

Foothill & District Academic Senate Minutes September 27, 2021

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

1. Meeting called to order at 2:01 p.m.

2. Roll call

Executive Committee

Officers:

Kathryn Maurer (President)
Paul Starer (Exec VP)
Eric Kuehnl (VP Curriculum)
Robert Cormia (Sec/Treas)

Division Senators:

Alexis Aguilar
Brian Murphy
David Marasco
Donna Frankel

Ellen Judd
Frank Niccoli (absent)
Jeff Bissell
Jordan Fong
Katy Ripp
Kerri Ryer
Mary Thomas
Matthew Litrus
Mayra Palmerin-Aguilera
Milissa Carey
Patricia Crespo-Martin
Sara Cooper

Stephanie Chan
Tracee Cunningham
Voltaire Villanueva

Extended Exec Committee

Adrienne Hypolite
Ajani Byrd
Carolyn Holcroft
Fatai Heimuli
John Fox
Kurt Hueg

3. The agenda was adopted with a minor modification to allow for the flexibility of the start time of item #11 since we are going to be visited by Chancellor Miner and President Nguyen and need to adapt to their schedule, and understanding this also may affect the time and order we address the other items. June 7th and August 16th minutes were approved without edits. Sara Cooper and Adrienne Hypolite abstained from voting for the June 7th minutes; John Fox, Mary Thomas, Sara Cooper, Katy Ripp and Patricia Crespo-Martin abstained from voting for the August 16th minutes.

4. Governor Newsom signed AB 361 regarding public meetings and allowing for the suspension of some of the in-person requirements of the Brown Act. AB 361 stipulates there needs to be a State of emergency declared at the State level, as well as local determination that meeting in person would pose an imminent threat to health or safety. We anticipate asking senate to invoke AB 361 at our next meeting, but wanted to wait to piggy back on an FHDA Board of Trustees resolution they were expected to approve later during a special meeting of the Board.

5. Public comment: Kathryn explained that this is a standing agenda item and a requirement of the Brown Act. An opportunity for anyone who is not a member of senate to address the senate on any item not on the agenda. Senate listens but cannot discuss or act, and it's appreciated to keep the remarks to just a couple of minutes. On behalf of the Guided Pathways Meta Majors Team, Natalie Latteri, Amy Leonard and Isaac Escoto addressed the senate to announce the launch of the meta majors effort this coming fall. Two ways to get involved: a meta majors workgroup, and a meta majors kickoff meeting October 30th from 8:30 a.m. to 12:30 p.m. Isaac talked about the student-facing nature of the project.

6. Consent calendar – Kathryn explained the purpose of a consent calendar – to approve quickly items that are not anticipated to need any discussion. But senators should ask to pull anything from the consent calendar they're not ready to vote on (ask a question, start a discussion, etc.). We then vote separately on any item pulled from the consent calendar, and the remaining items as a group. We use the consent calendar for the faculty appointment

process. Kathryn pulled the 9/27 appointments due to a change (Stephanie Chan will chair Ulysses Acevedo's TRC). Kathryn explained the color coding of the consent calendar: blue items to approve, and yellow are vacant positions we need senators help to recruit for.

Matthew Litrus and David Marasco volunteered to serve at-large on tenure review committees. Paul explained we need to allow time for the openings to be announced and anyone interested to volunteer. Senate records service on committees in a database. [The appointments document](#) was approved by consensus, no objections or abstentions.

7. Senate retreat recap (September 14, 2021) - there was a discussion about onboarding, and a discussion on 10+1, what is a Senate and why are we here? Kathryn wanted to dig a little deeper into the orientation slides, and quickly discussed how agendas are built. Kathryn stressed the dual purpose of the Academic Senate. Faculty role and responsibility on procedures for academic and professional matters. The Academic Senate represents the faculty along with the Faculty Association (FA), with different areas of purview.

Kathryn showed the roles and responsibilities of senators: attendance at all the Senate meetings, contributing to agenda development, and doing work. "It's more than just showing up, you need to be informed and able to do work". When a senator votes, they represent the will of the constituents they represent, and not their individual opinion. Officers meet separately to discuss topics of interest and forming agendas.

Senators also have a role in writing Senate resolutions. Paul Starer commented that the Senate should be more action oriented. He mentioned upcoming workshops on resolution writing. Kathryn mentioned populating [the website](#) with all of our actions. Kathryn mentioned the importance of participating in governance, and study groups. Senators are expected to serve two years as division representatives. Question was asked if senators are limited to two terms, and Kathryn said no, it's really up to every division how they want to handle that, but Kathryn also stressed the importance of rotation.

