion, fluidity, and multiple voices.

MINUTES

Senator J. Carlin-Goldberg moved to approve the [February 16 minutes](#); Senator F. Avila seconded the motion. A roll call vote was called, and Senators adopted the minutes with unanimous approval.

ADJUSTMENTS TO THE AGENDA

None.

REPORTS

1. President's Report — J. Thompson

President Thompson announced that Nancy Persons and Luz Navarrette Garcia have been appointed to the Vice President of Academic Affairs (VPAA) search committee; said that ballots for Spring 2022 elections had been sent out; cited that there are several areas with no candidates and asked for folks to step forward for the At-Large election; mentioned that Spring Plenary is coming up, she hopes to send up to six people, and an email calling for interest will go out once the Academic Senate Executive Committee (ASEC) determines available budget; thanked Kate Jolley, Serafin Fernandez, and Dr. Chong's Cabinet for facilitating the creation of new Senate Chambers with a move to Doyle and a seating arrangement more conducive to relationship building and conversation; announced the soon-to-be-former chambers will be converted to a staff lounge; noted the ongoing work of strategic planning, accreditation, policy work, College Council's governance redesign project, Guided Pathways (GP), the vetting of possible Enterprise Resource Projects and Student Information Systems, and more; and asked for more robust faculty participation at the Strategic Planning Town Hall meetings going forward.

[See President Thompson's full report here](#)

2. Ethnic Studies Department – J.E. Raymundo, R. Holcomb

R. Holcomb and J.E. Raymundo provided an overview on the background, system requirements, progress, and coordination that has gone into establishing an Ethnic Studies (ES) Department at SRJC. They recognized the original call as deriving from the BSU in Summer 2020; noted various University of California, California State University, CCC, and K thru 12 Ethnic Studies requirements, both current and forthcoming; noted the significance of three grad requirements – Math, English, and Ethnic Studies – in the CCC system going forward regardless of degree/major and the development of transfer model curriculum for the Associate Degree for Transfer (ADT) degree; recognized that in Fall 2020 the VPAA appointed members to a Black Studies and ES Task Force, which then crafted and supported recommendations; noted that in Spring 2021 ES Workgroup Members were appointed and began creating curriculum; noted the cross-disciplinary collaboration between colleagues as supporting new curriculum and majors; emphasized the inter-generational cross-pollination of the workgroups and the investment into the experiences and histories that these programs are meant to represent; and looked to Fall 2022 when SRJC will have an Ethnic Studies Program that can meet enrollment demands and will deliver on the demands of the BSU.

[See J.E. Raymundo & R. Holcomb's full presentation here.](#)

3. GP Mapping Workgroup—A. Deen, T. Jacobson, T. Johnson, C. Williams

S. Deem, T. Jacobson, T. J. Johnson, and C. Williams, members of the Guided Pathways Mapping Workgroup, reported on their progress to date and provided background on the original focus, current activities, and evolving agendas and ideas of the group. Members noted the focus of the group had changed from December 2020, when the Senate first approved two goals of the Mapping and Scheduling Workgroup to a narrowed goal of revising and developing a mapping template with District input; noted that the District felt that software would address scheduling-related issues removed from workgroup's charge; mentioned that requests to add additional hours for restoring the original scope of the work had not been approved; noted that in December 2021, a mapping

software was demonstrated to the District; mentioned the workgroup recommended that the Counseling Department be consulted before purchase but was unclear if they had been consulted; reported the workgroup has sorted 110 majors and 172 certificates into eight areas of study; cited the use of student-friendly language in an infographic and program template under production aimed at improving the student experience; communicated next steps for working with constituent groups to solicit input on final drafts; recommended the District develop an interactive landing page with content linking to mapping software; and asked the Academic Senate to support the completion of mapping and any additional supports needed to utilize the software and create a process to update content and contacts annually.

