

AS President Report to Senate
December 6, 2023
N. Persons
Updated 12/5/2023

Academic Senate/Union Survey Update:

- Academic Senate/Union Collaboration Survey: In my AS President's Report to the Academic Senate of November 1st, I stated the following: *"... the ASEC has developed a survey regarding issues of overlap between academic senates with independent union representation such as we have, to learn more about how other California Community College academic senates and unions forge collaborative working relationships. We will be sending the survey out by the end of this week and will also share with the AFA Executive Council. Once collected and analyzed, we will provide the results of this inquiry with this body and AFA."* To update you all on what we learned from the survey, we received one response. This rendered the survey, overall, inconclusive.

While at Plenary, we learned that our All Faculty Association (AFA) President sent an email to the 11 CCCI union presidents, asking them not to complete this survey (signed off on by the full Academic Senate Executive Committee), and asking them to discourage their academic senate president counterparts from doing so as well. Unfortunately, this letter mischaracterized our intentions and goes so far as to accuse Academic Senate leadership of deliberately engaging in a public effort to undermine AFA member confidence, accuses us of intending to interfere with negotiations, labels our efforts as "union-busting" and characterizes us as "misguided."

The survey itself, and communication to CCCI and local Academic Senate presidents regarding our intent in distributing it, are included on the agenda for today's meeting under my President's Report for your reference.

In retrospect, I will say that I regret not informing our union colleagues further in advance of our intent to send this inquiry out to other California Community College senate and union leaders. However, our intentions have always been professional, collegial, and positive, our interest in conducting the survey refrained from any characterization of persons or intentions, and our survey and its introductory letter emphasize this. So, I am sorry to see what has transpired.

Celebration of Accomplishments Fall 2023: Senators, we have done some hard work over the past year and a half. I would like to acknowledge that we have done great work, but we, as a body and executive committee can always do better. I know that I and the Academic Senate Exec Committee have learned a lot about reaching out to others in advance when their workspace is brought into our conversations, and you will see this reflected in our future work. In addition to recognizing the need to continue improving transparency and collegial communication, I acknowledge that over past years there have been issues on all sides regarding problematic relationships. We continue to work on repairing those and learning as we go forward. We also need to do a better job of managing our time at meetings if we are going to get to all the important business of this body. The first step in having better conversations at our meetings is to do a better job of reviewing all support documents prior to coming to senate meetings. Next, as a senate body, we need to work harder to refrain from making repetitious comments and reading

materials for the first time during senate meetings. We have all learned from our earlier efforts, and we continue to do so.

The following is a brief recapitulation of our work this fall:

- **Senate Goals:** We identified Goals and Priorities for our work during the 2023-24 Academic Year. Now that these have been established, whenever possible the business brought before the body will be correlated to the relevant priority to ensure goals are being addressed. To this end I have created a planning document for the ASEC to use to keep our goals and priorities in front of us at all times. When Open Forum comments or other avenues are used to request that the Academic Senate take up an issue, these are now added to the document to help guide us in agenda planning.
- **Accreditation/SLO Assessment:** Last year the academic senate engaged in a series of challenging deliberations as we sought to form a recommendation to the District to respond to the accreditation findings of the Accrediting Commission for California Community and Junior Colleges (ACCJC). That resulted in the District Mandatory SLO Training day this fall, and in the establishment of two SLO Coordinators and a group of SLO Liaisons. All that hard work was demonstrably noted by the ACCJC Peer Review Team (PRT) that recently came for its follow-up visit to us. The PRT was clearly deeply impressed with the efforts of the college, which are the direct result of the hard conversations this body engaged in during Fall 2022.
- **District Educational Plan:** As SRJC moves to bring all its various planning efforts into an organized system, the call came for us to create a faculty workgroup to work on a new District Educational Plan. After several calls for faculty to step up, I am pleased to say that we are in the final stages of appointment of faculty to this workgroup and notification of appointment should come out this week.
- **Peer Online Course Review (POCR) Workgroup:** Last year this body voted to recommend that SRJC join the California Virtual College (CVC) Online Course Exchange as both home and teaching college. We are now officially a “home” college and the District is working toward all the requirements of becoming a Teaching College. This effort will take a year or so. Part of the process requires that we establish our own process for review of online courses. This curricular issue again prompted vigorous deliberation at the academic senate. The body voted to recommend the establishment of a workgroup to bring a proposed process back to us in Spring 2024. I am pleased to say that numerous faculty have indicated interest in this workgroup and we have appointed faculty to it. The workgroup chair, Tara Jacobson, is already hard at work getting the group prepared to work.
- **Resolution to support English Language Learners:** The body endorsed the resolution which was approved at ASCCC Fall Plenary to change the prefix “ESL” to something that refrains from “othering” our multilingual students and instead celebrates their linguistic assets.
- **Waitlist Workgroup:** This year, the body also voted to recommend that we establish a new workgroup to look anew at SRJC’s waitlist practices. As the college shifts to a more student-centered lens through which to view our practices, how we manage waitlists needs to be looked at again. We have learned through our deliberations that no other CCCs put waitlist procedures into board policy or administrative procedure. We have also learned that our current practices adds to faculty workload and are confusing to our students. We have also learned that waitlist

