

**April 6, 2022 Academic Senate Meeting
Transcript**

141

00:23:23.610 --> 00:23:24.120

Julie Thompson: Thank you.

142

00:23:25.350 --> 00:23:29.310

Julie Thompson: for your patience patients Okay, because.

143

00:23:31.320 --> 00:23:42.180

Julie Thompson: So let's call this meeting to order i'm thanks to everyone, for being here and um, can I ask a senator to read the land acknowledgments statement.

144

00:23:43.230 --> 00:23:45.720

Julie Thompson: And a hand if I could see a hand.

145

00:23:53.280 --> 00:23:54.510

Dr. Brenda Flyswithawks (she/her) Pomo Land: purell has her hand up.

146

00:23:55.770 --> 00:23:59.100

Julie Thompson: Thank you i'm sorry wasn't saying yes okay oh.

147

00:24:00.360 --> 00:24:01.320

Julie Thompson: A real man to.

148

00:24:01.410 --> 00:24:02.970

Sheryl Cavales Doolan: A real actual.

149

00:24:03.480 --> 00:24:06.270

Julie Thompson: Okay, the thing on the end of your arm okay.

150

00:24:07.470 --> 00:24:11.310

Julie Thompson: I was looking at the participants as Okay, thank you show.

151

00:24:13.440 --> 00:24:32.820

Sheryl Cavales Doolan: We acknowledge that we gather at Santa Rosa junior College on the territorial traditional land of the pomona people in Santa Rosa i'm a 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 generation.

152

00:24:34.230 --> 00:24:34.650

Thank you.

153

00:24:35.850 --> 00:24:38.730

Julie Thompson: Thank you so much for that okay.

154

00:24:44.340 --> 00:24:49.050

Julie Thompson: Okay, so next we're moving on to open forum, and I want to say just a little bit before we get started.

155

00:24:51.360 --> 00:25:00.420

Julie Thompson: just have a little thing to read i'm so before we get started with open forum, I would like to remind everyone that we are here in community.

156

00:25:01.320 --> 00:25:11.160

Julie Thompson: Please speak to arguments and issues not individuals, not a class of individuals and personal attacks and profanity or not okay.

157

00:25:11.580 --> 00:25:21.300

Julie Thompson: i'm the academic senate provides an important for him for sharing ideas perspectives and information, we do not allow inappropriate comments.

158

00:25:21.930 --> 00:25:44.730

Julie Thompson: Including attacks of any kind, so and we will also be enforcing our time limits during open forum three minutes per person and 10 minutes per topic, and we thank everyone in our Community for adhering to those protocols okay thanks i'm Natalia, can I ask who is first in the queue please.

159

00:25:45.240 --> 00:25:47.220

Academic Senate: Yes, first is holly matory.

160

00:25:47.580 --> 00:25:48.090

Okay.

161

00:25:49.500 --> 00:25:50.730

Julie Thompson: All the inventory welcome.

162

00:25:51.240 --> 00:26:01.470

Holly Vettori: Well, thank you very much i'm going to just read it straight off here Hello everybody I am representing the concerns of the esl department day today regarding the blinding of esl scholarships.

163

00:26:02.100 --> 00:26:13.080

Holly Vettori: This is our first year reading blind applications no consideration was given to us about how this will affect our student population, we were not consulted about the change beforehand and.

164

00:26:14.280 --> 00:26:23.460

Holly Vettori: We were not asked to present our reasons why esl application should not be blinded here just to and it's anecdotes to illustrate why we need access to names.

165

00:26:24.030 --> 00:26:33.030

Holly Vettori: Every year we receive applications from students, that are not esl students it's a small number, but to award even one scholarship to someone who has not qualified is one too many.

166

00:26:33.420 --> 00:26:41.700

Holly Vettori: Students names help us to avoid that the scholarship office has still not informed us about how they're going to vet the applications, although we've asked them several times now.

167

00:26:42.330 --> 00:26:51.840

Holly Vettori: Last year we discovered that several applications were missing from our group, after communicating this over and over with the scholarship office we were finally able to get some of the names added.

168

00:26:52.500 --> 00:27:01.200

Holly Vettori: Had we not pulled our students to find out who applied and then cross reference it with the names of lists the list of the names, we had we would have never known about this mistake.

169

00:27:02.340 --> 00:27:07.590

Holly Vettori: So far, we have received conflicting explanations as to why our scholarships need to be blinded.

170

00:27:08.400 --> 00:27:18.030

Holly Vettori: One explanation is from pedra Abdullah, who states the blinding will protect the underrepresented and students of color at Sri JC Hello that's every student in our department.

171

00:27:18.570 --> 00:27:23.550

Holly Vettori: You have their argument that well The other thing we were given was fun the scholarship office they told us something totally different.

172

00:27:23.880 --> 00:27:31.350

Holly Vettori: They said that, since they can see all of the students financial needs and other applications, such as the fafsa they're in a better position to award our scholarships.

173

00:27:31.860 --> 00:27:37.980

Holly Vettori: To the so department and i'm sure many of you scholarships are given as a recognition of a student's hard work and persistence.

174

00:27:38.310 --> 00:27:47.520

Holly Vettori: As well as a motivator to encourage the students to keep on striving for their goals scholarship office staff do not know our students, they are simply a number, and they are.

175

00:27:48.000 --> 00:27:55.710

Holly Vettori: Sorry, to say the least qualified group to decide who gets our scholarships esl faculty, on the other hand, are infinitely more qualified.

176

00:27:56.370 --> 00:28:04.590

Holly Vettori: here's a quote from pedra avalon one of the core one of the foundations core values is to ensure that all students have access to the resources they each need.

177

00:28:04.920 --> 00:28:09.480

Holly Vettori: To succeed and remove barriers from the scholarship process to ensure donor intent is met.

178

00:28:10.110 --> 00:28:15.810

Holly Vettori: blinding esl scholarships, however, does not remove barriers for our students in fact it does the opposite.

179

00:28:16.170 --> 00:28:21.810

Holly Vettori: By having access to students names, we have been able to successfully match students to the variety of our scholarships.

180

00:28:22.260 --> 00:28:31.770

Holly Vettori: For example, this year we will award 25 \$1,000 scholarships that are specially earmarked for students matriculating from our non credit to our credit Program.

181

00:28:32.220 --> 00:28:39.480

Holly Vettori: It is vital that we see students names to ensure that this will happen leftover scholarships in this category, then go to our credit students.

182

00:28:39.840 --> 00:28:46.350

Holly Vettori: There is no way the scholarship office is equipped to make either of those decisions and our donor who is a very wealthy owner of a winery.

183

00:28:46.500 --> 00:28:54.540

Holly Vettori: would not like to hear that the power of the decision has been taken out of the hands of the esl faculty there are other reasons why we need the names, but I just got a couple of them, thank you.

184

00:28:57.690 --> 00:29:06.930

Julie Thompson: Thank you, and as a reminder will stay focused on issues and not names and not make the other comments personal thank you i'm going to tell you, who is next in the queue please.

185

00:29:07.590 --> 00:29:09.090

Academic Senate: Next is Jimmy Brock.

186

00:29:09.900 --> 00:29:11.400

Julie Thompson: i'm sorry I did not hear the name.

187

00:29:11.760 --> 00:29:13.140

Academic Senate: Jimmy Brock.

188

00:29:13.530 --> 00:29:16.470

Julie Thompson: Jimmy Brock okay Jimmy Brock please.

189

00:29:18.240 --> 00:29:39.630

Jimmy Brock SGA: Hello everyone, I hope we all can hear me, and that was going into trouble here yeah my name is Jimmy Brock i'm the member of an officer on student government and the VP of marketing for Santa Rosa and I just wanted to bring bring forth some concerns from student government.

190

00:29:41.400 --> 00:29:46.470

Jimmy Brock SGA: Regarding students on the hiring committees all of our you.

191

00:29:48.030 --> 00:29:58.290

Jimmy Brock SGA: know, we feel that really important to have you know, only for students to have a voice, but students have a vote on each hiring committee.

192

00:29:59.490 --> 00:30:03.660

Jimmy Brock SGA: And you know the students picked for the hiring committee.

193

00:30:05.520 --> 00:30:19.080

Jimmy Brock SGA: feel very strongly that you know the student body has a saying that you know, for example, for GA you know were voted in by the student body we can gain and then voted in.

194

00:30:20.280 --> 00:30:32.940

Jimmy Brock SGA: So you know I would love to suggest that you know the student be chosen be on the hiring committee by the student, you know campaign and then their chosen by the students.

195

00:30:33.990 --> 00:30:51.480

Jimmy Brock SGA: I think that's the fairest tested democratic way to do it, one more and I just wanted to also close with the fact that this is a concern shared by a lot of officers on sj not just one want this one or two people.

196

00:30:53.400 --> 00:30:55.890

Jimmy Brock SGA: yeah I think it's all I had to say thank you so much for allowing me to speak.

197

00:30:57.990 --> 00:31:02.640

Julie Thompson: Thank you very much for your comment appreciate it and tell you who's next in the queue please.

198

00:31:03.210 --> 00:31:05.580

Academic Senate: Next is delish a Carmona Benson.

199

00:31:06.060 --> 00:31:10.200

Julie Thompson: Okay student body President to delegate Carmona Benson.

200

00:31:11.490 --> 00:31:19.800

Delashay She/Her/Ella/Reina: hello, I just want to say that I am those who don't know me, I am the President of the student body that means all of the students.

201

00:31:21.150 --> 00:31:26.400

Delashay She/Her/Ella/Reina: And I want to say that, on behalf of all the students, I want to say we're tired, we are fatigued.

202

00:31:27.330 --> 00:31:36.660

Delashay She/Her/Ella/Reina: of having to beg and plead for our nine plus one rights to be acknowledged at this college and in this institution.

203

00:31:37.440 --> 00:31:59.130

Delashay She/Her/Ella/Reina: And having a student place on the hiring faculty for faculty members and having you the academic senate choose or the departments to choose and to totally avoid the students choice is was a slap in the face to be very honest and.

204

00:32:00.720 --> 00:32:12.750

Delashay She/Her/Ella/Reina: It was sad news that I had to go back and report to our officers after us even writing resolutions and begging and pleading to be acknowledged by our nine plus one rights.

205

00:32:14.550 --> 00:32:21.030

Delashay She/Her/Ella/Reina: we're asking that you bring it back and think about it again and really give it some thought.

206

00:32:22.140 --> 00:32:31.350

Delashay She/Her/Ella/Reina: We all agree that the students should be picked from the certain departments of whatever faculty member is being hired we love that idea.

207

00:32:32.130 --> 00:32:42.810

Delashay She/Her/Ella/Reina: But excluding us from choosing the student i'm very sure that you guys wouldn't want us to have to choose who the Faculty member is.

208

00:32:43.440 --> 00:32:52.650

Delashay She/Her/Ella/Reina: And it works both ways we all have rights here you guys have the templates when we have the nine plus one and all we're asking is that you acknowledge that.

209

00:32:54.570 --> 00:32:59.490

Delashay She/Her/Ella/Reina: that's what I have to say as sj President, I will come back for bs you.

210

00:33:01.050 --> 00:33:11.850

Dr John Stover: pointed voter delish show you have three minutes total so just go ahead and use your remaining one minute and 15 seconds now please Thank you.

211

00:33:12.330 --> 00:33:13.350

Delashay She/Her/Ella/Reina: Barbie yes, you.

212

00:33:13.590 --> 00:33:14.040

Dr John Stover: uh huh.

213

00:33:14.700 --> 00:33:20.520

Delashay She/Her/Ella/Reina: Yes, yes, be talking well Okay, I can talk on this subject, but psu also has another topic to talk about.

214

00:33:21.600 --> 00:33:23.280

Dr John Stover: Okay, you have a minute left go ahead.

215

00:33:23.460 --> 00:33:35.970

Delashay She/Her/Ella/Reina: As de Su and we acknowledge the fact that the faculty members of academic Senate, not just you this, this has been this institution been here for 140 plus years right.

216

00:33:36.540 --> 00:33:46.920

Delashay She/Her/Ella/Reina: has not had the best track and hiring faculty members that are culturally competent and faculty members that all of the students can relate to.

217

00:33:47.790 --> 00:33:58.320

Delashay She/Her/Ella/Reina: And that's you know dropping retention when we lose our students you guys are going to start losing jobs, I mean there is no reason why we wouldn't want to work together.

218

00:33:59.250 --> 00:34:07.770

Delashay She/Her/Ella/Reina: I mean brawl just as important right, I always tell you that there is no college without the students, but of course the students, the faculty members.

219

00:34:08.520 --> 00:34:21.180

Delashay She/Her/Ella/Reina: So not working together is is an epic failure on all levels and as president of psu we can definitely say would be an epic failure, not to include the voice of the students.

220

00:34:21.960 --> 00:34:22.770

Julie Thompson: Thank you.

221

00:34:25.020 --> 00:34:28.830

Julie Thompson: thanks for your comments, time is up i'm going to tell you this next in the queue please.

222

00:34:31.140 --> 00:34:33.690

Academic Senate: And next in the queue is vince birch.

223

00:34:34.080 --> 00:34:36.090

Julie Thompson: Okay, in spurts.

224

00:34:38.130 --> 00:34:38.520

Vince Bertsch: i'm.

225

00:34:39.630 --> 00:34:43.770

Vince Bertsch: Coming back into speak on the issue about the scholarships and.

226

00:34:45.630 --> 00:34:46.110

Vince Bertsch: Just to.

227

00:34:47.370 --> 00:34:53.040

Vince Bertsch: reinforce some of the things that holly spoke about, and what many, many departments and many faculty have.

228

00:34:53.370 --> 00:35:05.760

Vince Bertsch: talked about as well that scholarships are much more than just giving money to students it's fostering the link between the students and their faculty in between the students and their discipline between the students and their fellow students.

229

00:35:07.380 --> 00:35:15.480

Vince Bertsch: You know before I was even here at the College was a lot of years ago engineering had a yearly program award ceremony I continued that tradition.

230

00:35:16.080 --> 00:35:30.630

Vince Bertsch: recipients received recognition in front of their peers and loved ones that they hit immerse themselves in their schooling they're speaking up in class organizing study groups engaging and research activities leading student clubs that's what scholarship is about.

231

00:35:32.160 --> 00:35:42.150

Vince Bertsch: Each year students knew that the path such recognition lay in the rich engagement with the program and the winners names were displayed proudly on plaques in the hallways.

232

00:35:43.260 --> 00:35:48.990

Vince Bertsch: When the scholarship office moved to this nameless approach I stepped away from the selection process.

233

00:35:49.260 --> 00:36:00.270

Vince Bertsch: There are plenty of more fruitful ways for me to invest in the engineering program and its students and all of these ways involve using the students names connecting wording them as people.