Kathryn briefly talked about the meeting norms senate approved last year, and asked all to review and be prepared to revise/adopt for next meeting.

11. Since Judy and Thuy had joined the meeting, moved to that agenda item: update on the letter drafted to Academic Senate. Judy Miner started by thanking AS for the invitation to join the meeting and underscored the importance of the work. The relationship between Kathryn, and the Academic Senate, with President Nguyen is very important. Judy also mentioned the role of Wally Anderson (mediator).

Judy stated that student centered and equity minded conversations may be difficult but that should never come at the expense of our professional relationships. Judy then talked about the important hires made by the organization. President Nguyen started by first talking about a good first (smooth) week with the can-do spirit. Thuy also mentioned all the groups that needed to lean in to make all of this work.

Thuy mentioned the importance of what we are doing in mediation, addressing a "power dynamic" and how some (many?) of our issues plague organizations in higher education.

John Fox asked Judy Miner about where she saw progress being made in the dialog. Judy replied that the items being asked by the mediator are showing more detail, such as have written objectives. Sara Cooper mentioned that while off for sabbatical and returning, other than

a few letters being exchanged, she couldn't really see any progress, and wanted to know what specific progress had been made. Sara asked Judy and Thuy what their objectives were? Sara further commented that the list of objectives Kathryn commented on was only on the faculty (AS) side. Judy commented that her expectation of each of the presidents was that we have good working relationships as we ask "the tough questions" as we go to the District level of asking who we are, eg. being more student centric.

Thuy stated that she looks forward to having conversations with the Academic Senate where we can "be real" about issues, unpacking what the real issues are, and involving Rosa, Ellen, Jordan, Voltaire (extended leadership team). Kathryn commented that this (extended) group has met with Wally and we are still waiting to develop (await) the list of objectives from the administration. Thuy left the meeting.

We moved to a 5 minute break.

11. Continued. Kathryn showed [the matrix](#) detailing the status of all 9 asks of the senate letter, and explained that this is a document co-created with Simon Pennington with an agreement to only update it together – and last opportunity was September 7th, so slightly out of date. Kathryn explained that the AS summer cabinet took action on August 16th to prioritize the mediation with Wally (dialog with Thuy) over all other items. Importance of improving the relationship between the Academic Senate and Cabinet. Kathryn stated that at this time there were no further mediated sessions scheduled between AS president or extended leadership team, and President Nguyen or Cabinet.

Paul Starer commented that he has never experienced such a deteriorated relationship between an Academic Senate and Foothill College president. He commented that Thuy personalized the work that Kathryn had done with the BoT, as evidenced by what Thuy and Judy just said at the Senate. It is being characterized as an inter personalized relationship rather than abrogation of leadership. (Paul) commented that what was most striking was that "they get it" when actually they don't.

David Marasco further commented that we have a lot of work to do on campus, such as RTC, and what the District is going to look like when we have smaller enrollments. Carolyn commented further that while we have issues with the President and it hasn't ever been this bad, it's also important to remember that when she was senate president, same as Dolores before her as senate president, the senate came close to a vote of no confidence. She further mentioned that as long as people are willing to come to the table, there is an opportunity to move forward. Stephanie Chan asked that if the negotiations are stalled at the behest of the mediator, what is our path forward?

Kathryn stated that Wally asserted if there is no progress by the end of this week that we're ending the mediation process. John Fox commented that if the mediation is over, and we're not going to be coming to the table to continue discussions then we need to step up our (Academic Senate) response.

Kathryn then stated how all of this is affecting shared governance, and wanted to give the update of what's happening there. She asked for Fatai (ASFC), Adrienne (CS) and Kurt (Admin) to help with the update, and contribute their perspective as well. Kathryn explained that the shared governance task force had finally started meeting over the summer, and it originally had been charged with developing a transition plan for fall 2021, since everyone expected the work on a permanent structure to go well into fall, but we still needed to have governance operating in

fall. Kathryn then mentioned that with the AS Summer Cabinet action on 8/16, the summer cabinet had asked the senate officers to withdraw from the shared governance task force, with the rationale that the treatment of the AS President was unacceptable and did not demonstrate the appropriate foundation of respect and trust needed for shared governance to work. Classified Senate and ASFC had shown solidarity with the academic senate, and also withdrew from the task force so the work was suspended. After that, however, the leaders of the constituencies began meeting to create a “band-aid” approach for fall. She said that even in the (complete) absence of a shared governance structure we need a system to make College level decisions that include all constituencies (not just the administration). We haven’t quite finalized the approach but we have essentially reached agreement on a single governance council made up of four quad-chairs representing each of the constituencies, and an addition 3 students, 3 classified, 3 faculty and 2 admin. This single council of 15 person will help sort through the priority governance tasks for fall, and then how to form study groups with reps from all constituencies to get the work done and move forward.

