



# SRJC Academic Senate Fall Retreat



Friday, 26 August 2022

9:00 a.m. to 1:00 p.m.



President



Nancy Persons ✉  
Term: 2022 - 2024

Vice President



Monica Ohkubo ✉  
Term: 2021 - 2023

Executive Secretary



John Stover ✉  
Term: 2021 - 2023

## Part One: Welcome, Expectations, Resources (9:00 - 9:30 a.m.)

- ▶ **Welcome!**
- ▶ ***Land Acknowledgement:*** *We acknowledge that we gather at Santa Rosa Junior College on the territorial traditional land of the Pomo People in Santa Rosa and the Coast Miwok People in Petaluma, past and present, and honor with gratitude the land itself and the people who have stewarded it throughout the generations.*



# Review Agenda

## Part One

Welcome, Expectations, Resources (30 min.)

## Part Two

Equity, IDEAA, and Dismantling Institutional Barriers (60 min.)

## Part Three

The Year Ahead (120 min.)

- Anticipated Discussion/Action items for 2022-23 Academic Year
- What Shall Be the Goals of the Academic Senate for 2022-23?



# Use the Post-its!



# Expectations of Senators (*Senator Responsibilities*)

- ▶ Constituent communication (Bylaws, Article IV)
- ▶ Balance bringing attention to matters specifically of interest to the disciplines within area of representation and overall information about items in general
- ▶ Pre-reading: Treat presentations like an interview, come prepared to ask questions





CURRENT MEETING MATERIALS, 2022-2023

This Academic Senate is created to secure the professional rights and to carry out the College District. The faculty have the traditional right of college faculty to participate in disciplines and as experienced instructors, the participation of the faculty in the governance mission. As professionals, the faculty have the right and a duty to set professional standards to promote the excellence of their profession. In order to achieve these ends and in accordance with Subchapter 2, Sections 53200-53205, this Academic Senate is established.

SRJC's Land Acknowledgement Statement:

We acknowledge that we gather at Santa Rosa Junior College on the territorial traditional of the Petaluma, past and present, and honor with gratitude the land itself and the people who have lived on it.

FALL 2022

AUGUST 26, 2022 - FALL RETREAT

Administrative Assistant



Natalia Haworth

(707) 527-4595

Professional Development  
Activities Day



Flex  
Activities



Professional Development Program Mission Statement

SRJC Professional Development promotes an environment of collegiality, fosters inquiry and excellence in the education and success of students, with opportunity for all members of the college.

Brief Overview of Academic  
Senate Website @  
<https://academicsenate.santarosa.edu/>

AREAS OF REPRESENTATION & EMAIL LINKS

Area	Departments Represented	Term Expires 2023	Term Expires 2024	Outlook Area Distribution List
1	Counseling, Extended Opportunity Programs & Services (EOPS), Work Experience	Byron Reaves (At-Large)	Guillermo Garcia (At-Large)	<a href="#">DL.SENATE.ACAD.01</a>
2	Agriculture/Natural Resource, Biological Sciences, Chemistry & Physics, Earth & Space Sciences	Joe Fassler	Phyllis Usina	<a href="#">DL.SENATE.ACAD.02</a>
3	English	Sheryl Cavales Doolan	Purnur Ozbirinci (At-Large)	<a href="#">DL.SENATE.ACAD.03</a>
4	Business, Computer Studies, Engineering & Applied Technology	Vince Bertsch	Nikki Slovak (At-Large)	<a href="#">DL.SENATE.ACAD.04</a>

Senator At-Large



Laura Aspinall

Term: Spring 2021 - Fall 2022

Past President



Julie Thompson

Term: 2022 - 2023

Officer of Equity



Byron Reaves

Term: Spring 2021 - Fall 2022

Adjunct



Jessica Bush

Term: Spring 2021 - Fall 2022



SANTA ROSA JUNIOR COLLEGE

A-Z

IT SUPPORT

LOCATIONS

LOGIN

QUICK LINKS

APPLY NOW

ACADEMIC SENATE

ARCHIVES

AWARDS & RECOGNITION

FORMS

MAIN MENU

NEW FACULTY MENTOR PROGRAM

PROFESSIONAL DEVELOPMENT

PROFESSIONAL ETHICS

# Interactive Break (9:30 – 9:40 a.m.)

- ▶ Find someone new to you and introduce yourself! (10 minutes)



## Part Two: Equity, IDEAA, and Dismantling Institutional Barriers (9:40-10:40 a.m.)

- ▶ How the Chancellor's Office defines Equity: "The condition under which individuals are provided the resources they need to have access to the same opportunities, as the general population. Equity accounts for systematic inequalities, meaning the distribution of resources provides more for those who need it most. Conversely equality indicates uniformity where everything is evenly distributed among people."







# How Do We at SRJC Understand "Equity?"

- ▶ What are our personal, honest, real barriers that keep us from equitable practices?
- ▶ How do we shift the culture? How do we take action? What ARE the inequities?
- ▶ How do we embody equity? How do we infuse 10+1 w/equity? Looking inward.
- ▶ What practices can we employ to ensure Equity is our lens? E.g. when we think we're doing it already,
- ▶ How do we create a culture in which we no longer need to identify one person as our Equity Advocate?