234

00:36:01.020 --> 00:36:07.350

Vince Bertsch: I don't know what the scholarship office is doing with the doesn't actually more than that of engineering scholarships.

235

00:36:08.190 --> 00:36:24.000

Vince Bertsch: they're probably continuing the practice that used to happen, which was non engineering students showing up on my list that I would get from the scholarship office I used to weed those people out and now that probably isn't happening just as holly suggested was happening in her department.

236

00:36:25.020 --> 00:36:32.400

Vince Bertsch: Instead i've started discussions listen stem colleagues, to see if we can't do something else to recognize our students and I think that's a shame.

237

00:36:32.790 --> 00:36:49.170

Vince Bertsch: Because I think the scholarship office and the administration should be supporting the growth of our programs and the strengthening our programs by reinforcing that link between the students and the Faculty that should be what the scholarships, are all about Thank you.

238

00:36:51.240 --> 00:36:54.750

Julie Thompson: Thank you appreciate your comments Natalia.

239

00:36:55.800 --> 00:36:57.210

Academic Senate: Access young Mexico.

240

00:36:57.570 --> 00:36:58.110

Okay.

241

00:36:59.250 --> 00:37:00.540

Julie Thompson: Young chemical, please.

242

00:37:00.900 --> 00:37:06.000

Jan Kmetko: Thank you, Madam President and good afternoon, colleagues, I got myself a strawberry milkshake.

243

00:37:07.110 --> 00:37:15.480

Jan Kmetko: to calm the nerves, and to take precedence advice and not use swear words.

244

00:37:16.590 --> 00:37:28.410

Jan Kmetko: My name is young commit code and I teach in physics, I also review scholarship applications that my previous for institutions, the scholarships are managed by the academic departments.

245

00:37:28.860 --> 00:37:37.830

Jan Kmetko: We selected students for words sometimes without applications, sometimes with by collegial discussion among faculty colleagues.

246

00:37:38.460 --> 00:37:51.990

Jan Kmetko: So JC does scholarships differently, the JC is a huge institution and offers many types of scholarships, not just academic and works with diverse reviewers not just faculty.

247

00:37:52.500 --> 00:38:07.650

Jan Kmetko: that's the scholarships are managed by the Foundation in the office of scholarships they own and control the reviewing process it's supposed to be a service in part, on behalf of the Faculty but it isn't.

248

00:38:08.340 --> 00:38:17.490

Jan Kmetko: So JC faculty doesn't have them in front, the VP of student services, the our departments, would like to claim ownership.

249

00:38:17.970 --> 00:38:24.300

Jan Kmetko: and control the review process the academic scholarships in a broad sense, are ours.

250

00:38:24.810 --> 00:38:35.490

Jan Kmetko: Our students apply for them, we review them we recognize them and we celebrate with them the academic scholarships are ours.

251

00:38:35.970 --> 00:38:44.070

Jan Kmetko: The VP of student services informed us that the Foundation, not the Faculty will retain the control of the reviewing process.

252

00:38:44.490 --> 00:38:58.800

Jan Kmetko: He wrote that the intent of the policy is to combat behavior and practices perpetuating systemic racism and abbott that the scholarships will be reviewed, without names, without exception.

253

00:38:59.370 --> 00:39:11.040

Jan Kmetko: This new policy is a change from the flexible policy that was in effect last year in spring 2021 when faculty could request to onboard the applications.

254

00:39:11.400 --> 00:39:30.780

Jan Kmetko: physics, chemistry math engineering biology pss esl and social sciences, those are that i'm aware of are unhappy with the policy, the inflexible policy makes it more, not less difficult to address in equities.

255

00:39:32.430 --> 00:39:43.350

Jan Kmetko: Most scholarships do not include good writing skills for criterion in fact we use the nameless essay to disqualify candidates, not the select students for the scholarships.

256

00:39:43.950 --> 00:39:58.440

Jan Kmetko: We are professional practice session practitioners of our academic fields, we are aware of our unconscious biases we recognize that every faculty has unconscious bias, we evaluate student identified.

257

00:40:00.690 --> 00:40:15.960

Jan Kmetko: Work daily with practice rooted in professional trainings and clean your discussions regular and regular review of fair practices in judging student performance, we find that knowing the identity of the students helps to prevent inequitable judgments.

258

00:40:17.130 --> 00:40:23.190

Jan Kmetko: Knowing the identity of the students, we can make corrections store assessment strategies, knowing the identity of the students.

259

00:40:23.940 --> 00:40:25.800

Julie Thompson: Sorry, yes, I need to interrupt.

260

00:40:25.860 --> 00:40:28.170

Jan Kmetko: Time right i'm gonna call me down.

261

00:40:28.200 --> 00:40:32.160

Jan Kmetko: Thank you for listening I want my scholarships back and the control of the.

262

00:40:32.220 --> 00:40:32.520

evening.

263

00:40:33.960 --> 00:40:40.110

Julie Thompson: Thank you so much, thank you i'm okay i'm Natalia can ask who's next in the queue please.

264

00:40:40.200 --> 00:40:42.480

Academic Senate: Next is Mike mondor porton.

265

00:40:42.990 --> 00:40:43.980

Julie Thompson: Okay, thank you.

266

00:40:44.100 --> 00:40:46.170

Julie Thompson: i'm Mike founder portland please yep.

267

00:40:46.230 --> 00:40:54.840

Mike Von der Porten: Good evening or Good afternoon, I spoke a couple months ago about public access to this kind of almost follows, along with the access being requested by the student body.

268

00:40:55.380 --> 00:41:02.370

Mike Von der Porten: And i'm speak specifically regarding our accreditation process and it turns out, we have achieved an immaculate accreditation.

269

00:41:02.730 --> 00:41:10.770

Mike Von der Porten: we've gotten through the accreditation process without a single public comment being reviewed or evaluated price to junior college.

270

00:41:11.250 --> 00:41:17.700

Mike Von der Porten: And this goes back to the school, making it very difficult for the public to discover that an accreditation process was going on.

271

00:41:18.060 --> 00:41:24.600

Mike Von der Porten: and make it very difficult to find out how to submit those processes that submit those they call them tpc third party comments.

272

00:41:25.050 --> 00:41:31.680

Mike Von der Porten: The Board that was asked about a weight of submitting comments straight to the JC back in November, nothing ever came of it.

273

00:41:32.550 --> 00:41:41.190

Mike Von der Porten: On the board asked for it and a summary of the is era, the self evaluation reports that something that might be understood by an average reader it never happened.

274

00:41:42.030 --> 00:41:49.350

Mike Von der Porten: i'm sure stocks problem, the website, remember, we have to look at it, if it's on the JC website that's an internal thing.

275

00:41:49.590 --> 00:41:57.210

Mike Von der Porten: We have to reach out our neighbors the people of next door to me, have no idea what's going on, none of our neighbors probably know what's going on the JC.

276

00:41:57.870 --> 00:42:03.690

Mike Von der Porten: If you read the SI se or there's a paragraph about public outreach and the on site visits.

277

00:42:04.140 --> 00:42:10.140

Mike Von der Porten: And the very carefully there only four sentences, but one of those sentences says a press release was prepared.

278

00:42:10.560 --> 00:42:19.260

Mike Von der Porten: And that's exactly what it means a press release was prepared, but it didn't address public comments or third party comments it only address beyond site visit.

279

00:42:19.800 --> 00:42:35.490

Mike Von der Porten: And then that press release was held for nine weeks it was held until after public comment deadline had closed suddenly there was no information put out across the walls outside JC say take public neighbors we can't we want to hear what you have to say.

280

00:42:36.570 --> 00:42:50.820

Mike Von der Porten: So I think, very few people managed to get comments turned in and then it turns out, and this is what we just learned absolutely zero none of those comments wherever forwarded to JC or made available or incorporated in the process.

281

00:42:52.530 --> 00:43:00.090

Mike Von der Porten: By the way, there's a rumor going around that the public was invited to those meetings that were held online as the site visit.

282

00:43:00.600 --> 00:43:10.260

Mike Von der Porten: And the reality is, if you read it carefully, there is no way for the public to participate it's not open to anyone outside the JC alumni they're not invited.

283

00:43:10.680 --> 00:43:17.730

Mike Von der Porten: Members the local city councils, then they may not attend people from the town council of Windsor they cannot attend.

284

00:43:18.390 --> 00:43:23.850

Mike Von der Porten: A local emergency responders who have to show up on our campus for emergencies, they couldn't put it in any two cents.

285

00:43:24.360 --> 00:43:32.790

Mike Von der Porten: So the real question comes down to it, you know, do we want to involve our neighbors do we want to recognize they're giving us 160 billion dollars a year.

286

00:43:33.270 --> 00:43:42.960

Mike Von der Porten: And that really they should be part of our discussions are we very happy being a very closed Walden campus and achieving an immaculate accreditation Thank you.

287

00:43:43.740 --> 00:43:44.700

Julie Thompson: Thank you.

288

00:43:46.110 --> 00:43:46.980

Julie Thompson: And until you.

289

00:43:48.960 --> 00:43:52.920

Academic Senate: And that is it from a list of open forum day okay.

290

00:43:53.280 --> 00:44:00.720

Julie Thompson: Thank you, thanks everyone for your comments um so before we move on here let's see here.

291

00:44:01.950 --> 00:44:12.450

Julie Thompson: Sorry, managing my screen okay i'm just wanted to check your okay so four minutes today we're behind on one meeting cycles so for the next.

292

00:44:13.920 --> 00:44:26.130

Julie Thompson: Meeting on April 20 you can expect and I apologize two sets of minutes when, for the last meeting one for this meeting those will be in the next packet okay um and.

293

00:44:27.690 --> 00:44:35.520

Julie Thompson: We don't have anything on the consent agenda so i'm going to move past adjustments to the agenda and move on to reports okay.

294

00:44:38.070 --> 00:44:51.120

Julie Thompson: And we'll start with the president's report and I had a little bit in here about the the issue about scholarships i'm just going to skip over mentioned that, since the Republic comments on that, and then we just like to mention that.

295

00:44:52.140 --> 00:45:04.140

Julie Thompson: Vice President Pedro avila and the Foundation executive director Jay molyneux I am unconcerned faculty members will be meeting to discuss the there's been an a robust.

296

00:45:05.040 --> 00:45:15.150

Julie Thompson: email conversation and an agreement to meet so we're appreciative of their willingness to meet with our faculty members and the.

297

00:45:16.350 --> 00:45:24.420

Julie Thompson: Guided pathways scale adoption assessment has been submitted to the chancellor's office, and we will get that posted on the Senator resources.

298

00:45:24.750 --> 00:45:32.040

Julie Thompson: Page i'd like to thank Matthew long and stephanie dirks for their support behind the scenes and also preventing me and reminding me about deadlines.

299

00:45:32.430 --> 00:45:38.610

Julie Thompson: And i'd also like to acknowledge that there's a lot of guided pathways related work being done, not only by.

300

00:45:39.000 --> 00:45:43.920

Julie Thompson: The the Senate created guided pathways work groups but also others across the College.

301

00:45:44.340 --> 00:45:51.240

Julie Thompson: Who are implementing practices that create clear pathways for students and also provide the kind of support that students need to follow those paths.

302

00:45:51.630 --> 00:45:59.070

Julie Thompson: And so the the the concepts and the principles of guided pathways are kind of being implemented in a number of different ways and.

303

00:45:59.610 --> 00:46:07.590

Julie Thompson: writing that scale of adoption assessment was an opportunity to reacquaint myself with a lot of that work and to get many of those into the report, so I just wanted to.

304

00:46:07.950 --> 00:46:16.560

Julie Thompson: acknowledge, people who are doing this work and contributing to making our college more accessible more approachable and more supportive of our diverse student body.

305

00:46:17.400 --> 00:46:24.900

Julie Thompson: Okay, I yesterday college Council held his second retreat to work on the governance redesign and we have a third retreat scheduled for tomorrow.

306

00:46:25.260 --> 00:46:34.710

Julie Thompson: And, yesterday we reviewed the full list of committees and Councils and we've kind of separated them into two lists and those that we agreed are in pretty good shape.

307

00:46:35.130 --> 00:46:45.030

Julie Thompson: might need some fine tuning that we can set them aside for now, so that we can focus our attention on those committees and Councils that might need a little more work and our goals are to identify.

308

00:46:45.690 --> 00:46:54.030

Julie Thompson: Clear work products for each committee or Council and identify any work that the College needs stem that that is not currently included in a committee charge.

309

00:46:54.450 --> 00:47:02.130

Julie Thompson: and establishing clear relationships between and among committees Councils and other bodies, for example, and want to get clear.

310

00:47:02.520 --> 00:47:11.040

Julie Thompson: about things like the relationship between the curriculum committee or a faculty equivalency in the Senate and so to make sure that charges, help to reinforce.

311

00:47:11.610 --> 00:47:20.640

Julie Thompson: Those kinds of of logical structural relationships and the work, thus far has been challenging sometimes but very collaborative there's a lot of consensus.

312

00:47:21.030 --> 00:47:28.260

Julie Thompson: And while many of us have concerns and strong opinions my read on the process is that everyone in the room is demonstrating a lot of trust.

313

00:47:28.530 --> 00:47:34.350

Julie Thompson: By moving forward, even though we can't see the final destination so i'd like to thank everyone who's contributing to the work.

314

00:47:35.100 --> 00:47:45.720

Julie Thompson: Okay, as a reminder plenary is this week it starts tomorrow and voting on resolutions discussion of voting on resolutions will take place on Saturday.

315

00:47:46.170 --> 00:47:59.940

Julie Thompson: I have forwarded the the resolutions packet to the senators, so please as you're able review the packet and send your thoughts to Byron Nancy and me where were your REPS at that.

316

00:48:01.410 --> 00:48:14.940

Julie Thompson: At that event and nominations for our large seats, remember, there are six out large seats, the nomination period ends Monday morning April 11 please encourage your colleagues to run for an outlet seat.

317

00:48:15.420 --> 00:48:24.660

Julie Thompson: um let's see on Monday, let me just take a look at Tara jacobson is my time up yep No, I do not see a Blue Card, I will keep.

318

00:48:25.410 --> 00:48:27.270

Tara Jacobson (she/her): Going or 15 seconds left.

319

00:48:27.750 --> 00:48:28.470

Julie Thompson: i'm sorry.

320

00:48:29.790 --> 00:48:31.140

Tara Jacobson (she/her): One minute 15 seconds.

321

00:48:31.320 --> 00:48:42.210

Julie Thompson: I can do that okay thanks i'm On Monday I attended a meeting on open educational resources and zero textbook cost courses organized by Dean Mary Catherine Oxford and.

322

00:48:42.690 --> 00:48:53.220

Julie Thompson: There were a few goals that we identified, one of which is professional development opportunities for the Faculty to ensure that more of us understand what we are in ctc.

