

## Foothill Academic Senate Minutes May 23, 2022

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

1. Meeting called to order in Room 4006 (KCI) and Zoom at 2:03 p.m.

2. Roll call

\*indicates attendance on Zoom

### **Executive Committee**

#### **Officers:**

Kathryn Maurer (President)

Eric Kuehnl (VP Curriculum)\*

Robert Cormia (Sec/Treas)

#### **Division Senators:**

Alexis Aguilar\*

Brian Murphy (absent)

David Marasco\*

Donna Frankel

Ellen Judd

Frank Niccoli\*

Jordan Fong

Katy Ripp (absent)

Kelly Edwards

Kerri Ryer\*

Kimberly Escamilla\*

Mary Thomas\*

Matthew Litrus\*

Mayra Palmerin-Aguilera\*

Milissa Carey\*

Patricia Crespo-Martin\*

Stephanie Chan\*

Tracee Cunningham\*

Voltaire Villanueva

#### **Extended Exec Committee**

Adrienne Hypolite

Ajani Byrd\*

Carolyn Holcroft\*

Fatai Heimuli (absent)

John Fox\*

Kurt Hueg

#### **Guests**

Luis Carrillo

Clifton Der Bing

Skye Bridges

Janie Garcia

Tim Shively

3. Kathryn showed the agenda - there no changes or additions to the agenda. The agenda was approved by consensus. The minutes from May 9th were approved by consensus. Mary Thomas first and Donna Frankel seconded to approve.

4. Clifton Der Bing (Psych Services) made an announcement about the SOGIE workshop, Sexual Orientation Gender Identity and Expression. Tuesday June 7th, 2022, 11 a.m. to 1 p.m. PGA is available. [Register to attend](#).

5. Consent calendar: Kathryn highlighted some ongoing vacancies where faculty are still needed to ensure equitable division representation. There was nothing to approve.

6. Kathryn asked division reps to share status of division election of senators for the 2022-23 year. She reminded the senate that per our constitution senators serve two-year, renewable terms, and we have a value around increasing involvement so it's great to be checking in for new recruits if terms of ending. That said, the senate also values experience and continuity so senators are also encouraged to consider re-running. The important thing is that division faculty are aware of the opportunity and there is a transparent process for electing senators in each division.

Alexis (BSS) mentioned that both he and Kerri will be stepping down but the division has not yet discussed this apart from his announcing it in the last senate podcast update. Alexis said he wasn't sure if there was going to be another division meeting prior to the end of the year and Kathryn suggested he reach out to the dean to talk about that possibility. Alexis said he and Kerri would work on recruitment.

BHS, now becoming EHS (Environmental and Health Sciences), and Biology now moving to STEM. Frank said that he would be continuing and he would reach out to the division faculty to try to find a second senator.

Counseling – Tracee shared the update that with Voltaire moving to Academic Senate president, Luis Carrillo will now be joining as a Counseling senator and Tracee will stay on for one more year before stepping down.

DRC/VRC - Mayra is wrapping up her first year and will be coming back next yearh.

FA/COMM - Jordan is moving to executive VP, Melissa is stepping down, Che Meneses is stepping up as one of the two senators; they are actively recruiting for a second senator.

KA - Kelly mentioned their division is meeting the second week of June to discuss their plan, but he believes the intention is for both Kelly and Katy to continue.

LA – Both Patricia and Stephanie will be coming back next year.

LRC - Kimberly is finishing up her first year, and Mary Thomas is halfway through a second 2 year term. Both will be continuing.

PSME division is becoming the STEM division - Matthew Litrus will start a new second term, David Marasco is stepping down, Christina Rotsides will be the second STEM senator next year.

Part Time reps Donna and Ellen are elected for their terms, and both continuing.

ASFC: Skye Bridges will be replacing Fatai Heimuli as ASFC president in 2022-23

CS: Adrienne Hypolite is stepping down, and Janie Garcia will be replacing Adrienne.

FA - John Fox will continue in his role as rep for one more year before sabbatical.

PD Coordinator: Carolyn Holcroft is continuing in her role representing equity and professional development.

COOL - Kerri will continue to be the chair of COOL.

Admin: Ajani and Kurt - Ajani will continue on next year, Kurt and Ram will confer on the other position

Kathryn invited all senate reps, staying, outgoing, or incoming, to attend the Senate retreat in 3 weeks (June 13th).