practices can positively or adversely affect enrollment. All of these factors will be considered as we work to bring a recommendation back to this body in the Spring 2024 semester. Faculty have been appointed to the group and we have already held two meetings this semester.

- **Generative Artificial Intelligence:** While we have not formed any recommendations to date, we have initiated conversation on this big issue of interest to all of us. We will take the topic up again during our retreat, and bring the conversation back to the body in the spring semester for discussion and action.
- **Guided Pathways:** As the result of the work of this body last year, the District has actively taken up the issue of implementation of Guided Pathways. On the senate agenda we are revisiting the Guided Pathways report on work accomplished on current projects and future action, and we are also discussing the Guided Pathways workplan required by the CCCCCO.
- **Reports:** The ASEC continues to work to organize reporting from Academic Senate subcommittees and others. To that end we have created a tracking system for these report sources. This fall we had reports from the Curriculum Review Committee (CRC), the Zero Textbook Cost (ZTC) grant workgroup, the Banner Implementation Team, our Professional Development Coordinators, the Petaluma Faculty Forum, and the Integrated Student Success Committee (ISSC). These entities will return to us in the spring for another update.

Academic Senate for California Community Colleges (ASCCC) Fall Plenary 2023:

- The adopted resolutions from the Fall 2023 Plenary are now available to download at <https://www.asccc.org/resolutions-fall-2023> . Notably, resolution 03.01 F23 “Academic Senate Support for Increasing Faculty Diversity and Advancing Diversity, Equity, Inclusion, and Accessibility in Evaluation and Tenure Review Processes” passed by a vote of 119 Yes, 4 No. The text of this resolution can be accessed at the link above. Highlights from this resolution include the following “Whereas” and “Resolved” statements:
 - *Whereas, Resolution 03.01 S21 Include Cultural Competence in Faculty Evaluations¹ directed the Academic Senate for California Community Colleges to “encourage local academic senates to collaborate with their union partners to explore the negotiation of cultural competence and diversity-focused criteria into faculty evaluation processes” and “work with the California Community Colleges Chancellor’s Office, state-level faculty union leaders, and other system partners to explore the development of Title 5 regulatory language that would address the inclusion of cultural competence and diversity-focused criteria in faculty evaluation processes in ways that are meaningful yet respectful of local governance and negotiation processes,”² and, as an outcome of that collaboration, updates to Title 5, §53602³ were chaptered in April 2023 in order to advance diversity, equity, inclusion, and accessibility in evaluation and tenure review processes; and*

¹ <https://www.asccc.org/resolutions/include-cultural-competence-faculty-evaluations>

² <https://asccc.org/resolutions/include-cultural-competence-faculty-evaluations>

³ Title 5 §53602:

[https://govt.westlaw.com/calregs/Document/I610D4240D9AA11ED8ABBD760BB5C67FE?viewType=FullText&originContext=documenttoc&transitionType=CategoryPageItem&contextData=\(sc.Default\)](https://govt.westlaw.com/calregs/Document/I610D4240D9AA11ED8ABBD760BB5C67FE?viewType=FullText&originContext=documenttoc&transitionType=CategoryPageItem&contextData=(sc.Default))