323

00:48:54.090 --> 00:48:58.230

Julie Thompson: Open educational resources and zero textbook cost courses are.

324

00:48:58.860 --> 00:49:03.330

Julie Thompson: What resources are available to us as we build our courses and how we can integrate those.

325

00:49:03.630 --> 00:49:17.310

Julie Thompson: resources into our courses and also get support for doing that and there's also recognized need for faculty members to be aware of the cost to students of the books and materials that we ordered um let's see here.

326

00:49:18.060 --> 00:49:25.560

Julie Thompson: Also, please note that the bookstore is textbook adoption email will be coming out next week, please get your orders in in a timely manner.

327

00:49:25.950 --> 00:49:31.950

Julie Thompson: I have finally I would like to thank Terry Jacobson for stepping in and serving as Vice President, over the past several months.

328

00:49:32.280 --> 00:49:40.650

Julie Thompson: Monica will be back for our next meeting on April 20 I look forward to having Monica back with us and have so appreciated being able to benefit from.

329

00:49:40.950 --> 00:49:50.850

Julie Thompson: Senator Jacobson's wisdom and contributions, while she's been serving as vice Vice President, so thank you all for being here and I look forward to a productive meeting.

330

00:49:52.950 --> 00:50:03.990

Julie Thompson: And our next report will be from our job announcement Task Force and we have Center developments Lila and guest Catherine Williams so I'll turn it over to them.

331

00:50:06.000 --> 00:50:21.750

Kat Valenzuela: Thank you, President Thompson executive cabinet and Senators the job announcement task force has been working since the end of spring 21 semester on the Senate charge of the task force our charge was by a specified date solicit comments and ideas from the.

332

00:50:21.750 --> 00:50:29.010

Kat Valenzuela: faculty research effective practices and present to the Senate ideas for consideration and possible endorsement.

333

00:50:29.700 --> 00:50:35.910

Kat Valenzuela: Since our last report we have reviewed and analyze the feedback from the Faculty we have consolidated at it.

334

00:50:36.210 --> 00:50:45.720

Kat Valenzuela: and emphasize areas of improvement for the job announcement and identified areas of the job announcement that fall under HR purview legal requirements.

335

00:50:46.140 --> 00:50:54.150

Kat Valenzuela: department discipline purview and the district's purview we want to emphasize the ideas and suggestions to improve the job announcement.

336

00:50:54.570 --> 00:51:07.980

Kat Valenzuela: or not requirements, a few of the ideas to make the job announcement shorter by consolidate excuse me, consolidating language, making the language friendlier and using sincere neutral language.

337

00:51:08.550 --> 00:51:17.550

Kat Valenzuela: There were suggestions for departments to emphasize ways perspective faculty can connect with the department so just through projects committee work and conferences.

338

00:51:18.060 --> 00:51:30.870

Kat Valenzuela: specify the department expectations within the definition of job description of the FAA contract stress discipline expertise and defined currency and field within the discipline.

339

00:51:31.440 --> 00:51:39.810

Kat Valenzuela: There were suggestions for the district, to provide a picture for prospective faculty regarding the diverse student population.

340

00:51:40.290 --> 00:51:48.480

Kat Valenzuela: programs, such as hsi certificate programs and more this strategic plan and sustainability.

341

00:51:49.200 --> 00:51:56.940

Kat Valenzuela: We also want to emphasize that the diversity prompt a minimum, excuse me a minimum qualification needs to be updated.

342

00:51:57.510 --> 00:52:10.920

Kat Valenzuela: We are going to provide our report in our ideas to the Senate and look to the Senate for consideration and possible endorsement Thank you we're getting Hello Laura sparks Catherine Williams and kept balance will thank you.

343

00:52:12.630 --> 00:52:13.110

Julie Thompson: Thank you.

344

00:52:14.160 --> 00:52:26.010

Julie Thompson: Thank you, Senator balance whaler okay i'm just I just want to say i'm pretty sure that former Senator George salou participated before he went on sabbatical us, I just want to acknowledge his.

345

00:52:26.010 --> 00:52:27.690

Kat Valenzuela: continued to my apologies.

346

00:52:28.680 --> 00:52:30.090

Kat Valenzuela: For that you okay.

347

00:52:30.810 --> 00:52:43.950

Julie Thompson: Okay, our next report is from our colleague amy Merkel and she'll be talking to us about an hsi grant opportunity i'm partnering with sonoma State University for a soft hand up hand off of transfers and.

348

00:52:46.020 --> 00:52:47.160

Julie Thompson: amy Merkel welcome.

349

00:52:47.670 --> 00:52:57.660

Amy Merkel: Great Thank you so much hi everyone i'm amy Merkel i'm a faculty Member in the counseling department and i'm also the transfer Center director so, is it Okay, if I share my screen.

350

00:52:58.440 --> 00:53:01.350

Julie Thompson: Yes, we can give you a screen sharing.

351

00:53:02.490 --> 00:53:15.510

Amy Merkel: privileges okay great so the district is looking at a hsi grant and collaboration with sonoma State University and i'm going to go ahead and start sharing now.

352

00:53:20.820 --> 00:53:22.890

Amy Merkel: There we go and so.

353

00:53:24.690 --> 00:53:30.180

Amy Merkel: We have a little bit over 400 students that transfer to sonoma state each and every year.

354

00:53:30.480 --> 00:53:39.750

Amy Merkel: And so we know we have a great number of students that do transfer, but we also have a pretty good percentage of students who are ready to transfer that do not.

355

00:53:40.260 --> 00:53:48.390

Amy Merkel: And so, looking at why those students may not transfer, you know it could be the cost of housing, it could be just the cost of a four year degree, it could be.

356

00:53:48.780 --> 00:53:59.850

Amy Merkel: Leaving family or a job and so having a collaboration with fsu where we can keep those students local and they can also go on to earn their bachelor's degree, is something that's that's really important.

357

00:54:00.330 --> 00:54:17.580

Amy Merkel: For our students and for us our JC so it's a joint grant with SS shoe it's \$600,000 for annually for five years, as our JC would be the lead institution, the applications do in June and the grant would start in October, if it if we've received it.

358

00:54:18.120 --> 00:54:26.310

Amy Merkel: So it doesn't align with the Sri JC mission, the first statement in the mission is to focus on student learning by preparing students for transfer.

359

00:54:26.640 --> 00:54:32.550

Amy Merkel: I always tell students, our goal in the transfer Center isn't just for them to transfer, but to earn that bachelor's degree.

360

00:54:32.940 --> 00:54:39.060

Amy Merkel: So we have three goals that we've outlined the first one is outreach and awareness so we would collaborate with.

361

00:54:39.630 --> 00:54:47.490

Amy Merkel: The outreach department here at Sri JC to create marketing materials have her shoes ready yes they're out and about in the Community, as well as our local high schools.

362

00:54:47.940 --> 00:54:57.180

Amy Merkel: would be intentional outreach to focus and let students know that they can start it SS s are JC and move on to SS you and we're going to support them through that process.

363

00:54:57.600 --> 00:55:03.900

Amy Merkel: And so they would promote that as our JC to assess your program to our current and prospective students.

364

00:55:04.650 --> 00:55:08.760

Amy Merkel: The second goal would be to increase our latinx students who are transferring to SF shoe.

365

00:55:09.090 --> 00:55:14.970

Amy Merkel: So, within the transfer Center we would have a dedicated counselor we would pray specific programming for those students.

366

00:55:15.030 --> 00:55:24.450

Amy Merkel: have scheduled REP visits from SF shoe and then it just to build stronger alliances with ssg programs, which we have done over the last few years, but to make them even stronger.

367

00:55:24.930 --> 00:55:34.260

Amy Merkel: than on the SS US side, there would be early transfer intervention a transfer guarantee for our students instant admissions where they're told on the spot that they've been accepted.

368

00:55:34.950 --> 00:55:46.470

Amy Merkel: So she's looking into developing a transition course for our students some type of scholarship and some mentors and then they would have a dedicated outreach lead that we could also refer to, and have.

369

00:55:46.830 --> 00:55:49.770

Amy Merkel: Our students speak to as well as our faculty and staff.

370

00:55:50.640 --> 00:55:56.760

Amy Merkel: And then the third goal is to have a soft hand off to SS you so we want our students to know that they can be comfortable at so she'll.

371

00:55:57.060 --> 00:56:04.050

Amy Merkel: And so, one way, we would do that is to have that a transfer day for us our JC students, we provide transportation if that's needed.

372

00:56:04.320 --> 00:56:17.880

Amy Merkel: They would get a university tour presentation from various student services such as financial aid or categorical programs, they could look at housing hear about the scholarship hear from students, so I personally think that it's a.

373

00:56:19.260 --> 00:56:23.070

Amy Merkel: You try to stop share here I lost it somewhere it's probably on my other screen.

374

00:56:25.410 --> 00:56:32.640

Amy Merkel: There we go it's a great opportunity, and so we just wanted to present it to the academic Senate, as we are looking into this collaboration with us issue.

375

00:56:34.440 --> 00:56:41.220

Julie Thompson: Thank you very much appreciate that record and the prospect of that work sounds great okay.

376

00:56:42.270 --> 00:56:51.840

Julie Thompson: Okay, so i'm the way that the timing fell for the meeting today was either have a meeting after the first half hour and then come back, for you know big long haul or.

377

00:56:52.920 --> 00:56:59.400

Julie Thompson: jump into our action item which is a big chunk of time and and.

378

00:57:00.480 --> 00:57:05.700

Julie Thompson: not have a break until we're pretty deep into the meeting until about 430 so i'm.

379

00:57:07.080 --> 00:57:13.440

Julie Thompson: just wanted to acknowledge that and ask whether there is any whether there's anybody who, after the first what have we been here for.

380

00:57:14.490 --> 00:57:22.800

Julie Thompson: 35 minutes is anyone feeling like they want to take that break now, before we get into the action item or just move ahead into action.

381

00:57:25.530 --> 00:57:29.280

Julie Thompson: Can I, I know I asked for an either or and then so i'm moving ahead.

382

00:57:29.430 --> 00:57:30.030

Dr. Brenda Flyswithhawks (she/her) Pomo Land: Just ahead.

383

00:57:30.300 --> 00:57:40.320

Julie Thompson: move ahead okay thanks everyone Okay, I just want to say a couple of things also about meeting protocol, and as we move into discussion so i'm send an executive.

384

00:57:41.310 --> 00:57:49.470

Julie Thompson: has made a couple of just technical changes to our zoom arrangements and so if we did it right, which would happen is.

385

00:57:49.800 --> 00:58:00.030

Julie Thompson: The all Center all Members of the Senate our co hosts, and so we are able to use the chat and remember that we use the chat only promotions right okay um.

386

00:58:00.600 --> 00:58:09.270

Julie Thompson: And, and then also Members of the Senate can unmute themselves and going forward from this point on, in the meeting.

387

00:58:09.720 --> 00:58:21.540

Julie Thompson: And, and then guess would not be able to do that, so we just we're trying to create circumstances where we're not distracted by the chat I can people have been doing really great and not using the chat but every once in a while somebody does.

388

00:58:22.110 --> 00:58:34.380

Julie Thompson: get into the chat and then we're like you know, a dog in the squirrel where our attentions following the the chat i'm so we're going to be doing that for the rest of the Semester just to let you know so from this point forward in the meetings.

389

00:58:35.460 --> 00:58:39.960

Julie Thompson: it'll be on Members of the Senate, who have access to chat for motions only.

390

00:58:41.040 --> 00:58:54.090

Julie Thompson: and Members of the Senate can unmute themselves for discussion okay um anything further from sending exact did I leave anything out about our process going forward oh OK.

391

00:58:55.350 --> 00:58:58.620

Julie Thompson: OK um thanks so um.

392

00:59:01.050 --> 00:59:09.150

Julie Thompson: As we know, we are working on the Faculty hiring procedure and we finished, a big chunk of work and our last meeting and so now we're moving on to.

393

00:59:10.380 --> 00:59:32.010

Julie Thompson: A section that we have touched on before but big chunk of time today we have 4445 minutes set aside for this, what we need to do for sure is to end by all of our internal work by 450 because we have an information item and with our administration from hr.

394

00:59:33.240 --> 00:59:38.220

Julie Thompson: So we have big check in time for this we're discussing.

395

00:59:39.450 --> 00:59:49.230

Julie Thompson: The screening and interviewing committee um what the composition of that committee will be like i'm as a reminder, a previous.

396

00:59:49.740 --> 01:00:05.010

Julie Thompson: incarnation of the Senate body i'm made decisions about this section of the hiring procedure, and then a couple of years ago, the Senate voted to.

397

01:00:05.490 --> 01:00:15.990

Julie Thompson: Re initiate work on this on that draft and so now we're going to be tackling the question of the screening and interviewing Committee, and that is what you were asked to review.

398

01:00:16.410 --> 01:00:31.170

Julie Thompson: Today, and i'm just another reminder um we can stay like out of the weeds of word smithing and address ideas address issues and make our comments as constructive as possible if there's something that you don't.

399

01:00:32.070 --> 01:00:46.560

Julie Thompson: Think is working in the current draft um if you could let us know what you do think would work and so let's try to have our comments be focused on moving us toward resolution and and also.

400

01:00:47.730 --> 01:00:54.660

Julie Thompson: listening to each other so that we're able to identify where we have some common ground that we can build on.

401

01:00:55.200 --> 01:01:02.070

Julie Thompson: We have 26 senators, which is a lot of people we represent a lot of different perspectives different disciplinary needs.

402

01:01:02.460 --> 01:01:12.510

Julie Thompson: And so it's no small task to come up with motions that the whole body can support or a big chunk of the body can support and so we're listening for.

403

01:01:13.050 --> 01:01:32.130

Julie Thompson: For ways in which we might be able to identify that common ground, so thank you for that and now the question belongs to the Senate, and so what what should be the sentence recommendations regarding the composition of screening and interviewing committees.

404

01:01:44.610 --> 01:01:45.900

Julie Thompson: Senator carlin goldberg.

405

01:01:47.190 --> 01:01:48.540

Jen (she/her) Carlin-Goldberg: Thank you, President Thompson.

406

01:01:50.130 --> 01:01:53.700

Jen (she/her) Carlin-Goldberg: mom I only have a couple of thoughts of for the.

407

01:01:55.410 --> 01:01:56.880

Jen (she/her) Carlin-Goldberg: composition in.

408

01:01:58.740 --> 01:02:14.730

Jen (she/her) Carlin-Goldberg: Number serene in the portion of the of the document that was passed a few years ago um there's a statement where only an emeritus faculty Member may be.