7. Governance update – We have a first read of the [final draft of the charter](#) for the new governance council, the Mission (I'm) Possible Council (MIP-C). She said that there are still some sections of the charter that need more development, especially around onboarding, but the council needs to get to business as well, so work on the charter will continue. But, this is pretty final so wanting senate to formally approve at this point. Kathryn admitted that she doesn't know what would happen if senate it did not want to approve this.

Ellen commented that so far this has been a positive experience. No decision making yet, but the atmosphere of the group seems very positive. Janie commented that the group is trying to fix some of the issues from the past, and at the same time, helping to define how the group will work, and inviting others to attend. Adrienne commented that onboarding will be important, and for the moment not rushing to make operational decisions, but they will need to be more formal (on a timeline) soon.

We will bring this back on June 6th for 2<sup>nd</sup>/read and possible action.

There was a question about where disability will sit/be represented, and senate tasked Kathryn to take that question back to the council. There was an additional question about how representation for the four affinity groups was selected. Kathryn explained that her understanding was that all known affinity groups were included but wasn't sure the history of how they were formed, or how we know institutionally which ones exist, and asked if anyone knew these details. Adrienne commented that the group "in the room" reflected on what they knew institutionally and included any known groups. Ajani commented about accessibility and belonging (his perspective) that was meant to be inclusive and so disability would be represented there.

Donna brought up the need for representation for non-credit, and hoped that was a lens being considered as well.

Kathryn again reminded that this will be brought back at the June 6th meeting for action.

8. Faculty hiring procedures. Kathryn mentioned that this was the primary topic at the last APM (District Academic & Professional Matters Committee) meeting, and wanted to give an update. She reminded faculty that when we last looked at these we were discussing two primary areas: students on hiring committees, and the auto-granting of interviews to PT faculty with REP candidates. We had taken action via our resolution on the student piece, but had not reached consensus on the PT faculty clause. Kathryn said she was waiting to see a new draft of the procedures, since Pat Hyland had been tasked with doing that but then went out on leave. So Karen Chow, District AS President, was tasked with preparing [a new draft](#), and that is what APM reviewed and what Kathryn is sharing with the senate.

De Anza Academic Senate voted against including students as full-members of the hiring committees, but did advocate for their participation in the hiring process through observing teaching demonstrations and sharing their feedback. So, given that our two colleges are not

aligned in what we want to see, the new language in the draft procedures is permissive (students may be full members or only included in teaching demos). Kathryn commented on the problems that can arise when issues like this are left ambiguous, as when things are left up to individuals, rather than structure or system-wide change being implemented, this does not always promote an equity agenda and can result in conflict as well. But given that De Anza and Foothill are this far apart, this might be a good way to move forward.

David commented that it seemed odd that De Anza would move away from their previous interest in having students serving on faculty hiring committees, but that permissive language regarding student participation was okay. Ellen commented on the importance of having students involved in the hiring process, Kathryn commented on the risk of using the word “must” as it could stop a hiring process if a student(s) couldn’t be found for a particular role.

David commented that faculty are equally capable of making mistakes as students. Students, like faculty, can be a good fit, or not. Kathryn shared some of the concerns that have been brought up regarding students, and the “challenging power dynamic” that can arise when a student on a hiring committee might be in a candidate’s current or future class, or in the class of someone on the committee. There was also an expression of concern about students being able to see confidential information.

It was pointed out the clause in the new draft on the PT faculty interviews remained the same. David commented that he has spoken many times in the past about his position on this issue and had nothing more to add. Tim Shively commented that with new hires, we’re getting increasingly more diverse. Tim commented that the P/T faculty pool is very diverse, and advocated for flexibility in interviewing P/T faculty, as they know the campus and know the curriculum.

Kathryn asked the group to reach a consensus of advice to give to her as she and Academic Senate reps vote at APM.

Ellen moved to include the clause on PT faculty, seconded by Donna, motion to approve the clause in these procedures with respect to the part-time faculty inclusion. The motion carried (roll call vote – see below).

Kurt commented that the administration was in discussion with the Faculty Association regarding this which is why he supported the vote.

David made a motion that was seconded to accept the language around student participation in the new draft.

Ajani commented that with respect to student participation, the language was too restrictive with regards to the minimum of 8 units and being in good standing. Kathryn commented that Judy Miner was concerned that students should be in good academic standing and not overly time-invested in governance that might be taking away from their studies.

Carolyn commented on her support for Ajani's comments, that students are adults, and we shouldn't be telling students how to manage their time appropriately.

Ellen commented that if the unit requirement were set appropriately, e.g. 8 units over the past calendar year, it would allow a greater number of students to participate. Skye and Fatai had reached a consensus on the language, and that 8 units was exclusionary.

