

TRANSCRIPT
JANUARY 19, 2022

163

00:15:48.840 --> 00:16:01.410

Julie Thompson: it's 315 and i'm going to call this meeting to order welcome it's really good to see everyone um, can I ask for a senator who would be willing to read the land acknowledgement statement.

164

00:16:05.310 --> 00:16:07.920

Julie Thompson: And I am looking for.

165

00:16:09.480 --> 00:16:09.930

Dr John Stover: I can do.

166

00:16:10.260 --> 00:16:12.480

Julie Thompson: And, or you could holler Oh, whose voices that.

167

00:16:13.140 --> 00:16:17.520

Julie Thompson: stover stober Secretary stover that'd be great Thank you.

168

00:16:20.700 --> 00:16:29.010

Dr John Stover: We acknowledge that we gather at Santa Rosa junior College on the terrace territorial traditional land of the promo people in Santa Rosa.

169

00:16:29.340 --> 00:16:39.630

Dr John Stover: And the coast me walk people in petaluma past and present and honor with gratitude, the land itself and the people who have stewarded it throughout the generations.

170

00:16:40.110 --> 00:16:41.580

Julie Thompson: Thank you appreciate that.

171

00:16:45.930 --> 00:16:50.760

Julie Thompson: i'm open forum and aware of one person who is in the queue i'm.

172

00:16:52.140 --> 00:16:54.000

Julie Thompson: amy can ask you who's first.

173

00:16:56.700 --> 00:16:58.500

Julie Thompson: or Natalia i'm sorry, it should be.

174

00:16:59.370 --> 00:17:03.780

Academic Senate: As prepared, as I have daily shade Carmona Benson.

175

00:17:04.080 --> 00:17:06.030

Julie Thompson: Okay i'm dollar shave.

176

00:17:06.360 --> 00:17:07.890

Academic Senate: fellowship i'm so sorry about that.

177

00:17:08.070 --> 00:17:10.290

Julie Thompson: Okay don't shake Carmona Benson are you here.

178

00:17:13.800 --> 00:17:14.460

SGA President Delashay: Yes, I am.

179

00:17:14.880 --> 00:17:15.840

Julie Thompson: hi welcome.

180

00:17:16.290 --> 00:17:17.190

SGA President Delashay: Thank you to.

181

00:17:19.770 --> 00:17:25.290

SGA President Delashay: First start off with getting a couple things clear on this hiring committee.

182

00:17:26.850 --> 00:17:39.330

SGA President Delashay: For those who don't know me i'm the president of the student body here at si DC I don't represent a few people I represent the student body.

183

00:17:40.830 --> 00:17:52.560

SGA President Delashay: We also had our representatives from many, many groups come in here and voice their opinion on wanting to vote on the hiring committee.

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00:17:54.120 --> 00:18:11.430

SGA President Delashay: I also don't feel that professors fear I don't feel that you guys fear students, I do, however, feel that a few of you fear change there's a difference between students and change.

185

00:18:12.630 --> 00:18:13.890

SGA President Delashay: I say this because.

186

00:18:15.330 --> 00:18:19.230

SGA President Delashay: I think I asked you for a vote repeatedly for years now.

187

00:18:20.340 --> 00:18:28.380

SGA President Delashay: Is it's not a lot route voted, there will be more of you guys and there will be a student, so we would be out voting.

188

00:18:29.400 --> 00:18:32.580

SGA President Delashay: So it's not about you guys fearing our vote.

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00:18:33.900 --> 00:18:37.680

SGA President Delashay: it's also been brought up the word expertise.

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00:18:38.850 --> 00:18:50.610

SGA President Delashay: Well, we may not be the expertise in the room, but we will be the only non expertise, there are many others on hiring committees that are not expertise.

191

00:18:51.720 --> 00:18:54.660

SGA President Delashay: But we are expertise on being students.

192

00:18:56.700 --> 00:19:09.270

SGA President Delashay: So therefore if it's not about being expertise and it's not about the vote now really just loses these are voice that people seem not going to have at the table.

193

00:19:10.350 --> 00:19:20.790

SGA President Delashay: I, I know that we wrote a resolution i'm hoping that everyone got it, I was told that most of you didn't, which is also just a sign of.

194

00:19:21.840 --> 00:19:22.710

SGA President Delashay: what's going on.

195

00:19:24.150 --> 00:19:33.990

SGA President Delashay: You guys fear that we have information, some of you well we've never used that information against any of the other hiring committees there's never been a report of that.

196

00:19:34.620 --> 00:19:45.360

SGA President Delashay: But there is this thing called Internet and, if we really wanted to know information and addresses, we can simply lift you guys up it's really not that hard, this is 2022.

197

00:19:47.280 --> 00:19:57.720

SGA President Delashay: So I also understand that there are other people who doesn't want students to have a vote because they don't have a vote and I understand it.

198

00:19:58.290 --> 00:20:12.960

SGA President Delashay: hurt people hurt people right, except that this isn't our fight that's your fight and therefore you should jump on the bandwagon and fight for your vote as we're fighting for us.

199

00:20:14.130 --> 00:20:26.130

SGA President Delashay: understand and that there is a 10 plus one rights, I get that I respect that, but also respect our nine plus one rights and we're asking for that.

200

00:20:27.270 --> 00:20:30.270

SGA President Delashay: we've been waiting for 104 plus years.

201

00:20:31.320 --> 00:20:33.900

SGA President Delashay: To get a vote, and yes.

202

00:20:35.010 --> 00:20:53.460

SGA President Delashay: I have voiced my opinion on it through to tax emails flyers and I will, by any means, because my job as a president is to represent the students and that's what i'm going to do, I see that i'm about out of time, so just going to leave you with one more thing.

203

00:20:54.780 --> 00:20:58.230

SGA President Delashay: We totally respect you guys we totally love you.

204

00:20:59.280 --> 00:21:15.150

SGA President Delashay: And we went actions, not words, let us, let us feel like we matter, because we need to matter again without students, where, will you guys be today, and if you don't want to engage with students, maybe it's time to resign.

205

00:21:16.290 --> 00:21:16.650

SGA President Delashay: Thank you.

206

00:21:18.240 --> 00:21:23.460

Julie Thompson: Okay, thank you very much i'm delish a and Natalia who's next in the queue please.

207

00:21:24.450 --> 00:21:26.520

Academic Senate: Next is Emily Schmid okay.

208

00:21:26.550 --> 00:21:27.990

Julie Thompson: Thank you, Senator Schmidt.

209

00:21:30.420 --> 00:21:30.870

Emily Schmidt (she): Hello.

210

00:21:32.910 --> 00:21:36.300

Emily Schmidt (she): Dr Chong President Thompson senators.

211

00:21:38.130 --> 00:21:40.650

Emily Schmidt (she): sj President coma Benson.

212

00:21:42.840 --> 00:21:44.430

Emily Schmidt (she): But happy here you're welcome back.

213

00:21:46.170 --> 00:21:46.740

Emily Schmidt (she): I.

214

00:21:47.850 --> 00:21:54.300

Emily Schmidt (she): wanted to speak to this topic of student votes.

215

00:21:56.310 --> 00:22:13.560

Emily Schmidt (she): But a sideways around this, which is to remind everyone that currently adjuncts do not get a vote, in fact, I was reviewing our revised policies today and it looks like at some point Agency was crossed out.

216

00:22:14.640 --> 00:22:16.380

Emily Schmidt (she): and replaced with emeritus.

217

00:22:18.450 --> 00:22:24.300

Emily Schmidt (she): And if students are going to get a vote adjuncts also need a vote.

218

00:22:25.980 --> 00:22:37.440

Emily Schmidt (she): There are more of us than there are of the full time faculty and we have been teaching here, many of us for decades, and you know so.

219

00:22:39.150 --> 00:22:50.070

Emily Schmidt (she): Yes, we also love our students and if they may be assigned to committees, then adjuncts should be in that may be assigned to committees as well.

220

00:22:51.330 --> 00:23:06.630

Emily Schmidt (she): and reviewing that section of the policy my heart dropped when I saw that this body at some point had crossed out the possibility of adjuncts being on a committee entirely.

221

00:23:09.030 --> 00:23:14.430

Emily Schmidt (she): That does not feel collegial or supportive or friendly or like we are.

222

00:23:16.230 --> 00:23:22.710

Emily Schmidt (she): trusted expertise specialists instructors and members of this Community.

223

00:23:24.240 --> 00:23:24.660

Emily Schmidt (she): Thank you.

224

00:23:26.670 --> 00:23:27.270

Thank you.

225

00:23:28.410 --> 00:23:30.150

Julie Thompson: Natalia next in the queue please.

226

00:23:33.750 --> 00:23:36.600

Academic Senate: I apologize, I was muted, the next in the queue is Dr Chong.

227

00:23:36.780 --> 00:23:38.220

Julie Thompson: Okay, thank you, Dr Chung.

228

00:23:39.000 --> 00:23:47.820

Frank Chong: Thank you Natalia and Happy New Year everyone year of the tiger, I just wanted to welcome everybody back for spring semester, and I wanted to thank.

229

00:23:48.690 --> 00:23:57.240

Frank Chong: All the Faculty and classified professionals administrators been working tirelessly to get us to where we are today was the first day of classes and i'm.

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00:23:57.690 --> 00:24:09.390

Frank Chong: pleased to report that things have operated pretty smoothly and just for perspective about 40% of our course offerings are live and about 60% are still remote.

231

00:24:09.870 --> 00:24:22.830

Frank Chong: And we're managing our way through the new Omnia cron surge as best we can, and I think it's really important that we provide our students and faculty choice in terms of.

232

00:24:23.640 --> 00:24:34.530

Frank Chong: how they feel about either go to you know learning in person or learning remotely and we're committed to keeping things safe for employees and for our students and it's going to be an exciting semester.

233

00:24:35.190 --> 00:24:45.390

Frank Chong: We I think we're going to have a total of three dozen 36 faculty hires for full time coming up in the spring semesters according to.

234

00:24:46.800 --> 00:24:59.730

Frank Chong: Vice President so done a tally so it's a huge number it's more than you know we have about 300 full time faculty on right now so that's more than 10% so it's a real opportunity.

235

00:25:00.300 --> 00:25:11.490

Frank Chong: to thank those who are retiring and also, we have a lot of new positions that are replacements for the first time in a long time since i've been here so it's a wonderful opportunity and.

236

00:25:12.330 --> 00:25:20.610

Frank Chong: I think it's going to be a very, very busy semester, for all of us, but I just want to welcome everybody back and i'll turn it back to you thanks for allowing me to speak okay.

237

00:25:20.640 --> 00:25:24.360

Julie Thompson: Thank you, Dr Chung okay Is there anyone else in the queue Natalia.

238

00:25:25.140 --> 00:25:26.070

Academic Senate: There is no that's it.

239

00:25:26.430 --> 00:25:33.270

Julie Thompson: Okay, thanks so much okay um let's move on to correction and Adoption of the Minutes

240

00:25:36.870 --> 00:25:44.520

Julie Thompson: And first asked whether there are any corrections and, if not a motion to approve, please.

241

00:25:49.590 --> 00:25:52.170

Hannah Skoonberg: And motion to approve the Minutes has come back.

242

00:25:52.680 --> 00:25:55.470

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

243

00:25:55.740 --> 00:25:58.230

Jen (she/her) Carlin-Goldberg: I would like to second Jennifer comparable work.

244

00:25:59.010 --> 00:26:13.590

Julie Thompson: OK, we have a motion and a second to approve and senators, you know the drill and and it's so if everybody could be ready to turn your MIC on and Secretary stover will move expeditiously through the roster and called the boat things.

245

00:26:15.120 --> 00:26:18.510

Dr John Stover: Calling the vote on the adoption of the Minutes anderman.

246

00:26:18.690 --> 00:26:20.760

Dr John Stover: Yes, i'll spit all.

247

00:26:22.080 --> 00:26:22.530

Laura Aspinall- she/her: Yes.

248

00:26:23.130 --> 00:26:23.970

Dr John Stover: i'll take on.

249

00:26:28.770 --> 00:26:29.430

Filomena Avila: Yes.

250

00:26:31.650 --> 00:26:32.280

Vince Bertsch: Yes.

251

00:26:32.970 --> 00:26:34.740

Shawn Brumbaugh: roomba abstain.

252

00:26:36.540 --> 00:26:37.140

Dr John Stover: Bush.

253

00:26:37.590 --> 00:26:39.720

Dr John Stover: Yes, carlin goldberg.

254

00:26:40.020 --> 00:26:42.090

Dr John Stover: Yes, Kabbalah stolen.

255

00:26:42.360 --> 00:26:43.920

Dr John Stover: Yes, don again.

256

00:26:44.130 --> 00:26:45.720

Dr John Stover: Yes, fast lawyer.

257

00:26:46.320 --> 00:26:50.520

Dr John Stover: Yes, jacobson yes Johnson.

258

00:26:55.050 --> 00:26:55.920

Dr John Stover: coston.

259

00:26:56.280 --> 00:26:56.850

Yes.

260

00:26:58.230 --> 00:26:58.590

Dr John Stover: whoa.

261

00:26:59.250 --> 00:27:00.000

Jan Kmetko: i'm saying.

262

00:27:02.550 --> 00:27:03.210

Dr John Stover: lemer.

263

00:27:03.750 --> 00:27:05.550

Dr John Stover: Yes, Oliver.

264

00:27:05.850 --> 00:27:07.740

Dr John Stover: Yes, reeves.

265

00:27:08.190 --> 00:27:09.510

Dr John Stover: Yes, Schmidt.

266

00:27:10.440 --> 00:27:12.150

Dr John Stover: Yes, school in Burg.

267

00:27:12.690 --> 00:27:13.290

Dr John Stover: Yes.

268

00:27:13.410 --> 00:27:16.080

Dr John Stover: stover yes valens way law.

269

00:27:16.620 --> 00:27:18.180

Dr John Stover: Yes, wiley.

270

00:27:18.540 --> 00:27:20.550

Dr John Stover: Yes, Winston.

271

00:27:21.270 --> 00:27:28.050

Dr John Stover: Yes, and then circling back is altogether Senator alta gone here.