409

01:02:15.360 --> 01:02:29.100

Jen (she/her) Carlin-Goldberg: approved by the academic senate President and Vice President of academic affairs to be part of the hiring Committee, I believe we should remove the emeritus part and just have associate faculty Member.

410

01:02:30.990 --> 01:02:49.500

Jen (she/her) Carlin-Goldberg: If a hiring committee wants an associate faculty Member on their committee and there's no a parents have have accomplished I have I don't see any I don't see any reason why we should not allow that to happen.

411

01:02:51.090 --> 01:03:02.070

Jen (she/her) Carlin-Goldberg: Also, a little bit lower with the student input there, there is a portion in there and I, I believe, since we've loaded.

412

01:03:04.200 --> 01:03:13.920

Jen (she/her) Carlin-Goldberg: We if there is a portion of that, where it says a student may not be a voting member of the committee, and I believe the current.

413

01:03:16.350 --> 01:03:28.740

Jen (she/her) Carlin-Goldberg: The the current attitude of the Senate is that that's not a restriction that we want to make, and we should probably remove that state statements as well, so those are my thoughts, thank you.

414

01:03:29.910 --> 01:03:32.130

Julie Thompson: Okay, thank you, Senator carlin goldberg.

415

01:03:41.130 --> 01:03:42.990

Julie Thompson: Okay, Senator wiley.

416

01:03:44.820 --> 01:03:53.310

Sarah Whyly: I just wanted to comment on what Senator wilbur just pointed out, about the language regarding emeritus faculty members being approved.

417

01:03:54.780 --> 01:04:07.830

Sarah Whyly: We don't have that class of faculty in our faculty contract either, so this particular policy language puts us out of compliance with our our contract, thank you.

418

01:04:12.330 --> 01:04:13.170

Thank you.

419

01:04:41.250 --> 01:04:42.630

Julie Thompson: Senator don again.

420

01:04:43.410 --> 01:04:53.970

Anne Donegan: Thank you, President Thompson um hopefully this isn't word smithing, but I think we need to make sure that all the references to adjuncts in this document is is.

421

01:04:54.810 --> 01:05:07.260

Anne Donegan: switched over to the word associate please also in that draft from May of 2020 I believe we are legally required to follow the EI plan so that should be.

422

01:05:08.640 --> 01:05:10.410

Anne Donegan: changed and then.

423

01:05:12.330 --> 01:05:30.690

Anne Donegan: I think the language, about making sure that student members of hiring committees do not have access to application material is crucial for reasons that we've discussed that many.

424

01:05:31.380 --> 01:05:39.600

Anne Donegan: Discussions related to the related to student participation that we've loaded on last meeting Thank you okay.

425

01:05:40.860 --> 01:05:41.610

Thank you.

426

01:05:43.530 --> 01:05:46.800

Julie Thompson: Okay, and also as a reminder and can we.

427

01:05:47.130 --> 01:05:56.070

Julie Thompson: I know that it's been a little while, since we have had this specific conversation um but um as much as possible that's tried to not repeat points that have been.

428

01:05:56.280 --> 01:06:04.740

Julie Thompson: made in conversation about the procedure and at a very recent meeting reason enough to be in our in our minds thanks Senator Johnson.

429

01:06:18.810 --> 01:06:19.590

Okay.

430

01:06:22.590 --> 01:06:24.930

Julie Thompson: Senator Johnson you removed yourself from the Q.

431

01:06:28.290 --> 01:06:36.660

Laura Aspinall- she/her: President Thompson I got a text that they had to take a phone call oh OK so maybe they'll circle back.

432

01:06:37.200 --> 01:06:37.470

Okay.

433

01:06:41.370 --> 01:06:42.420

Tara Johnson: Sorry i'm me some.

434

01:06:43.740 --> 01:06:44.880

Tara Johnson: technical difficulties.

435

01:06:46.200 --> 01:06:52.650

Tara Johnson: Okay i'm on two different things here I go kept trying to unmute and it said the host will not allow you to unmute.

436

01:06:53.670 --> 01:06:54.180

Julie Thompson: Okay.

437

01:06:55.680 --> 01:06:56.130

Tara Johnson: anyway.

438

01:06:56.550 --> 01:07:01.560

Julie Thompson: yeah we can ask somebody behind the scenes to make sure that you have that ability to do that, thanks.

439

01:07:02.550 --> 01:07:03.180

Tara Johnson: Thank you.

440

01:07:05.160 --> 01:07:05.730

Tara Johnson: i'm sorry.

441

01:07:08.190 --> 01:07:09.780

Tara Johnson: Go to the next person i'll come back.

442

01:07:10.080 --> 01:07:11.760

Tara Johnson: Okay, this out okay.

443

01:07:12.450 --> 01:07:13.320

Thank you.

444

01:07:18.900 --> 01:07:20.340

Dr. Brenda Flyswithhawks (she/her) Pomo Land: Madam President, may I just.

445

01:07:21.330 --> 01:07:22.560

Julie Thompson: Yes, of course.

446

01:07:22.620 --> 01:07:26.970

Dr. Brenda Flyswithhawks (she/her) Pomo Land: I have, I don't know, but I think it's called a point of order, but it's just a comment.

447

01:07:28.110 --> 01:07:33.480

Dr. Brenda Flyswithhawks (she/her) Pomo Land: would just suggest that as we're in this discussion, remember what was already accrued.

448

01:07:33.930 --> 01:07:39.450

Dr. Brenda Flyswithhawks (she/her) Pomo Land: At the last meeting, and that when we look at these documents here, because when I look at them.

449

01:07:39.780 --> 01:07:51.450

Dr. Brenda Flyswithhawks (she/her) Pomo Land: they're not in alignment some of the things, especially around the student participation with the decision that the this body made at the last meeting, so I just invite you.

450

01:07:51.810 --> 01:08:02.790

Dr. Brenda Flyswithhawks (she/her) Pomo Land: And the body to make sure that there's some adjustment there so that whenever a vote will come you're not approving something that's in conflict with what was approved at the last meeting, thank you.

451

01:08:03.450 --> 01:08:10.650

Julie Thompson: Thank you, I appreciate that i'm and i'm also i'm hearing that the slow start to the conversation is making me.

452

01:08:10.650 --> 01:08:18.990

Julie Thompson: think that maybe people need a few minutes, with the document and to to get ready and so i'd like to hear from Senator anderman.

453

01:08:19.350 --> 01:08:28.260

Julie Thompson: And then i'm going to propose that we take our break and maybe even make it a little bit longer and give people an opportunity to take a look at that document and it's in your packet.

454

01:08:28.560 --> 01:08:43.680

Julie Thompson: And at the same time, during the break, we will pull that document up that past President lives with hawks is referring to, so we can look at the language that we approved at our last meeting okay so we'll kind of get our ducks in a row there and then proceed i'm Senator anderman.

455

01:08:44.610 --> 01:08:55.050

Mark Anderman: Thank you i'm i'm looking at that same bullet point with that currently says emeritus faculty and I would be completely in support of changing that word to associate faculty.

456

01:08:55.830 --> 01:09:03.690

Mark Anderman: I think there's adequate reason to say that departments should have that discretion, you know my question, and it is a question, because I don't know the history of this.

457

01:09:03.990 --> 01:09:12.600

Mark Anderman: is why there's such a high hurdle there, it says that they need approval of both the academic senate President and the Vice President of academic affairs.

458

01:09:12.870 --> 01:09:22.740

Mark Anderman: that's two separate mother may eyes and i'm just wondering why such a high bar for that particular thing and that's a question I don't know what the answers.

459

01:09:24.000 --> 01:09:24.270

Okay.

460

01:09:26.280 --> 01:09:28.020

Julie Thompson: And I do not know the answer for that.

461

01:09:29.190 --> 01:09:41.160

Julie Thompson: Myself um so now, I have two more people in the queue and I said, we were going to take a break and we've heard from Senator carlin goldberg I mean Collins on senators slow back and then we'll take our break if that's okay.

462

01:09:42.570 --> 01:09:43.680

Julie Thompson: Senator slow back.

463

01:09:44.130 --> 01:09:53.880

Nikki Slovak: Just a suggestion I have right over the document, but I think, maybe one thing that would help with the discussion is if we maybe go point by point is pretty broad and there's like a lot of.

464

01:09:54.540 --> 01:10:03.750

Nikki Slovak: different things we could comment on, and so it's kind of it may just logistically make sense to handle it one shocker section, at a time just just throwing it out there.

465

01:10:05.520 --> 01:10:09.180

Julie Thompson: Thank you, thank you for the suggestion um.

466

01:10:10.350 --> 01:10:13.590

Jen (she/her) Carlin-Goldberg: I had an answer to market to Senator and Germans question.

467

01:10:13.800 --> 01:10:14.130

Julie Thompson: Okay.

468

01:10:14.220 --> 01:10:15.180

Jen (she/her) Carlin-Goldberg: If you want he wants.

469

01:10:15.240 --> 01:10:17.400

Julie Thompson: An answer to Senator androgens question, thank you.

470

01:10:18.210 --> 01:10:33.180

Jen (she/her) Carlin-Goldberg: I remember, we switch where we've approved three years ago america's because they were um theoretically retired faculty wouldn't be applying for jobs, so no conflict of interest and the high bar of approval was there for.

471

01:10:35.100 --> 01:10:45.060

Jen (she/her) Carlin-Goldberg: Two to also make sure there were no conflicts of interest and that's what the discussion was back then and and I am not expressing any feelings on that matter okay.

472

01:10:45.450 --> 01:10:52.680

Julie Thompson: i'm Thank you and Senator Johnson, you were hoping to make your comment that you wanted to make earlier is that right okay let's let's do that thanks.

473

01:10:54.330 --> 01:10:56.310

Tara Johnson: Thank you, my apologies, were.

474

01:10:57.750 --> 01:10:59.850

Tara Johnson: The issues i'm having here and so.

475

01:11:01.110 --> 01:11:08.820

Tara Johnson: Two things one emeritus is important to be able to have retired faculty come back i'll give you a perfect case in point.

476

01:11:09.990 --> 01:11:31.620

Tara Johnson: adapted he only had one full time faculty that retired, and now we are there, we are in the process of going out to hire for new associate ap faculty and having the emeritus full time person come back to the committee is in credibly important for that voice to be there.

477

01:11:33.450 --> 01:11:37.620

Tara Johnson: on that committee so that's why I, like a marriage is on there, but I was going back to the to.

478

01:11:38.280 --> 01:11:45.690

Tara Johnson: The language that's in what is posted for today's meeting that does not include it's what Dr flies with talks, thank you very much, said.

479

01:11:45.990 --> 01:11:53.940

Tara Johnson: Is that it is very confusing to come to this meeting and not see the language that was approved at our last meeting and then try to also.

480

01:11:54.900 --> 01:12:02.250

Tara Johnson: make adjustments to policy without seeing what has been approved, so I would appreciate if that could be pulled up to when we come back from break Thank you.

481

01:12:02.880 --> 01:12:09.660

Julie Thompson: Okay, thank you um so to recap we'll take a break have about seven minutes and give.

482

01:12:09.840 --> 01:12:13.170

Julie Thompson: Everyone an opportunity to take a look at the document and.

483

01:12:13.380 --> 01:12:22.680

Julie Thompson: we'll pull up the language from our last meeting on the language that was approved regarding student participation we'll get that up in front of the Senate, when we come back from our break.

484

01:12:23.070 --> 01:12:46.320

Julie Thompson: And and and then there's been a recommendation that in terms of our process we'll kind of chunk by chunk through this section of the of the procedure Okay, so that is what i'm hearing and if there are no objections that's how we will proceed it's 404 will come back up for 11.

485

01:12:47.730 --> 01:12:52.320

Julie Thompson: Okay, so enjoy your break and we'll see you soon okay thanks everyone.

486

01:19:12.360 --> 01:19:15.930

Dr John Stover: Is it me or was that the fastest seven minutes ever.

487

01:19:17.790 --> 01:19:21.990

Julie Thompson: Yes, ever in the history of the universe.

488

01:19:22.350 --> 01:19:22.860

fastest.

489

01:19:25.680 --> 01:19:26.790

Julie Thompson: Okay um.

490

01:19:27.240 --> 01:19:28.140

Vince Bertsch: I was relative.

491

01:19:28.920 --> 01:19:30.150

Julie Thompson: Okay, so from what I.

492

01:19:30.150 --> 01:19:31.770

Julie Thompson: Understand i'm.

493

01:19:32.880 --> 01:19:41.670

Julie Thompson: A Secretary stover, thank you for for pasting that into the chat so Natalia did you hear that Secretary stover was actually able to find it and paste it in the chat.

494

01:19:41.760 --> 01:19:52.170

Julie Thompson: Yes, Okay, but if you could also be ready for us to maybe look at it on the screen yeah that'd be awesome so let's go ahead and do that.

495

01:19:55.170 --> 01:20:13.530

Julie Thompson: and welcome back okay so i'm so you're looking at this i'm in the completely unedited draft of the Minutes so it's copied and pasted from the chat at our last meeting into the Minutes draft and it hasn't been.

496

01:20:14.730 --> 01:20:18.690

Julie Thompson: hasn't been edited yet by your Secretary and.

497

01:20:21.870 --> 01:20:39.600

Julie Thompson: So we have students will select i'm sorry departments will select student or students for meaningful and measurable participation in the options, including but are not limited to me agree that that could use some word smithing but not a problem down the road, and then we have the list.

498

01:20:40.950 --> 01:20:46.830

Julie Thompson: Teaching demonstration skills demonstration member of the screening and interview committee.

499

01:20:48.420 --> 01:20:54.570

Julie Thompson: Structured conversations or moderated Q amp a with candidates students survey or or poll.

500

01:20:55.710 --> 01:21:06.990

Julie Thompson: For all methods of student involvement committees will be responsible for ensuring student input is given equivalent consideration as the input of any other member of the hiring committee.

501

01:21:08.760 --> 01:21:13.950

Julie Thompson: So this language is in the chat so that you can refer to it as we're moving along and discussing the.

502

01:21:15.420 --> 01:21:17.430

Julie Thompson: Committee composition question.

503

01:21:20.220 --> 01:21:23.190

Julie Thompson: Okay, so I think we're ready to stop sharing.

504

01:21:27.120 --> 01:21:28.140

Julie Thompson: And then.

505

01:21:31.710 --> 01:21:46.050

Julie Thompson: Can we um Natalia, can I ask you to screen share on the support document from the meeting packet the procedure draft and then go down to um to Section three screening and interviewing committee.

506

01:21:46.230 --> 01:21:57.150

Julie Thompson: The yes okay thanks so put that on the screen, and this has numbered sections and we have.

507

01:21:59.250 --> 01:22:00.510

Academic Senate: You want this one correct.

508

01:22:03.150 --> 01:22:03.540

Academic Senate: three.

