



ACADEMIC SENATE

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

MEETING MINUTES

DATE: January 15, 2020

TIME: 3:15 p.m.

LOCATION: Senate Chambers
Bertolini 4638

ZOOM LOCATION: Petaluma Campus
Call 602

ZOOM ID: 981 881 211

<https://cccconfer.zoom.us/j/981881211>

PRESENT:

M Aparicio; P Bell; M Bojanowski J Carlin-Goldberg; C Crawford; A Donegan; T Ehret; J Fassler; T Graziani; T Jacobson; J Kosten; D Lemmer; S Martin; L Nahas; G Navarro; A Oliver; J Stover (Zoom); A Thomas; E Thompson; J Thompson; N Wheeler; S Whyly

ABSENT:

N Frantz; M Ohkubo; S Rosen; M Starkey

GUESTS:

CALL TO ORDER:

The meeting was called to order at 3:18 p.m. by President E. Thompson.

OPEN FORUM:

1. Robert Holcomb provided an overview of the Hispanic-Serving Institutions Program (DHSI) Title V Fiscal Year 2020 Grant Competition.
2. David Lemmer voiced concern about Spring 2020 classes in Industrial and Trade Technology that were cancelled in December, not giving enough time for the classes to fill.

MINUTES:

December 4, 2020 Minutes approved

ADJUSTMENTS TO THE AGENDA:

None

REPORTS:

President's Report –E. Thompson

- The Academic Senate Retreat will be held on January 31 in Senate Chambers, from 10:00 am – 3:00 pm.
- The Senate Executive Committee will meet with Accrediting Commission for Community and Junior Colleges (ACCJC) Liaison Tuesday, Jan 21, 10:00-12:00. Topics for Accreditation: Student Learning Outcomes and the College's Structural Deficit, among others
- The Senate Executive Committee will meet with EdInsights on Monday, February 10, from 10:00-11:00 am. Coming up is a second round of Guided Pathway evaluations February 11-13, following EdInsights' report. The report recommended:
 1. Articulate a common definition of equity to inform all aspects of California Community Colleges Guided Pathways (CCCGP);
 2. Model integration of California Community Colleges Chancellor's Office (CCCCO) structures and priorities;

3. Support strategic alignment of CCCGP at the district, regional, or system level, as appropriate;
4. Improve coherence among CCCCCO and non-CCCCO professional learning resources; and
5. Create sustained learning opportunities with coaching and peer support.

- A hiring committee is being formed to hire an Administrative Assistant for the Academic Senate (60%) combined with assisting with Flex in Professional Development (15%) correction: 25 % = 85 %
- An announcement will go out the last week in January for the position of Faculty Co-Chair of Accreditation. It is a very important position, and interested faculty are encouraged to apply.
- Updates on Guided Pathways, at both the State and Local levels, was provided. EdInsights' report on Guided Pathways at SRJC is recommended reading for all faculty.

There was a question about "Meta Majors" and, with time being short, President Thompson answered generally. To wit, Meta Majors are clusters of large areas of study to assist students in seeing how their area of study fits in with other subjects/disciplines/departments. EdInsights recommendation # 3 suggests that Meta Majors be aligned either at the district level, regional level, or system level. This is problematic since there are countless different ways to organize Meta Majors, because all academic disciplines have some connection with all others; therefore, it should be a local decision how academic disciplines, topics, or themes should be clustered or whether Meta Majors should be used at all. SRJC's local decision so far is to not have Meta Majors at all. The recommendation that they be "aligned" contradicts the promise that Guided Pathways would be locally determined.

ACTION:

None

CONSENT:

None

DISCUSSION:

1. Constitutional Amendment Election – Senate Executive Committee (E Thompson)

President Thompson reported on the election results. There were two options to change the Constitution and one option to keep the status quo. Since no option garnered the requisite two-thirds of the vote, the Constitution will not be amended at this time. There is the possibility the issue could be raised again at some time in the future.

One option would have changed the Senate Constitution to allow for adjunct instructors to run for any executive office including that of President. Another option would have allowed for an adjunct to run for the office of Secretary of the Senate but not President or Vice President. Both options included a provision for at least one adjunct to serve on the Executive Committee at all times. We received two emails from adjunct instructors in response to the election results who said that since option 2 is a sub-set of option 1, and the collectively got 88% of the vote, there should be a runoff. This is an incorrect reading. The options are not subsets of each other, but rather mutually exclusive alternatives, and neither reached two-thirds of the vote, although one was close. There is therefore no call or reason for a runoff.

