



ACADEMIC SENATE

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

DRAFT Minutes:

January 17, 2024, 3:15 p.m.

Santa Rosa: Bertolini Senate Chambers, Room 4638

Petaluma: Room 690, Richard Call Bldg.

ZOOM ID: 958 4627 3808

PRESENT:

M. Anderman, L. Aspinall, A. Atilgan Relyea, S. Avasthi, C. Cullen, W. Downey, M. Ferguson, G. Garcia, M. Gonzalez Jordan, D. Harden, J. Kremer, T. Jacobson, T. Johnson, D. Lemmer, D. McCall, G. Morre, M. Ohkubo, P. Ozbirinci, J. Perez, N. Persons (non-voting), N. Perrone, O. Raola, S. Rosen, E. Schmidt, J. Stover, P. Usina.

ABSENT:

N. Slovak (proxy = E. Schmidt)

GUESTS:

CALL TO ORDER:

The meeting was called to order at 3:30 p.m. by President Persons.

Note: Meeting was started late because of Zoom Issues.

1. Three Senators asked to participate remotely Senator S. Avasthi, Senator P. Ozbirinci, and Senator O. Raola. All three have situations that fall under the Just Cause Act. President Persons asked if anyone opposed the three Senators participating remotely, no one opposed.

LAND ACKNOWLEDGEMENT STATEMENT

The Land Acknowledgement Statement was read by Senator Johnson.

[Full statement is available here.](#)

OPEN FORUM: None

MINUTES:

1. DRAFT Minutes of December 6, 2023 Meeting

President Person's noted that C. Schultz's open forum statement has now been added as link in the minutes. Senator G. Morre would like "not" added to his statement- "how inaccurate organizations of our current services will "not" help us find a better way for our students." Also requested to add to the second sentence, "this person said." Senator Johnson moved to accept the minutes for the December 6th, 2023, meeting minutes as amended. The motion was seconded. The motion was approved unanimously with 26 yes's.

M. Anderman - Y	D. Harden - Y	J. Perez - Y
L. Aspinall - Y	J. Kremer - Y	N. Perrone - Y
A. Baris Atilgan Relyea - Y	T. Jacobson - Y	O. Raola - Y
S. Avasthi - Y	T. Johnson - Y	S. Rosen - Y
C. Cullen Y	D. Lemmer - Y	E. Schmidt - Y
W. Downey - Y	D. McCall - Y	N. Slovak (Proxy: Schmidt) - Y
M. Ferguson - Y	G. Morre - Y	J. Stover - Y
G. Garcia - Y	M. Ohkubo - Y	P. Usina - Y
M. Gonzalez Jordan - Y	P. Ozbirinci - Y	

ADJUSTMENTS TO THE AGENDA:

None.

REPORTS:

1. President's Report – N. Persons

- [Read the full Academic Senate President's Report here](#)
- Community of Practice (COP) announcement went out today. One COP will have its dates adjusted, information regarding this will be sent out.
- In need of someone to serve as the SGA liaison.
- Reminder the retreat is next week, asked for Senators to bring a small snack to share.
- Administrative Assistant for the Academic resigned due to issue with how pay is dispersed over 12 months for a 10 month position.

CONSENT:

None.

BREAK

DISCUSSION

1. Strategic Plan Objectives to Strategy 1 Goal – 20 min.

At its meeting of May 17, 2023, the Academic Senate voted 12-11 to recommend a revision of Strategic Plan Objective 1 to the Strategy 1 Goal and then recommended adoption of the Goals and Objectives to the Plan with this revision. The recommendation was subsequently rejected outright by the District as communicated by the former Superintendent/President. However, 10+1 items of mutual consent should be worked out between the Academic Senate and the District. Senators are asked to consider whether any further action or recommendations in this regard are desired.

- The objective in question was to provide professional development as related to culturally responsive andragogy. It did not include disciplinary professional development.
- Last spring President Chong was informed of the Senate's 12 to 11 vote. There were 2 abstentions. Cabinet discussed and rejected the Senate's recommendation.
- Coach David Morse suggested the Senate discuss the matter and decide if it wants to reengage with the issue as the District has an obligation to explain to a greater degree its rationale for not accepting the recommendation of the Senate.