Carolyn asked if we could split the motion into two parts on the student involvement, separating out the 8 unit requirement. Kerri suggested voting on the language as is, and if it didn't pass then split it.

David Marasco withdrew his original motion. Carolyn moved to approve the language (in blue highlight) around student participation with the edit of a strikethrough on the unit requirement of 8 units or equivalent. Kurt brought up the question that if we deleted the specific unit requirement, how do we define what a student is? Ajani suggested that we could add language on what a "current student" is to give direction to APM, but not be specific on what the exact number of x units is. The motion was approved unanimously.

<break>

Kathryn asked to hear first agenda item #10 before #9 since Laurie was a guest.

10. Laurie Scolari - Student Services event. This year the theme is The Hill We Climb, with a social justice framework and how to take actionable steps to address racial injustice. Laurie mentioned the previous request from the student letter - adding financial literacy - and why this is important for communities of color. Laurie listed a number of workshops, and events with three different DJs in three separate breakout rooms. This workshop was planned to allow classified professionals to attend. The workshop will be recorded. Thursday May 26<sup>th</sup> 9-1:30.

Kathryn thanked Laurie for the invitation to attend, and suggested that activities like this also be done during a flex day. Laurie said that there is absolutely the possibility of repeating these at a flex day event.

9. Feedback on the presidential job position. Kathryn relayed that Judy Miner had shared that details of the hiring timeline and the search committee would come very soon but we don't know details yet. Today we're just wrapping up the feedback we would like our AS reps to carry into the job search process to best represent the senate. Kathryn shared the updated draft of the [document](#) shared at the 5/9 meeting. Kathryn reminded the group that Kerri had also shared a PPT at the last meeting with some other wording as well, and Kathryn had invited anyone to add any language from that PPT into our document, but it looked like that hadn't been done.

Voltaire moved that we approve to share the document Donna seconded. Carolyn advocated that we get additions made to the document before having a vote. Kathryn said that the problem

would be that then this topic would have to again come back on the agenda for our last meeting, which takes time away from other topics and it is already a very packed agenda. Kerri asked if we could attach the PPT to the two pages, rather than try to incorporate the content of the PPT to the two pages. Voltaire amended his motion (to attach [the PPT shared at the last meeting](#)) and Donna seconded. Voltaire further added that we need to move this document forward. The motion passed by consensus with one abstention (Adrienne).

11. Second read of the [online equity affirmation resolution](#) - to formally adopt it by the Senate, distribute the equity affirmation to all faculty, direct COOL to integrate the equity affirmation into the online handbook, and direct CCC to integrate it into the DE Addendum. Kathryn asked for feedback and when there wasn't any offered, asked if senators wanted more time to discuss with their constituents, but none desired that either.

Ellen moved that we adopt the resolution as written, seconded by Kerri Ryer. Donna asked if De Anza has a similar document to this and Carolyn said she didn't think so. There was no other discussion. The motion to approve the document passed unanimously. Kathryn commented that all approved resolutions are shared with the College and the Board of Trustees. Kathryn again thanked Kerri, Carolyn and Lene for all their work and leadership on the Online Equity Affirmation, and asked they wanted to share any parting comments on this. Kerri said that if we were in person she would give everyone a hug.

12. Academic Senate Equity Action Plan Planning. Kathryn reminded that last meeting these documents were shared to present the framework for our plans being proposed by the officers' team. She reminded everyone that the issues and goals were ones where either AS (including CCC and COOL) were explicitly named and/or ones that were 10+1 areas and/or ones senate was already working on. The actions listed on the [Exec & CCC plan](#) were ones that the officers' team identified as the senate already having completed (sometime after Feb. 2021 when the Strategic Vision for Equity was approved) or having already committed to. Today's discussion should focus on how we want to further develop the Executive Committee action plan. [COOL's](#) has been approved by COOL on May 6<sup>th</sup> and CCC is discussing theirs. For the Exec Committee actions, we want to make sure we have our priorities reflected here along with concrete timelines, leads, and how we will know if the action is complete. She asked for feedback, input and direction.

Adrienne commented on all the work and effort to create this document and thanked the officers for their work to not have the SVE be a shelf document.

Kathryn reminded the senate that we add Equity Action Plans as part of the job responsibilities of the new Executive VP position, so she's hoping that Jordan will take on the shepherding of this document.