272

00:27:30.810 --> 00:27:34.380

Dr John Stover: Okay, and is Senator Johnson here.

273

00:27:38.880 --> 00:27:39.540

Dr John Stover: Okay, so.

274

00:27:40.500 --> 00:27:41.250

Tara Johnson: john sorry.

275

00:27:41.610 --> 00:27:48.030

Dr John Stover: Okay, so we're asking if you approve the adoption of the Minutes from December 15.

276

00:27:50.130 --> 00:27:50.580

Tara Johnson: Yes.

277

00:27:52.950 --> 00:27:59.460

Dr John Stover: Okay, so President Thompson that's 23 know 20th century 21.

278

00:28:01.170 --> 00:28:01.890

Dr John Stover: Yes, votes.

279

00:28:03.510 --> 00:28:06.960

Julie Thompson: I thank you, the Minutes are approved okay.

280

00:28:09.840 --> 00:28:22.710

Julie Thompson: And I next item on the agenda is adjustments to the agenda, and which is an opportunity to remove from consent anything that the Senate wishes to discuss, we can remove it from consent and move it to the action agenda.

281

00:28:24.120 --> 00:28:25.530

Julie Thompson: would be your opportunity.

282

00:28:27.150 --> 00:28:33.870

Julie Thompson: Hearing none okay we'll move on, then we have just the Presidents report today i'm.

283

00:28:38.010 --> 00:28:47.250

Julie Thompson: Okay, and just a heads up to Senator jacobson I think i'm going to exceed my five minutes and I apologize, in advance, I will talk quickly um.

284

00:28:48.240 --> 00:28:54.540

Julie Thompson: So i'd like to welcome everyone back, and I was thinking I don't know about others, but I really needed that break.

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00:28:55.290 --> 00:29:04.140

Julie Thompson: As i've racked up the years, this is my 27th year of the College and also, as I get older and more tired I increasingly find that during each break.

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00:29:04.470 --> 00:29:20.370

Julie Thompson: I wonder how I can find the strength, energy and focus to meet the demands of a new semester, but every new semester, I do, and it is because the work matters and I get to do that work with you all, so thank you to every one of you for making this the place, I want to be.

287

00:29:21.570 --> 00:29:31.500

Julie Thompson: i'd like to also welcome some people who are new to the Senate body, and we have a new administrative assistant Natalia Hayworth so welcome to Natalia.

288

00:29:32.550 --> 00:29:49.800

Julie Thompson: Paper things and also, we have two senators to new senators joining us Sean boom BA and yon commit co are both filling vacancies for the spring semester so welcome to senators boom BA and commit comb okay do.

289

00:29:52.650 --> 00:30:02.430

Julie Thompson: We have two additional vacancies that we need to fill Professor Roman yelloly is on leave this semester, so we are recruiting for a one semester vacancy an area three.

290

00:30:02.940 --> 00:30:13.410

Julie Thompson: That email solicitation has gone out and the deadline for expressing interest is next Wednesday at 4pm the area 10 leave replacement for professor of qubo.

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00:30:13.740 --> 00:30:22.830

Julie Thompson: Which incident early April is also still open, we have made numerous attempts to fill that they can see, as we did not receive any expressions of interest last fall.

292

00:30:23.220 --> 00:30:34.890

Julie Thompson: After extending the deadline multiple times and send it exact decided to leave the recruitment open for that seat until it is filled, so any contract faculty Member interested in serving.

293

00:30:35.400 --> 00:30:41.280

Julie Thompson: should reply to the email that went out from the Senate account and we will send period periodic reminders of better vacancies.

294

00:30:42.630 --> 00:30:49.050

Julie Thompson: The program mapper purchase is in progress as a reminder, in December, a group of people representing the.

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00:30:49.350 --> 00:30:59.130

Julie Thompson: Guided pathways program mapping work group student services it send it exactly and other parts of the College attended a DEMO of the program map or software.

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00:30:59.520 --> 00:31:08.250

Julie Thompson: and had a follow up discussion on the discussion yielded a handful of questions that Vice President, Kate jolly and I followed up on with the program mapper REP.

297

00:31:08.700 --> 00:31:14.130

Julie Thompson: and based on that conversation Vice President jolly took forward a recommendation to the president's cabinet.

298

00:31:14.490 --> 00:31:19.350

Julie Thompson: that the College make the purchase This is great tool that will help our students explore.

299

00:31:19.740 --> 00:31:34.770

Julie Thompson: The many certificates and majors that Sri JC offers see recommended semester by semester course sequences and also see variations in course requirements for majors based on specific transfer institutions unique requirements.

300

00:31:36.240 --> 00:31:47.640

Julie Thompson: The student facing website redesign project, which is another branch of the guided pathways work also took a significant step forward last week when the board of trustees approved and expenditure.

301

00:31:48.090 --> 00:31:57.810

Julie Thompson: of approximately \$80,000 for an award of contract for guided pathways website pathway consultant i'd like to thank the members of these guided pathway.

302

00:31:58.410 --> 00:32:11.580

Julie Thompson: Guided pathways work groups and others who are moving the work forward, we will be hearing from the guided pathways work groups this spring and hope to schedule ports for the next couple of senate meetings so that you can hear directly from the folks who are doing this work.

303

00:32:12.750 --> 00:32:23.880

Julie Thompson: college Council continues to its work on a redesign of the college's governance system at our last meeting in December, the Council began work on a set of principles that will guide us as we move forward.

304

00:32:24.330 --> 00:32:35.430

Julie Thompson: We plan to make significant progress on a draft at a retreat scheduled for January 31 and also for those who may be unfamiliar with college Council, it is a broadly representative.

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00:32:36.120 --> 00:32:47.790

Julie Thompson: entity of all constituent groups at the College members include all of the Vice Presidents the Presidents of the student government of seu classified senate a FA and the academic Senate.

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00:32:48.210 --> 00:32:58.320

Julie Thompson: An additional student REP and two additional academic senate appointees who this year Our Lord aspinall and and on again, so I think everybody, for the work that's going on there.

307

00:32:59.370 --> 00:33:11.250

Julie Thompson: This Semester, the educational planning and coordinating Council also called a PCC will be working on developing a plan that ensures that the ongoing work of reviewing policies and procedures occurs.

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00:33:11.730 --> 00:33:20.700

Julie Thompson: In a deliberate sustainable way we want to move away from our reactive mode of pushing through a lot of policy review each time we're up for accreditation.

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00:33:21.060 --> 00:33:27.090

Julie Thompson: The goal is to identify the scope of the work and evenly distributed throughout the years of each accreditation cycle.

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00:33:27.690 --> 00:33:33.690

Julie Thompson: Additionally, we need a process that respects the senate's role in advising on policy that falls within the 10 plus one.

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00:33:34.110 --> 00:33:42.750

Julie Thompson: there's too much policy and procedure for the academic senate too closely bet an initial review identified approximately 150 policies and procedures.

312

00:33:43.050 --> 00:33:55.770

Julie Thompson: that are relevant to our areas of responsibility, so we need a process by which etc can assist the Senate, as appropriate, without weakening the senate role in representing the Faculty and advising the board.

313

00:33:57.390 --> 00:34:05.880

Julie Thompson: The Spring election cycle for senators will be up and running very soon, please run and please encourage your colleagues to consider running for a seat.

314

00:34:06.360 --> 00:34:11.220

Julie Thompson: The nomination period will close on Wednesday February 23 at noon.

315

00:34:12.180 --> 00:34:25.650

Julie Thompson: Some important dates coming up Monday January 23 from three to five stephanie Curry and Michelle being from the as triple C executive committee will represent on how senate work and D Ay Ay work come together.

316

00:34:26.520 --> 00:34:37.170

Julie Thompson: On next is the Senate retreat Friday February 11 from 10am to 3pm and for the last portion approximately an hour and a half to two hours of the retreat.

317

00:34:37.560 --> 00:34:48.660

Julie Thompson: We will host Cheryl Austin Bach and the Tanya Parker from the AS Triple C executive committee and they'll be talking with us about minimum qualifications and equivalency specifically for ethnic studies.

318

00:34:49.530 --> 00:35:02.010

Julie Thompson: And the spring plenary is April 7 through ninth based on senate resources, the Executive Committee will determine the number of senators that we can afford to send senators, please consider this opportunity.

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00:35:02.430 --> 00:35:09.840

Julie Thompson: Especially if you have not yet attended a plenary the more senators, who have this experience, the better for our own local Senate.

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00:35:10.590 --> 00:35:20.370

Julie Thompson: It's an opportunity to learn a lot about content ideas great programs at other colleges legislation, etc, and also what I find to be really helpful is that.

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00:35:20.730 --> 00:35:30.330

Julie Thompson: They model, a beautiful respectful senate process so bringing home the learning on both process and content strengthens us here at home finally.

322

00:35:31.050 --> 00:35:39.540

Julie Thompson: This is Amy Quinn's last meeting, I would like to thank me for being our administrative assistant extraordinary for the past approximately 11 months.

323

00:35:39.990 --> 00:35:48.990

Julie Thompson: It has been a joy to work with Amy and to know that all of the behind the scenes work is being taken care of which makes possible the work that all of us do here in this room.

324

00:35:49.350 --> 00:36:02.070

Julie Thompson: I am sad to say goodbye but I'm also happy for her as she embarks on new adventures, so thank you Amy and his see people are sending love to aim, so thank you and that ends, my report.

325

00:36:12.210 --> 00:36:25.500

Julie Thompson: And next we have a consent item as a reminder required on a regular basis on a cycle of 30 days to keep reaffirming that conditions in the county.

326

00:36:27.000 --> 00:36:44.370

Julie Thompson: pose a threat if we were to be meeting in person, so we need to keep reaffirming that we are indeed in a situation where we need to continue to meet remotely, this is a consent item and if senators would get ready for the vote Secretary stover will go through the roster thanks.

327

00:36:46.380 --> 00:36:51.570

Dr John Stover: Calling the vote on the consent items to continue with remote meetings and Herman.

328

00:36:51.870 --> 00:36:53.550

Dr John Stover: Yes, aspinall.

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00:36:53.820 --> 00:36:55.230

Dr John Stover: Yes, a Viola.

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00:36:55.650 --> 00:36:56.250

Yes.

331

00:36:58.290 --> 00:36:58.950

Vince Bertsch: Yes.

332

00:36:59.730 --> 00:37:00.420

Dr John Stover: room ah.

333

00:37:00.870 --> 00:37:02.340

Dr John Stover: Yes, Bush.

334

00:37:02.820 --> 00:37:04.680

Dr John Stover: Yes, carlin goldberg.

335

00:37:05.190 --> 00:37:07.050

Dr John Stover: Yes, Kabbalah stolen.

336

00:37:07.500 --> 00:37:09.120

Dr John Stover: Yes, don again.

337

00:37:09.630 --> 00:37:11.160

Dr John Stover: Yes, faster.

338

00:37:11.670 --> 00:37:13.350

Dr John Stover: Yes, jacobson.

339

00:37:14.550 --> 00:37:15.420

Julie Thompson: Johnson.

340

00:37:18.960 --> 00:37:20.010

Dr John Stover: Senator Johnson.

341

00:37:20.040 --> 00:37:23.040

Dr John Stover: Yes, thank you coston.

342

00:37:23.340 --> 00:37:24.930

Dr John Stover: Yes, come at Co.

343

00:37:25.410 --> 00:37:26.910

Dr John Stover: Yes, lemer.

344

00:37:27.270 --> 00:37:28.980

Dr John Stover: Yes, Oliver.

345

00:37:29.280 --> 00:37:31.950

Dr John Stover: Yes, reeves yes.

346

00:37:32.070 --> 00:37:33.510

Emily Schmidt (she): Schmidt yes.

347

00:37:33.780 --> 00:37:34.740

Dr John Stover: spoon Berg.

348

00:37:35.040 --> 00:37:38.490

Dr John Stover: Yes, stover yes balance Layla.

349

00:37:40.470 --> 00:37:40.860

Yes.

350

00:37:42.000 --> 00:37:42.660

Dr John Stover: wiley.

351

00:37:43.710 --> 00:37:45.390

Dr John Stover: Yes, Winston.

352

00:37:47.460 --> 00:37:48.030

Summer Winston (They/Them): Yes.

353

00:37:49.620 --> 00:37:53.340

Dr John Stover: President Thompson that's 25 yes votes one absence.

354

00:37:54.330 --> 00:37:58.320

Julie Thompson: Thank you, the motion carries an agenda item is approved.

355

00:38:00.990 --> 00:38:01.650

Tara Johnson: Thompson.

356

00:38:01.860 --> 00:38:10.320

Tara Johnson: Yes, sorry this is Tara Johnson it I think it's a point of order that I wanted to bring up on the Presidents report that you just gave.

357

00:38:10.770 --> 00:38:19.080

Tara Johnson: Okay, I don't know the Pope I hope this is appropriate, so I just wanted to say when you were saying that that the program mapper.

358

00:38:19.620 --> 00:38:29.520

Tara Johnson: That is being embraced by the district is the the guided pathways mapping and scheduling Mitty did not recommend that Program.

359

00:38:30.300 --> 00:38:40.200

Tara Johnson: We acquiesce to say if counseling agreed with it, that would be fine I don't know if that ever went back to counseling because I would never look back into that.

360

00:38:41.550 --> 00:38:54.000

Tara Johnson: If it went if if I wanted to go to counseling did they approve it, and still are looking for a term program mapper program plan that can use at the JC correct.

361

00:38:54.300 --> 00:38:59.580

Julie Thompson: Okay, so um I think we're getting into content rather than a point of order so maybe we can take this at.

362

00:39:01.260 --> 00:39:06.210

Julie Thompson: a later time and get some clarification on that Okay, thank you.

363

00:39:07.620 --> 00:39:08.280

Julie Thompson: Okay.

364

00:39:09.390 --> 00:39:22.500

Julie Thompson: So we are ahead of schedule it's 338 and the next item on the agenda is a break so we're about 12 minutes ahead of schedule and so i'd like to ask the body on.

365

00:39:23.760 --> 00:39:25.680

Julie Thompson: thumbs up on moving ahead.