509

01:22:03.840 --> 01:22:08.250

Julie Thompson: Correct yeah Roman numeral three right there okay um.

510

01:22:10.830 --> 01:22:25.170

Julie Thompson: So we can go through this one by one, and remember if we can keep our our comments and constructive and provide ideas for how to improve if we're good with the language um it's Okay, for us to move on.

511

01:22:27.750 --> 01:22:28.200

Okay.

512

01:22:30.390 --> 01:22:31.530

Dr. Brenda Flyswithhawks (she/her) Pomo Land: Well, point here.

513

01:22:31.950 --> 01:22:32.160

Yes.

514

01:22:34.230 --> 01:22:44.910

Dr. Brenda Flyswithhawks (she/her) Pomo Land: Going back to what was suggested by your senators and agreed upon, of going in sections, so the first section would be this general section here.

515

01:22:45.870 --> 01:22:50.940

Dr. Brenda Flyswithhawks (she/her) Pomo Land: Prior to moving down to where it says number three I can't scroll but horses yeah.

516

01:22:51.750 --> 01:23:11.580

Dr. Brenda Flyswithhawks (she/her) Pomo Land: That would be next other section, so you have another document that you included in the materials packet that addresses just the general one and it has one and then two and under two there's ABC and D so according to what i'm understanding this would be the first section that the.

517

01:23:13.200 --> 01:23:23.910

Dr. Brenda Flyswithhawks (she/her) Pomo Land: Senate, would like to look at and then moving to others faculty participation and what and the other language below so it's that first part there, and maybe you want to.

518

01:23:24.690 --> 01:23:33.270

Dr. Brenda Flyswithhawks (she/her) Pomo Land: If some one of your folks could bring up that document, just so that faculty could see but that's the first section, Madam President.

519

01:23:34.050 --> 01:23:39.060

Julie Thompson: i'm in the support document, it is so um yeah and that support document.

520

01:23:40.650 --> 01:23:53.700

Julie Thompson: grew out of a conversation that this body had quite some time ago, so i'm thinking that there may be some information in there that's helpful and there may be some that seems like a little disconnect and.

521

01:23:53.970 --> 01:23:55.620

Julie Thompson: Correct um.

522

01:23:56.880 --> 01:24:03.240

Julie Thompson: I am a past President flies will hawks, thank you for the reminder that we have the two documents um.

523

01:24:04.350 --> 01:24:10.710

Julie Thompson: So um I think what I would like to do is.

524

01:24:12.990 --> 01:24:21.030

Julie Thompson: If there are no objections, I think, I would like to just propose that we use one or the other, and then.

525

01:24:22.260 --> 01:24:25.350

Julie Thompson: And then we're all focused on the same document moving forward.

526

01:24:27.570 --> 01:24:37.860

Julie Thompson: So we're either looking at the draft itself or we're looking at the support document that that kind of raises the questions that we could we could go through Senator Bush.

527

01:24:39.180 --> 01:24:49.560

Jessica Bush (she/her): When I was looking at the secondary support document the 4.3 Point two P from February 2 if that's the additional document you were talking about in the general section.

528

01:24:50.790 --> 01:25:02.430

Jessica Bush (she/her): On the first page it reads exactly what's on this page here, so there doesn't seem to be much differentiation, so I would say, potentially sticking with this page.

529

01:25:03.750 --> 01:25:13.110

Jessica Bush (she/her): Because, then it goes on to like the next section of composition of regular faculty and that's not really where we are yet, but it seems to match this first area of numbers one and two.

530

01:25:13.740 --> 01:25:25.170

Julie Thompson: Okay, great thanks so to tell you can ask you to scroll so that i'm items were yet one and two are completely visible and so let's just focus on those for right now.

531

01:25:26.460 --> 01:25:32.400

Julie Thompson: And i'll ask senators to just review items one and two.

532

01:25:33.930 --> 01:25:37.710

Julie Thompson: sided one and then two plus the bullet points that go with number two.

533

01:25:44.940 --> 01:25:56.430

Julie Thompson: And then we can consider any suggestions for improvement, and if there are no suggestions for improvement on, then we can move on to the next section and Senator don again.

534

01:25:57.600 --> 01:26:16.650

Anne Donegan: Maybe this is too quick and, if you want to wait to the end, but i'd like to make a motion that we improve this part of just just bullet point one and two of this part of Section three because I think we've discussed this before and earlier meetings and mean to me it looks Okay, but.

535

01:26:17.970 --> 01:26:22.830

Julie Thompson: Okay um the way that that was phrased I couldn't quite tell whether it was emotion.

536

01:26:23.820 --> 01:26:29.190

Anne Donegan: Okay i'd like to make a motion that this body approve section one into.

537

01:26:30.750 --> 01:26:34.050

Anne Donegan: bullet point three screening and interview committees.

538

01:26:34.860 --> 01:26:36.540

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

539

01:26:38.490 --> 01:26:39.690

Mark Anderman: Madam President, point of order.

540

01:26:40.080 --> 01:26:54.870

Mark Anderman: Yes, this Center admin um I believe the language we're looking at has already been voted on and approved by the academic Senate, so do we have to, we need to vote on it again, or would we only need to vote if we were amending said language.

541

01:26:58.170 --> 01:27:09.090

Julie Thompson: You know I do believe that that is correct, so what we voted to do by a two thirds vote sometime back is to do further work on this and what we have been voting on.

542

01:27:09.480 --> 01:27:21.090

Julie Thompson: Our i'm just discussions that have led to motions for changes so we're not changing this the body can just decide let's just scroll down to the next section okay um.

543

01:27:22.200 --> 01:27:26.730

Julie Thompson: So we had emotion, I did not hear a second i'm going back to the queue.

544

01:27:28.590 --> 01:27:36.570

Laura Aspinall- she/her: At a point of order, President Thompson this is on the discussion agenda would we are we making motions right now and it's on discussion.

545

01:27:37.680 --> 01:27:39.420

Julie Thompson: No, we are not thank you.

546

01:27:41.460 --> 01:27:46.860

Julie Thompson: We are discussing, thank you for the reminder actually actually wait a minute, no, it is on the action agenda.

547

01:27:48.300 --> 01:27:49.680

Laura Aspinall- she/her: Oh i'm so sorry I missed.

548

01:27:50.100 --> 01:27:51.900

Laura Aspinall- she/her: I missed look sorry, my apologies.

549

01:27:53.070 --> 01:27:53.520

Julie Thompson: Okay.

550

01:27:54.660 --> 01:28:05.520

Dr. Brenda Flyswithhawks (she/her) Pomo Land: My question is, my question is the simpler, what is the action you see on the discussion items, there are still other things that have been being talked about right now.

551

01:28:06.000 --> 01:28:23.610

Dr. Brenda Flyswithhawks (she/her) Pomo Land: That seem in my mind different conversation than what the action item is so I think you just want to be clear on what is the what area of 4.3 point two, it says composition of screening and interview committees.

552

01:28:25.560 --> 01:28:34.110

Dr. Brenda Flyswithhawks (she/her) Pomo Land: But what and then that section there that's where the action is being taken, and then you see further down your discussion now you're going to.

553

01:28:34.530 --> 01:28:44.340

Dr. Brenda Flyswithhawks (she/her) Pomo Land: you're still looking at 4.3 point two, but you're looking at the interview process you're looking at regular faculty you're looking at the adjunct all of those things so.

554

01:28:45.000 --> 01:28:53.910

Dr. Brenda Flyswithhawks (she/her) Pomo Land: I just want there to be clarity here so that senators are confused on what they're voting for when not when a motion is made, Madam President.

555

01:28:55.230 --> 01:29:05.160

Julie Thompson: Thank you, so this is going back a couple of meetings and and and we have this as it is this section three Roman numeral three was.

556

01:29:05.580 --> 01:29:17.490

Julie Thompson: A discussion item, and there was a motion to move it to action which we did, and so now it's on our agenda, I think it was also on our action agenda last time, but that we didn't get to it if memory serves doesn't matter.

557

01:29:19.290 --> 01:29:27.780

Julie Thompson: Okay um, so now it is honor our action agenda there have not been any motions okay it's just the the.

558

01:29:28.710 --> 01:29:48.390

Julie Thompson: The language that exists in the current version that we're working with, and now we are looking at that, and it is an action item the Senate can make changes to it or not, i'm and we, so we will discuss just this section and any changes that we might want to see.

559

01:29:48.810 --> 01:29:49.320

Julie Thompson: and

560

01:29:49.380 --> 01:29:52.320

Julie Thompson: move toward a motion and one hope.

561

01:29:53.220 --> 01:29:55.020

Dr. Brenda Flyswithhawks (she/her) Pomo Land: I got that i'm just saying what.

562

01:29:55.950 --> 01:30:07.560

Dr. Brenda Flyswithhawks (she/her) Pomo Land: Senator dawning and says in the chat here and what you're showing on the screen is different than what i'm looking at that was that was discussed at the last, which is in the document that says support document February to 2022.

563

01:30:08.040 --> 01:30:25.110

Dr. Brenda Flyswithhawks (she/her) Pomo Land: that's the confusion here I don't mind, whatever the motion is, but what you're showing on the screen that says parts one and two section three don't match up with what you sent out as supporting document is what i'm trying to clarify correct.

564

01:30:25.170 --> 01:30:30.420

Julie Thompson: And, and I think that that was acknowledged a few minutes ago, and the decision was to go with this that we have on.

565

01:30:30.420 --> 01:30:32.160

Julie Thompson: Okay now so.

566

01:30:32.850 --> 01:30:43.920

Dr. Brenda Flyswithhawks (she/her) Pomo Land: i'm out of it and I got you on that my bad, I just want to make sure, because I did see some other they look like confused faces and that's why I wanted to take a moment I know it takes time, but I think it's rather to.

567

01:30:44.400 --> 01:30:52.500

Dr. Brenda Flyswithhawks (she/her) Pomo Land: Better to take time and get that clear, so thank you, Madam President, I appreciate it and also Senator donegan.

568

01:30:53.190 --> 01:30:53.580

Okay.

569

01:30:55.020 --> 01:31:10.650

Julie Thompson: So we are focused on these sections that we can see in the screen right now, and I have two people in the queue Senator faster Oh, and one more reminder if we're good with this we don't need emotion correct we're all in agreement there Senator faster.

570

01:31:11.520 --> 01:31:21.690

Joe Fessler: Thank you, and I think I think you know generally this this looks good I, so I don't have any real the current language is good, I would add, I think.

571

01:31:22.710 --> 01:31:26.670

Joe Fessler: Just from my most recent experience on a hiring committee that I think it.

572

01:31:27.300 --> 01:31:38.280

Joe Fessler: It kind of maybe should be said that there that the committee is also there to evaluate the discipline expertise of the of the higher of the candidates it's actually not written really here.

573

01:31:38.640 --> 01:31:53.220

Joe Fessler: And I think that is relevant to what's going on it's I think it's assumed in the policy, but I think it is good to say it and, and I find that my training is in chemistry and so that's where really I do have expertise.

574

01:31:54.450 --> 01:32:09.150

Joe Fassler: And I think that's the that's where I am in best qualified to evaluate candidates actually and other thing other more subjective vectors I feel like I need to differ a little bit more to other people, so I just want to put that there.

575

01:32:09.510 --> 01:32:12.150

Julie Thompson: Okay, thank you, Senator balance whaler.

576

01:32:16.020 --> 01:32:27.210

Kat Valenzuela: Sorry, thank you, President Thompson um I, I agree with, I like or my fellow Senator suggestion and I agree that we should be moving this forward so.

577

01:32:27.840 --> 01:32:43.740

Kat Valenzuela: i'm guessing since we're making this added that there would be a motion that I could make that says we approve parts one and two of this section three of the screening and interview committee with the amendment of.

578

01:32:44.880 --> 01:32:49.290

Kat Valenzuela: Evaluating faculty on discipline expertise, I believe that what's the language and.

579

01:32:50.430 --> 01:32:51.690

Kat Valenzuela: asked me to put it in the chat.

580

01:32:51.750 --> 01:32:53.010

Kat Valenzuela: barnett OK.

581

01:32:53.580 --> 01:33:01.830

Julie Thompson: OK, we have emotion and Center to balance available put that in the chat and once we see that will ask for a second.

582

01:33:12.750 --> 01:33:13.170

Okay.

583

01:33:21.030 --> 01:33:21.570

Okay.

584

01:33:22.620 --> 01:33:33.180

Julie Thompson: The motion is to approve parts one and two of Section three and that section three the three is Roman numeral three so it's it's one into a.

585

01:33:33.600 --> 01:33:43.980

Julie Thompson: Section Roman numeral three and screening and interview committees with the amendment to include evaluation of discipline expertise and we have a second.

586

01:33:46.050 --> 01:33:49.470

Jen (she/her) Carlin-Goldberg: i'm Jennifer carlin goldberg, I would like to second Thank you.

587

01:33:49.500 --> 01:33:53.670

Julie Thompson: We have a motion and a second, and we have Senator faster in the queue.

588

01:33:56.070 --> 01:33:57.900

Julie Thompson: Are you speaking to the motion.

589

01:33:58.020 --> 01:34:07.800

Joe Fassler: i'm sorry I actually couldn't see my hands so race, I would like to I would say yes to perfect it perfection processes in order but i'll leave that to other people so.

590

01:34:08.100 --> 01:34:24.240

Julie Thompson: Okay, thank you, so we have a motion and a second to approve Roman numeral three sections sub sections one and two, with the amendment to include evaluation of discipline expertise and is there any further discussion of this motion.

591

01:34:27.690 --> 01:34:30.720

Julie Thompson: Okay, and, if not let's get ready to vote on that please.

592

01:34:36.240 --> 01:34:38.730

Dr John Stover: Calling the vote anderman.

593

01:34:38.970 --> 01:34:39.480

Yes.

594

01:34:41.820 --> 01:34:42.390

Laura Aspinall- she/her: Yes.

595

01:34:50.700 --> 01:34:52.860

Dr John Stover: Is Senator octagon here.

596

01:34:57.750 --> 01:35:00.240

Dr John Stover: let's try this again octagon.

597

01:35:02.010 --> 01:35:02.610

Aylin Atilgan Relyea: Hello.

598

01:35:03.210 --> 01:35:04.200

Dr John Stover: There you are hi.

599

01:35:04.440 --> 01:35:07.470

Aylin Atilgan Relyea: Sorry, before the hosted on, let me.

600

01:35:07.920 --> 01:35:10.170

Dr John Stover: i'm sorry I yeah.

601

01:35:11.190 --> 01:35:11.880

Dr John Stover: So.

602

01:35:12.510 --> 01:35:18.150

Dr John Stover: Yes, okay great Thank you everyone should be able to unmute themselves a Viola.

603

01:35:18.660 --> 01:35:20.460

Dr John Stover: Yes, first.