- *Whereas, Resolution 19.01 S21 Support Diversity, Equity, and Inclusion-Focused Hiring Practices⁴ directed the Academic Senate for California Community Colleges (ASCCC) to “endorse the ACHRO [Association of Chief Human Resource Officers] draft Screening and Selection Process Recommendations” as well as to “commit to continued partnership with ACHRO and other associations for the implementation of the actions included in the Screening and Selection Recommendations and the DEI Implementation Workgroup recommendations and development of professional development resources to support local senate implementation efforts” to support diversity, equity, and inclusion-focused hiring practices, which is supported by ASCCC’s “Model Hiring Principles and Procedures” Canvas resource⁵;*
- *Resolved, That the Academic Senate for California Community Colleges urge local academic senates to work with their local faculty unions prior to bargaining to make recommendations regarding revisions to faculty evaluation and tenure review processes to include diversity, equity, inclusion, anti-racism, and accessibility elements and ensure compliance with chaptered updates to Title 5, §53602⁶;*
- *Resolved, That the Academic Senate for California Community Colleges urge local senates to develop a culture of inclusion and belonging for new faculty through supportive inclusion, diversity, equity, anti-racism, and accessibility-centered onboarding and faculty mentoring/community building; and Resolved, That the Academic Senate for California Community Colleges develop resources for inclusion, diversity, equity, anti-racism, and accessibility-focused professional development as well as faculty evaluation diversity, equity, inclusion, and accessibility elements.*

POCR Workgroup:

- The Peer Online Course Review (POCR) workgroup has been formed following a call for interest that went out to all contract faculty. The call was met with a great deal of enthusiasm. The motion made by the Academic Senate in recommending formation of this group called for 3-4 faculty to participate. The minutes reflect that this number was the result of concern expressed regarding the difficulty in finding enough faculty willing to serve on various task forces, and otherwise indicated the desire to be broad and inclusive in representation. For these reasons I recommended, and the ASEC agreed, that we would appoint all 6 faculty who stepped up to the call. As always, the body is welcome to challenge the decision of the chair, and as my counterpart at the ASCCC level likes to say, “the chair welcomes all challenges and recognizes these as collegial.” Those faculty appointed to serve on this workgroup include Azamat Sakiev (Political Science), Purnur Ozbirinci (English), Jessica Pardoe (ESL), Solen Sanli Vasquez (Sociology), Deyanira Morales (World Languages, Spanish), and Tara Jacobson (Kinseology, Athletics, and Dance). Tara Jacobson will serve both as chair and liaison to the ASEC.

⁴ <https://asccc.org/resolutions/support-diversity-equity-and-inclusion-focused-hiring-practices>

⁵ <https://ccconlineed.instructure.com/courses/4924~5733>

⁶ Title 5 §53602:

[https://govt.westlaw.com/calregs/Document/I610D4240D9AA11ED8ABBD760BB5C67FE?viewType=FullText&originContext=documenttoc&transitionType=CategoryPageItem&contextData=\(sc.Default\)](https://govt.westlaw.com/calregs/Document/I610D4240D9AA11ED8ABBD760BB5C67FE?viewType=FullText&originContext=documenttoc&transitionType=CategoryPageItem&contextData=(sc.Default))

Waitlist Workgroup:

- The Academic Senate voted to form a Waitlist Workgroup this fall; a call went out and the group has been formed. The members include Katy Jamshidi (Biological Sciences), Anna Brown (Mathematics), Jenn Perez (Child Development), Guillermo Garcia (Counseling), Vince Hamilton (Counseling, Petaluma), Jordan Bell (Ethnic Studies), Dave Harden (Computer Studies), and Deyanira Morales (World Languages, Spanish). The group has held 2 initial meetings November 29th and 30th. At these meetings we reviewed the work of the prior Waitlist Workgroup, and Senator Aspinall, chair of the earlier group, provided background information on that work. The second of these meetings included consultation with IT staff to initiate discussion of what might be possible in the Banner ecosystem the District is currently in early stages of migrating to. We were also joined by Counseling chair Amanda Greene to provide perspective from the Counseling department regarding the student experience of SRJC waitlist practices. The workgroup will resume meeting again as soon as the Spring 2024 semester has begun.