366

00:39:27.600 --> 00:39:29.850

Julie Thompson: get started on the discussion agenda okay.

367

00:39:30.870 --> 00:39:31.650

Julie Thompson: sounds great.

368

00:39:34.260 --> 00:39:36.780

Julie Thompson: Okay, so i'm.

369

00:39:37.980 --> 00:39:41.550

Julie Thompson: focus today is on the Faculty hiring procedure, as it has been.

370

00:39:42.600 --> 00:40:01.140

Julie Thompson: Since 1842 and we had a really wonderful I thought really wonderful discussion on item a the ideas for student participation in the Faculty hiring process at our last meeting and and.

371

00:40:01.920 --> 00:40:14.850

Julie Thompson: So we are picking up where we left off, and as a reminder, and if we can straw pull things along the way, as needed that's really helpful it's it's quick we don't lose time.

372

00:40:15.330 --> 00:40:26.730

Julie Thompson: For formal votes, and if we are getting to a point where we have emotion and we're there's restarting to be able to synthesize and come up with a with emotion.

373

00:40:27.510 --> 00:40:45.600

Julie Thompson: And we do want to move something to action and be taking votes let's do that but let's not use our voting time for little word smithing kinds of changes so let's deal with with substance substantive questions and so i'll just open the floor for us to pick up where we left off.

374

00:40:48.630 --> 00:41:05.130

Julie Thompson: which I know seems like a really long time ago um I hope that the the summary from our last discussion in the the Minutes that you reviewed for today's meeting were helpful and reminding us where we all were so I think I see a hand there um Secretary stover.

375

00:41:07.980 --> 00:41:10.080

Dr John Stover: i'll i'll start us off I.

376

00:41:13.410 --> 00:41:37.050

Dr John Stover: I would like to see us include student voices in the Faculty hiring process, and I would like us to provide departments and programs with a menu of options, they can choose from that best suit the department and including that voice so I imagine a potential list of options could be.

377

00:41:38.400 --> 00:41:42.120

Dr John Stover: Teaching demos non voting Member voting Member.

378

00:41:43.260 --> 00:41:44.490

Dr John Stover: Writing prompt.

379

00:41:46.470 --> 00:41:54.690

Dr John Stover: Informal talk with the candidates, I think there's many ways to include the student voice, and I think there's many ways to.

380

00:41:56.010 --> 00:41:59.940

Dr John Stover: get their input and I hope we embrace that Thank you.

381

00:42:00.540 --> 00:42:01.380

Julie Thompson: Thank you.

382

00:42:02.460 --> 00:42:04.710

Julie Thompson: I next in the queue is Senator don again.

383

00:42:05.490 --> 00:42:08.430

Anne Donegan: Thank you so much, President Thompson and Happy New Year everyone.

384

00:42:09.030 --> 00:42:16.620

Anne Donegan: I think it's really important that we start this and I really appreciate with Senator stover just said, I think it's important as we start this discussion again.

385

00:42:17.100 --> 00:42:29.940

Anne Donegan: That we recognize that there's a lot of common ground here, I have not heard anyone at this virtual table say anything along the lines of students should not participate.

386

00:42:30.390 --> 00:42:40.740

Anne Donegan: In hiring committee, so I think that's good there's a lot of common ground here and I actually support a lot of what Senator Stover just said, and I think after we hear from.

387

00:42:42.030 --> 00:42:48.300

Anne Donegan: A lot of our other senate colleagues here that maybe we can have a straw poll in that regard, thank you.

388

00:42:48.780 --> 00:42:51.540

Julie Thompson: Thank you appreciate that I'm Senator Aspinall.

389

00:42:55.050 --> 00:42:56.910

Laura Aspinall- she/her: Kami shoving blueberries in my face.

390

00:42:58.740 --> 00:43:03.240

Laura Aspinall- she/her: But that's recorded for posterity um so I have.

391

00:43:04.470 --> 00:43:19.200

Laura Aspinall- she/her: I'm not sure if it's too early to make a motion I have something similar to what Senator Stover mentioned, but I also don't want to come in too early to the discussion okay.

392

00:43:19.530 --> 00:43:20.520

Julie Thompson: Can I am.

393

00:43:20.550 --> 00:43:24.360

Laura Aspinall- she/her: But in coffee kit I'd be happy to pivot that to a straw poll also.

394

00:43:24.810 --> 00:43:38.670

Julie Thompson: Okay um why don't we do this um since I think, particularly since we have some new senators in the room that we haven't heard of who haven't had an opportunity to participate in the discussion I'm maybe we can kind of.

395

00:43:39.390 --> 00:43:45.300

Julie Thompson: do two things here one is here, your idea, but perhaps not not phrased as emotion.

396

00:43:45.420 --> 00:43:46.650

Julie Thompson: Sure, and then.

397

00:43:47.880 --> 00:43:59.820

Julie Thompson: At such point that we might get to the end of the of the queue of people who want to speak, and we might be ready for emotion and we could agree that will come back to you as having first dibs.

398

00:44:00.000 --> 00:44:01.140

Julie Thompson: Sure okay.

399

00:44:01.260 --> 00:44:15.000

Laura Aspinall- she/her: yeah So the idea that I had like it was very similar pretty much the same as Senator stover, which is that we would send it would develop a menu of options for student participation and faculty hiring.

400

00:44:15.720 --> 00:44:22.680

Laura Aspinall- she/her: The menu of choices would then be added to the Faculty hiring procedure and departments will be required to choose at least one option from the menu.

401

00:44:24.510 --> 00:44:26.070

Julie Thompson: Okay, thank you.

402

00:44:27.660 --> 00:44:29.700

Julie Thompson: i'm Senator harlan goldberg.

403

00:44:31.950 --> 00:44:50.520

Jen (she/her) Carlin-Goldberg: Hello everyone, thank you, thank you, President Thompson I wanted to add to our Center disturbers list from our Senator from the music department mentioned skills demos, as well as teaching demos, I think that would be important to include on that list should we make it.

404

00:44:52.050 --> 00:44:53.640

Jen (she/her) Carlin-Goldberg: And I was.

405

00:44:54.690 --> 00:45:03.810

Jen (she/her) Carlin-Goldberg: I have been searching my my feelings, for you know constantly always always and.

406

00:45:04.860 --> 00:45:21.900

Jen (she/her) Carlin-Goldberg: And I was thinking to myself what would have more of a sway over a hiring committee as far as what what students who are taking classes in my department would want and.

407

00:45:23.310 --> 00:45:42.960

Jen (she/her) Carlin-Goldberg: Looking back on when I was hired I did my teaching DEMO in front and students, the most enjoyable hiring process i've ever been through our interview process i've ever been through was the one for hearing the student a student teaching DEMO was was part of that and.

408

00:45:43.980 --> 00:45:56.250

Jen (she/her) Carlin-Goldberg: If you have 30 students, because it was an entire classroom full of students, saying that we like this person that is going to have so much more of an effect on a hiring committee.

409

00:45:57.120 --> 00:46:07.890

Jen (she/her) Carlin-Goldberg: than one student saying we want this person and especially if maybe maybe that student was required to be on the hiring committee.

410

00:46:08.310 --> 00:46:24.240

Jen (she/her) Carlin-Goldberg: I am not speaking for all hiring committees it's just it was just one little thing I very much like the menu options, there are hiring committees can find the best way for them to get the.

411

00:46:25.320 --> 00:46:30.030

Jen (she/her) Carlin-Goldberg: input, they need to hire really good faculty that.

412

00:46:31.110 --> 00:46:37.230

Jen (she/her) Carlin-Goldberg: will teach I will teach the students and engage with the students and.

413

00:46:38.820 --> 00:46:42.300

Jen (she/her) Carlin-Goldberg: and be an asset to our college, thank you very much.

414

00:46:42.540 --> 00:46:43.170

Thank you.

415

00:46:44.730 --> 00:46:45.900

Julie Thompson: Senator balance whaler.

416

00:46:47.310 --> 00:47:04.410

Kat Valenzuela: Thank you, President Thompson I like this idea, you know of the menus I just want to be, I guess, clear, because I don't think we want to come up with an exhaustive list of you know ideas of what committees.

417

00:47:05.610 --> 00:47:12.150

Kat Valenzuela: You know I don't want to say, have to do, but I, but I would like the option, because you know I don't think any of us really have time to come up with.

418

00:47:12.600 --> 00:47:23.940

Kat Valenzuela: A, you know as many ideas, as there are possible and other departments might do things differently, but you know, having one of those options obviously be.

419

00:47:24.960 --> 00:47:40.560

Kat Valenzuela: You know, up to the Department of the committee of how they would involve students, I like the idea of giving ideas of how to involve students, but you know I don't want to lock departments into this is what you have to do kind of thing thanks.

420

00:47:42.180 --> 00:47:42.690

Laura Aspinall- she/her: Okay.

421

00:47:45.480 --> 00:47:49.740

Julie Thompson: um so I just want to throw something out there.

422

00:47:51.060 --> 00:47:58.980

Julie Thompson: That might be helpful in this conversation, as we, as we deal with without point one of the things that i'm that I.

423

00:48:01.320 --> 00:48:08.730

Julie Thompson: have learned in these discussions that we've had in the seminar Senate is how different every department in every discipline is like they have.

424

00:48:09.000 --> 00:48:19.290

Julie Thompson: They have their own needs that are connected to the work that they do and their their disciplines and and so forth, so i'm appreciating what i'm hearing about.

425

00:48:22.800 --> 00:48:24.270

Julie Thompson: A menu of options.

426

00:48:26.310 --> 00:48:28.020

Julie Thompson: The the potential.

427

00:48:29.070 --> 00:48:38.040

Julie Thompson: For it to be, maybe a little too constraining for some departments have we you know, are not aware of all the different things that different departments might do and i'm.

428

00:48:38.880 --> 00:48:47.970

Julie Thompson: In so hiring committees already have a mechanism by which their ideas for how they're going to you know advertise their positions or.

429

00:48:49.530 --> 00:48:57.930

Julie Thompson: craft their questions for interviews those things have to go through a vetting process some perhaps the Senate could consider and.

430

00:48:59.340 --> 00:49:08.940

Julie Thompson: That that mechanism which already exists, could be utilized for a menu of options as well, does that make sense.

431

00:49:10.110 --> 00:49:31.920

Julie Thompson: Okay, and i'm looking at Senator aspinall as I am talking i'm trying to you know meld concerns here and synthesize what i'm hearing and there's I think tremendous common ground and and I do hear the the caveat to not be too restrictive i'm Senator Winston and then Senator Schmidt.

432

00:49:34.920 --> 00:49:49.350

Summer Winston (They/Them): hi um yeah that unmute yeah so um yeah I like the idea of giving folks options to pick from and based on their different departments and what.

433

00:49:50.700 --> 00:49:57.300

Summer Winston (They/Them): What their needs are and and I guess, one of the concerns I have the idea that.

434

00:49:58.770 --> 00:50:05.190

Summer Winston (They/Them): I guess, I see that we're having, in my opinion, I feel like we're having this conversation because we're trying to.

435

00:50:06.930 --> 00:50:14.670

Summer Winston (They/Them): bring change to campus right in relation to our hiring practices, the way that we are bringing folks and.

436

00:50:16.140 --> 00:50:26.850

Summer Winston (They/Them): Especially in relation to equity and inclusion diversity all of those important things, and so the idea that.

437

00:50:27.960 --> 00:50:32.760

Summer Winston (They/Them): Like with pre, what are the previous Senator said that if it's.

438

00:50:33.900 --> 00:50:48.870

Summer Winston (They/Them): If departments don't have to do these things, then I don't understand like I don't I guess a part of me is like we can come up with this list, however, like exhaustive, it is, of course, leaving room for departments to.

439

00:50:50.010 --> 00:50:55.500

Summer Winston (They/Them): I guess have their own input for how they can include students as a part of these committees.

440

00:50:56.580 --> 00:51:17.730

Summer Winston (They/Them): But i'm really concerned about the idea that none of this if we don't make it mandatory in some way, shape or form for departments to to include students or like work with this criteria in some way, shape or form, then why are we even having this conversation.

441

00:51:19.410 --> 00:51:24.540

Summer Winston (They/Them): it's been why have we had meeting after meeting of this conversation.

442

00:51:26.130 --> 00:51:33.510

Summer Winston (They/Them): If it's not if we're not going to make it mandatory is is the concern that I have yeah.

443

00:51:34.020 --> 00:51:36.030

Julie Thompson: Thank you, Senator Schmidt.

444

00:51:39.750 --> 00:51:40.200

Emily Schmidt (she): hi.

445

00:51:41.580 --> 00:51:46.440

Emily Schmidt (she): Thank you, Senator Winston some of what you said was on my mind to.

446

00:51:48.270 --> 00:51:49.050

Emily Schmidt (she): Which is.

447

00:51:50.550 --> 00:51:55.950

Emily Schmidt (she): I do in fact think that it shouldn't be required for students to participate in the higher department.

448

00:51:57.870 --> 00:52:03.540

Emily Schmidt (she): I think that students, need to be involved in providing us feedback and be involved in.

449

00:52:04.560 --> 00:52:11.100

Emily Schmidt (she): You know meeting with the the candidates and watching teaching or skills demonstrations and these kinds of things.

450

00:52:12.720 --> 00:52:19.680

Emily Schmidt (she): So yeah I agree if we just say Oh, you can do it or not, that's not going to help anything.

451

00:52:20.580 --> 00:52:36.960

Emily Schmidt (she): But, as you may know my broken record sound I don't think they should have a voting position or access to confidential teaching materials right, but I do think that it's really important that we get their input on these things.

452

00:52:38.460 --> 00:52:52.350

Emily Schmidt (she): And so maybe there's a way that is a little bit of a middle ground between this idea that it needs to be mandatory and then sort of how students determine students how.

453

00:52:53.220 --> 00:53:01.140

Emily Schmidt (she): departments determine the way that they are going to facilitate student input and feedback and participation in that process.

454

00:53:01.860 --> 00:53:14.040

Emily Schmidt (she): So that that's sort of my two cents, I do think student involvement needs to be mandatory and I still don't think they should have a vote or access to confidential hiring materials thanks.

