

## Academic Senate Approved Minutes November 16, 2020

#'s represent items numbered on the [Agenda](#)

1. Meeting called to order at 2:03 p.m. Kathryn reminded the group about meeting norms.

2. Roll call

**Executive Committee**

Kathryn Maurer  
(President)  
Eric Kuenhl (Vice  
President)  
Robert Cormia  
(Secretary/Treasurer)  
Abhiraj Muhar (absent)  
Alexis Aguilar  
Brian Murphy  
Cara Miyasaki  
David Marasco  
David McCormick (absent)  
Dixie Macias  
Donna Frankel  
Jordan Fong

Kerri Ryer  
Mary Anne Sunseri  
Mary Thomas  
Matthew Litrus  
Milissa Carey  
Mimi Overton  
Rachelle Campbell  
Rita O'Loughlin  
Stephanie Chan  
Tracee Cunnigham  
Voltaire Villanueva  
**Senate Liaisons**  
Carolyn Holcroft  
John Fox  
Josh Pelletier (absent)  
Kristy Lisle (absent)

Kurt Hueg (absent)  
Melissa Cervantes  
(absent)

**Guests**

Adrienne Hypolite  
Christina Rotsides  
David Ulate  
Ellen Judd  
Fatimah Jinah  
Ileana da Silva  
Isaac Escoto  
Josh Contreras  
Laurie Scolari  
Mariam Touni  
Natalie Latteri  
Priya Vasu

3. The agenda was adopted by consensus. Minutes from the November 9th meeting were approved by consensus.

4. There was no public comment.

5. The consent calendar was approved by consensus. Women's studies asked for another year before program review. We need an at large faculty program review reader for financial aid.

6. Governance Updates: There were no scheduled shared governance updates today, to make room in the agenda for larger topics. Kathryn is compiling the next round of committee reports. Unscheduled updates welcome: The return to campus study group, which would report into R&R, is temporarily on hold. There are conversations between Kathryn, Simon, and Thuy about this group. A district wide task force on return to campus has been discussed, but is yet to be formed.

Eric gave CCC update: as we're transitioning from C3MS into Courseleaf, we're finally doing Courseleaf training - and anyone involved in curriculum should participate in the training this week. Eric also mentioned that we're sprinting through the Distance Education (DE) updates.

7. Equity Plan 2.0

Meliisa Cervantes couldn't attend today, but Carolyn Holcroft and Adrienne Hypolite were there to listen to feedback and go over questions. Carolyn spoke about the issues in the plan, informed by discussion with Foothill and state and national discussions. Issues are deeply embedded in the philosophy of the document and context of guided pathways, clarify student path, choosing and entering a pathway, staying on the path, and continued progress. The document is meant to be a draft, and not an action plan. It includes issues, visionary goals, and is intended to empower the campus.

Cornia provided feedback on the Equity 2.0 document, that it didn't seem quite finished, even for a draft, but had three perspectives; the current context of race, education, and achievement gap, a description of Foothill College's efforts in addressing equity, with the bulk of the document describing issues, ideas, and opportunities for the College. Stephanie Chan also had feedback about the strategy of the document. Alexis asked Carolyn if a "Cliff notes" version might be available. Carolyn again mentioned that this was just a draft.

Kathryn said after doing review, hearing some constituent feedback and talking to officers meetings, she had reached some conclusions and wanted to confirm she was interpreting correctly the "sense of the room." She understood that as a body we were feeling like the Plan is not ready to ask for our constituents to review, especially in the absence of some type of summary, visuals, etc., and because of that we were not feeling like this was something we could vote on to approve or even affirm. That said, we are very supportive of the Plan as a concept, and supportive of the process Melissa and the Equity Office is following in engaging the campus community in smaller forums, e.g. division meetings, to have discussions to continue to refine the issues and goals, and get understanding, buy-in and commitment. We also were interested in beginning deeper discussions of the issues and goals. There was unanimous agreement that this captured the will of the body.

Carolyn wanted feedback from the campus community about the draft, and talked about the intersection of guided pathways and Equity 2.0, and explained that Guided Pathways is a philosophical foundation for much of the Equity 2.0 strategic plan. The goal of Guided Pathways is to help students with one on one support, with a particular focus on asking how students of color experience these services.

Carolyn then walked through most of the issues and goals in Equity 2.0 via summary slides on a PPT (on the website). These included onboarding, choosing your path, and focusing on early retention. Short term housing needs, and transportation. Lack of sense of belonging and space allocation. Life experience. All of our curriculum should be race conscious.

Carolyn commented about the influence of white Europeans, which isn't the source of all knowledge, and that faculty should be supported in their efforts to learn about the origins of their discipline (epistemology).

We should continuously build on the quality of our teaching, and look at equity analytics data routinely, addressing retention strategies, especially during our lack of F2F (online) environment

right now. There is insufficient, culturally relevant curriculum. Kathryn will work with Carolyn, Melissa, and Adrienne on the next steps for the document. John Fox suggested primary survey data to understand why students of color might not be completing their studies.

#### 8. Response to the student letter

Kathryn introduced the topic by reminding Senate that we have had two opportunities to hear constituent feedback, and now is the time to prepare an Academic Senate response. She proposed considering creating an ad hoc workgroup to review all constituent feedback received and draft a response. David Marasco motioned that we suspend the rules and form an ad hoc committee to address the student letter. Rachelle Campbell seconded, and there were 17 yes votes, 0 no votes. Voltaire moved to form the ad hoc committee to respond to the student letter. David Marasco seconded. 16 yes and 0 no votes. David Marasco, Kerri Ryer, Jordan Fong, Voltaire Villanueva, and Kathryn Maurer will work on this, and have a draft to review at the next meeting. Kathryn asked any senators still receiving constituent feedback to forward her the feedback and she will share with the workgroup.

#### 9. Guided Pathways

Isaac Escoto, Fatima Jinnah, Natalie Latteri, and Laurie Scolari were guest presenters. Melissa Cervantes was also named as a co lead, although not present.

Isaac presented "[Guided Pathways and Academic Senate](#)", starting with a 6 minute video of guided pathways. Presented the challenges to student success.

Guided pathways, integrated student success system - puts student outcomes first. We have to understand and address why students don't succeed, and help them succeed. Clear structure (pathways) with integrated support. Clear pathways that our students are facing.

Students need advice on how to complete programs, choose courses, and get their transfer or career. Foothill's average time for a student to graduate is 3 years, better than the 3.8 years State average. Counsellors suggested that with AB 705 it would be harder (longer) to complete.

A key idea of Guided Pathways is "making the College student ready", instead of making the students college ready. Isaac talked about 4 pillars, including preventing loss and creating momentum framework. Begin with student experience, even when students are "shopping" to join Foothill. Clarify looking at the student experience. Preventing loss, creating momentum.

Guided Pathways had a brown bag on November 6th, how does the mission statement of GP change? How do we help student success, and students becoming global citizens?

Isaac suggested that interested faculty reach out to him. He acknowledged the leadership of Ben Armerding, Rosa Nguyen, and Katie Ha being instrumental in the previous year's GP effort. Fatima commented that Guided pathways is a 5 yr initiative with 1.5 years of funding left.

There was a comment that Guided pathways shouldn't be a separate program but should be integrated in everything we do. It was clarified that guided pathways is restructuring the way we do business.

There was a short discussion about grouping of majors into a meta major to help get students started into a broad field of study.

Everyone is invited to the Guided Pathways launch this Friday morning (11/20). You should have received an Outlook invitation to attend.

10. No meeting next week, next meeting is November 30, 2020

11. Meeting was adjourned at 4:03 p.m.