Senate Vacancies Filled: I am pleased to tell you that all academic senate vacancies for the Spring 2024 semester and beyond have been filled. I am very grateful to all faculty members who stepped up to serve on the senate. Not all were appointed, but all have been encouraged to run for a full term in the future. It is gratifying to see this high level of interest in serving on the Academic Senate. The appointments and areas of representation are below:

- **Area 1 (Counseling, EOPS, and Work Experience):** Margarita Gonzalez Jordan (Counseling, serving Spring 2024)
- **Area 2 (Agriculture/Natural Resources, Biology, Chemistry, Physics, and Earth and Space Sciences):** Dave Harden (Computer Studies, serving as at-large senator Spring 2024)
- **Area 2 (Agriculture/Natural Resources, Biology, Chemistry, Physics, and Earth and Space Sciences):** Orlando Raola, serving Spring 2024-Spring 2025
- **Area 3 (English):** Chris Cullen (English, serving Spring 2024)
- **Area 5 (Art; Communication Studies; Ethnic Studies; Music; Philosophy, Humanities, Religion; Theatre Arts & Fashion):** Nick Perrone (History, serving as at-large senator Spring 2024)
- **Area 7 (Behavioral Sciences):** Jurgen Kremer (Psychology, serving Spring 2024)

These vacancies were the result of several factors: Senators Donegan, Hale, Yu, and Larsen will all be on sabbatical in the Spring 2024 semester, Senator Williams will be unable to attend meetings in person in Spring 2024, and Senator Fassler has opted to step down from Senate work. I want to thank each one of these individuals for their work on the Academic Senate.

Planning and Budget Council (PBC):

- The PBC met on Nov. 13th and 27th. At its meeting on the 13th, PBC heard a brief update on the Enrollment Management Workgroup, Program Review and Planning Process (PRPP), and on our Accreditation/SLO work. This year's PRPP will not be a comprehensive one. Some members of the SRJC community, including myself, were interviewed by the Accrediting Commission for California Community and Junior Colleges (ACCJC) Peer Review Team assigned to our accreditation process. I can say that the team was extremely complimentary of the work of this Academic Senate, our SLO coordinators and liaisons, the IT department, Academic Affairs, and the SRJC community in general.
- At the PBC meeting of November 27th, the Council received the update on the Guided Pathways workplan required by the Chancellor's Office. This initiated a lively conversation during which it

was suggested that SRJC might request another extension to our submission of the required workplan to the CCCCCO. Dr. Garcia indicated that she would not agree to such a request for extension, that we already requested one. SRJC must submit a workplan this month or else we will be required to return funds from the Chancellor's Office. Dr. Garcia further indicated that we will continue to move forward with Guided Pathways, and should we fail to submit the workplan by its December 2023 deadline, SRJC would find itself working to implement Guided Pathways but without the financial assets provided by the Chancellor's Office.

- The council also received annual training on Planning from the Office of Institutional Effectiveness and Research Senior Director, Dr. Smotherman. This training was especially helpful and generated numerous questions, resulting in broader understanding of Planning in a broad overview sense.

Other noted Plenary resolutions:

- Resolution 07.01 F23 "Address CCCApply Impact on Current Incarcerated Individuals and Justice-Involved Students (Rising Scholars)" passed by acclamation. This resolution calls for the ASCCC to work with the California Community Colleges Chancellor's Office (CCCCO) to ensure that the standard application for CCCApply is modified to allow for the collection of data on justice-involved students needed to advocate for equitable allocation of student services and resources, and also to remove all known barriers affecting current incarcerated individual's ability to successfully apply for admission to a California community college.
- Resolution 07.03 F23 "Clarify Student Placement into Math Pathways for the Business Administration 2.0 ADT" passed without debate. This resolution calls for the ASCCC to work with the CCCCCO to revise guidance provided in memo ESS 23-19 clarifying that students pursuing the ADT in Business Administration 2.0 shall be placed into the program-applicable math class that best suits their academic background in math and their academic and transfer goal.
- Resolution 07.05 F23 "Update CCCApply to Address the Needs of Lifelong Learners" was approved by acclamation. It calls for the CCCApply application to be simplified, and for more support to be provided for lifelong learners in the application process.
- Resolution 07.06 F23 "Support Waiver of Transcript Fees for Current and Formerly Incarcerated Rising Scholars" passed by acclamation.
- Resolution 09.02 F23 "Support of an Equitable Course Prefix in Lieu of 'ESL' in AB 1111 Common Course Numbering," **authored by our own Dr. Bita Bookman**, passed (Yes=113, No= 10).
- Resolution 15.01 F23 "Support the AB 928 ADT Intersegmental Implementation Committee Recommendations as of October 2023" and Resolution 15.02 F23 :Support the AB 1111: Common Course Number Task Force Recommended Implementation Plan as of October 2, 2023" both passed by extremely wide margins after ASCCC Past-president Ginni May spoke to "Con" arguments, explaining that while the ASCCC does not like these two laws, the ASCCC needs to stay in the conversation about how they are implemented, and to vote either resolution down would have meant we would no longer have a voice.