455

00:53:14.580 --> 00:53:15.390

Julie Thompson: Thank you.

456

00:53:16.890 --> 00:53:20.580

Julie Thompson: Senator aspinall is next in the queue and.

457

00:53:22.050 --> 00:53:26.850

Julie Thompson: Can I come back to you Okay, thank you, Senator reeves.

458

00:53:29.880 --> 00:53:31.740

Byron: hey everyone um.

459

00:53:33.000 --> 00:53:34.770

Byron: I just want us to be thoughtful.

460

00:53:36.090 --> 00:53:39.240

Byron: and be solution, based in regards to if we're gonna.

461

00:53:40.380 --> 00:53:48.390

Byron: If we're thinking about having students on a hiring committee participate in any kind of way and not have a vote.

462

00:53:50.520 --> 00:54:00.600

Byron: Then, my concern is, are we wasting the students time because, how are we going to measure how each department is, including students and the decisions that they're making.

463

00:54:03.000 --> 00:54:13.320

Byron: I don't know how many other counselors are in here, but you know as it from a conscious perspective, we hear a lot about the students load how much work they have to do at home.

464

00:54:14.730 --> 00:54:15.600

Byron: How much you know.

465

00:54:17.280 --> 00:54:26.490

Byron: All of our students lives it right all the complication the burden right, as well as reaching their goal, and I just don't.

466

00:54:28.200 --> 00:54:29.520

Byron: I don't see in a way.

467

00:54:30.840 --> 00:54:33.870

Byron: how you can have each department.

468

00:54:35.070 --> 00:54:44.820

Byron: include students in the same way in the decision making and, lastly, what I want to say so, so I want to be solution based they are right for the folks who say student shouldn't have a vote well that's great.

469

00:54:45.450 --> 00:54:53.670

Byron: But you want student participation well that's great well how do you how do you measure, how do you come up with ways for for it to be valuable for for that time to be valuable.

470

00:54:54.840 --> 00:55:06.300

Byron: The second thing I wanted to be thoughtful of is the last time we hired I was part of that thing not the last time around, before that 32 new faculty one faculty of color.

471

00:55:07.020 --> 00:55:17.160

Byron: i'd also actually because some of this work has come out of the big issue in the black demands right they axford have a vote because of the lack of diversity.

472

00:55:17.550 --> 00:55:27.300

Byron: In our faculty okay so that's one thing they asked for that now we're saying of course you can have some input, but not a vote okay good.

473

00:55:27.690 --> 00:55:33.780

Byron: So I just don't understand how those two things work as a college tour, you know speaks to talk the moving towards equitable.

474

00:55:34.110 --> 00:55:47.310

Byron: And more diversity and more inclusion I don't understand for the folks who are thinking about saying no or voting no I don't understand how, because this is one piece of us moving into a new.

475

00:55:48.360 --> 00:55:57.120

Byron: place a new, more diverse faculty I just don't comprehend and again being solution based I like I would love to hear answers don't tell how.

476

00:55:57.780 --> 00:56:04.860

Byron: The same people who have hired the last 30 in the last 30 in the last 30 how those people are going to be now changed.

477

00:56:05.730 --> 00:56:10.800

Byron: do anything different in order to hire more diverse faculty like how we just won't all woken up.

478

00:56:11.460 --> 00:56:19.620

Byron: And so I just challenged us to be solution based if no is the answer and we're going to vote on this right and that's what you hear from your constituents this one here for my constituents right.

479

00:56:20.100 --> 00:56:22.020

Byron: No is the answer then.

480

00:56:22.560 --> 00:56:36.240

Byron: What are we doing as a college to move towards equity are we just talking in into one of the center's previous points, what are we doing Why are we having this conversation we might as well do something that's going to move our college and in a way of how we doing equity to be.

481

00:56:37.650 --> 00:56:40.620

Julie Thompson: Thank you, thank you and.

482

00:56:42.090 --> 00:56:51.810

Julie Thompson: Next, in the queue is Senator Winston i'm going to come back to you, since you've spoken to the discussion item already Senator spoon Berg, I believe you have not is that.

483

00:56:51.810 --> 00:56:53.280

Hannah Skoonberg: Correct that's correct.

484

00:56:54.870 --> 00:57:00.510

Hannah Skoonberg: So I wanted to get a little clarification here because we've been talking about a vote.

485

00:57:01.350 --> 00:57:16.020

Hannah Skoonberg: And in the hiring processes it's not you don't vote for a candidate, we have a whole like scoring category system so in each category we're like educational background one out of five like teaching demonstration one out of five.

486

00:57:16.410 --> 00:57:29.760

Hannah Skoonberg: Diversity statement one out of five five right, we have all these different categories which we score, and so I think we're using a shorthand here that's kind of like a simplifying a process and and there are parts of that process that.

487

00:57:31.710 --> 00:57:35.310

Hannah Skoonberg: I think, create a sort of equity in fairness.

488

00:57:35.970 --> 00:57:42.030

Hannah Skoonberg: In that we can't just arbitrarily, we have to sort of if we're going to download a candidate or upload a candidate can have to justify why and show.

489

00:57:42.330 --> 00:57:50.760

Hannah Skoonberg: Where they scored well and where they didn't score well and that this is like it's not like it's not my opinion like you have a great you have a great you have a PhD like you know great.

490

00:57:51.060 --> 00:58:02.070

Hannah Skoonberg: You know until like some of this like scoring is is is not opinion based, and so there are certain categories in the interview that are that are more subjective and categories that are less subjective right like.

491

00:58:02.910 --> 00:58:10.950

Hannah Skoonberg: The teaching demonstration is one of them, and I feel like that's why this is coming up in this conversation, because the teaching summit demonstration is that one category.

492

00:58:11.280 --> 00:58:22.140

Hannah Skoonberg: That is a little bit more subjective and you know, like and that's why I think that the bringing students in in that capacity really takes advantage of their expertise which they do have in the realm of teaching.

493

00:58:22.620 --> 00:58:29.250

Hannah Skoonberg: Another thing that I wanted to point out is that there seems to be kind of two threads here one of like a single serving committee Member.

494

00:58:29.790 --> 00:58:37.740

Hannah Skoonberg: And a class of students and when we're talking about the role of students, enhancing diversity.

495

00:58:38.160 --> 00:58:46.110

Hannah Skoonberg: Right like we have a diverse student body so like that diversity of a whole class of students is more likely to capture.

496

00:58:46.500 --> 00:59:03.480

Hannah Skoonberg: That diversity of our student body than a single student who may or may we could be anyone, you know, like if they were opening the door for a single student there's there's no no guarantee that student is going to be of any particular ethnic background right, that would be.

497

00:59:04.710 --> 00:59:09.900

Hannah Skoonberg: You know so that's that's a different conversation, and so I think that when we're talking about bringing in a whole class of students.

498

00:59:10.170 --> 00:59:19.650

Hannah Skoonberg: There is an inherent diversity in our student classes and I think that that that actually prevents kind of kind of brings in that mix of voices and.

499

00:59:19.920 --> 00:59:36.630

Hannah Skoonberg: And it's and I think that, and it does rely on the area that the students have expertise in, and you know there were no students involved in my hiring when I did my teaching demonstration I just pretended that the hiring committee were students and I was like i'm going to call on you.

500

00:59:38.190 --> 00:59:43.740

Hannah Skoonberg: My department chair and i'm like just I just called on them like they were students and it was very strange because I couldn't.

501

00:59:44.010 --> 00:59:48.720

Hannah Skoonberg: Because it was like formal and stuff and if I had actual students, it would have been better, you know and.

502

00:59:48.990 --> 00:59:57.540

Hannah Skoonberg: And it like this and you ask another question of like is it worth the students time like okay So here we are bringing in these like really professional professors.

503

00:59:57.750 --> 01:00:08.460

Hannah Skoonberg: To give a teaching demonstration on something that they're learning like here there are in class that demonstration comes in, and they can like get a little bit of like a tidbit or like a like a lecture that's like a new voice like.

504

01:00:08.850 --> 01:00:15.720

Hannah Skoonberg: And then they then they learn, and then they can respond to that like I feel like that is actually kind of a benefit to the students.

505

01:00:16.020 --> 01:00:21.630

Hannah Skoonberg: And they get to like kind of here and like they just to get to be on the teaching demonstration and and I.

506

01:00:21.870 --> 01:00:32.850

Hannah Skoonberg: were talking about requirements like asking these faculty committees to be required to consider student voice then like actually scoring that in that category.

507

01:00:33.180 --> 01:00:43.980

Hannah Skoonberg: of teaching demonstration, so if you're going to count the students as a voice, I think it should be a specific voice in a specific category of the teaching demonstration because that's where they have expertise.

508

01:00:44.400 --> 01:00:54.540

Hannah Skoonberg: Right, because the students, you know when we're talking about like scoring these schools, I mean that's those that's a little bit a little bit different, but we want, we want to rely on the students expertise anyway that's my opinion i'll pass the MIC.

509

01:00:54.990 --> 01:00:58.470

Julie Thompson: Okay, thank you i'm Senator coveralls dylan.

510

01:01:00.450 --> 01:01:11.730

Sheryl Cavales Doolan, SRJC: Thank you um I heard some of my things that I wanted to say that just come out of some of my fellow senators, so I just wanted to honor the.

511

01:01:12.450 --> 01:01:31.200

Sheryl Cavales Doolan, SRJC: kind of a lot of a history that one Senator mentioned about the question of this coming from a race from the black student Union Union demands and really having students be participatory and really our role as faculty to honor that student participation, I do think that.

512

01:01:32.370 --> 01:01:48.690

Sheryl Cavales Doolan, SRJC: Having it be mandatory, is also crucial things to my other senators for raising that that issue I, I also think, to demonstrate that value get I do think that having a student as a voting member of.

513

01:01:49.740 --> 01:01:59.610

Sheryl Cavales Doolan, SRJC: Of a hiring Committee, especially from the like the interviews on like watching and participating in those interviews and voting at that point, I think that.

514

01:01:59.880 --> 01:02:06.330

Sheryl Cavales Doolan, SRJC: If we don't have students included in this screening process which a lot of the screening process is about.

515

01:02:06.660 --> 01:02:12.270

Sheryl Cavales Doolan, SRJC: The expertise that student the the knowledge and expertise that our candidates would have or the applicants would have.

516

01:02:12.570 --> 01:02:21.570

Sheryl Cavales Doolan, SRJC: So um I, so I see that as being more important for faculty to see and less important for students to be involved in the screening process.

517

01:02:22.290 --> 01:02:28.950

Sheryl Cavales Doolan, SRJC: And then that would also address the issue of students, having access to confidential materials.

518

01:02:29.370 --> 01:02:38.520

Sheryl Cavales Doolan, SRJC: If they're involved with from the interviews on that's where the student voice the the knowledge and expertise that students have, and if they would bring to a hiring committee.

519

01:02:39.120 --> 01:02:49.590

Sheryl Cavales Doolan, SRJC: that's where they would really shine is being on sitting in on interviews and having a vote on those interviews I think it's a really exciting moment for us.

520

01:02:50.190 --> 01:03:00.240

Sheryl Cavales Doolan, SRJC: To really change how we're doing things and I really love this I would love to have a student as a voting Member on hiring committee Simon Thank you.

521

01:03:01.560 --> 01:03:05.190

Julie Thompson: Thank you, Senator Kabbalah stolen okay we're at by my.

522

01:03:06.960 --> 01:03:16.710

Julie Thompson: clock we are 24 minutes in on and we had scheduled 25 minutes, I believe, for this discussion item and.

523

01:03:18.120 --> 01:03:28.260

Julie Thompson: And and i'm also hearing that we're going back over ground that we have gone over many times okay um and I.

524

01:03:29.730 --> 01:03:39.180

Julie Thompson: promised Senator aspinall that I would come back to her, we are at the end of this discussion items, so I will come back to Senator aspinall i'm.

525

01:03:40.200 --> 01:03:41.490

Julie Thompson: Senator aspinall.

526

01:03:43.530 --> 01:03:53.490

Laura Aspinall- she/her: Thank you, as I was sitting here listening and i'm wondering i'm trying to figure out a way for us to start making some movement and starting with what.

527

01:03:54.120 --> 01:04:07.680

Laura Aspinall- she/her: sounds like the common ground we could participation is one thing voting is is another thing too, so it seems to me that we need to make decisions on both of those so we could.

528

01:04:08.280 --> 01:04:19.890

Laura Aspinall- she/her: Do a straw poll or emotion, simply on creating a menu of participate of options for participation and faculty hiring and then we could do a separate something separate regarding voting.

529

01:04:21.630 --> 01:04:24.630

Laura Aspinall- she/her: i'm just trying to think of ways to move us forward.

530

01:04:24.870 --> 01:04:30.330

Julie Thompson: I am I need to and I I hugely appreciate that um so here's what I would like to say.

531

01:04:30.960 --> 01:04:37.590

Julie Thompson: um we have a suggestion about a straw poll about a menu of options for student participation.

532

01:04:38.040 --> 01:04:46.260

Julie Thompson: um if you take a look at the Senate agenda for the for the day the composition of the screening and and interviewing committee.

533

01:04:46.770 --> 01:05:02.130

Julie Thompson: Is an upcoming conversation and so there's overlap between this conversation that we're having right now and the next conversation that we're having I think that we probably can with a straw poll resolve the question of whether.

534

01:05:03.630 --> 01:05:11.250

Julie Thompson: We want to develop a menu of options for student participation.

535

01:05:13.500 --> 01:05:18.090

Julie Thompson: Why don't we go ahead and straw poll that as per Senator aspinall his suggestion.

536

01:05:18.150 --> 01:05:28.650

Anne Donegan: i'm sorry point of order, President Thompson i'm so sorry, there will be some people, I think that would vote one way for the participant supporting the participation menu of activities.

537

01:05:29.250 --> 01:05:37.290

Anne Donegan: If it was required, or if it wasn't required so I don't think that's necessarily a legitimate way to go, respectfully.

538

01:05:37.500 --> 01:05:37.950

Okay.

539

01:05:38.970 --> 01:05:42.810

Tara Jacobson (she/her): two votes one option one mandatory not mandatory.

