



ACADEMIC SENATE

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

MEETING MINUTES

DATE: April 20, 2022

TIME: 3:15 p.m.

LOCATION: Zoom only

ZOOM ID: 958 4627 3808

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

PRESENT

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

ABSENT M. Ohkubo (Proxy T. Jacobson), A. Oliver (Proxy J. Kmetko), S. Winston (Proxy J. Stover)

GUESTS J. Smotherman

CALL TO ORDER

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

OPEN FORUM

1. L. Larque requested space to present views on two topics: SRJC Hiring Committees and the associated role of the Equivalency Committee. On the first topic she expressed the need for more equitable hiring practices at SRJC; requested equal representation of two classified, two faculty, and two students on hiring committees and particularly for administrative positions; and stated the college environment views classified staff and students as unimportant voices who do not have the academic preparation to make wise decisions in hiring. On the second topic she stated It takes a long time to form a faculty hiring committee; noted that the changes in degree requirements and experience (academic and personal) present committees with the dilemma of the "equivalency" question when applicants do not meet Minimum Qualifications; claimed that committees are powerless in expressing their views on specific candidates; asked that the Equivalency Committee consult with the discipline experts and draw from their subject matter knowledge when deciding on candidates' qualifications and interview potential; pointed out the institutional racism when people of color are not approved for equivalency; noted it is more important than ever that discipline experts be consulted on matters of new degrees and changes to discipline subject areas; noted that the current processes of the Equivalency Committee are perpetuating, not eliminating, institutionalized racism; and looked forward to working with the Equivalency Committee to see how the process can be improved.

[Read L. Larque's full statement here](#)

2. J. Carlin Goldberg spoke on the amended version of AB1705 (Irwin), which will be debated and voted on in the Assembly Higher Ed Committee on April 26; noted that Amendment 39 will eliminate the requirement for precalculus before calculus unless specifically required within a major; reported that College Algebra cannot be offered for students who haven't passed intermediate algebra or who desire "a refresher algebra course" before precalculus; reported that pre-transfer level courses cannot be offered as non-credit options; noted that CTE students will also be negatively impacted in their studies; suggested that CTE students may go to a private college for technical degrees now that it is harder to get one at a California Community College; projected that these changes will push more women and students of color out of STEM fields and away from college altogether; reported that she and Math colleague C. Schultz shared with staffers of assemblymembers on the Higher Ed Committee that the students that AB1705 will prevent from achieving academic goals include military vets, returning parents,

refugees, formerly incarcerated students, people who never learned math well in high school or who haven't had any math in 5 or more years; noted that the data is problematic and a poor measure of the success of the policy as the data was gathered during the pandemic and does not reflect students who drop a class before the census date; stated that available data from one college showed that the students who drop before the census date were disproportionately students of color and women; reported that she had informed Assemblymember Irwin's Legislative staffer that the amendments made the bill worse; encouraged everyone to call into the committee hearing for the bill next Tuesday and to send messages to local representative Assemblymember Levine is on the Higher Ed Committee, through [the page set up by the Faculty Association for California Community Colleges](#) (FACCC).

[Read J. Carlin-Goldberg's full statement here](#)

3. D. Carmona-Benson announced that a Student Government Assembly Rally will be held on April 28 from 11 am - 2 pm on the Bertollini Quad, which they will be asking to be renamed the Pomo Quad; asked that folks come out, support students, and listen to their demands; praised and highlighted the operational importance of the SRJC classified staff; and hoped to see faculty, classified, and students working together to make positive change.
4. T. Melvin spoke briefly on AB1705, first clarifying that AB705 is already law; noted that the Math Department has seen positive and negative impacts, including the Chancellor Office's banning of pre-transfer level classes; noted that AB1705 will essentially convert California Community Colleges into serving only students who are ready for transfer-level courses and will not help those who need more support; noted that students needing more support won't be able to come to community college to receive their education in anything that requires mathematics or statistics; and encouraged all to use the link that J. Carlin-Goldberg posted and voice their opinion.

MINUTES

Senator J. Carlin-Goldberg requested that a correction be made to the March 16th minutes that she was not absent for the March 16th meeting as stated. Senator J. Carlin-Goldberg moved to approve the March 16th minutes as amended; H. Skoonberg seconded the motion. A roll call vote was called, and Senators adopted the minutes as amended with unanimous consent and 26 yes votes.

Senator J. Carlin-Goldberg requested that a correction be made to the April 6th minutes that she was partially absent for the April 6th meeting and Kat Valenzuela was her Proxy. Senator J. Carlin-Goldberg moved to approve the April 6th minutes; Senator F. Avila seconded the motion. A roll call vote was called, and Senators adopted the minutes as amended with unanimous consent and 26 yes votes.