SLO Assessment Progress:

- Dr. Holcomb, Vice President of Academic Affairs (VPAA), reports that it appears the eLumen Insights software used for Student Learning Outcomes (SLO) Assessment, is still not completely functional, and so a full-scale launch of Insights in the Fall 2023 semester is not feasible. Full-scale implementation will need to wait until the Spring 2024 semester. Those faculty motivated and ready to begin utilization of the software for assessment are encouraged to reach out to SLO coordinators or faculty liaisons for assistance in facilitating this work.

AB928 Implementation:

- **AB928 (Berman), the Student Transfer Achievement Reform Act of 2021**, “requires the establishment of a singular lower division general education pathway that meets the academic requirements necessary for transfer admission to the California State University and the University of California, on or before May 31, 2023. Per the legislation, in May 2023, the Intersegmental Committee of the Academic Senates (ICAS) approved the new general education pattern known as CalGETC. In addition, the bill requires implementation of the singular lower division general education pathway for all associate degrees for transfer (ADTs) by the fall term of the 2025–2026 academic year.” (Quoted from the introduction to the memo.) On Friday, December 1st I forwarded to all staff the California Community Colleges Chancellor’s Office (CCCCO) memo ESS 23-44 dated November 28th. This memo provides curriculum submission guidance for the Associate Degrees for Transfer (ADTs) specific to AB 928 and CalGETC (the name for the new single GE transfer pathway). The developments leading to the publishing of this memo, including another earlier related one, is the reason why the agenda item “Option A Local GE Pattern” discussion Item was pulled from our November 15 agenda at the last minute. Our articulation officer, Kate Blackwell, will come to the senate in the spring instead to talk about efforts related to the implementation of AB 928 (Berman) at SRJC.

College Council:

- The deadline for committee members to respond to the new College Council survey closed last week. The Council will begin assessing data gathered this Thursday at its next meeting. The Council did not meet on November 16th due to multiple conflicts on the part of Council members (including myself and President-elect Stover at ASCCC Plenary). Other items on the agenda for our meeting this Thursday include an update regarding the development of a Shared Governance Manual and discussion regarding the future of the Arts and Lectures Committee (currently on hiatus). Regarding the Shared Governance Manual, part of the impetus for the development of such a manual is twofold: first, most California Community Colleges have such a manual, but SRJC has not. Next, we are working to clean up our policies and procedures as we move from our own Board Policy Manual to the Community College League of California (CCL) board policy and administrative procedure templates. As College Council engages this work, we are encountering instances of detail that is more appropriate for a governance manual than for board policy or administrative procedure. In addition, there are many processes at our college which are often unclear, undefined, disregarded, or nonexistent. This has caused us to struggle during difficult times, and the last 6 years are indicative of the challenges and struggles we’ve faced. I am optimistic that the development of this manual will help us function better overall and will create space where it is easier for us to work together collegially and productively.

Guided Pathways Update:

- You are all aware by now that Dr. Garcia issued an email November 1st announcing that she will be forming a cross-collaborative workgroup that will include 3 faculty appointed by the Academic Senate. Issues related to compensation and working conditions are currently being negotiated, and as soon as that work is done, you should see a call sent out for faculty participation.
- Workplan updates since last Academic Senate meeting: As you all know, SRJC was granted an extension to the due date of the Guided Pathways Workplan required by the CCCCCO. In response to input, Executive Dean Matthew Long has responded by making some adjustments to parts of the workplan, which he will describe during the agenda item at today's meeting.