Discussion points included:

- In Dr. Chong's communication to the Senate, the vote count was cited as almost a reason for rejecting the recommendation. The vote count shouldn't matter as it was still a majority vote.
- Important to reengage on this as the matter at hand was to add support for discipline specific professional development to the objective.
- The coaching program has been important to help recognize the core issue and better

assert the Senate’s rights and purview.

- The plan should broadly represent how the entire college is impacted; the current objective does not preclude disciplinary expertise.
- The coach will be providing training for everyone on participatory governance at the retreat.
- What is the opinion of the current SRJC president (Dr. Garcia) on this situation.
- Two Senators have drafted a resolution: The Annual Professional Development Funding for Faculty Discipline, and Disciplinary Expertise. It will be brought to the Senate to discuss. The resolution is to provide funding for discipline related professional development.
- Faculty should not have to pay for professional development to maintain certifications to do our jobs.

Motion Made by S. Rosen to move the Strategic Plan item to an action item, motion seconded.

Motion was approved, with 26 yes.

Strategic Plan Item #1 Vote

M. Anderman - Y	D. Harden - Y	J. Perez - Y
L. Aspinall - Y	J. Kremer - Y	N. Perrone - Y
A. Baris Atilgan Relyea - Y	T. Jacobson - Y	O. Raola - Y
S. Avasthi - Y	T. Johnson - Y	S. Rosen - Y
C. Cullen Y	D. Lemmer - Y	E. Schmidt - Y
W. Downey - Y	D. McCall - Y	N. Slovak (Proxy: Schmidt) - Y
M. Ferguson - Y	G. Morre - Y	J. Stover - Y
G. Garcia - Y	M. Ohkubo - Y	P. Usina - Y
M. Gonzalez Jordan - Y	P. Ozbirinci - Y	

2. Resolution in Support of Trans Students – S. Avasthi

At its meeting of December 6, 2023, Senator Avasthi read a draft resolution in support of SRJC trans students. Senators are asked to consider whether to take action to approve this resolution.

[Resolution to Support Trans Students](#)

The Resolution addresses:

- Trans students being called out during class regarding pronoun usage.
- Trans students not feeling safe and or being harassed in the dorms.
- Inconsistent approaches towards the bathrooms on campus makes students feel marginalized and excluded- they must walk so far for a bathroom they are late or missing classes.
- This resolution was to help limit the burden we are putting on our students.
- Training is needed for the resident advisors, so students feel safe in the dorms.
- We tell students they are safe on our campus, but are then denying them things they need to feel safe and be as anonymous as they want to in terms of their gender preferences and not be called out by an instructor or their peers.
- Professional development for faculty is needed

Discussion points included:

- Questions about the score on the Pride Index Survey for SRJC and where the survey can be found. (Last listed survey was 2016)
- Students being asked to specify their pronouns in the portal, is that less inclusive?
- The need to provide guidance for the use of pronouns.
- Support was expressed for Trans students, Trans faculty, and Trans employees.
- Our Athletics classes are listed as “Men’s” or “Women’s” by nature of the rules therefore making it difficult for Trans students. They must sit down with an Athletic Director which could be a difficult experience for them- requiring health records and blood tests.
- Hearing about Trans students feeling very isolated in the classroom and the trauma they sustain repeatedly.
- Hold the district and ourselves accountable to make sure these changes get made.

Senator Stover moved to extend time of the discussion by 8 minutes, seconded, no one opposed.

- Professional development is needed.
- There are resources on campus to educate ourselves- like online workshops.
- When is the training put into action and what is the plan to put into action.

Motion made to move this to action by M. Ohkubo. Changes will be made to the resolution incorporating the feedback from today’s discussion. Motion passed with 24 yes’s and two no’s.