## IDEAA: ASCCC (adapted from CO Glossary of DEI Terms)

**Inclusion:** Authentically bringing **traditionally excluded individuals** and/or groups into processes, activities, and decision/policy making in a way that shares power.

**Diversity:** The myriad of ways in which people differ, including the psychological, physical, cognitive, and social differences that occur among all individuals, such as race, ethnicity, nationality, socioeconomic status, religion, economic class, education, age, gender, sexual orientation, marital status, mental and physical ability, and learning styles. Diversity is all inclusive and supportive of the proposition that **everyone and every group should be valued**. It is about **understanding these differences** and moving beyond simple tolerance to embracing and celebrating the rich dimensions of our differences....

**Antiracism:** a powerful collection of anti-racist policies that lead to racial equity and are substantiated by antiracist ideas. Practicing anti-racism requires constantly identifying, challenging, and upending existing racist policies to replace them with **anti-racist policies that foster equity between racial groups**.

**Accessibility:** An individual with a disability is afforded the opportunity to acquire the same information, engage in the same interactions, and enjoy the same services as a person without a disability in an **equally effective and equally integrated manner, with substantially equivalent ease of use**.



# IDEAA As a Tool By Which Equity Occurs: Shifting the Culture

- ✓ Traditional views and practices- realities of a biased education
- ✓ IDEAA framework and mindset- *Teaching and Learning*
- ✓ Learning/ Un-learning
- ✓ Student “experience”
- ✓ Continuum of efforts, mistakes happen
- ✓ Eliminate equity detours
- ✓ Not just doing what is familiar, but doing what is equitable
- ✓ Approach IDEAA work with a lens of empathy and humanity
- ✓ Self-awareness is a skill and may involve an emotional response/reaction
- ✓ We are all responsible for our own learning
- ✓ Open-mindedness and self-care are necessary components to take individual action
- ✓ Stamina and persistence through resistance
- ✓ Framework and foundations for action to integrate throughout the college/district
- ✓ Equity work is relational- recognize cultural protocols

# Tools Available to Us for Achieving Our Goals: the Academic Senate "10+1"

Title 5 § 53200 (b): Academic Senate means an organization whose primary function is to make recommendations with respect to academic and professional matters. In Sections 53200 (c), "Academic and professional matters" mean the following policy development and implementation matters

- ▶ Curriculum including establishing prerequisites and placing courses within disciplines
- ▶ Degree and certificate requirements
- ▶ Grading policies
- ▶ Educational program development
- ▶ Standards or policies regarding student preparation and success
- ▶ District and college governance structures, as related to faculty roles
- ▶ Faculty roles and involvement in accreditation processes, including self-study and annual reports
- ▶ Policies for faculty professional development activities
- ▶ Processes for program review
- ▶ Processes for institutional planning and budget development
- ▶ Other academic and professional matters as are mutually agreed upon between the governing board and the academic senate.



# Curriculum: Putting IDEAA into Practice

- ▶ [DEI in Curriculum: Model Principles and Practice](#)
- ▶ p. 3 forward gives examples of IDEAA principles in practice in curriculum and instruction



Is it 10+1 or  
isn't it?  
*The Blueberry  
College  
Scenario*

- ▶ The district chancellor is excited about advances in distance education and creates a new district committee charged with developing and implementing procedures on technology-mediated instruction.
- ▶ The chancellor then decides that the committee should include four representatives from each constituency group and asks the academic senate president to appoint four faculty members.
- ▶ The academic senate president asks for collegial consultation on the formation of the committee, including the charge, membership, and reporting responsibilities.

Is it 10+1 or  
isn't it?  
*The Blueberry  
College  
Solution Part 1*

Issue: The issue is whether or not the formation of this committee on technology-mediated instruction is an academic and professional matter.

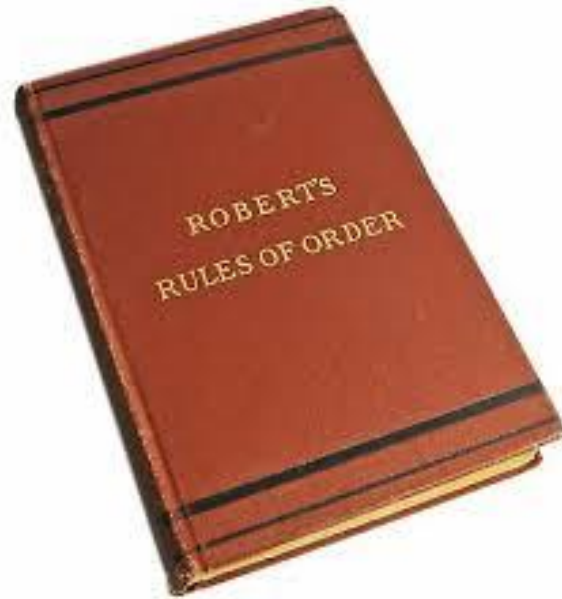
Citation: Chancellor's Office Legal Opinion M 97-20 states, "some degree of consultation will be required if the purpose of the committee is to develop policy or procedures related to an academic and professional matter." Title 5 §53200(c)(1) lists curriculum as an academic and professional matter, and technology-mediated instruction is certainly a curriculum issue. Thus, the chancellor must consult with the academic senate on the particulars of this committee.