604

01:35:21.000 --> 01:35:22.860

Dr John Stover: Yes, boom bah.

605

01:35:23.340 --> 01:35:25.170

Dr John Stover: Yes, Bush.

606

01:35:25.530 --> 01:35:27.750

Dr John Stover: Yes, carlin goldberg.

607

01:35:28.320 --> 01:35:30.270

Dr John Stover: Yes, Kabbalah stolen.

608

01:35:30.660 --> 01:35:32.520

Dr John Stover: Yes, don again.

609

01:35:33.240 --> 01:35:35.040

Dr John Stover: Yes, faster.

610

01:35:35.490 --> 01:35:37.140

Dr John Stover: Yes, hail.

611

01:35:37.800 --> 01:35:41.310

Dr John Stover: Yes, jacobson proxy aspinall.

612

01:35:42.360 --> 01:35:43.620

Dr John Stover: Or is jacobson here.

613

01:35:45.150 --> 01:35:47.910

Laura Aspinall- she/her: They are not and yes it's the proxy vote.

614

01:35:48.780 --> 01:35:50.970

Dr John Stover: to thank you Johnson.

615

01:35:51.270 --> 01:35:53.370

Dr John Stover: Yes, coston.

616

01:35:53.880 --> 01:35:54.330

Jesse Kosten - Area 11: Yes.

617

01:35:54.840 --> 01:35:55.710

commit Co.

618

01:36:01.530 --> 01:36:03.330

Dr John Stover: etc to connect coast still here.

619

01:36:08.460 --> 01:36:10.710

Dr John Stover: Okay i'll i'll come back lemer.

620

01:36:11.100 --> 01:36:13.140

Dr John Stover: Yes, Oliver.

621

01:36:13.350 --> 01:36:13.980

Yes.

622

01:36:15.810 --> 01:36:16.620

Dr John Stover: reeves.

623

01:36:16.650 --> 01:36:16.950

Yes.

624

01:36:18.600 --> 01:36:20.400

Dr John Stover: Schmidt proxy wiley.

625

01:36:22.320 --> 01:36:22.860

Sarah Whyllly: Yes.

626

01:36:24.270 --> 01:36:26.370

Dr John Stover: spoon Berg proxy anderman.

627

01:36:26.670 --> 01:36:27.150

Yes.

628

01:36:28.200 --> 01:36:28.920

Dr John Stover: Slovak.

629

01:36:29.670 --> 01:36:30.090

s.

630

01:36:31.200 --> 01:36:33.810

Dr John Stover: stover yes valance whaler.

631

01:36:34.110 --> 01:36:34.740

Yes.

632

01:36:35.910 --> 01:36:36.660

Dr John Stover: wiley.

633

01:36:37.650 --> 01:36:41.220

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

634

01:36:43.020 --> 01:36:45.930

Dr John Stover: And then circling back Senator combat go.

635

01:36:50.670 --> 01:36:56.640

Dr John Stover: Okay, so President Thompson that is 25 yes notes and one absence.

636

01:36:58.050 --> 01:37:10.260

Julie Thompson: Okay, thank you i'm the motion passes um so Roman numeral three sub sections one and two are approved, and as amended.

637

01:37:11.280 --> 01:37:22.290

Julie Thompson: With the amendment to include evaluation of discipline expertise and so let's just how you can I ask you to scroll up, so we can look at the next subsection of this procedure.

638

01:37:25.890 --> 01:37:26.580

Okay.

639

01:37:32.490 --> 01:37:33.210

Okay.

640

01:37:36.570 --> 01:37:44.250

Julie Thompson: So we can move through this i'm the the support document it mirrors exactly what is.

641

01:37:44.730 --> 01:37:57.300

Julie Thompson: There, it should mirror exactly what's on this and just moves us through with a series of questions, so we can stay focused on this, but if anyone wants to change gears please make the suggestion and Senator anderman.

642

01:37:58.380 --> 01:38:07.980

Mark Anderman: yeah Thank you, I believe, at some point we had a discussion or a straw poll or something where we address this question of no fewer than six members.

643

01:38:08.430 --> 01:38:20.640

Mark Anderman: And the will of the Senate was that it should not be at six members that smaller departments may have trouble fielding you know, three or more additional full time faculty members from the department and that this this.

644

01:38:21.420 --> 01:38:28.800

Mark Anderman: Setting of six was not appropriate, I believe, we had a vote on that already and so i'm just asking the knowledge base, you know how we should handle that.

645

01:38:33.870 --> 01:38:38.310

Julie Thompson: I could be wrong about this and I would welcome anyone with a better memory i'm.

646

01:38:40.050 --> 01:38:51.930

Julie Thompson: Every card that there is discussion and recall that we were using straw polls and then there was a concern that we shouldn't be doing that, so we stopped doing that and.

647

01:38:53.850 --> 01:39:11.370

Julie Thompson: If we did have a straw poll vote, we would still need a formal vote on that and i'm my recollection is that it was an unresolved question that it still would need resolution by this body, and so I would invite anyone who wishes to make.

648

01:39:12.630 --> 01:39:16.740

Julie Thompson: A suggestion on that specific topic to please do so.

649

01:39:20.580 --> 01:39:25.260

Julie Thompson: Okay, and Senator anderman show shall we move on in the queue.

650

01:39:26.490 --> 01:39:27.330

Mark Anderman: Yes, that's fine.

651

01:39:27.990 --> 01:39:29.550

Julie Thompson: Thank you, Senator Johnson.

652

01:39:32.040 --> 01:39:37.470

Tara Johnson: hi Thank you, yes, my recollection of that conversation was that we were going to determine.

653

01:39:38.640 --> 01:39:44.730

Tara Johnson: The bullet points underneath first because that's what drove the number six that we got to in the past.

654

01:39:44.970 --> 01:39:55.140

Tara Johnson: And so the way that we reward some of these bullets will drive the actual number on the committee, so we may example for number to say up to three.

655

01:39:55.410 --> 01:40:05.970

Tara Johnson: You know full time faculty something along those lines and then then then we'll go back, we can circle back and then have the the if we need to even include the number and the first line, thank you.

656

01:40:06.450 --> 01:40:07.170

Julie Thompson: Okay, thank you.

657

01:40:08.220 --> 01:40:14.640

Julie Thompson: And so that's i'm hearing a process suggestions, so what we could do is, we could leave behind the arm.

658

01:40:15.720 --> 01:40:21.360

Julie Thompson: The question about the number six look at the the bullets.

659

01:40:22.440 --> 01:40:24.000

Julie Thompson: and address these, one by one.

660

01:40:27.150 --> 01:40:29.730

Julie Thompson: So i'm going to try this and see how this goes okay.

661

01:40:30.150 --> 01:40:30.480

Julie Thompson: i'm.

662

01:40:30.540 --> 01:40:32.550

Julie Thompson: So let's look at the first bullet um.

663

01:40:35.670 --> 01:40:46.320

Julie Thompson: Do we agree, or is there any objection to leaving this language here that the department chair or program Director or designee will be one of the people, serving on a on a committee.

664

01:40:48.150 --> 01:40:51.810

Julie Thompson: If anyone sees that differently speak up other ways we can move on to the next one.

665

01:40:55.560 --> 01:40:55.980

Okay.

666

01:40:57.900 --> 01:41:06.630

Julie Thompson: Okay hearing none i'm the next bullet item three or more additional full time faculty members from the Department where the vacancy exists.

667

01:41:06.900 --> 01:41:18.150

Julie Thompson: or related discipline or disciplines whenever possible petaluma faculty members should be included when the position is designated for petaluma and Senator anderman.

668

01:41:18.870 --> 01:41:29.850

Mark Anderman: yeah so if it's three or more and we've just had the comment that some departments may not have three full time faculty so it's really up to three or more.

669

01:41:30.240 --> 01:41:34.860

Mark Anderman: isn't doesn't that negate any need to quantify I mean shouldn't we just say.

670

01:41:35.190 --> 01:41:41.850

Mark Anderman: That as many full time faculty from the department is wish to participate or was there some desire to cap it at three for some reason, like.

671

01:41:42.030 --> 01:41:46.350

Mark Anderman: really large departments like English or math or you might have 15 people that want to participate, I mean.

672

01:41:46.650 --> 01:41:52.860

Mark Anderman: here's where I come from a department of five full time faculty I mean if if we had a vacancy, then it would be down to four.

673

01:41:53.190 --> 01:42:05.430

Mark Anderman: You know, so I guess, I want to hear from departments, besides my own really large departments like English and math or really small departments, with only one full time faculty what are your needs here okay.

674

01:42:06.150 --> 01:42:08.220

Julie Thompson: Thank you, thank you, thanks.

675

01:42:13.410 --> 01:42:14.460

Julie Thompson: Senator lemer.

676

01:42:18.510 --> 01:42:33.150

David Lemmer: i'm in a department that has four full time faculty members but we're all in different programs so each of our programs only has one full time instructor so when we need to.

677

01:42:33.930 --> 01:42:44.430

David Lemmer: create a hiring committee we typically pull from the other programs because they're they're similar in their technical expertise makeup.

678

01:42:45.510 --> 01:42:47.010

David Lemmer: But three or more.

679

01:42:48.270 --> 01:42:50.520

David Lemmer: That we were never going to get there.

680

01:42:52.620 --> 01:42:56.820

Julie Thompson: Okay, I thank you for that as Senator cabal is doing.

681

01:42:59.070 --> 01:43:01.740

Sheryl Cavales Doolan: um hi Thank you, I just wanted to address.

682

01:43:02.760 --> 01:43:25.350

Sheryl Cavales Doolan: The question from the other Senator about the larger departments in the English department, we regularly have in fact we have how have these as elected positions are elected roles that rotate and we always have enough faculty to participate on hiring committees.

683

01:43:26.610 --> 01:43:35.670

Sheryl Cavales Doolan: And it certainly has been a huge benefit to our department having that diversity of perspectives built into the structure.

684

01:43:37.410 --> 01:43:49.170

Sheryl Cavales Doolan: But I am very sensitive to the issue that like it is a absolute privilege that we enjoy having that many people to draw from and.

685

01:43:50.370 --> 01:44:03.030

Sheryl Cavales Doolan: So I really wanted i'm i'm very sensitive to what i'm hearing from other departments that have difficulty getting three people within the department that's Okay, I can.

686

01:44:03.750 --> 01:44:11.730

Julie Thompson: And so what we want to end up with is language that's going to work for all departments and so thank you for sharing these different perspectives and centered and balanced Layla.

687

01:44:13.020 --> 01:44:20.490

Kat Valenzuela: Thank you, President Thompson is one thing that I want to point out, because I was looking at the rest of the bullet points in terms of you know.

688

01:44:20.940 --> 01:44:29.820

Kat Valenzuela: Max I will excuse me, I shouldn't call Max minimum number of faculty on this hiring committee we looking down below.

689

01:44:30.480 --> 01:44:39.720

Kat Valenzuela: And it's up to the the hiring committee in terms of if they want these but in terms of who would be outside the the.

690

01:44:40.170 --> 01:44:46.410

Kat Valenzuela: Discipline expertise, I think that needs to also be on the forefront of our minds, because it looks like a Dean.

691

01:44:47.070 --> 01:44:53.460

Kat Valenzuela: Our Dean, is going to be on this hiring committee it's possible that a classified could be on this committee, a student.

692

01:44:53.820 --> 01:44:59.220

Kat Valenzuela: As well as an associate faculty so there we're looking at for a fact that I shouldn't excuse me.

693

01:44:59.550 --> 01:45:09.480

Kat Valenzuela: For people on this hiring committee that are outside the discipline expertise and I think we want to at least think about that in terms of moving forward.

694

01:45:09.990 --> 01:45:20.790

Kat Valenzuela: When we are looking at no fewer than we want to make sure, at least from a department perspective, ensuring that we do have a majority discipline expertise on this hiring committee.

695

01:45:23.400 --> 01:45:25.530

Julie Thompson: Okay, thank you, thank you for your comment.

696

01:45:33.240 --> 01:45:39.000

Julie Thompson: Okay, so we're on the second bullet item here and and.

697

01:45:43.530 --> 01:45:50.700

Julie Thompson: The types of designation that i'm seeing here our discipline department discipline.

698

01:45:51.990 --> 01:45:59.700

Julie Thompson: And petaluma right, so how can we come up with language that's going to work for everybody and Senator hassler.

699

01:46:01.440 --> 01:46:09.150

Joe Fassler: Well i'm sorry I I had a comment about the next bullet and i'd like to get your questions that because I think that's an important one, so i'm going to just pause.

700

01:46:12.630 --> 01:46:13.140

Okay.

701

01:46:15.780 --> 01:46:23.910

Julie Thompson: We can also come back to this if people feel like they need to think about it, I i'm thinking that it's 438 we're not going to get emotion, on the whole, this whole section today.

702

01:46:24.210 --> 01:46:34.080

Julie Thompson: We can come back to it, so if it's not feeling fruitful that to force ourselves some bullet number two and we can go away, think about it come back and maybe make some progress on the next bullet.

703

01:46:35.250 --> 01:46:35.910

Joe Fassler: just say about it.

704

01:46:36.090 --> 01:46:36.720

Joe Fassler: or sorry go ahead.

705

01:46:37.530 --> 01:46:46.770

Dr. Brenda Flyswithhawks (she/her) Pomo Land: Sorry, Senator faster, thank you, I did hear a suggestion on the second bullet that the language could save up to three.

706

01:46:47.490 --> 01:47:00.270

Dr. Brenda Flyswithhawks (she/her) Pomo Land: So maybe someone could hope someone is just I don't know if our Secretary is is making those notes, but where we want to write that but I did hear that up to three or more.

707

01:47:00.930 --> 01:47:07.770

Dr. Brenda Flyswithhawks (she/her) Pomo Land: Removing that word additional just say up to three or more full time faculty members from the Department.

708

01:47:08.520 --> 01:47:19.260

Dr. Brenda Flyswithhawks (she/her) Pomo Land: So that that would be the only change there and then like you said so i'm just suggesting that where we hear that change and if hope folks, as you said earlier, or any disagreement to that.

709

01:47:19.560 --> 01:47:26.640

Dr. Brenda Flyswithhawks (she/her) Pomo Land: Then you would have some edit right there for that, and I see i've i've prompted a couple of hands, so let me stop there.

710

01:47:27.060 --> 01:47:28.800

Julie Thompson: Okay, thank you.

711

01:47:30.300 --> 01:47:31.800

Julie Thompson: Senator password.

712

01:47:32.610 --> 01:47:39.480

Joe Fassler: Thank you, I think I think I see two concerns one is in a small department, you may not have enough may not have three people.