540

01:05:43.470 --> 01:05:45.510

Julie Thompson: i'm sorry, can you say that again.

541

01:05:46.380 --> 01:05:52.590

Tara Jacobson (she/her): What if we have two votes one do you want a menu of options second both mandatory or not mandatory.

542

01:05:53.190 --> 01:06:00.720

Julie Thompson: And is mandatory or not mandatory manage the question of mandatory we were mandating that departments would.

543

01:06:00.720 --> 01:06:09.060

Julie Thompson: Choose something from the menu of options okay so which was what Senator aspinall originally said i'm.

544

01:06:10.140 --> 01:06:18.030

Laura Aspinall- she/her: Originally Oh, let me clarify since lists my recommendation I didn't stipulate this the second time, when I just spoke.

545

01:06:19.080 --> 01:06:23.970

Laura Aspinall- she/her: I was simply saying, could we just do a straw poll on participation and.

546

01:06:24.510 --> 01:06:37.650

Laura Aspinall- she/her: Not necessarily addressing whether it was mandatory or not just to see does the Senate is there a will around that for the Senate, but then I agree, then we would have to have a conversation about whether or not it were mandatory.

547

01:06:38.340 --> 01:06:51.330

Julie Thompson: Okay, so now what i'm hearing is that we would be straw pulling the question of whether we are requiring per student participation just that narrow question is that what i'm hearing Senator aspinall.

548

01:06:51.870 --> 01:07:05.700

Laura Aspinall- she/her: Now I sent the opposite, so far, but it doesn't really matter, honestly, however, moves us forward, and when I revise my statement I just said to straw poll about a menu of options of participation and I didn't say anything about.

549

01:07:06.900 --> 01:07:15.330

Laura Aspinall- she/her: about whether it's mandatory that a department adopted that or not, but we could I don't it doesn't yeah I realized i'm talking it really doesn't matter.

550

01:07:15.750 --> 01:07:17.550

Julie Thompson: Okay um.

551

01:07:20.610 --> 01:07:42.870

Julie Thompson: let's do this, we can do some straw polls really quickly in six in succession, can we do a straw poll on whether as a Senate, we think that students should that, let me, let me rephrase that that departments hiring committees should include some kind of student participation.

552

01:07:43.920 --> 01:07:48.780

Julie Thompson: That we should require that departments include student participation.

553

01:07:50.340 --> 01:07:53.790

Julie Thompson: So let's straw poll that um so you can.

554

01:07:55.140 --> 01:08:00.150

Julie Thompson: You can raise a hand, you can do a thumbs up so if I can see an indication of that.

555

01:08:04.170 --> 01:08:17.460

Julie Thompson: Right, the green thing the green checkmark okay so 123 this is for senators on the right 345 678-910-1112 1314 15.

556

01:08:19.650 --> 01:08:21.300

Julie Thompson: sing about 15 okay.

557

01:08:24.780 --> 01:08:30.540

Julie Thompson: So i'm seeing a majority there so that a majority of senators think, yes, we.

558

01:08:32.220 --> 01:08:42.900

Julie Thompson: hiring committees departments should include students in their processes okay um shall we go to the question of a menu of options.

559

01:08:44.010 --> 01:08:53.730

Julie Thompson: Okay, can we straw poll, the question of whether the Senate should prepare a list a menu of options for student participation.

560

01:08:54.930 --> 01:08:56.700

Julie Thompson: So if you can and click.

561

01:08:57.810 --> 01:08:58.620

Julie Thompson: And then.

562

01:09:00.060 --> 01:09:05.880

Julie Thompson: click on that one should the Senate, create a menu of options for student participation.

563

01:09:07.920 --> 01:09:09.240

Summer Winston (They/Them): can ask question.

564

01:09:09.390 --> 01:09:11.610

Julie Thompson: Sorry didn't absolutely yeah whose voice was that I.

565

01:09:11.610 --> 01:09:12.570

Summer Winston (They/Them): can't be summer.

566

01:09:12.810 --> 01:09:13.950

Julie Thompson: Senator Winston yes.

567

01:09:14.250 --> 01:09:28.320

Summer Winston (They/Them): When you say a menu of options will like I know we're gonna have to like work through what that menu would look like, but would it be like these are the things you can do and that's it.

568

01:09:29.430 --> 01:09:30.750

Summer Winston (They/Them): Or you.

569

01:09:32.280 --> 01:09:34.770

Julie Thompson: Right, so what i'm hearing so far is that.

570

01:09:36.060 --> 01:09:52.620

Julie Thompson: Is that the Senate has straw poll just in the affirmative students should be participants in some way, and now there's a question of should we develop a menu of options and the question did come up if we develop a menu of options, what is it is it.

571

01:09:53.850 --> 01:10:00.540

Julie Thompson: Is it restrictive, in other words if it's not on the list people can't do it, or do we develop a list.

572

01:10:00.900 --> 01:10:08.550

Julie Thompson: And, and then what I was trying to say awkwardly at you know, several minutes ago was that if we develop a list, and if the committee comes up with.

573

01:10:08.940 --> 01:10:21.780

Julie Thompson: A new idea for how to include students Could we have some kind of a way of getting that approved so it could even though it's not on the list that we might develop it would be a good idea, and it could be approved.

574

01:10:23.220 --> 01:10:31.950

Julie Thompson: So can we do the first straw poll, should we develop a list of of options a menu of options.

575

01:10:36.960 --> 01:10:41.040

Dr John Stover: Okay 123 or 21 yeses.

576

01:10:41.040 --> 01:10:41.730

Julie Thompson: Thank you.

577

01:10:41.820 --> 01:10:42.690

22.

578

01:10:43.740 --> 01:10:44.280

Julie Thompson: Okay.

579

01:10:45.780 --> 01:11:02.850

Julie Thompson: So that's that's a lot of us saying we should develop a menu of options Okay, so can we unclear and then can we do another straw poll, should we have some kind of a mechanism that allows the department to come up with a new idea and get that vetted somehow.

580

01:11:06.030 --> 01:11:14.250

Julie Thompson: So your department wants to hire the thing you want to do to include students is not on the list should we develop a way of vetting an original idea.

581

01:11:19.890 --> 01:11:20.280

Dr John Stover: Yes.

582

01:11:21.450 --> 01:11:22.470

Dr John Stover: Okay me too.

583

01:11:24.060 --> 01:11:37.350

Julie Thompson: Okay i'm gonna come back to Senator aspinall are we do we have enough to work with based on on what you were asking to straw poll, that we can we can do some some word smithing homework.

584

01:11:37.980 --> 01:11:41.970

Laura Aspinall- she/her: I think, so as far as far as an actual motion.

585

01:11:42.390 --> 01:11:42.810

Julie Thompson: mm hmm.

586

01:11:43.200 --> 01:11:45.840

Laura Aspinall- she/her: Because that would be the next step right this, we would need emotion.

587

01:11:46.770 --> 01:11:49.080

Laura Aspinall- she/her: Okay, we stronghold it.

588

01:11:49.560 --> 01:11:59.130

Laura Aspinall- she/her: Okay, we didn't vote on it, but, but this could be I don't know if maybe you don't want to do that today if people want to go back and talk to their constituents about those specific options or not.

589

01:11:59.340 --> 01:12:00.510

Dr John Stover: we're out of time.

590

01:12:00.600 --> 01:12:16.770

Dr. Brenda Flyswithhawks (she/her) Pomo Land: pointed order and they want to order or recommendation or thoughts whatever you want to call it, you could move this to an action item today and then come back so that might be what you can think about right now, Senator aspinall.

591

01:12:18.000 --> 01:12:20.100

Laura Aspinall- she/her: that's a great suggestion okay.

592

01:12:20.160 --> 01:12:20.640

um.

593

01:12:22.410 --> 01:12:24.900

Laura Aspinall- she/her: we're out of time, do you want to motion to extend time.

594

01:12:25.680 --> 01:12:35.910

Julie Thompson: i'm just have motion to extend time, if you would be so kind someone for five minutes and I think that we can entertain about to move this to action for our next meeting.

595

01:12:36.570 --> 01:12:40.980

Laura Aspinall- she/her: My name is Laura aspinall I make a motion to extend time on this item by five minutes.

596

01:12:41.160 --> 01:12:42.900

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

597

01:12:43.710 --> 01:12:45.240

Dr John Stover: john stover and all second.

598

01:12:45.690 --> 01:12:49.200

Julie Thompson: Okay, thank you, is there any objection to extending the time by five minutes.

599

01:12:51.750 --> 01:12:53.490

Julie Thompson: Okay um can I.

600

01:12:54.690 --> 01:13:00.030

Julie Thompson: Will entertain a motion and to move this item to action for our next meeting.

601

01:13:01.170 --> 01:13:05.850

Laura Aspinall- she/her: My name is or aspinall I make a motion to move this item to the action Agenda for next meeting.

602

01:13:06.180 --> 01:13:07.350

Julie Thompson: Thank you, is there a second.

603

01:13:07.470 --> 01:13:10.080

Dr John Stover: john stover I second okay.

604

01:13:10.440 --> 01:13:30.750

Julie Thompson: i'm if senators can get ready for the vote, please be ready with your mics and sent Secretary stover will call the vote and what we are are voting on is moving this item student participation and faculty hiring processes to the action agenda for the next meeting.

605

01:13:34.200 --> 01:13:35.220

Julie Thompson: it's called a vote, please.

606

01:13:35.550 --> 01:13:37.080

Dr John Stover: Calling the boat and ribbon.

607

01:13:37.350 --> 01:13:39.000

Dr John Stover: Yes, aspinall.

608

01:13:39.450 --> 01:13:40.020

Yes.

609

01:13:41.940 --> 01:13:42.960

Dr John Stover: i'll take on.

610

01:13:43.170 --> 01:13:43.590

Really.

611

01:13:45.300 --> 01:13:47.040

Filomena Avila: A Viola, yes.

612

01:13:48.570 --> 01:13:49.230

Vince Bertsch: Yes.

613

01:13:49.470 --> 01:13:50.160

Dr John Stover: boom bah.

614

01:13:50.550 --> 01:13:52.050

Dr John Stover: Yes, Bush.

615

01:13:52.350 --> 01:13:54.120

Dr John Stover: Yes, carlin goldberg.

616

01:13:54.690 --> 01:13:55.170

Dr John Stover: Yes.

617

01:13:55.800 --> 01:13:57.990

Sheryl Cavales Doolan, SRJC: Kabbalah stolen yes.

618

01:13:58.320 --> 01:13:59.070

Dr John Stover: don again.

619

01:13:59.670 --> 01:14:01.230

Dr John Stover: Yes, faster.

620

01:14:01.560 --> 01:14:03.600

Dr John Stover: Yes, jacobson.

621

01:14:04.200 --> 01:14:05.790

Dr John Stover: Yes, Johnson.

622

01:14:06.360 --> 01:14:08.010

Dr John Stover: Yes, coston.

623

01:14:08.490 --> 01:14:10.140

Dr John Stover: Yes, come at Co.

624

01:14:10.500 --> 01:14:11.970

Dr John Stover: Yes, lemer.

625

01:14:15.390 --> 01:14:15.960

David Lemmer: Yes.

626

01:14:17.400 --> 01:14:18.090

Dr John Stover: Oliver.

627

01:14:18.450 --> 01:14:20.790

Dr John Stover: Yes, reeves.

628

01:14:21.240 --> 01:14:22.680

Dr John Stover: Yes, Schmidt.

629

01:14:23.640 --> 01:14:25.740

Dr John Stover: Yes, school enberg.

630

01:14:26.160 --> 01:14:28.290

Dr John Stover: Yes, stover yes.

631

01:14:31.260 --> 01:14:31.860

Kat Valenzuela: Yes.

632

01:14:32.910 --> 01:14:33.570

Dr John Stover: wiley.

633

01:14:34.320 --> 01:14:36.000

Dr John Stover: Yes, Winston.

634

01:14:36.990 --> 01:14:37.470

Yes.

635

01:14:39.420 --> 01:14:42.720

Dr John Stover: President Thompson The vote was unanimous okay.

636

01:14:42.840 --> 01:14:58.230

Julie Thompson: Thank you, this will be an action item on our next agenda, thank you um was wonderful work um let's go ahead and take our break and we'll come back and we have two more discussion items so it's 414 I will see what for.

637

01:14:59.640 --> 01:15:00.960

Julie Thompson: Thank you appreciate it.

638

01:17:35.130 --> 01:17:37.050

Laura Larque: yeah yes Johnny.

639

01:20:31.470 --> 01:20:32.280

Julie Thompson: Okay.

640

01:20:34.470 --> 01:20:36.330

Julie Thompson: Welcome people back is for.

641

01:20:40.500 --> 01:20:42.000

and see here.

642

01:21:00.180 --> 01:21:02.670

Julie Thompson: Okay let's go ahead and get started um.

643

01:21:05.400 --> 01:21:12.000

Julie Thompson: um I appreciate all of the the ideas and the the willingness to keep.

644

01:21:13.380 --> 01:21:18.840

Julie Thompson: Working this very long detailed procedure and.

645

01:21:19.920 --> 01:21:28.860

Julie Thompson: and move it forward so thanks for everyone's work um so the next item on the agenda is this question of the.

646

01:21:29.880 --> 01:21:41.010

Julie Thompson: The composition of a screening interviewing Committee, and so what i'd like to do is just do a little screen share for a SEC okay.

647

01:21:42.690 --> 01:21:46.740

Julie Thompson: And I would like, for us to not wordsmith.

648

01:21:47.760 --> 01:21:52.200

Julie Thompson: And I just want to show people, this is a reminder of.

649

01:21:54.450 --> 01:21:58.080

Julie Thompson: What we're working with So this is the.

650

01:21:59.130 --> 01:22:09.600

Julie Thompson: This late version from a few years ago that we started with um we finished the responsibilities section we finished the timeline section.

651

01:22:09.930 --> 01:22:20.130

Julie Thompson: We finished some sections that are a little further down section three of this piece of this draft of the procedure is a screening and interviewing committees and.