Ellen commented on her desire to see us work on Issue 10 and the need to connect more students to supports that are underutilized, specifically tutoring and the STEM Center. For example, if a student comes to a faculty with a particular issue, how do we connect that student

with resources? Kerri commented that the adoption of Simple Syllabus is one way that COOL has tried to tackle the issue in their current plan. Kathryn suggested that we should add the Foothill Connect Pilot Project that she and Stephanie Chan have been helping with. Stephanie said she would be excited to see Foothill Connect included here.

Kathryn suggested that to make transformational change, we should select and act on some of the priorities, but get specific. Otherwise the document is too overwhelming and it may be hard to see the progress.

Kerri asked about how our plan would interface with the the 13-55 group. Adrienne explained that this is a new implementation team that is forming and was shared at the MIP-C meeting. The name comes from the 13 issues and 55 goals in the College's Strategic Vision for Equity. Ajani commented on the need to integrate collegewide goals with local goals. He suggested that he could act as a link to connect these pieces since he'll be in both groups. Kathryn will share [out the PPT](#), and this issue will need to come back at the next Academic Senate meeting. Kathryn asked that in the meantime we share with division faculty what and how we are thinking?

13. Kathryn made an announcement about Memorial Day week events this week. Please honor and recognize veterans in our family and community (students too). Adrienne mentioned some events on Tuesday focused on the mass shooting and the need to discuss. Faculty forum starts at 11:15.

14. Meeting adjourned at 4:01 p.m. Next meeting (and last formal meeting of the year) is in two weeks, June 6th 2022. We need to discuss where to have the Academic Senate retreat on June 13<sup>th</sup>, will probably be hybrid again.

#### Academic Senate Roll Call Vote P/T faculty in hiring pools

##### Roll call (Cormia)

Kathryn Mauer	(not voting)
Eric Kuehnl	Y
Robert Cormia	Y
Brian Murphy	absent
Alexis Aguilar	Y
Kerri Ryer	Y
Frank Niccoli	Y
Tracee Cunningham	Y
Voltaire Villanueva	absent
Mayra Palmerin-Aguilera	Y
Milissa Carey	Y
Jordan Fong	Y
Kelly Edwards	Y
Katy Ripp	(proxy Y)

Stephanie Chan	N
Patricia Crespo-Martin	Y
Kimberly Escamilla	?
Mary Thomas	Y
Matthew Litrus	N
David Marasco	N
Donna Frankel	Y
Ellen Judd	Y
Fatai Heimuli	absent (sky)
Adrienne Hypolite	Y
John Fox	Y
Carolyn Holcroft	N
Ajani Byrd	N
Kurt Hueg	Y

Academic Senate Roll Call Vote Students on hiring committees

Roll call (Cormia)

Kathryn Mauer	(not voting)
Eric Kuehnl	Y
Robert Cormia	Y
Brian Murphy	absent
Alexis Aguilar	Y
Kerri Ryer	Y
Frank Niccoli	Y
Tracee Cunningham	Y
Voltaire Villanueva	Y
Mayra Palmerin-Aguilera	Y
Milissa Carey	Y
Jordan Fong	Y
Kelly Edwards	Y
Katy Ripp	(proxy Y)
Stephanie Chan	Y
Patricia Crespo-Martin	Y
Kimberly Escamilla	?
Mary Thomas	Y
Matthew Litrus	Y
David Marasco	Y
Donna Frankel	Y
Ellen Judd	Y
Fatai Heimuli	absent
Adrienne Hypolite	Y
John Fox	Y
Carolyn Holcroft	Y
Ajani Byrd	Y

Kurt Hueg                    Y

Academic Senate Roll Call Vote on Online Equity Affirmation Resolution

Kathryn Mauer	(not voting)	
Eric Kuehnl	Y	
Robert Cormia	Y	
Brian Murphy	absent	
Alexis Aguilar	Y	
Kerri Ryer	Y	
Sara Cooper	absent	
Frank Niccoli	Y	
Tracee Cunningham	Y	
Voltaire Villanueva	Y	
Mayra Palmerin-Aguilera		Y
Milissa Carey	Y	
Jordan Fong	Y	
Kelly Edwards	Y	
Katy Ripp	(proxy Y )	
Stephanie Chan	Y	
Patricia Crespo-Martin		Y
Kimberly Escamilla	?	
Mary Thomas	Y	
Matthew Litrus	Y	
David Marasco	Y	
Donna Frankel	Y	
Ellen Judd	Y	
Fatai Heimuli	absent	
Adrienne Hypolite	Y	
John Fox	Y	
Carolyn Holcroft	Y	
Ajani Byrd	Y	
Kurt Hueg	Y	