713

01:47:39.780 --> 01:47:54.000

Joe Fassler: The other concern is in a large department you don't want the policy to limit it to just three, so I think I think that we need to allow for both, and I feel like it would be good to say three or more, and then sort of tech in some way or if possible.

714

01:47:55.170 --> 01:48:12.030

Joe Fassler: And then, and then the problem is, is that that bullet also says, if possible, we should include a petaluma person if it's a pendulum a position which I think is valid, so I think I would probably break that petaluma statement into a second bullet or a sub bullet or something.

715

01:48:13.290 --> 01:48:20.580

Joe Fassler: And, but I, but I, I think I think we should just say three or more, if possible, is you know if it's available that's my suggestion.

716

01:48:21.270 --> 01:48:36.780

Julie Thompson: Okay, so i'm hearing that about the number three or more, if possible, so qualifying the number and breaking off the pedal lumen piece and make making that a separate bullet item i'm Senator cornyn goldberg.

717

01:48:39.120 --> 01:48:40.890

Jen (she/her) Carlin-Goldberg: Thank you, President Thompson I think.

718

01:48:42.030 --> 01:48:53.130

Jen (she/her) Carlin-Goldberg: I love the breaking off the bullet idea of the petaluma bullet idea um another possible way, we can express fewer than three just include the words.

719

01:48:53.970 --> 01:49:10.020

Jen (she/her) Carlin-Goldberg: department faculty or members of the department and then do recommended three or more that way if they don't have the three or more, that my um, it would still work that might be the kind of language that would work there.

720

01:49:11.160 --> 01:49:11.550

Jen (she/her) Carlin-Goldberg: Thank you.

721

01:49:12.030 --> 01:49:25.800

Julie Thompson: Thank you so i'm hearing qualifying language again so different options, so when possibilities, if possible, the other possibility recommended so both qualifying i'm Senator facile your hand is still up and I just wanted.

722

01:49:26.670 --> 01:49:28.950

Julie Thompson: This okay thanks i'm Senator Johnson.

723

01:49:31.620 --> 01:49:37.830

Tara Johnson: Thank you, President Thompson um another way that we could change bullet number two, there is just to say.

724

01:49:38.910 --> 01:49:44.970

Tara Johnson: And because they think numbers matter you don't want to have a hiring committee that's got two people on it.

725

01:49:45.480 --> 01:49:51.540

Tara Johnson: There you might end up with the same two people, the entire time and then where does our diversity go if you have that kind of makeup.

726

01:49:52.260 --> 01:50:01.530

Tara Johnson: For your hiring committee from a discipline, but we could say three or more additional full time or associate faculty members from the Department where the vacancy exists.

727

01:50:01.920 --> 01:50:12.450

Tara Johnson: And it does say or related disciplines, whenever possible, and then petaluma language I think it's fine right there I don't that's my suggestion.

728

01:50:12.900 --> 01:50:14.970

Julie Thompson: Thank you, thanks for that second.

729

01:50:15.180 --> 01:50:18.870

Tara Johnson: Shall I should I I can put that in the chat or do you want to just wait for the.

730

01:50:19.380 --> 01:50:21.480

Julie Thompson: emotion I didn't hear it as emotion sorry.

731

01:50:21.870 --> 01:50:27.000

Tara Johnson: I didn't put it as emotion, but I know it's hard for people to track things without seeing things so I thought.

732

01:50:27.360 --> 01:50:27.750

Dr. Brenda Flyswithhawks (she/her) Pomo Land: And I.

733

01:50:27.810 --> 01:50:30.150

Tara Johnson: put it in there as a non motion, but as an option.

734

01:50:30.540 --> 01:50:33.750

Julie Thompson: And we're using the chat only for motions.

735

01:50:34.200 --> 01:50:35.190

Julie Thompson: Okay okay.

736

01:50:35.220 --> 01:50:35.670

Tara Johnson: Thank you.

737

01:50:36.030 --> 01:50:44.310

Julie Thompson: Thank you um and we are taking notes and we have a transcript so okay i'm Senator aspinall.

738

01:50:46.650 --> 01:51:04.110

Laura Aspinall- she/her: I apologize I don't have my camera on today i'm having Internet issues also our Secretary Dr stover is also having Internet issues so he's I don't think he's able to get back in yet so just letting you know that, but then I am i'm curious you know i'm thinking about the.

739

01:51:05.490 --> 01:51:11.490

Laura Aspinall- she/her: Whether or not, if we we were having a previous discussion about associate faculty serving.

740

01:51:12.870 --> 01:51:21.180

Laura Aspinall- she/her: And I wonder if there's a way, particularly for small departments if they could, if i'm say you don't have three.

741

01:51:21.600 --> 01:51:32.010

Laura Aspinall- she/her: Regular contract faculty Member if one of those could be an associate faculty so therefore they would have the discipline expertise from the associate faculty Member, so we could.

742

01:51:33.120 --> 01:51:41.640

Laura Aspinall- she/her: i'd need some time to think about how to how to phrase it, but I think there's a way that we could do that, so that it wasn't three.

743

01:51:42.060 --> 01:51:50.430

Laura Aspinall- she/her: Regular faculty and then, in addition to that, if someone wanted to have an adjunct that you'd have to have those three before you could even imagine, excuse me associate.

744

01:51:52.140 --> 01:51:53.400

Laura Aspinall- she/her: Just putting that out there as an idea.

745

01:51:53.880 --> 01:51:55.980

Julie Thompson: Okay, thank you for that appreciate it.

746

01:51:57.270 --> 01:51:57.870

Julie Thompson: i'm.

747

01:51:59.070 --> 01:52:00.390

Julie Thompson: Senator balance whaler.

748

01:52:02.460 --> 01:52:05.040

Kat Valenzuela: As Senator Bush spoken to this already.

749

01:52:05.640 --> 01:52:09.390

Julie Thompson: I believe not thank you Senator Bush.

750

01:52:10.020 --> 01:52:16.350

Jessica Bush (she/her): Thank you um I and kind of mirroring something that's already said, which I know we don't do.

751

01:52:17.490 --> 01:52:31.320

Jessica Bush (she/her): But I I do want to mention, because a statement was made earlier about people with discipline expertise and one of the things that was said was that associate faculty or would be someone that doesn't have discipline expertise and I would disagree with that statement.

752

01:52:31.590 --> 01:52:49.200

Jessica Bush (she/her): I feel like that would be the perfect group to tap into in terms of getting the additional Members from within the department that do have expertise and because that you do if they're teaching in that discipline and so i'm supportive of that language, thank you.

753

01:52:51.240 --> 01:53:05.610

Julie Thompson: Thank you, and I believe that everybody else in the queue has already spoken to the issue so i'm going to go in in the order of the hands and we're at 445 we have five minutes left and a hard stop at 450 and Center to balance Layla.

754

01:53:05.940 --> 01:53:16.230

Kat Valenzuela: yeah, I just wanted to clarify myself and my apologies to my associate faculty I did not mean anything by my grouping with them in my head so forgive me for that.

755

01:53:17.310 --> 01:53:23.850

Kat Valenzuela: So if we were to look at this in terms of discipline expertise we have dean's classifieds and students who would not be.

756

01:53:25.020 --> 01:53:39.210

Kat Valenzuela: Having discipline expertise associates, I completely agree that have discipline expertise, I was thinking full time experience, and that was my grouping, so my apologies to associate faculty for that mess up Thank you.

757

01:53:39.840 --> 01:53:42.270

Julie Thompson: Thank you, Senator curlin goldberg.

758

01:53:43.440 --> 01:53:50.400

Jen (she/her) Carlin-Goldberg: I have a motion, I would like to motion to direct the Executive Committee to create wording, based on the discussion here in Senate.

759

01:53:50.670 --> 01:54:01.020

Jen (she/her) Carlin-Goldberg: To include the possibility of having fewer than three department faculty while encouraging that hiring committees have at least three full time faculty on hiring committees, and I will post that in the chat.

760

01:54:01.500 --> 01:54:03.660

Julie Thompson: Okay, thank you.

761

01:54:05.520 --> 01:54:08.460

Julie Thompson: We have a motion and do we have a second.

762

01:54:10.140 --> 01:54:30.810

Julie Thompson: The motion is to direct the Executive Committee to create wording, based on the discussion here in Senate to include the possibility of having fewer than three department faculty while encouraging that hiring committees have at least three full time department faculty on hiring committees.

763

01:54:31.920 --> 01:54:33.300

Julie Thompson: Do we have a second.

764

01:54:37.710 --> 01:54:38.430

Sarah Whyllly: Also second.

765

01:54:39.420 --> 01:54:42.630

Julie Thompson: Okay, we have a second, is there a discussion.

766

01:54:44.040 --> 01:54:47.310

Julie Thompson: about this motion, so at this point.

767

01:54:48.870 --> 01:54:52.830

Julie Thompson: Her discussion is focused on the motion Senator Johnson, are you speaking to the motion.

768

01:54:54.150 --> 01:54:57.720

Tara Johnson: Yes, speaking to the motion Thank you um.

769

01:55:00.360 --> 01:55:08.400

Tara Johnson: I would, I would like, I actually have some language that I would like to see if I was going to make a motion but there's a motion on the table, so I speak to that.

770

01:55:08.970 --> 01:55:23.610

Tara Johnson: Is that I feel like i'm this body continually different things to the executive committee when an the body should be doing the work here, and then, this is why this policy is been taking the incredible amount of time that it is.

771

01:55:26.100 --> 01:55:29.640

Tara Johnson: we've had a good conversation here, I think.

772

01:55:32.520 --> 01:55:39.510

Tara Johnson: i'd like to see us i'd like to see this motion go down, so that we could make a motion on actual language and move forward that's my comment, thank you.

773

01:55:39.750 --> 01:55:43.440

Julie Thompson: Okay, thank you, is there, further discussion about the motion.

774

01:55:45.570 --> 01:55:45.960

Dr. Brenda Flyswithhawks (she/her) Pomo Land: needs.

775

01:55:46.620 --> 01:55:47.340

So i'm.

776

01:55:48.510 --> 01:55:53.220

Julie Thompson: Sorry, we have someone in the queue i'm gonna come back to prison past President plays with blocks.

777

01:55:54.930 --> 01:55:57.660

Dr. Brenda Flyswithawks (she/her) Pomo Land: We have nothing to show you I was retracting sure.

778

01:55:57.870 --> 01:56:00.150

Julie Thompson: Ah, OK, thank you, Senator aspinall.

779

01:56:03.060 --> 01:56:13.890

Laura Aspinall- she/her: I yeah I am I have mixed feelings about this motion other language has been has been taken, it has been requested that the Executive Committee go back.

780

01:56:14.190 --> 01:56:20.130

Laura Aspinall- she/her: and include and then we brought it back to the body and the body has said no, this is not what we want.

781

01:56:20.610 --> 01:56:29.340

Laura Aspinall- she/her: Although this is what we were asked to do so i'm okay with changes that you, you know that we don't if we don't get it right, but if we're reflecting.

782

01:56:29.640 --> 01:56:37.020

Laura Aspinall- she/her: The content of the discussion i'm a little nervous about us going away and doing this and then bringing it back and being told.

783

01:56:37.590 --> 01:56:53.850

Laura Aspinall- she/her: No by anyway, I don't know so it's it's it's just a caution that when we when we defer to Executive Committee, that is, as the previous Senator spoke it's taking it out of the hands of the body and sometimes creates more work okay.

784

01:56:54.600 --> 01:57:16.020

Julie Thompson: um one thing that I would like to say is that, if senate executive gets a homework assignment from the Senate, we don't own it right it's still belong, the question and the language still belong to this body, and so I just want to make that clear i'm Senator carlin goldberg.

785

01:57:17.100 --> 01:57:17.580

Thank you.

786

01:57:19.800 --> 01:57:27.090

Jen (she/her) Carlin-Goldberg: Are you I, the purpose of this motion was because we were discussing.

787

01:57:28.170 --> 01:57:45.480

Jen (she/her) Carlin-Goldberg: Possible words and kind of word smithing options on how we could express the spirit of the discussion and the details of the discussion that we have been having on how to word that particular bullet point.

788

01:57:47.190 --> 01:58:01.740

Jen (she/her) Carlin-Goldberg: If I mean if somebody already has something that that works that we could vote on i'm okay with that, too, I am I just thought we would save meeting time on that Okay, thank you.

789

01:58:02.010 --> 01:58:03.240

Julie Thompson: i'm or discussion time.

790

01:58:03.420 --> 01:58:19.170

Julie Thompson: For this item is and we have an information item that will get to i'm, thank you for the conversation I kind of feel like we're remembering how to ride a bike and that three week break made us made me a little rusty anyway um so we'll come back to this.

791

01:58:20.550 --> 01:58:21.900

Julie Thompson: On April 20.

792

01:58:21.960 --> 01:58:24.750

Julie Thompson: And i'm so i'm just going to ask senators to.

793

01:58:25.260 --> 01:58:31.170

Dr. Brenda Flyswithhawks (she/her) Pomo Land: Point of order Madam President i'm sure you can come back to you have emotional on the floor you've had a second.

794

01:58:31.560 --> 01:58:34.980

Dr. Brenda Flyswithhawks (she/her) Pomo Land: sale, you need to take a vote, Madam President, and then you may.

795

01:58:35.010 --> 01:58:37.320

Julie Thompson: Forward you're right Thank you so much.

796

01:58:37.380 --> 01:58:37.950

Dr. Brenda Flyswithhawks (she/her) Pomo Land: No worries.

797

01:58:38.250 --> 01:58:46.260

Julie Thompson: Okay, and this is an action item we have emotion and and Secretary stover you are back in the room Is that correct.

798

01:58:48.000 --> 01:58:48.810

Julie Thompson: Your Internet.

799

01:58:49.560 --> 01:58:54.780

Dr John Stover: Issues yeah i'm i'm here i'm on my phone, can you can you hear me.

800

01:58:54.930 --> 01:58:58.500

Julie Thompson: yeah I can hear you yes Okay, are you able to call the boat as.

801

01:58:58.590 --> 01:58:59.190

Dr John Stover: I can.

802

01:58:59.430 --> 01:59:04.080

Julie Thompson: Okay let's move through this as quickly as we can, thanks so much and.

803

01:59:04.920 --> 01:59:12.480

Julie Thompson: i'm sorry Let me read the motion again the motion is to direct the Executive Committee to create wording, based on the discussion here in Senate.

804

01:59:12.750 --> 01:59:23.190

Julie Thompson: To include the possibility of having fewer than three department faculty while encouraging that hiring committees have at least three full time department faculty on hiring committees.

805

01:59:25.980 --> 01:59:28.530

Dr John Stover: Calling the boat anderman.

806

01:59:28.950 --> 01:59:29.940

Dr. Brenda Flyswithawks (she/her) Pomo Land: No good.

807

01:59:31.860 --> 01:59:32.610

Dr John Stover: aspinall.