Fatai talked about needing an onboarding process to a new organizational structure (new council) and mentioned the ASFC contribution to the new council structure to include mentors, and assistance to students needing to learn how to speak and participate effectively in the new (transitional) process.

Adrienne commented that she had nothing more to add from the classified staff. Kurt mentioned that we have an “agreement” (on the single entity group); what can we get done in one quarter? Paul commented about the work done over summer and the problem solving that we were able to do together. Kathryn commented about the uneasiness of moving forward in a tenuous process without having time to fully vet (this) by faculty. So this is a “bandaid” to get us through to a permanent structure, where we will definitely ensure there is time for input from all faculty before senate approves.

Kathryn stated, “for full clarity, all of the 5 governance councils from last year (Advisory Council, R&R, E&E, C&C and Return to Campus Council) are on hiatus or permanent termination. We will proceed with appointments to this new council starting with next meeting.

10. Kathryn talked about the resolution to move forward with a new funding mechanism for our P/T faculty through College governance and not by the AS faculty dues. She mentioned and thanked Bret Watson and Kurt Hueg helped to locate funding for the part-time Senate reps. Now the Constitution needs to be changed to reflect the new source of funding. Ellen spoke in favor of the resolution and affirming the benefit of being paid by the College for governance work. Other faculty commented (thanks) administration for their support. Donna commented that the new model is better and fairer for compensation.

Kathryn asked for a motion to go forward with the resolution on the new part-time faculty representative funding. David Marasco moved to approve and Brian Murphy seconded. Paul Starer said it was really important to acknowledge how hard Donna Frankel has worked on this effort (tirelessly, for years) and also her work to champion the role of P/T faculty in governance.

Votes on the part-time funding resolution (x = yes)

Kathryn Mauer (only votes in a tie)

Paul Starer x

Eric Kuehnl x

Robert Cormia x

Brian Murphy x
Alexis Aguilar x
Kerri Ryer x
Sara Cooper x
Frank Niccoli (absent)
Tracee Cunningham x
Voltaire Villanueva x
Mayra Palmerin-Aguilera x
Milissa Carey x
Jordan Fong x
Jeff Bissell x
Katy Ripp x
Stephanie Chan x
Patricia Crespo-Martin x
Mary Thomas x
Matthew Litrus x
David Marasco x
Donna Frankel x
Ellen Judd x
Fatai Heimuli x
Adrienne Hypolite x
John Fox x
Carolyn Holcroft x
Ajani Byrd x
Kurt Hueg x

The [resolution](#) passed unanimously.

9. Kathryn said that due to the time, we would skip the President's report and she would share that at next meeting, to leave enough time to look at the draft senate priorities for 2021-22. That said, she apologized that we will be missing some context for the priorities that would hve come in her report. For example, a discussion of the effects of the persistent enrollment decline, Foothill is now classified as a small college, as we've had three years with an enrollment of less than 10,000.

Kathryn talked about the [Senate priorities document](#), and how she, Paul, Eric, Robert and Kerri met three times over the summer to work on these. She explained that we reviewed the notes from the spring senate retreat, the work from summer, and looked at known priorities and wrote them all down, and then began to categorize them. After that, went through a prioritization process and came up with the list at hand. It probably only represents about 30-40% of the priorities we started out with – so much going on. Then we did our best to select which body could best address the priority, understanding that COOL is not an autonomous subcommittee so their recommendations would come through Exec for final approval. Kathryn asked for senators to speak with constituents about if there was anything left out of higher priority? Paul mentioned that many of these issues would be candidates for resolutions. Kathryn mentioned the ISER (part of self study for accreditation) this process takes (# years to complete) and this process begins in October.

12. Robert Cormia mentioned the CDC's approval of vaccine boosters, and likely availability to faculty (teachers) this fall. Jordan mentioned an exhibition "taken advantage" on campus.

Kathryn commented in closing that people should feel comfortable in speaking up, don't hold your thoughts, please don't hesitate to reach out to officers. Kathryn will follow up with draft minutes when they are ready.

Meeting adjourned at 4:00 p.m.