Is it 10+1 or isn't  
it?  
*The Blueberry  
Community  
College Solution  
Part 2*

- ▶ **Process:** The academic senate president should discuss the matter with the chancellor, present the above citations, and request that the chancellor consult with the academic senate before proceeding with the formation of the committee.
- ▶ **Suggestion:** When either party, the administration or the academic senate, considers the possibility for the formation of a college-wide group to discuss policies or procedures related to academic and professional matters, the two should consult before proceeding, preferably at the conceptual stage. If a new group is formed, a written agreement should be reached on the charge, membership, and reporting responsibilities of the group.



# Tools Available to Us for Achieving Our Goals: Robert's Rules of Order (RONR)



- ▶ Based on parliamentary procedure for deliberative assemblies (like us)
  - ▶ To ensure no one person can dominate the discussion
  - ▶ Chair's responsibility to keep focus on what the "proper subject" is

# Robert's Rules can facilitate broader participation:

- ▶ Maker of motion speaks first to motion once on the floor
- ▶ Participants should speak a maximum of 2 times on any motion
- ▶ Those who have not spoken at all on a motion get preference over those who have
- ▶ Chair should attempt to alternate opposing and supporting comments
- ▶ Remarks should be germane (on whether pending motion should be adopted)
- ▶ The proposal, not the person, is the subject of debate. Speak to the issue, not the person
- ▶ "When arguments on all sides are fully aired, the group is most likely to come to a wise decision"
- ▶ It's possible to be in favor of the spirit of a motion, yet vote it down (due to faulty wording, etc.)



## BREAK: 10:40-11:00 a.m.

Grab a snack and a beverage, head outside for a few minutes and find another new friend!



## PART THREE - The Year Ahead (11:00 a.m. to 1:00 p.m.)



# The Year Ahead - Anticipated Topics (11:00 - 11:30 a.m.)

## Anticipated topics for 22-23:

- ▶ *ACCJC Peer Review Team Report and Response*
- ▶ *Strategic Planning*
- ▶ *Institutionalizing Equity*
- ▶ *Faculty Hiring Procedure*
- ▶ *Legislative Initiatives: AB928, AB1705, etc.*
- ▶ *Professional Development*
- ▶ *Campus Climate and Public Safety*
- ▶ *Bylaws and Constitution Revisions*
  - ▶ *Permanent Expansion of the Executive Committee?*
  - ▶ *Disband Professional Ethics Committee (Senate Subcommittee)?*
- ▶ *Wait List Policy*
- ▶ *Pop Quiz: What's missing from this list?*

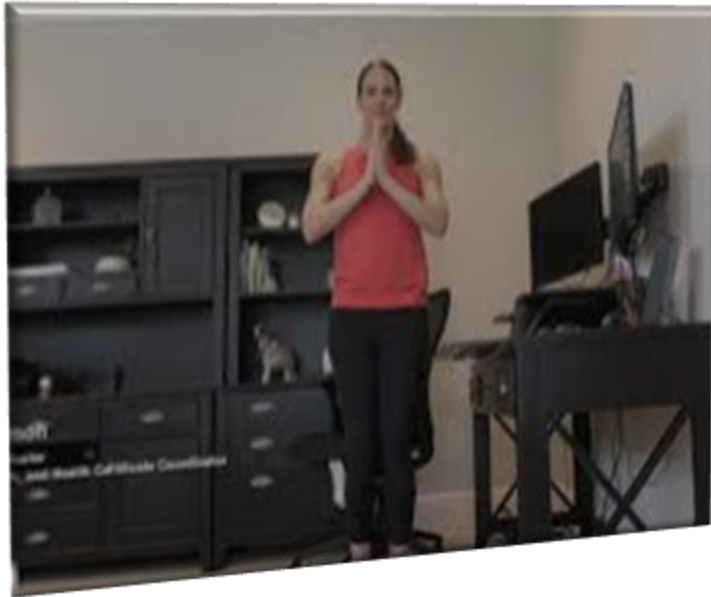


# Yoga/Stretch Break #1 (11:30-11:35 a.m.)

Move

Stretch

Breathe





The Year Ahead - Goals  
(11:35 a.m. - 12:35 p.m.)

*What shall be the Goals of the Academic Senate for  
2022-23?*

# Yoga/Stretch Break #2

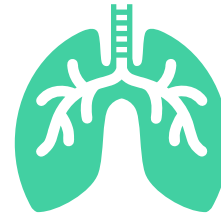
(12:35-12:40 p.m.)



**Move**



**Stretch**



**Breathe**

# Questions / Comments / Takeaways (12:40 - 1:00 p.m.)

- ▶ What worked for you today?
- ▶ What questions remain?



- ▶ *Thank you for your participation!*