ADJUSTMENTS TO THE AGENDA

Senator J. Kmetko requested that Item 4 of the Consent Agenda "Continue with Remote Meetings of the Academic Senate" be moved to an Action Item; Senator Bertsch asked a clarifying question regarding item 3 "Sustainability Resolution on Banning Single-Use Plastics" but withdrew after clarification from President Thompson.

CONSENT

1. Board Policy 4050 – Articulation (1, 2)
2. Board Policy 4025 – Philosophy and Criteria for Associate's Degree and General Education (2, 4)
3. Sustainability Resolution on Banning Single-Use Plastics – G. Tillotson
4. ~~Continue with Remote Meetings of the Academic Senate~~ – Removed from the Consent Agenda and moved to the Action Agenda

President Thompson made the following statement regarding Board Policy 4025 – Philosophy and

Criteria for Associate's Degree and General Education: "As a reminder, Board policies and administrative procedures are being converted to the new template from the Community College League of California, the CCLC, and the review process also includes considering drafts in terms of DEIA values. The policy on the Associate's Degree in General Education has been enhanced in two ways: The two individuals working on the draft pulled from the Senate's value statement that was created for the faculty hiring policy – tweaked so that it fit this particular policy and incorporated DEIA language into this revision that is now up for consideration. The other change that you will see from the previous version of this policy is that the drafters worked with a faculty member in Ethnic Studies and incorporated language: "an appreciation for the unique contributions and experiences of all populations within a plural multiracial and multicultural society," which is intended to represent the new [General Education] requirement for Ethnic Studies."

A roll call vote was called for consent agenda items 1-3, and they were approved with unanimous consent with 26 yes votes.

A point of order was called by Senator Aspinall regarding order of operations and asked for Reports next, versus the Action Agenda , which had been called by President Thompson.

REPORTS

1. President's Report — J. Thompson

President Thompson thanked Senator N. Slovak for serving in Area 10 while Senator M. Ohkubo was on leave and welcomed back Senator and Vice President M. Ohkubo; reported that President-Elect Persons, Senator Reaves, and she attended the statewide Academic Senate Plenary and that on April 9, delegates voted on approximately forty resolutions; celebrated the new disciplines of Asian American Studies and Native American / American Indian Studies, which were approved by acclamation; urged Senators to attend Plenary next year as it's an important learning opportunity which enriches conversations in the Senate and across the College, and also supports the growth of future Senate leadership; noted that many faculty members are currently serving on hiring committees and may have questions about the equivalency process; reminded hiring committee colleagues that the Senate has sponsored two recent training sessions on Equivalency; recommended accessing the PowerPoint presentations and other resources that the Equivalency Committee has created for both applicants and committees, to foster understanding of what equivalency is, what it is not, and the Committee's charge; noted that the resources, which are posted to the HR website, have been made available to department chairs and educational deans; invited folks to reach out if they have questions; and thanked Professor Larque for her earlier comments.

Further comments included appreciation for all faculty members who ran in the recent at-large election; announced that S Brumbaugh, G. Garcia, L. Larsen, M. Ohkubo, P. Ozbirinci, and N. Slovak were elected to two-year, at-large terms and will be assigned to the at-large seats in Areas 1, 2, 3, 4, 10, and 11; reported that one item on the Senate "to do" list is to create a process for Senate consideration of new programs after they are reviewed by the Educational Planning and Coordinating Council (EPCC); reported that the Planning and Budget Council will also have a role in making recommendations about new programs, as programmatic decisions are relevant to both institutional planning and budget allocation; reported the Guided Pathways workgroups made presentations at DCCIM on April 19 and thanked them for their creativity and collaboration with the college community; and reported that College Council is making progress on the governance redesign work and is working on clarifying work product(s) for each committee and council.

President Thompson also thanked students who have made public comments on the faculty hiring policy for their advocacy and read the following statement from her April 12 report to the Board of Trustees: "I would like to affirm that the students' advocacy mattered and continues to matter, that the Senate listened to and heard the students, and that the final language described

... is influenced and informed by the students' advocacy.”