652

01:22:20.700 --> 01:22:36.990

Julie Thompson: So the first question, having to do with the committee's that we're going to tackle has to do with the composition okay so who should be on the committee's how many and and I see that we have Senator anderman in the queue.

653

01:22:38.370 --> 01:22:48.150

Mark Anderman: Thank you i'm just from a procedural standpoint, I would like to say that the document that you just shared is extremely problematic because.

654

01:22:48.540 --> 01:22:55.800

Mark Anderman: It does not clearly show what the current policy is what has been suggested for change, for example.

655

01:22:56.160 --> 01:23:02.820

Mark Anderman: Right off the top, the document you just shared says that a hiring committee should be a minimum of six members.

656

01:23:03.090 --> 01:23:07.650

Mark Anderman: That is not the current policy, if you look in board docs the current policy is five Members.

657

01:23:07.950 --> 01:23:18.270

Mark Anderman: So that represents a suggested change that is neither highlighted nor struck out, in other words for new senators coming in there's no way for them to look at that document.

658

01:23:18.570 --> 01:23:31.200

Mark Anderman: and know that this is a proposed change to the existing policy, and there are more it's like and the my colleague who spoke at the beginning of the meeting about adjuncts being stricken.

659

01:23:31.650 --> 01:23:40.410

Mark Anderman: From the possibility of serving I don't know that that represents the will of this current senate I don't think this current Senate has discussed that.

660

01:23:40.830 --> 01:23:51.600

Mark Anderman: Personally, I have found value in having adjuncts on hiring committees for discipline expertise it was extremely important to us in one higher I would not want to see.

661

01:23:51.900 --> 01:23:56.070

Mark Anderman: adjuncts stricken entirely and have no possibility of having an adjunct serve.

662

01:23:56.430 --> 01:24:13.290

Mark Anderman: And there are many more examples where the document you just shared is radically different than the existing policy and that this group before us right now, has not had input on those changes, and so, from a procedural standpoint i'm wondering what we can do about that okay.

663

01:24:13.860 --> 01:24:18.510

Julie Thompson: We should probably have a conversation i'd be happy to talk about this at another time i'm.

664

01:24:19.800 --> 01:24:20.040

We.

665

01:24:21.180 --> 01:24:27.210

Julie Thompson: So President Vice President okubo and I am a Vice President of Google who's now on leave.

666

01:24:27.660 --> 01:24:34.200

Julie Thompson: And she and I created a PowerPoint presentation and this feels like a really long time ago was a year ago, maybe.

667

01:24:34.620 --> 01:24:49.650

Julie Thompson: i'm too weak, because we inherited this from a previous incarnation of the Senate and we had to try to figure out like what happened and how did it get to this stage and so previous Senate.

668

01:24:50.160 --> 01:25:02.190

Julie Thompson: had approved a draft and then for some reason it never made its way to college Council and then onto a board agenda and so when we went back to it, it was a document that had.

669

01:25:02.670 --> 01:25:10.680

Julie Thompson: been created, I think, a few years finished, a few years before and the and the Senate at that time voted.

670

01:25:10.980 --> 01:25:19.230

Julie Thompson: To continue to work on that document, so we picked it up where it had been left off and that's that's a very general description of.

671

01:25:19.500 --> 01:25:31.290

Julie Thompson: How we found ourselves in this situation, but we have a PowerPoint on our website that will walk you through the history and say we're free to that and i'd be happy to talk to you outside of the meeting.

672

01:25:32.130 --> 01:25:41.820

Julie Thompson: i'd also be happy to spend time in a meeting kind of going over that again but i'm not prepared to do it today in more detail than that that's about the best I can do so and.

673

01:25:43.080 --> 01:25:45.480

Julie Thompson: Agreed not ideal, but it is where we are.

674

01:25:47.220 --> 01:25:48.270

Julie Thompson: Senator spoon Berg.

675

01:25:49.500 --> 01:25:58.290

Hannah Skoonberg: Thank you so much mark, and I think that, like understand that working at a sort of extended draft that multiple sentence has looked at kind of frame some of the.

676

01:25:58.950 --> 01:26:11.040

Hannah Skoonberg: kind of a little couple of businesses, I would like to, since this is in the document on the table, I think that the part where it's struck out the word adjunct and read a Maris emeritus as the only option.

677

01:26:11.430 --> 01:26:17.490

Hannah Skoonberg: is something that is just like a glaringly obvious problem, especially if departments need adjuncts for expertise.

678

01:26:17.820 --> 01:26:25.320

Hannah Skoonberg: I know I got an email from Kerry alone, saying that there is currently an adjunct serving on the fashion hiring Committee as a full voting Member.

679

01:26:25.620 --> 01:26:37.320

Hannah Skoonberg: And so, this is clearly our practice of having adjuncts serving on hiring committees, and that is not reflected in this document, so if this document was fully approved that would then be out of contract and so.

680

01:26:37.710 --> 01:26:48.660

Hannah Skoonberg: I think that we want to be be clear on that i'm not opposed to having emeritus faculty on on hiring managers, if needed, but it seems like but also adjunct and I would include that add that back in.

681

01:26:49.890 --> 01:26:52.350

Julie Thompson: Okay, thank you for that i'm.

682

01:26:54.180 --> 01:26:56.400

Julie Thompson: Next, in the queue is Senator Oliver.

683

01:26:58.650 --> 01:27:04.500

April Oliver: I was actually going to speak to that so i'll just go ahead and take my hand down.

684

01:27:05.490 --> 01:27:08.850

Julie Thompson: Okay, thank you, Senator carlin goldberg.

685

01:27:10.530 --> 01:27:24.930

Jen (she/her) Carlin-Goldberg: Thank you, I was actually here when we were debating it the first time around, many years ago, and I do remember this debate, because it was one of the one of the things that.

686

01:27:26.580 --> 01:27:35.910

Jen (she/her) Carlin-Goldberg: My area de Su disagreed with striking the adjunct from it, if the reasons, I believe that that swayed the Senate at the time were.

687

01:27:37.410 --> 01:27:42.060

Jen (she/her) Carlin-Goldberg: Perhaps conflict of interest and possible you know adjuncts possibly.

688

01:27:43.950 --> 01:28:04.830

Jen (she/her) Carlin-Goldberg: being of future interviewees being on interviewing committees, whereas emeritus they are retired and wouldn't likely to apply again, that was a if my memory serves me, looking back at my notes from way back when that that was the rationale back then I would prefer.

689

01:28:06.090 --> 01:28:19.050

Jen (she/her) Carlin-Goldberg: Once again, to leave that option open and available for hiring committees to choose adjunct faculty members to be on their committees, if that is what they want to do.

690

01:28:20.220 --> 01:28:21.450

Jen (she/her) Carlin-Goldberg: Thank you, thank you.

691

01:28:21.960 --> 01:28:23.430

Julie Thompson: So what i've heard i'm.

692

01:28:23.910 --> 01:28:36.360

Julie Thompson: Thus far, to two to three main things one is the number there's the questions been raised of the number right the number that's in the current existing procedure, the number that's in this draft.

693

01:28:37.620 --> 01:28:43.800

Julie Thompson: So what is this body think should be the number of minimum number, perhaps.

694

01:28:45.510 --> 01:28:59.610

Julie Thompson: question of adjuncts serving the question of emeritus faculty serving okay so that's what i'm hearing so far and deep dismay about the history of this particular document.

695

01:29:00.930 --> 01:29:02.550

Julie Thompson: about which we can do nothing so.

696

01:29:21.540 --> 01:29:22.800

Dr. Brenda Flyswithhawks (she/her) Pomo Land: i'll make a point of order.

697

01:29:23.820 --> 01:29:25.470

Dr. Brenda Flyswithhawks (she/her) Pomo Land: Speak to the process.

698

01:29:26.580 --> 01:29:32.100

Dr. Brenda Flyswithhawks (she/her) Pomo Land: Just so that you can I appreciate the senators, who have spoke before and.

699

01:29:33.540 --> 01:29:40.650

Dr. Brenda Flyswithhawks (she/her) Pomo Land: Regarding process and just the comments that were made, and I think they are important to pay attention to and.

700

01:29:41.100 --> 01:29:53.070

Dr. Brenda Flyswithhawks (she/her) Pomo Land: would encourage everyone to make sure they go to the Senate web page and there is a document there that that is a highlights just the process.

701

01:29:54.000 --> 01:30:04.260

Dr. Brenda Flyswithhawks (she/her) Pomo Land: The decisions that were made back a couple years goes on each day, so that documents there waiting for everyone to just review again, or maybe for the first time.

702

01:30:05.160 --> 01:30:09.840

Dr. Brenda Flyswithhawks (she/her) Pomo Land: You might proceed today just by looking at what is before you.

703

01:30:10.680 --> 01:30:22.200

Dr. Brenda Flyswithhawks (she/her) Pomo Land: And and decide, for example, i've heard two things around the emeritus particularly and of course adjunct faculty so if you're in the room, and you think that.

704

01:30:22.980 --> 01:30:31.230

Dr. Brenda Flyswithhawks (she/her) Pomo Land: That word that was suggested to put in there in the yellow and the strike add john and put emeritus if you're in the room and.

705

01:30:31.590 --> 01:30:38.490

Dr. Brenda Flyswithhawks (she/her) Pomo Land: Think Okay, well, we disagree with that today we're looking at this document so, then you say that you are all of you, and you can do.

706

01:30:38.820 --> 01:30:49.170

Dr. Brenda Flyswithhawks (she/her) Pomo Land: You know, so you might just make a decision around that today that that is not what this body agrees to so you're going to remove that yellow highlighter or strike through it.

707

01:30:49.770 --> 01:31:00.900

Dr. Brenda Flyswithhawks (she/her) Pomo Land: And, and then, if you think you want to add back in the word add junk, then you would add it back in today So these are just thoughts for you to think about today, the document that's before you.

708

01:31:01.500 --> 01:31:11.310

Dr. Brenda Flyswithhawks (she/her) Pomo Land: And do the best you can with your suggestions on things that are struck through are highlighted in yellow and if you disagree with that.

709

01:31:11.940 --> 01:31:27.990

Dr. Brenda Flyswithhawks (she/her) Pomo Land: then go ahead and say it Another example is we just came off of talking about student participation, so in this body this this portion right here, if you want to insert that that.

710

01:31:29.880 --> 01:31:40.260

Dr. Brenda Flyswithhawks (she/her) Pomo Land: A student would be included there, then, then you could you would include it here as well, so these are just some ideals that I think that you could consider to go forward with.

711

01:31:40.680 --> 01:31:48.840

Dr. Brenda Flyswithhawks (she/her) Pomo Land: Today, remember, this is just part of the discussion and i'm sure this is going to come back again next next meeting.

712

01:31:49.770 --> 01:32:00.420

Dr. Brenda Flyswithhawks (she/her) Pomo Land: So, and in the meantime, I think the President in the Executive Committee can provide look back what you've got up on your site for your senators.

713

01:32:00.900 --> 01:32:13.470

Dr. Brenda Flyswithhawks (she/her) Pomo Land: send some things out to Senator so that, when they come back, but I think you've got at least a few things you can talk about right now the day and just agree on or not agree on, or just critically think about right Thank you.

714

01:32:13.710 --> 01:32:23.160

Julie Thompson: Thank you for that and the documents are document that past President vice with hawks is referring to, can be found on our Senator resources page.

715

01:32:23.550 --> 01:32:28.740

Julie Thompson: And so, if you go to the Senate website, the blue navigation bar the main menu.

716

01:32:29.190 --> 01:32:37.560

Julie Thompson: That will link you to the Senator resources page and there's a whole cache of documents that are support docs for this work that we're doing on the.

717

01:32:37.890 --> 01:32:47.640

Julie Thompson: The hiring policy and procedure and we can also do a series of some straw polls, we can do a straw poll, on the question of emeritus we can do a straw poll.

718

01:32:47.940 --> 01:32:53.310

Julie Thompson: On the question of adjunct faculty members, we can do a straw poll on the number.

719

01:32:53.760 --> 01:33:05.280

Julie Thompson: of people on the committee, we can do a straw poll and students, we we can we can dispatch these things pretty quickly I think we've gone over many of these questions, many times, maybe not this exact Senate.

720

01:33:05.670 --> 01:33:14.280

Julie Thompson: But a version of the Senate over the last year and a half, so I think we're ready for straw polling some of those questions Senator faster.

721

01:33:15.330 --> 01:33:24.840

Joe Fassler: Thank you yeah i'm totally fine with that if you want to go ahead and straw poll, I think I just want to speak to the question of agent Johnson committees, and I think.

722

01:33:26.220 --> 01:33:39.630

Joe Fassler: I think my feeling is that there probably are some scenarios where it's appropriate, especially in small departments and sure that some scenarios could be constructed where it's a good thing to do, but I think it probably should be the exception rather than the rule.

723

01:33:40.650 --> 01:33:50.940

Joe Fassler: For a number of reasons, one is just that it is awkward to be on a committee that's making a decision about people that you work with regularly.

724

01:33:51.570 --> 01:33:59.070

Joe Fassler: And that happens, anyway, when adjuncts apply for jobs and then full time people screen their applications and interview them or don't interview them.

725

01:33:59.520 --> 01:34:14.130

Joe Fassler: And hire them or don't hire them and that's awkward and I think it would be only more awkward if you have adjunct on a committee screening for people who could potentially you know who are their peers essentially no and so it's it's even more awkward.

726

01:34:15.510 --> 01:34:27.840

Joe Fassler: And I think you know, like I said, I think there are probably scenarios, where you could envision it and I happy to word i'm happy to entertain anybody that wants to come up with language for that, but I, I think it should be the exception.

727

01:34:29.640 --> 01:34:30.480

Joe Fassler: See there was another.

728

01:34:32.460 --> 01:34:43.080

Joe Fassler: I think I think yeah our agents are likely, the most some of the most likely applicants and I think we want to encourage our so applied for our jobs So these are all reasons and then also another reason is.

729

01:34:43.860 --> 01:34:54.360

Joe Fassler: You know you have who which adjuncts do you put on the committee, how do they how how did they somehow rise above their peers as being sort of chosen to be.

730

01:34:54.750 --> 01:35:00.930

Joe Fassler: worthy of being on the committee, whereas other adjuncts or not, and I think that could create awkwardness as well, I think, with.