Trans Students Resolution Item #2 Vote

M. Anderman - Y	D. Harden - Y	J. Perez - Y
L. Aspinall - Y	J. Kremer - Y	N. Perrone - Y
A. Baris Atilgan Relyea - Y	T. Jacobson - Y	O. Raola - Y
S. Avasthi - Y	T. Johnson - Y	S. Rosen - Y
C. Cullen Y	D. Lemmer - Y	E. Schmidt - Y
W. Downey - Y	D. McCall - Y	N. Slovak (Proxy: Schmidt) - Y
M. Ferguson - N	G. Morre - N	J. Stover - Y
G. Garcia - Y	M. Ohkubo - Y	P. Usina - Y
M. Gonzalez Jordan - Y	P. Ozbirinci - Y	

3. Task Force Standard Language
[Draft Workgroup Guideline](#)

The Academic Senate has been making effective use of workgroups (task forces) to bring draft proposals to the body. During discussions, time has routinely been needed to determine guidelines for size, membership, and selection. Senators are asked to consider the draft guidelines below and whether some version of this could be regularly used when formation of workgroups is called for.

Discussion Points included:

- Should it be noted how a chair will be selected?
- If the workgroup is formed and additional expertise is needed, could go back to the body and ask

for an additional member.

- Add reporting back to the Senate periodically with their drafts and updates and to get feedback from the Senate.
- Include the workgroup charge in all calls.
- Point of clarification between taskforce and workgroup- the District does not have definitions for these terms, and it is largely agreed they are the same thing, but workgroup was decided to be used.
- How could the diversity part be more inclusive- a wider range of diversity.
- Agreed to bring it back as a discussion item at the next meeting.

4. Faculty Professional Ethics Committee

On May 17, 2023, the Academic Senate voted to approve all revisions to the Bylaws. During this revision, the body elected to remove the Faculty Professional Ethics Committee from the list of senate subcommittees. It is recommended that the body make a formal recommendation regarding the disposition of this subcommittee.

Discussion Points:

- Serving on the committee has been a negative experience.
- Academic Senate should not be the responsible party for dealing with behavioral issues in the workplace.
- Rewrote the bylaws leaving this off the list of committees but were advised by coach that the Senate should take a formal vote.
- Discussed at College Counsel general workplace behavior issues and former VP of Human Resources felt it was more of a Human Resources responsibility.
- Legal Counsel looked at our Senate subcommittees and determined the Professional Ethics committee would be subject to the Brown act.
- The Senate should be focused on policy and procedure and do away with the Professional Ethics Committee.
- Being a subcommittee and not a shared governance committee means it is the Senate’s decision to retain or dissolve the Professional Ethics committee.
- Suggested to identify a department to address this issue, given the frequency of faculty expressing being mistreated, bullied, and intimidated.
- Suggested to invite the Interim HR Vice President to come to a discussion and hear the concerns of the body.
- The Professional Ethics Committee has had difficult situations go unresolved and were, by its charge, focused on sanctions rather than solutions.
- Hearing about abuse of conduct happening and nothing being done about it.
- Have the Senate bring forward a resolution to have more power to state the issue and see the college have very specific policies and procedures regarding this.

Motion Made to move this to action by Senator Stover, motion seconded. Motion was approved with 25- yes, 1 no.

Ethics #4 Vote

M. Anderman - Y	D. Harden - Y	J. Perez - Y
L. Aspinall - Y	J. Kremer - Y	N. Perrone - Y
A. Baris Atilgan Relyea - Y	T. Jacobson - Y	O. Raola - N
S. Avasthi - Y	T. Johnson - Y	S. Rosen - Y
C. Cullen Y	D. Lemmer - Y	E. Schmidt - Y
W. Downey - Y	D. McCall - Y	N. Slovak (Proxy: Schmidt) - Y

M. Ferguson - Y	G. Morre - Y	J. Stover - Y
G. Garcia - Y	M. Ohkubo - Y	P. Usina - Y
M. Gonzalez Jordan - Y	P. Ozbirinci - Y	

ADJOURNMENT: 5:01 p.m.

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