President Thompson ended with a statement in response to disparaging statements made publicly about the Academic Senate's work on the faculty hiring procedure, which was also included in her report to the Board of Trustees last week: “The Academic Senate is a democratic, representative body. Members of the Academic Senate are responsible to those they represent and are also responsible for exercising their professional judgment. In my role as the Academic Senate President, I stress my unconditional support for all members of the Senate to participate, discuss, debate, and vote in accordance with their consciences. We may not always agree with each other—and members of our community may not always be pleased with Senate decisions—but my Senate colleagues are working hard and in good faith to contribute to solutions, and none of them deserves to be publicly maligned. Maligning statements and threats against elected representatives who are doing their best on behalf of their constituents have a chilling effect on democratic processes, and it is my belief that keeping the flame of democratic debate and decision-making alive in small bodies like our Academic Senate helps to keep democracy alive in the broader society. I am proud of the work that this Senate does and appreciate the words of support that have come our way from the College community.”

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

ACTION¹

1. Faculty Hiring Procedure 4.3.2P, Composition of Screening and Interviewing Committees (Ed. Code 87360)

Senator T. Johnson moved to make the following edits to 4.3.2P, Section III, bullets one (1) thru seven (7), specific to bullet two and bullet six:

- Three (3) or more additional full-time or associate faculty members from the department where the vacancy exists or related discipline(s); whenever possible, Petaluma faculty member(s) should be included when the position is designated for Petaluma;
- An emeritus retired faculty member approved by the Academic Senate President and the Vice President of Academic Affairs.

President Thompson paused to give Senators a chance to read the motion as it appeared in the chat; Senator T. Johnson clarified that the motion was specific to bullets two and six. A Senator asked if the two bullet points being proposed could be highlighted specifically; the language was screen-shared; Senator Johnson walked Senators through the motion; and Senator Johnson and President Thompson clarified the language of the motion (see above) as shared again in the meeting.

A point of order was called regarding the need for a second; Senator T. Jacobson seconded the motion. The motion was clarified again.

Senators made points regarding associate involvement on committees, that a “retired” faculty member sounds like a person who is no longer working for SRJC, and should read “a retired faculty member still employed by the college”; suggested including associate and full-time faculty members together on committees and eliminating the “or” in the proposed motion; noted that a retired faculty member who is teaching is in fact an associate faculty member; and stated a preference for a separate bullet point for associate faculty members.

Senators also expressed opposition to the motion, based on a desire for more comprehensive

¹ A point of order was made regarding the move to Action, as Consent had already been completed, it was noted that the item from Consent moved to Action would come at the end of the agendaized Action Items, and President Thompson calculated the necessary time adjustments.

language revisions as shared by Senators and a faculty member from Area 7; expressed concerns about putting associate faculty in vulnerable situations by hiring their fellow colleagues; expressed support for associate faculty service on hiring committees; stated that there is no contractual language to support “retired faculty” as a designated category; and expressed worry that excluding “associate” members would also potentially exclude “retired” faculty and should be more closely reviewed.

Senator T. Johnson clarified that she added “or associate faculty members” for the departments that may not have three full-time faculty members for a hiring committee; clarified that the change to “retired” in the seventh bullet was to include a non-working retired contract faculty member as a guest on the faculty hiring committee; and stated that she would like to see her motion voted down so as to discuss alternate texts as provided by another Senator.

Opposition included not differentiating full-time from part-time faculty; recognition that HR is present for hiring committees to ensure that all members are treated equally and with respect; estimations that not differentiating faculty would increase the diversity on hiring committees and that not including associate faculty members would decrease diversity; the concern that associate faculty members should be available to serve when there are not enough contract faculty members available); and not supporting the current motion would make it possible to consider the alternative language shared by the fellow Senator.

A point of order was called that, as Senator Johnson had stated that she no longer supported her motion, the body no longer needed to vote on it; stated that Robert’s Rules of Order allows the maker of a motion to ask unanimous consent of the body to withdraw the motion; and allows the President to ask if there was any objection and, if not, the motion is removed.

President Thompson asked the Body if there was any objection to the representation given on parliamentary procedure; heard none; asked if there was any objection to allowing Senator T. Johnson to withdraw her motion; and heard none. The motion was withdrawn.

Senator J. Stover shared his screen with suggested text from a constituent and former Senator to rephrase 4.3.2P, Section III, Line item three (3), to the following:

“3. For regular faculty: Screening and hiring committees shall consist of at least an equal ratio of faculty to non-faculty members, with no committee consisting of more non-faculty members than faculty members, although the reverse need not be true. Committees shall be made up of:

- At least one, preferably more, faculty members from the discipline where the vacancy exists. If more than one faculty member from said discipline is unable to serve, faculty members shall be chosen from the department, followed by faculty from related disciplines of departments
- The Department Chair or Program Director, or designee
- The Supervising Administrator, or designee
- Additional committee members *may* include*:
 - Regular faculty member from outside the department
 - Associate faculty member
 - Classified staff member
 - Student
 - An Emeritus faculty member
- Committees must specify the level of participation for additional committee members before they begin their role.”