[See A. Deen, T. Jacobson, T. Johnson, C. Williams' full report here.](#)

4. GP Website Redesign Workgroup – T. Frongia, A. Oliver, K. Smith

Three members of the GP Website Redesign Workgroup – T. Frongia, K. Smith, and A. Oliver – reported on their activities to date and their goals of redesigning the main domain of the SRJC website (www.santarosa.edu), with the aim of more fully integrating the various options of the student journey; providing clear and more equitable access to essential components of academic and student services; and including relevant information for potential, new, and returning students. They reported on their work with the web development consultant from the RDW group I-factory, and were in the beginning stages of gathering information from various stakeholders at SRJC with four phases – Discovery, Information Architecture / User Design, Visual Design, and Testing – to be completed by June 2022. They are gaining input from stakeholders, particularly students, using surveys, questionnaires and focus groups; starting weekly calls with the vendor; working on documentation and solidifying the strategic plan to get information back to the vendor; integrating the work of other GP groups as they move forward; and adapting materials so that they can also work with student-facing stakeholders such as administrative assistants, student services, and student government, among others. Workgroup contacts for principal stakeholder groups:

- Academic Senate – April Oliver
- GP Workgroups – Katrina Smith, April Oliver, Terri Frongia
- DCC and DCC/IM; Academic Affairs Council; Student Services Council – Terri Frongia
- Student Services / Student Government – Andrew Gratto-Bachman
- IT/District Website Workgroup – Leila Rand

[See T. Frongia, A. Oliver, K. Smith's full report here.](#)

CONSENT

1. Recommending Board Policies (BPs) and Administrative Procedures (APs) Reviewed by Educational Policy and Coordinating Council (1, 4, 5) to the Board of Trustees:

- [BP 4020 Program and Curriculum Development](#)
- [BP 4040 Library and Learning Support Services](#)
- [AP 4102 Career and Technical Education Programs](#)

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

ACTION

1. Faculty Hiring Procedure 4.3.2P (Ed. Code 87360)

a. Status of Faculty Hiring Procedure Draft

Senators voiced concern about the term “Spring” because many of the current committees have already formed and implementing this in Spring would be very difficult; asked instead to start in summer or fall of 2022; noted that the Senate should bring back [4.3.2P Section VIII, Emergency](#)

[Hiring \[...\] 2021 12 15](#) for discussion as planned for additional revision.

J. Stover moved that Sections I, II, IV, and VIII progress-to-date procedure 4.3.2P be forwarded to the Vice President of Human Resources for administrative review and consideration by the Board; T. Johnson seconded.

Senators also noted that the language referring to adjunct faculty has since been changed to associate faculty and should be edited on all documents moving forward; President Thompson responded that those type of edits and wordsmithing can still be made.

M. Anderman moved to amend the original motion to include an effective date of Fall 2022; H. Skoonberg seconded.

A roll call vote was called and the motion to amend the original motion is approved with 24 yes, 1 no, and 1 abstention.

M. Anderman – yes	Valenzuela) – yes	B. Reaves (Proxy F. Avila) – yes
L. Aspinall – yes	J. Fassler – yes	E. Schmidt – yes
A. Atilgan-Reylea – yes	M. Hale – yes	H. Skoonberg – yes
F. Avila – yes	T. Jacobson (Proxy L. Aspinall) – yes	N. Slovak – yes
V. Bertsch – yes	T. Johnson – yes	J. Stover – no
S. Brumbaugh – yes	J. Kosten – yes	K. Valenzuela – yes
J. Bush – yes	J. Kmetko – yes	S. Whyllly – yes
J. Carlin-Goldberg – yes	D. Lemmer – yes	S. Winston – abstain
S. Cavales Doolan – yes	A. Oliver – yes	
A. Donegan (Proxy K.		

The perfected motion now reads “that Sections I, II, IV, and VIII progress-to-date procedure 4.3.2P be forwarded to the Vice President of Human Resources for administrative review and consideration by the Board effective Fall 2022.”