731

01:35:01.290 --> 01:35:08.490

Joe Fassler: Before there's fewer full time typically and so in our department you pretty much everybody's on that committee in other departments, I think there are other processes.

732

01:35:09.390 --> 01:35:17.010

Joe Fassler: But so that will need to be flushed out, but I just sort of want to put that out there and oh looks like other people have opinions on this too i'll be quiet now.

733

01:35:18.600 --> 01:35:18.990

Okay.

734

01:35:20.520 --> 01:35:24.510

Julie Thompson: Thank you, Senator hassler and Senator Vice President jacobson.

735

01:35:26.550 --> 01:35:34.080

Tara Jacobson (she/her): yeah I was looking over so on the draft and under the portion where it says.

736

01:35:36.840 --> 01:35:41.790

Tara Jacobson (she/her): In order to encourage a diverse committee membership so that's on under number.

737

01:35:43.470 --> 01:35:44.700

Three there the.

738

01:35:45.960 --> 01:35:57.450

Tara Jacobson (she/her): Then it goes on to say, you know I definitely think adjuncts you know are great maybe we can do keep adjunct in and then do another line for emeritus and.

739

01:35:58.110 --> 01:36:10.980

Tara Jacobson (she/her): In in CAD we don't have a very diverse department, and so we added an adjunct to help with the diversity of our committee, and it was great that we had that option so.

740

01:36:11.970 --> 01:36:27.540

Tara Jacobson (she/her): I don't see why we shouldn't have that available, but what I don't like is that third bullet point it's you know saying how do we encourage a diverse committee and then it says we may not be students can be voting members so that to me is sort of a contradiction there.

741

01:36:29.280 --> 01:36:34.140

Tara Jacobson (she/her): So I don't know if that we can eliminate that that line there or how do we.

742

01:36:35.310 --> 01:36:38.730

Tara Jacobson (she/her): update that but I think we're just looking at it overview right now right.

743

01:36:40.500 --> 01:36:40.980

Okay.

744

01:36:42.450 --> 01:36:51.360

Julie Thompson: Thank you Okay, thank you, thank you for those comments i'm next in the queue is Senator Schmidt.

745

01:36:54.210 --> 01:36:56.250

Emily Schmidt (she): hi Thank you um.

746

01:36:59.280 --> 01:37:09.810

Emily Schmidt (she): I think it is important to have both adjuncts and emeritus right because not all of our emeritus faculty come back to the adjuncts I think having both of those as an option is really important.

747

01:37:11.100 --> 01:37:25.200

Emily Schmidt (she): My department has two full time faculty members, and I think eight adjuncts the College overall is something like 70 or 75% Adams so that's most of us.

748

01:37:27.150 --> 01:37:41.250

Emily Schmidt (she): So when we are not allowed on hiring committees are when we are omitted you're emitting the input of someone who represents 75% of the Faculty on campus.

749

01:37:43.050 --> 01:38:00.450

Emily Schmidt (she): And I just want to do a little bit of a close reading here on what Senator faster said, and this is no way to suggest that I know what he meant behind he said what he said just how how it came across as an adjunct.

750

01:38:01.740 --> 01:38:14.550

Emily Schmidt (she): He suggested that it's often uncomfortable for full time faculty to evaluate and do hiring committee stuff for their current adjuncts in their department and then he suggested that would.

751

01:38:14.640 --> 01:38:15.690

It would be even.

752

01:38:17.760 --> 01:38:18.210

Dr. Brenda Flyswithhawks (she/her) Pomo Land: A point of.

753

01:38:18.240 --> 01:38:31.080

Julie Thompson: Point of order Senator Smith i'm going to ask that our comments not be personal about specific senators and what they say stay focused on the content of the ideas, please, thank you.

754

01:38:31.380 --> 01:38:31.890

Dr. Brenda Flyswithhawks (she/her) Pomo Land: Thank you.

755

01:38:32.490 --> 01:38:36.960

Emily Schmidt (she): Okay, I just wanted to point out that what I heard was that.

756

01:38:38.910 --> 01:38:42.000

Emily Schmidt (she): adjuncts aren't peers to full time faculty members.

757

01:38:43.710 --> 01:38:55.950

Emily Schmidt (she): And that is something that perhaps full time faculty don't notice when they when they think that way, and I was in no way trying to suggest that I could read someone's brain just to report that.

758

01:38:57.660 --> 01:39:04.110

Emily Schmidt (she): that's how that sounds when someone says one thing about full time faculty members and then says.

759

01:39:05.160 --> 01:39:13.020

Emily Schmidt (she): Well then, it'll be weird for adjuncts to evaluate their peers, as if we are already peers and colleagues in our own departments so.

760

01:39:14.280 --> 01:39:16.710

Emily Schmidt (she): adjunct and emeritus both Thank you.

761

01:39:18.000 --> 01:39:18.570

Julie Thompson: Thank you.

762

01:39:20.550 --> 01:39:22.050

Julie Thompson: Senator Johnson.

763

01:39:26.910 --> 01:39:27.420

Tara Johnson: You.

764

01:39:28.740 --> 01:39:29.340

Tara Johnson: appreciate.

765

01:39:30.570 --> 01:39:36.630

Tara Johnson: What everybody's had to offer on this and I just wanted to make a short comment that there are some departments I don't know.

766

01:39:37.290 --> 01:39:55.920

Tara Johnson: If adapted these online they may only have Adams, we don't have any full time, so we would have to help agents are having to do a decent job on that and I would appreciate being able to recruit whoever, we need to to increase the velocity of our of our school and our hands.

767

01:39:56.970 --> 01:39:58.950

Tara Johnson: will go out to.

768

01:40:00.420 --> 01:40:03.810

Julie Thompson: Thank you, thank you, Senator anderman.

769

01:40:04.740 --> 01:40:11.760

Mark Anderman: Thank you and thank you for the recommendation that I look on the Senate website and find this PowerPoint that explains the history of this document, I will do that.

770

01:40:12.660 --> 01:40:19.980

Mark Anderman: I wanted to point out something in my notes that I found that is a change from existing policy to this that is not marked in highlighter strikeout.

771

01:40:20.370 --> 01:40:26.340

Mark Anderman: And that may have been intentional or not, and I, and it relates to classified staff, which is.

772

01:40:26.790 --> 01:40:39.960

Mark Anderman: The existing policy, the current 4.32 says that if a classified staff member participate, they would not have voting rights, unless the department agrees that's what the existing policy says.

773

01:40:40.230 --> 01:40:49.440

Mark Anderman: So that allows a classified staff member to be added, and it would give the department, the discretion to say whether that classified staff member was a voting or a non voting Member.

774

01:40:50.070 --> 01:41:03.810

Mark Anderman: The draft that's in front of us, it has different language which frankly doesn't address the issue of whether they're voting or not voting kind of leaves that ambiguous, but could be read that they simply automatically have voting rights.

775

01:41:04.350 --> 01:41:12.750

Mark Anderman: And, whereas elsewhere in the draft it's very clear that the department does have a say in whether this added Member who is not a faculty Member.

776

01:41:13.350 --> 01:41:22.140

Mark Anderman: Has voting rights or not I don't know if that was intentional or if that was simply I don't want to say carelessness, because I don't mean to demean anybody English skills here, but I.

777

01:41:23.490 --> 01:41:31.230

Mark Anderman: I only found that out by a very close a be reading of the two things I put up the existing board Doc and I put up this document and I went through it line by line.

778

01:41:31.680 --> 01:41:40.170

Mark Anderman: And that was one that kind of made me jump back and went whoa, this is a change, this is a difference and i'm i'm asking, and maybe i'll find it in this PowerPoint maybe I just need to do my homework.

779

01:41:40.680 --> 01:41:44.190

Mark Anderman: But i'm wondering if that was intentional, what I would say is.

780

01:41:44.580 --> 01:41:53.400

Mark Anderman: The resolution that I brought forward from the six departments in area five, and I think the same thing I don't want to speak for the math department, they have to find senators here, but I think the same thing is.

781

01:41:53.790 --> 01:41:57.090

Mark Anderman: Leaving as much discretion up to the departments as possible.

782

01:41:57.510 --> 01:42:03.210

Mark Anderman: And I am completely fine with departments, adding a classified staff member if they feel that is appropriate.

783

01:42:03.480 --> 01:42:12.990

Mark Anderman: But I think the current policy which lets the department say whether that person should be voting or not should be preserved and the current document is ambiguous on that point, thank you.

784

01:42:13.650 --> 01:42:19.350

Julie Thompson: Okay, thank you i'm sorry getting I think we may be a little bit over on time.

785

01:42:19.950 --> 01:42:33.900

Julie Thompson: or right about right about where we need to be at a quarter till, I would like, for us to move to the last item we have 15 minutes for the on the last discussion item so about four more minutes on this, a couple of points.

786

01:42:35.040 --> 01:42:41.190

Julie Thompson: One is that we are not constrained by the current draft we are.

787

01:42:41.640 --> 01:42:48.360

Julie Thompson: We inherited the current draft, and we are remodeling it and we can do that, in whatever way we wish, so if this body.

788

01:42:48.660 --> 01:43:02.340

Julie Thompson: decides that you know we want you know X people to serve to not serve to have a vote to not have a vote departmental discretion this body gets to decide that so you don't want anyone to.

789

01:43:03.300 --> 01:43:17.040

Julie Thompson: to feel that they're constrained by what this draft says and and I am with you, I have no idea, you know what was in the minds of the of the individuals who were working on this, it was a completely different group and and.

790

01:43:18.120 --> 01:43:24.330

Julie Thompson: And the work spanned many years previously i'm Senator don again.

791

01:43:25.710 --> 01:43:37.050

Anne Donegan: Thank you very much, just really quickly, I just want to say that to our adjunct or what I hope to start to being called our associate Professor colleagues, you are our peers.

792

01:43:37.530 --> 01:43:48.180

Anne Donegan: You you, you were hired to teach her just like those of us who are lucky enough to be contract faculty hired to teach here I wish we had more full time positions right so.

793

01:43:49.380 --> 01:44:00.030

Anne Donegan: um well I think anybody's concerned about having associate faculty on hiring committees isn't because you're not qualified to do so, you are, you have incredible expertise.

794

01:44:00.450 --> 01:44:13.440

Anne Donegan: My initial concern was if I had my adjunct colleagues in my department on a hiring Committee, then they couldn't apply for the job right, I want, as many srt JC.

795

01:44:14.520 --> 01:44:27.420

Anne Donegan: associate professors to get full time jobs here because I truly believe right for the vast majority right if you're good enough to teach as a part time as an associate Professor.

796

01:44:27.750 --> 01:44:37.170

Anne Donegan: you're good enough to be a full time professor, and I wish that we just had more positions, so I think that's a concern right there is also a concern.

797

01:44:37.650 --> 01:44:51.900

Anne Donegan: That, I also have a concern that I know we're using this word emeritus and I know we think of it as a different category, but that's not actually in the contract right so you're either right now you're either we were using the old term adjunct.

798

01:44:52.380 --> 01:44:59.880

Anne Donegan: or contract faculty, so we need to be careful about how we would use that language going forward.

799

01:45:01.290 --> 01:45:06.390

Anne Donegan: And this is probably the trickiest thing that i'm going to say, and I could be very clunky here, so I apologize.

800

01:45:07.020 --> 01:45:13.260

Anne Donegan: Another concern that because I was here three years ago, when we last had this discussion is.

801

01:45:13.980 --> 01:45:33.690

Anne Donegan: Not that there would be expected a conflict of interest, but there could be a perceived conflict of interest if we have associate professors on on hiring committees right and that that is something that also, I think we just need to be aware of.

802

01:45:34.290 --> 01:45:37.470

Julie Thompson: Okay, thanks and we're in our last minute Senator Riley.

803

01:45:39.720 --> 01:45:41.250

Sarah Whyly: So I want to thank Senator.

804

01:45:42.360 --> 01:45:48.480

Sarah Whyly: senators for for putting forth their points about the concerns that people have about having.

805

01:45:49.530 --> 01:45:53.190

Sarah Whyly: adjunct faculty on hiring committees, I think.

806

01:45:55.050 --> 01:46:04.860

Sarah Whyly: I I don't think that anybody who would be applying for a full time position would would acquiesce to wanting to sit on a committee and.

807

01:46:05.880 --> 01:46:09.690

Sarah Whyly: For obvious reasons that I think that that wouldn't be allowed, so I wouldn't.

808

01:46:10.770 --> 01:46:22.950

Sarah Whyly: I wouldn't really be concerned about it just speak to the question of how somebody might be chosen to do that, I think there are procedures in place already for choosing selecting full time faculty members to do that work, so I don't think.

809

01:46:24.090 --> 01:46:38.100

Sarah Whyly: that anyone would necessarily perceive that that process should somehow be different if we were selecting individual part time faculty adjunct faculty to do that work I don't know why we would why we would approach that differently.

810

01:46:39.120 --> 01:46:41.400

Sarah Whyly: To speak to the question about perception.

811

01:46:44.460 --> 01:46:49.110

Sarah Whyly: I think there has to be a construction of a constellation of perceptions around.

812

01:46:51.030 --> 01:46:57.300

Sarah Whyly: People in the position that they're in in order for someone to believe that there would be a conflict of interest.

813

01:46:58.380 --> 01:47:04.080

Sarah Whyly: And we can't control what that constellation of perceptions is going to be from individual people.

814

01:47:04.890 --> 01:47:14.280

Sarah Whyly: I think that departments can choose individuals that they place their trust in they continue to be hired and evaluated well here.

815

01:47:14.700 --> 01:47:28.500

Sarah Whyly: I think that we can in the same way that we would rely on our colleagues to make choices about students on hiring committees, about how to approach all that, I think we can trust our colleagues, to make the best decisions possible about.

816

01:47:29.640 --> 01:47:32.040

Sarah Whyly: Whether or not part time faculty.

817

01:47:33.450 --> 01:47:42.780

Sarah Whyly: are needed for a particular hiring committee and I do think that that one of the Senator who mentioned Center inner anderman had mentioned.