808

01:59:35.610 --> 01:59:36.450

Dr John Stover: octagon.

809

01:59:36.720 --> 01:59:37.230

know.

810

01:59:38.640 --> 01:59:39.330

Dr John Stover: A Viola.

811

01:59:39.900 --> 01:59:40.380

No.

812

01:59:41.940 --> 01:59:42.570

Dr John Stover: birch.

813

01:59:43.320 --> 01:59:44.100

Yes.

814

01:59:47.430 --> 01:59:47.940

Shawn Brumbaugh: Yes.

815

01:59:51.600 --> 01:59:52.170

Jessica Bush: No.

816

01:59:54.570 --> 01:59:55.650

Dr John Stover: Holland goldberg.

817

01:59:56.310 --> 01:59:56.820

Yes.

818

02:00:03.720 --> 02:00:04.170

Sheryl Cavales Doolan: know.

819

02:00:05.790 --> 02:00:06.570

Dr John Stover: don again.

820

02:00:07.200 --> 02:00:07.800

Yes.

821

02:00:10.770 --> 02:00:11.280

Joe Fassler: Yes.

822

02:00:12.840 --> 02:00:13.500

Dr John Stover: hail.

823

02:00:14.490 --> 02:00:14.850

No.

824

02:00:16.140 --> 02:00:17.070

Dr John Stover: jacobson.

825

02:00:17.730 --> 02:00:18.210

No.

826

02:00:19.440 --> 02:00:20.340

Dr John Stover: Johnson.

827

02:00:21.120 --> 02:00:21.660

know.

828

02:00:22.710 --> 02:00:23.580

Dr John Stover: Austin.

829

02:00:24.120 --> 02:00:24.690

Yes.

830

02:00:27.780 --> 02:00:28.410

Jan Kmetko: Yes.

831

02:00:30.300 --> 02:00:30.960

Dr John Stover: lemer.

832

02:00:31.650 --> 02:00:32.250

Yes.

833

02:00:33.810 --> 02:00:34.560

Dr John Stover: Oliver.

834

02:00:34.860 --> 02:00:35.400

No.

835

02:00:37.110 --> 02:00:39.420

Byron: reeves know.

836

02:00:41.070 --> 02:00:42.720

Dr John Stover: Schmidt proxy wiley.

837

02:00:43.800 --> 02:00:44.400

Sarah Whyllly: Yes.

838

02:00:45.960 --> 02:00:48.180

Dr John Stover: skin bird potsie anderman.

839

02:00:48.450 --> 02:00:48.870

No.

840

02:00:51.450 --> 02:00:52.110

Dr John Stover: Slovak.

841

02:00:53.130 --> 02:00:53.550

Nikki Slovak: Now.

842

02:00:55.290 --> 02:00:58.560

Dr John Stover: stover yes rollins whaler.

843

02:00:59.010 --> 02:00:59.550

Yes.

844

02:01:01.260 --> 02:01:01.920

Dr John Stover: wiley.

845

02:01:02.850 --> 02:01:03.480

Yes.

846

02:01:05.430 --> 02:01:06.240

Dr John Stover: Winston.

847

02:01:06.960 --> 02:01:07.380

No.

848

02:01:08.850 --> 02:01:09.570

Dr John Stover: One moment.

849

02:01:23.280 --> 02:01:27.540

Dr John Stover: President Thompson that's 14 knows 12 yeses.

850

02:01:28.830 --> 02:01:48.330

Julie Thompson: And the motion does not pass and I thank you for your work will return to this when we come back on April 20 i'm and I apologize for our business i'm kind of creeping over into the time for our colleagues from human resources we have Vice President gene grand and.

851

02:01:50.070 --> 02:01:56.070

Julie Thompson: HR directors are Hopkins with us and they will want to screen share.

852

02:01:57.360 --> 02:02:01.080

Julie Thompson: Natalia can you set that up please whoever can get to it first.

853

02:02:03.300 --> 02:02:03.750

perfect.

854

02:02:07.410 --> 02:02:22.440

Gene Durand: So thank you all happy to be here, we had a request to come before the Senate and show some information on sort of ethnicity and diversity for faculty so what this is let's just go to the next slide please Sarah.

855

02:02:23.610 --> 02:02:35.010

Gene Durand: So what i'm showing you here is actually sort of a draft form and just so you're aware of what we're working on is an annual report to the board every fall by employee group.

856

02:02:35.580 --> 02:02:47.400

Gene Durand: So it would be for full time faculty associate faculty classified professionals and management team that would be a would eventually become a five year longitudinal study.

857

02:02:48.990 --> 02:03:02.070

Gene Durand: On hiring and then, when we get to the next slide a snapshot of where we are for the current employees in that group, based on the ethnicity categories here.

858

02:03:02.880 --> 02:03:10.380

Gene Durand: I know there is often a conversation about those individuals who may identify with two or more groups.

859

02:03:10.830 --> 02:03:18.720

Gene Durand: We can add that it changes sort of the numbers potentially for the other categories just wanted to share that.

860

02:03:19.230 --> 02:03:28.410

Gene Durand: And these categories, and I know we've had come i've been involved in conversations about Why are these categories this way they come from our.

861

02:03:28.950 --> 02:03:40.950

Gene Durand: Reporting as outlined in Title five and we use the same categories, when we onboard individuals for reporting purposes so that's why the categories are laid out the way they are.

862

02:03:43.260 --> 02:03:59.670

Gene Durand: So what we anticipate the full presentation to be to be information on initiatives successes and opportunities both and then again a five year study around where we are with.

863

02:04:00.600 --> 02:04:17.490

Gene Durand: Diversity percentages to the total for each group in each of the categories so and i'm happy to not I know we just have limited time and i'm happy to come back as often as as needed to talk about this, this is just really the first pass and book will share what we can.

864

02:04:19.170 --> 02:04:24.060

Gene Durand: But we can have conversations now so i'm happy to take questions I really am.

865

02:04:24.660 --> 02:04:26.460

Julie Thompson: Thank you i'm Senator commit Co.

866

02:04:27.510 --> 02:04:47.430

Jan Kmetko: President Thompson one of my constituents Nancy person also President elect asked me to read a statement on her behalf, concerning this presentation would that be okay she's traveling she can be here, and she asked me to read a statement on her behalf, concerning this presentation.

867

02:04:47.970 --> 02:04:49.080

Julie Thompson: Yes, please do thank you.

868

02:04:49.140 --> 02:04:55.500

Jan Kmetko: Okay, and President Thompson may paste the comments into the chat so that I can read them that way.

869

02:04:57.120 --> 02:05:00.540

Julie Thompson: And I mean just be strict about using the chat for it.

870

02:05:01.080 --> 02:05:01.590

Jan Kmetko: No worries.

871

02:05:02.760 --> 02:05:13.380

Jan Kmetko: i'm going to try to get through it, I feel unanswered person says, I feel, this report does not provide us with the breath or depth of information we need in order to understand.

872

02:05:13.710 --> 02:05:30.840

Jan Kmetko: how well we are doing, diversifying our faculty in sessions at the equity academy and the Association of Hispanic serving institutions educator educators conference I a H s I E 2021.

873

02:05:31.290 --> 02:05:37.650

Jan Kmetko: It was strongly encouraged to report disaggregate the data on the following steps.

874

02:05:38.190 --> 02:05:51.060

Jan Kmetko: In the Faculty hiring process and then merge them to maintain confidentiality, the steps in the hiring where the data should be reported in the manner in which it should be presented include and I have a few bullet points.

875

02:05:51.570 --> 02:05:59.520

Jan Kmetko: disaggregate the data on individual supine position, broken down by ethnicity ways disaggregate the data on individuals advanced.

876

02:05:59.910 --> 02:06:09.900

Jan Kmetko: Past papers, training and invited to interview, broken down by ethnicity and race disaggregate the data on individuals, making it to the finalists group by ethnicity and race.

877

02:06:10.320 --> 02:06:16.290

Jan Kmetko: disaggregate the data on individuals chosen for the position as a whole group by ethnicity, ethnicity and race.

878

02:06:16.860 --> 02:06:27.870

Jan Kmetko: These data should be presented, alongside the related year of student data also disaggregate and the total full time part time faculty desegregated as well, and the last bullet point.

879

02:06:28.200 --> 02:06:48.000

Jan Kmetko: These data should be presented annually, and we need to start by going back several years, not just one or two, I would request five years of data and then continue reporting this data annually that's the end of message from President elect Nancy personal all right, thank you.

880

02:06:48.570 --> 02:06:50.700

Julie Thompson: Thank you very much, as Senator aspinall.

881

02:06:54.420 --> 02:07:02.880

Laura Aspinall- she/her: hey there, I had a question about the annual report that will be going to the board of beauty and college community.

882

02:07:03.210 --> 02:07:07.740

Laura Aspinall- she/her: Will that include statistics for St mcs and student employees as well.

883

02:07:09.990 --> 02:07:25.230

Gene Durand: So we had not anticipated that we can certainly look at that if that's important it really I would just have to figure out what what data we actually have because a lot of this by applicant pool comes from our applicant tracking system neo gov.

884

02:07:25.740 --> 02:07:28.470

Gene Durand: And currently that data only goes back two years, as I.

885

02:07:28.470 --> 02:07:30.090

Gene Durand: Understand we can take a look at that.

886

02:07:31.080 --> 02:07:43.260

Laura Aspinall- she/her: I think it would be important to look at it, but we have I know in our department to the nature of the work we have a large SDN see population, and that will continue to have particularly around interpreters.

887

02:07:44.340 --> 02:07:46.170

Laura Aspinall- she/her: And we're may and we're only one.

888

02:07:46.440 --> 02:07:52.320

Laura Aspinall- she/her: place on campus so i'm sure that that exists for other departments to that that's a that's a.

889

02:07:53.610 --> 02:08:01.260

Laura Aspinall- she/her: An employee type that we consistently employ as well as student workers and student workers are often you know the the front facing for department.

890

02:08:01.410 --> 02:08:08.130

Gene Durand: Sure, and I know we're coming to the end of the time, but i'm just gonna ask is there a really fast, do you mind taking this down and putting up the other excel sheet.

891

02:08:12.570 --> 02:08:12.900

Things.

892

02:08:14.580 --> 02:08:16.620

Julie Thompson: Did you say you were going to put up another.

893

02:08:16.740 --> 02:08:20.460

Gene Durand: document really quick I know we're out of time and i'm happy to come back and we can.

894

02:08:20.460 --> 02:08:21.180

Gene Durand: continue this.

895

02:08:21.510 --> 02:08:35.760

Gene Durand: As there is time in the Senate, so you know in HR we actually do we look at every single individual recruitment and, in particular, to look at you know the diversity of the initial pool of completed applications.

896

02:08:36.270 --> 02:08:55.920

Gene Durand: And how that diversity tracks through each of the steps so that we know you know if we are still maintaining that sort of diverse population of robust candidates if we're not and then we can take a deeper dive as to the why and i'm not sure if this is if this responds to.

897

02:08:57.030 --> 02:09:03.210

Gene Durand: President elect persons request, but we i'm happy to have that conversation with her or with you.

898

02:09:04.530 --> 02:09:13.080

Gene Durand: As we need to because we do want to make sure that we're providing as robust amount of information as as possible so that we're really clear about.

899

02:09:13.470 --> 02:09:26.400

Gene Durand: You know what our successes are and what our opportunities are, for the sake of the diversity report to the board, we can consider this it just makes it a very long report, but it really you know it can be a very long report.

900

02:09:28.020 --> 02:09:38.820

Julie Thompson: And thank you for that um I mean, I have two people left in the queue and if you don't mind we'll have two more comments or questions and then we will adjourn after that Senator cabal is doing.

901

02:09:39.900 --> 02:09:51.120

Sheryl Cavales Doolan: Thank you, I know that um you mentioned at the start that about mixed people who identify as multiple races are certain multiracial people.

902

02:09:51.300 --> 02:09:52.920

Sheryl Cavales Doolan: i'm wondering how they were accounted.

903

02:09:52.920 --> 02:10:03.660

Sheryl Cavales Doolan: For and like are they occupying two spaces, or they just left out of here um because that's those those folks are important to capture as well.

904

02:10:04.350 --> 02:10:11.940

Gene Durand: I completely agree with you, and then the application process individuals sort of are asked to do, just like when you fill out an application.

905

02:10:12.300 --> 02:10:26.490

Gene Durand: to identify with one that's where that comes from, but I know you're out of respect of how individuals want to identify two or more races is important, it just depends on how that comes up or we can look at that as well okay.

906

02:10:26.730 --> 02:10:28.560

Julie Thompson: Thank you, Senator balance Viola.

907

02:10:29.670 --> 02:10:32.160

Kat Valenzuela: Thank you i'm Vice President Duran.

908

02:10:33.210 --> 02:10:40.140

Kat Valenzuela: I was just wondering, I was looking at that previous slide and I was noticing that from the last year that there was quite a bit more date.

909

02:10:41.130 --> 02:10:56.070

Kat Valenzuela: People who applied that were diverse and I was just wondering if that had anything to do with recruitment possibly i'm wondering, you know if there was a larger reach at that point, compared to this point, but we can take our question offline.

910

02:10:56.700 --> 02:10:58.350

Gene Durand: that's okay anytime reach out.

911

02:10:58.440 --> 02:10:59.190

Gene Durand: After the talk and.

912

02:10:59.700 --> 02:11:00.930

Gene Durand: One of my favorite subjects.

913

02:11:02.760 --> 02:11:14.040

Julie Thompson: I really appreciate that you created this material for us and came prepared also that you have this this other document kind of in your back pocket, so that we can take a look and see.

914

02:11:14.700 --> 02:11:21.120

Julie Thompson: That the HR is working on on this, you know, being able to track how we're doing all the way through the process.

915

02:11:21.420 --> 02:11:38.730

Julie Thompson: From initial recruitment to actual hiring on, so thank you for for being our guests and for presenting today and I look forward to further conversations and maybe being able to spend more time i'm kind of talking about the data with you and and opportunities for how we could do better.

916

02:11:39.060 --> 02:11:48.240

Gene Durand: Yes, and and President Thompson I just want to extend the invitation to anyone and everyone if you want to talk about this further more individually i'm happy to do that.

917

02:11:48.690 --> 02:12:03.780

Gene Durand: And then we can definitely bring it back, we intend to bring this back as often as possible to the Senate and to actually all groups classified senate wherever wherever it is important to have this information discussed dissected and improved.

918

02:12:04.920 --> 02:12:17.190

Julie Thompson: Okay Thank you so much i'm, thank you for the presentation, thank you for your work today in the meeting and I will see everyone two weeks from today Okay, thank you meeting adjourned.

919

02:12:18.150 --> 02:12:18.600

Thank you.