Senators asked for clarification on the wording of “progress-to-date” and asked if these documents will be brought back to Senate for final approval; it was answered that this is not the final draft and will come back to the Senate with opportunity for further discussion and revisions.

A roll call vote was called and the perfected motion was approved with unanimous approval.

b. Options for Student Participation

President Thompson introduced the document requested by the AS at the February 16th meeting entitled [Options for Student Participation in the Faculty Hiring Process](#); noted that the document was generated from Senate ideas that have been collected since 1 December 2021, when the AS started discussing ideas for student participation; was drafted by Secretary J. Stover; and was reviewed by the ASEC. J. Stover clarified that the draft document is an inclusive, broad, and democratic way to create uniform student participation across the board while maintaining departmental choice and autonomy.

Senators voiced various concerns including protests over needing permission from the Vice President of Human Resources (VPHR) and the AS President (ASP) for professional decisions within each department; stated that there are no guidelines for how a department choice could be approved or denied and could create a bias depending on who the VP HR and ASP are at the time; stated the final bullet point conflicts with “not limited to” in the preamble of the document and that it would be better to approve a list of options but not require permission for an innovative idea; stated that needing permission is a large overreach, does not reflect faculty autonomy, and is a violation of the [AS Constitution](#) Preamble, which states that “This Academic Senate is created to secure the professional rights and to carry out the responsibilities of the faculty... As professionals, the faculty have a right and a duty to set professional and ethical standards for the conduct of their

profession and to promote the excellence of their profession”; and stated the document will dictate and micromanage how departments use student participation, which is in direct conflict with the Constitution.

Language for a Motion was placed into the zoom chat by a Senator with the intent of making a Motion later, followed by a Point of Order indicating Motion language should be added into the zoom chat only when a motion is being made.

Senators added that students, led by the BSU, are asking for equal and meaningful representation on hiring committees and that not every item on the list is of equal and meaningful merit; that the AS needs to be listening to the students’ plea for a voice in this space; that it looks like the AS is trying to pacify students, which is disrespectful; that it is not enough to focus on diversity and that inclusivity must also be achieved by adding students; and that letting each department make choices without checks and balances will just allow departments to not include students in a meaningful way.

J. Stover moved to extend time by 10 minutes, F. Avila seconded; with no objections, the motion passed.

Senators continued the conversation on topics related to students’ access to associate faculty transcripts, personal data, and private information. President Thompson reminded the Senate that this is an ongoing discussion and to keep comments concise and on topic and to avoid repetition. Senators suggested that students recruited to committees should be from the specific discipline doing the hiring; stated that students will gain the most useful career experience by being on a committee in the discipline that they are studying; and opposed these claims because it implies that the AS is looking for student “expertise” in the subject.

President-Elect N. Persons stated that it has been brought up at the state level to not include transcripts in the hiring process and that the degree itself should be sufficient. Senator comments included expressed desire to keep transcripts as per the need to determine Minimum Qualifications for the position; invited fellow senators to look through the AFA website on special expertise and see how complicated some departments are, stating that, as an example, a music degree does not tell a person what instrument they play.

M. Anderman moved to extend time by 5 minutes, S. Whyly seconded; with no objections, motion passes.

A Senator pointed out that the original document (the May 2020 4.3.2P draft) under consideration states that students shall not have access to confidential information, so it would stand to reason that a student in the hiring process would not have access to candidate information unless that existing language in the May 2020 document were struck by the Senate body – which was confirmed by the President as a logical conclusion. It was suggested that students should be invited to hiring committees after applications have been screened, to avoid student access to confidential information and allow students to bring their expertise as students to the table when it is most needed.

A senator asked for clarification in regards to the motion posted in the chat. A Point of Order was made that there was not a current motion on the table.

The Senate ran out of time and will resume this conversation at the March 16, 2022, meeting, and in the queue was J. Fassler, who had not yet spoken on the topic, followed by J. Carlin-Goldberg.

DISCUSSION	None.
INFORMATION	None.
ADJOURNMENT	5:01 p.m.