818

01:47:43.890 --> 01:47:50.220

Sarah Whyly: needing that sometimes for disciplinary expertise, I think that that is a point that is well taken I know in my own.

819

01:47:50.730 --> 01:47:57.750

Sarah Whyly: department i'm the only person with expertise in that area, so if people wanted to hire for that there wouldn't be any other choice.

820

01:47:58.200 --> 01:48:09.690

Sarah Whyly: In terms of evaluating what someone knew about a particular area I do think as well that i'm concerned about the dis the difference between the two documents that we have in front of us.

821

01:48:10.860 --> 01:48:20.760

Sarah Whyly: I think that, because only certain parts of it are highlighted as being different it's entirely possible that senators, given the constraint amount of time they have.

822

01:48:21.330 --> 01:48:26.850

Sarah Whyly: To do this work, maybe only looking at the highlighted portions of the document for the differences.

823

01:48:27.240 --> 01:48:36.090

Sarah Whyly: And if if Senator interment is correct, and I see that he is about the differences between the highlighted document and the document that's sitting at the board docs.

824

01:48:36.990 --> 01:48:47.370

Sarah Whyly: That we would have to go through it line by line to know if we were accurately addressing all the things that were changed, and if we vote on something that has changed language.

825

01:48:47.820 --> 01:49:00.240

Sarah Whyly: That we haven't agreed to that was changed from the original board Doc that that seems like something we don't want to do so i'm not again i'm i'm with the Center I don't know how to resolve that but I definitely think it's a problem.

826

01:49:02.220 --> 01:49:05.220

Julie Thompson: Okay, thank you, thank you um.

827

01:49:06.360 --> 01:49:10.980

Julie Thompson: Okay, we have 12 minutes left, and I would like to move on um.

828

01:49:13.650 --> 01:49:22.410

Julie Thompson: You okay with that okay thanks Senator carlin goldberg Okay, and it sounds to me like on this body could use a.

829

01:49:23.460 --> 01:49:34.170

Julie Thompson: refresher on how we ended up here and the draft and what the yellow highlights mean and some of this, I cannot answer, because it is, it was done in.

830

01:49:34.590 --> 01:49:46.350

Julie Thompson: Like spring of 2018 and I have no idea it's just what we found in grandma's chest in the attic and that's what we're working with um, but we will do our best to.

831

01:49:47.520 --> 01:50:02.130

Julie Thompson: kind of capture the history again and provide the information so that we at least understand how we got here Okay, so we have a little more than than 10 minutes left we're going to move on to the last.

832

01:50:03.420 --> 01:50:05.820

Julie Thompson: item on the agenda and.

833

01:50:07.980 --> 01:50:08.580

Julie Thompson: The.

834

01:50:11.220 --> 01:50:26.340

Julie Thompson: The Board Dr Chang and some others would really like to see the Senate move something forward that could be in play that could apply during this current hiring cycle.

835

01:50:26.940 --> 01:50:30.390

Julie Thompson: As a reminder, we completed the work on the policy.

836

01:50:30.720 --> 01:50:40.710

Julie Thompson: And that has been forwarded to the board, I think they've done a first reading on that and they'll be doing a second reading and so that you know the beautiful language that we came up with that articulates our values.

837

01:50:41.190 --> 01:50:53.160

Julie Thompson: And for faculty hiring that will be in play for this hiring cycle procedures need only one reading, they don't need to so.

838

01:50:54.330 --> 01:50:59.250

Julie Thompson: The idea here is that we can take the work that we have done so far.

839

01:51:00.330 --> 01:51:02.700

Julie Thompson: Polish the draft of the procedure.

840

01:51:03.840 --> 01:51:18.810

Julie Thompson: um and then consider moving that on handing it over to the Vice President of human resources ginger, and this is a procedure that's in his area, the administration would have their.

841

01:51:20.100 --> 01:51:27.690

Julie Thompson: Their opportunity to to engage with the draft of the procedure that could be happening.

842

01:51:28.500 --> 01:51:43.620

Julie Thompson: With the administration and they could move that onto the board so that that the progress that we have made in the procedure, so far, could be implemented for this current hiring cycle simultaneously, we will keep working on the draft until we get to the end of it.

843

01:51:45.180 --> 01:51:49.740

Julie Thompson: Okay, so that's what's being proposed, and I would like to open that.

844

01:51:50.850 --> 01:51:52.260

Julie Thompson: Question up for discussion.

845

01:51:57.720 --> 01:51:58.890

Julie Thompson: Senator anderman.

846

01:51:59.250 --> 01:52:15.480

Mark Anderman: yeah point of clarification, so are you saying that the sections of the procedure that this group has already thoroughly discussed voted on and put to bed, not the current one that we're working on, but those other sections could be moved forward is that what is being asked.

847

01:52:16.200 --> 01:52:23.040

Mark Anderman: Correct so we would not be touching this section three or whatever the hiring committee composition, because it's still under discussion.

848

01:52:24.270 --> 01:52:25.050

Julie Thompson: Correct.

849

01:52:25.320 --> 01:52:29.760

Julie Thompson: Okay, and right so whatever is done and.

850

01:52:30.420 --> 01:52:41.340

Julie Thompson: You know I would work with senate exact we would get those sections polished some of them have already been voted on and they're polished and we've got those the last one that needs to be wordsmith based on.

851

01:52:41.850 --> 01:52:53.190

Julie Thompson: The last discussion is the emergency hiring section, so we would get that one done any other work that we might get done let's say by your next meeting, and if let's say that we.

852

01:52:54.510 --> 01:53:07.320

Julie Thompson: have some completion on the on the student participation part and the Senate, if that gets done whatever is done and voted on that would then be integrated into the current.

853

01:53:07.830 --> 01:53:18.330

Julie Thompson: procedure anything that in this current procedure that we have not yet resolved this body has not resolved, we would not forward.

854

01:53:19.110 --> 01:53:29.520

Mark Anderman: So we're talking about moving this to an action item executive committee would clean things up as need be, and then this body would get an up or down vote of of the final draft.

855

01:53:30.210 --> 01:53:38.250

Mark Anderman: which would not include the section three that we're currently discussing now and that could then be moved to the board yeah Okay, I understand, thank you.

856

01:53:38.670 --> 01:53:43.560

Julie Thompson: Okay, thank you, thank you for the clarifying question i'm Senator carlin goldberg.

857

01:53:44.490 --> 01:53:51.210

Jen (she/her) Carlin-Goldberg: I have another clarifying question when you talk about current document, though the articles that we haven't touched.

858

01:53:52.500 --> 01:53:58.380

Jen (she/her) Carlin-Goldberg: Are we talking about the document that was that we're using that.

859

01:53:59.670 --> 01:54:04.560

Jen (she/her) Carlin-Goldberg: Are we talking about the document that was approved by the Senate in spring.

860

01:54:05.790 --> 01:54:09.390

Jen (she/her) Carlin-Goldberg: Or are we talking about the old one that came before that.

861

01:54:10.440 --> 01:54:16.890

Julie Thompson: So what we would do is um the the Senate.

862

01:54:18.480 --> 01:54:39.510

Julie Thompson: A year ago i've lost track lost my mind okay um a while back during my Presidency the Senate voted to reopen this this draft of this procedure, this procedure had been previously approved by a prior Senate, but this group, this is the current.

863

01:54:40.800 --> 01:54:53.040

Julie Thompson: That not the Senate, the Senate subsequently that same voted to reopen the procedure document document and do further revision of it.

864

01:54:55.050 --> 01:55:16.530

Julie Thompson: What I would propose is the only those sections that we have completed and voted on this semester responsibilities timeline and recruitment anything that we have voted on and approved would then be integrated into what you see when you go to board docs.

865

01:55:17.700 --> 01:55:21.120

Julie Thompson: And there would need to be an integration process.

866

01:55:22.260 --> 01:55:42.360

Julie Thompson: whereby, perhaps I would work with Vice President gene Duran of HR to take the Senate approved section sections recruitment timeline etc and integrate those decisions into what is currently in board docs.

867

01:55:44.610 --> 01:55:45.570

Jen (she/her) Carlin-Goldberg: Okay, thank you.

868

01:55:46.140 --> 01:55:46.920

Julie Thompson: you're welcome.

869

01:55:53.490 --> 01:55:53.850

Okay.

870

01:55:58.890 --> 01:56:02.790

Julie Thompson: So basically we're being troopers we are making the best of.

871

01:56:03.870 --> 01:56:04.290

Julie Thompson: What.

872

01:56:05.670 --> 01:56:09.090

Julie Thompson: What is before us Senator be left.

873

01:56:12.180 --> 01:56:12.450

Okay.

874

01:56:14.700 --> 01:56:18.240

Filomena Avila: I have a quick question, and it is.

875

01:56:19.290 --> 01:56:25.710

Filomena Avila: If we were to move this forward to have the things that we have already voted on.

876

01:56:26.640 --> 01:56:37.860

Filomena Avila: Given that the committee's are already made up, I think, for the hiring, that is to take place this semester, as well as all the job announcements are going out.

877

01:56:38.700 --> 01:56:48.810

Filomena Avila: What really would be different if we were to move this forward so that the board could approve besides people feeling good about what we're doing.

878

01:56:49.920 --> 01:56:51.240

Julie Thompson: that's an excellent question.

879

01:56:55.560 --> 01:57:04.020

Dr. Brenda Flyswithhawks (she/her) Pomo Land: And i'll chime in and just help to I think that, at least, it would, for some that are still in that process and for some.

880

01:57:06.030 --> 01:57:22.590

Dr. Brenda Flyswithhawks (she/her) Pomo Land: Wherever anyone is in the process of hiring committees that it would give them guidance, it would give them I think if they've already solidified and approved, for example, the makeup of that committee.

881

01:57:23.970 --> 01:57:33.480

Dr. Brenda Flyswithhawks (she/her) Pomo Land: I think that, under which the policy and procedure under which they determine that current committee would stand.

882

01:57:35.070 --> 01:57:45.750

Dr. Brenda Flyswithhawks (she/her) Pomo Land: In other word, a new policy or procedure that comes after that is not going to say, well, you don't have this so now you you don't you must now adhere to this one, at least I think i'm correct in that.

883

01:57:46.260 --> 01:57:59.880

Dr. Brenda Flyswithhawks (she/her) Pomo Land: But I think it would give them the option and that's something we can think about between now and the next meeting, get more clarity from from folks to help answer this question, but it seems like it would further inform them.

884

01:58:01.080 --> 01:58:03.360

Dr. Brenda Flyswithhawks (she/her) Pomo Land: If they wanted to say.

885

01:58:04.470 --> 01:58:19.860

Dr. Brenda Flyswithhawks (she/her) Pomo Land: add another committee Member or or add another process that's been revised, but I think you bring up a good question and recommendation would be president Thompson to.

886

01:58:20.580 --> 01:58:31.320

Dr. Brenda Flyswithhawks (she/her) Pomo Land: For the exact committee and for yourself to take this last question, in particular, and even, in some of the others that senators have posed and get those answers.

887

01:58:32.130 --> 01:58:48.120

Dr. Brenda Flyswithhawks (she/her) Pomo Land: When we come back to the next meeting, because I think it's going to inform your action item I think it's going to inform your discussions that you're going to bring back to continue discussion, so I think those are really good questions that have just been asked at the end here and.

888

01:58:49.320 --> 01:58:53.580

Dr. Brenda Flyswithhawks (she/her) Pomo Land: I would leave it at that and then come back and get information okay.

889

01:58:54.450 --> 01:59:06.810

Julie Thompson: I appreciate the the wisdom appreciate the question Senator Viola, and I appreciate the wisdom of the response, so we will do some homework where i'm in our last two minutes here and we'll look into some of this.

890

01:59:08.100 --> 01:59:08.970

Julie Thompson: We may.

891

01:59:10.350 --> 01:59:11.130

Julie Thompson: It may be that.

892

01:59:12.210 --> 01:59:25.800

Julie Thompson: You know, changing horses midstream is so clunky that it's just really ultimately not not a great strategy, but let's find out i'll have the conversation with exactly and.

893

01:59:26.940 --> 01:59:31.500

Julie Thompson: And i'll talk to the board President battlefield and Dr Chong and and we'll go from there.

894

01:59:32.580 --> 01:59:37.200

Julie Thompson: Okay, any other thoughts on this particular question Senator don again.

895

01:59:37.470 --> 01:59:48.120

Anne Donegan: yeah I want to this may be very simple, but I think simply and I may be saying the obvious, but this isn't our only round of hiring we're going to be doing a lot more hiring over the years.

896

01:59:48.420 --> 01:59:59.940

Anne Donegan: And it's also something because i'm hearing my little accreditation voice inside my head, we have to update policies right, so there are some real practical reasons why we need to do this okay.

897

02:00:00.390 --> 02:00:15.210

Julie Thompson: Thank you for that comment, and also as as Dr Chang said during open forum, I think the number now, the number of recruitment is about 36 so that's, in addition, that represents an additional X number.

898

02:00:15.900 --> 02:00:23.580

Julie Thompson: of recruitment that are about to be released right, so we had the initial release of 20 something positions.

899

02:00:24.750 --> 02:00:40.590

Julie Thompson: And since then we've we've had more either you know retirements resignations or whatnot so um they're going to be some brand new processes getting getting started i'm Senator balance way like can I give you the last word and possibly Senator of you live there's time.

900

02:00:41.280 --> 02:00:51.480

Kat Valenzuela: Sure, thank you, President Thompson I you know, I was just thinking, obviously we don't want to unravel what you know hiring committees have already done.

901

02:00:51.780 --> 02:01:01.260

Kat Valenzuela: But they also you know i'm thinking, do we want to end up in the same position that we are currently where ever all the work that we've done never got off the ground.

902

02:01:02.250 --> 02:01:16.410

Kat Valenzuela: So you know part of me is like let's just move, piece by piece through just so we get something approved and on the books, so that you know future senate doesn't have to do what we've been doing okay.

903

02:01:16.440 --> 02:01:29.940

Julie Thompson: Thank you for that comment and Senator Vila, can I ask you to make it no okay and we're at five o'clock, thank you for your work today we got a lot done and I will see you all in two weeks Thank you so much.