There was a glitch in the software used for the balloting and some inside information was shared with a small group of people before balloting closed; one of the individuals privy to the

information sent a campaign email after the information was shared, but did not in that email repeat the specific inside information. This glitch did not ultimately affect the outcome of the election, so there is no need to have another election.

N Wheeler stated she wished to retract her original comment that ballot order would not affect how people voted. T Ehret stated that she received concerns from adjuncts who said they did not receive a ballot. President Thompson replied he was informed that those adjuncts were given assistance as to where to find their ballots.

Other comments by Senators: not wanting to vote all or nothing as there were some things included in the options that were objectionable; the Senate should not send something to vote on unless the majority of the Senate endorses the item; let the Senate vet the choices as a body and send one item to the electorate for the vote.

2. Board Policy 4.3.2/P, Faculty Hiring: Regular and Adjunct –Senate Executive Committee (A Donegan)

A Donegan provided background on the policy and procedure for Faculty Hiring: Regular and Adjunct, and also provided recommendations to make the documents clearer and more concise.

There was a question in that Board Policy 4.3.2/P had been approved by the Senate on the Consent Calendar at the May 2, 2018 Academic Senate meeting. The policy and procedure had been approved by the Senate but had not gone to the Board of Trustees for approval. It was also pointed out that the time was right to update the policy and procedure due to the recent college reorganization. Senate discussion included the following comments: Deans should not be on adjunct hiring committees; ranking for the second interview now allowed for greater transparency and faculty purview; due to State hiring mandates, students should not serve on hiring committees because of confidentiality—non-employees shouldn't be used in confidential procedures; student "training documents" questioned; in section 1-E, interest in reviewing "authority to suspend the screening and interviewing process"; in final stage of hiring, Department Chairs should be included to make sure all information/communication is correct; several comments around diversity in general, diversity used in hiring, and the EEO plan; possibility of hiring a dedicated district compliance officer.

Concern: having any policy and/or procedure linked to an outside document. If that linked document is updated, which can happen without a thorough vetting through the shared governance process, those updates can significantly change the policy and/or procedure. As a matter of best practice, all Board policy and/or procedures should be free of any linked outside documents, to ensure the integrity of said policy and/or procedures.

Senators were asked to review Board Policy 4.3.2/P and bring recommendation to the next Senate meeting.

3. Board Policy 2.2, Management Team: General Responsibilities; 2.2P, Management Team Guidelines and Procedures; and 2.2.2/P, Administrative, Classified Management, and Confidential Positions – Senate Executive Committee (J Thompson)

J Thompson provided an overview of the policy and procedures. As stated, currently there is an opportunity to make positive changes as well as make good use of resources. There is an interest in realigning administrators for better faculty support.

Noted was the importance of the college's financial resources being used wisely, which falls under Senate 10+1 purview. There is faculty concern around aspects of management remuneration which could have negative implications for the college on several levels.

A short dialog ensued about staffing in Petaluma which had to be cut short due to time constraints. Senators were asked to review Board Policy 2.2 and Procedures 2.2 and 2.2.2 and bring recommendations to the next Senate meeting.

4. Faculty Fund for Advanced Studies (FFAS) Rubric – N. Persons

N Persons reported on the status of FFAS. This fund is contributed to by administrators and classified professions as well as full time faculty; only contract faculty are eligible for grants. There was a record number of applicants last year, so much so that no one request could be fully funded. It is expected to have many applicants again this year, with applications due by March 15. There is hope to make more money available from the fund and when the new SRJC Foundation Director has settled in, there will be a conversation about making this happen. The Senate was asked for input and to approve the rubric.

Senate comments addressed the criterion of reflecting the College's mission, with the greatest number of comments addressing the diversity criterion in the grant application decision process. Several Senators expressed misgivings about the presence of the diversity prompt, for example: It changes the focus of FFAS from being generated by faculty for the sake of their individual development in their disciplines, to institutional concerns and needs; it is too prescriptive, too top-down; it might be rather intangible. Senators were asked to review the FFAS Rubric and bring any input to the Senate meeting on Feb 5.

INFORMATION:

None

ADJOURNMENT:

The meeting was adjourned at 5:04 p.m.