A clarifying question was asked whether this was a motion; President Thompson clarified that a motion has not yet been made.

Comments included concern about the Supervising Administrator serving as both the

compliance officer and a committee member and not being able to give full attention to either role.

Additional concerns noted less representation of faculty members than what is currently in place, with the faculty currently holding between two-thirds and three-quarters of hiring committee seats and the proposal reducing that to half; only one discipline faculty member, which is not a good reflection of collaborative judgment; and the need to focus on the inclusion of student participation and associate faculty.

Senators noted that if the Senate intends to include associate faculty, that needs to be stated specifically because the default has always been to exclude unless otherwise notated; stated that there is no language as to who is choosing whom to be on committees; suggested adding a parenthesis in the first paragraph to include associate faculty because in the proposed text associate faculty is only included as a “may” option.

Time ran out for this topic, and Senator E. Schmidt will be first in the queue when this discussion is continued on May 4th.

2. Continue with Remote Meetings of the Academic Senate

A point of order was called to ask whether the person who called for the Consent Item to be pulled is the first to speak, and it was confirmed to be correct.

Senator J. Kmetko spoke against the continuance of remote meetings; stated that focusing in remote meetings for two hours is difficult; and stated that in-person social interactions are crucial to effective collaboration and that Senators have not had the chance to meet and get to know one another, which causes a lack of connection.

Senators spoke in favor of resuming in-person meetings due to not being able to witness non-verbal cues from fellow senators; reported that subtle cues in conversations are lost in a Zoom environment; and expressed understanding that some may have reservations to meeting in person for a variety of reasons.

Another senator stated that Senators should not be forced to attend in-person Senate meetings, which is particularly important for those who are immunocompromised or have immunocompromised family members.

Other senators stated that Zoom is “toxic” and that we are locked into a system that depersonalizes and dehumanizes us; reflected that the emergency orders, requirements for in-person meetings, and pivoting from remote to in person would be an enormous expenditure of labor; and emphasized the negative optics of the Senate’s meeting in-person while the expansion of in-person services for students was recently cancelled; suggested Zoom conferencing capability, to provide the options of in-person or remote attendance; and suggested that hybrid meeting options would require the technical assistance of an ASEC member or the Administrative Assistant.

Time was up for discussion on this item and President Thompson called for the vote.

A point of order was called in to question what a “yes” vote meant; clarification was made that a “yes” vote meant to continue remote meetings.

A roll call vote was called for the continuation of remote meetings and passes with 19 yes votes, 6 no votes, and 1 abstention.

M. Anderman – abstain
L. Aspinall – yes
A. Atilgan-Reylea – yes
F. Avila – yes
V. Bertsch – yes
S. Brumbaugh – no

J. Bush – yes
J. Carlin-Goldberg – yes
S. Cavales Doolan –yes
A. Donegan – no
J. Fassler – no
M. Hale – yes

T. Jacobson – yes
T. Johnson – yes
J. Kosten – yes
J. Kmetko – no
D. Lemmer – yes
M. Ohkubo (Proxy T.

Jacobson) – yes
A. Oliver (Proxy J.
Kmetko) – no
B. Reaves – yes

E. Schmidt– yes
H. Skoonberg – yes
N. Slovak – yes
J. Stover – yes

K. Valenzuela – no
S. Whyly – yes
S. Winston (Proxy J.
Stover) – yes

DISCUSSION

None.

INFORMATION

1. ACCJC Annual Report – J. Smotherman

J. Smotherman, Senior Director of Institutional Effectiveness, Research, and Planning, shared an update regarding enrollment, degree completion, course completion, institutional set standards, and stretch goals. The Senate was informed that headcount has been declining, but distance learning has increased, which is no surprise due to COVID; SRJC's graduation rate from the Department of Education's scorecard has improved from 36% to 37%; course completion has an institution-set standard of 72%, which was exceeded at 75%, which is also the stretch goal; the institution-set standard for certificates was 633, which was exceeded at 1,561 for the 2020-2021 academic year; the institution-set standard for number of degrees completed was 2,310, and the actual number was 2,444, with the clarification that this is number of degrees given, not necessarily number of individuals; transfer rate to a four-year college or university is above average; and SRJC has met all aspirational goals.

Job placement has been tough in some areas; aspirational goals are 100%, and in many cases meet up to 80%; the numbers fluctuate depending on job availability; SRJC is continuing to assess standards, especially taking into consideration COVID and its impact on enrollment.

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

ADJOURNMENT

5:00 p.m.