

**Foothill College Academic Senate Meeting Draft Notes  
June 4th, 2 P.M., Toyon Room**

<b>ITEM</b>	<b>Attachment</b>
1. Call to Order	Escoto called meeting to order 2:08pm
2. Roll Call	<p><u>Senators Present</u>  <b>Isaac Escoto</b> (AS President)  <b>Katherine Schaefer</b> (AS Secretary Treasurer)  <b>Rachelle Campbell</b> (AS Vice President/CCC Faculty Co-Chair)  <b>Robert Hartwell</b> (FA)  <b>Jordan Fong</b> (FA)  <b>Tobias Nava</b> (CNSL)  <b>Mimi Overton</b> (SRC/DRC)  <b>Brendan Mar</b> (PT rep)  <b>Valerie Fong</b> (LA)  <b>Jay Patyk</b> (BSS)  <b>Micaele Agyare</b> (LIB)  <b>Tracee Cunningham</b> (CNSL)  <b>Donna Frankel</b> (PT rep)  <b>Robert Cormia</b> (PSME)  <b>David Marasco</b> (PSME)  <b>Dixie Macias</b> (KINS/ATHL)  <b>David McCormick</b> (LA)</p> <p><u>Liaisons Present</u>  <b>Carolyn Holcroft</b> (Professional Development Coordinator)  <b>Bill Ziegenhorn</b> (FA Liaison for Spring)  <b>Kristy Lisle</b> (Cabinet liaison)</p> <p><u>Guests</u>  <b>Tess Hansen</b> (Language Arts)  <b>Hilda Fernandez</b> (Language Arts)  <b>JR Jimenez</b> (Counseling)  <b>Kimberly Escamilla</b> (Language Arts)</p> <p><u>Senators Absent</u>  <b>Rita O’Loughlin</b> (KINS/ATHL)  <b>Natasha Mancuso</b> (BSS)</p> <p><u>Liaisons Absent</u>  <b>Danya Adib</b> (ASFC President)</p>
3. Adoption of agenda	<i>Approved by consensus</i>
4. Public comment on items not on agenda (senate cannot discuss or take action)	No comment
5. Approval of Minutes:	ASDraftNotes5-14-18 updated <i>Approved by consensus</i>

6. Consent Calendar	<p>Respiratory Therapy Search Committee: Brenda Hanning  Dean of Online Learning Search Committee: Meredith Heiser, Konnilyn Feig  Evan Gilstrap TRC: Andy Lee to rotate in as chair, Cleve Freeman to serve on TRC.</p> <p><i>Approved by consensus</i></p>
7. Unfinished Business (10+1 area(s) indicated):	
a. "WF Grade"	<p>Escoto presented a clarification on the WF grade from Nazy Galoyan (Dean of Enrollment)</p> <p>WF (Withdraw – Fail) would only be assigned after the 8<sup>th</sup> week. The WF would account for one of a student’s three course attempts, but it would not hurt their GPA.</p>
b. Full Time Faculty Hiring Procedures	<p>FT_Faculty_Hiring0517DDEAC-HRACadd.review-copy to Senates</p> <p>The following wording in <b>bold</b> was changed in the latest FT Faculty Hiring Procedures draft, via the District Academic Senate.</p> <p>Page 8, under Selection Committee: Responsibilities  4. "In the event that a hiring process results in more than one candidate who meets the present or expected needs in the same discipline, the <b>College</b> President may determine to increase the number of available positions. <b>In this event, the members of both the Search and Selection committees shall be consulted before any additional candidate is selected. In the event the candidates/s recommended is/are not selected by the College President, a response explaining their reasoning for not selecting the recommended candidate’s must be provided to the Selection Committee.</b>"</p> <p>Comment: This change does not really alter anything as far as Presidential responsibility. It is the President’s role to select candidates.</p> <p>Comment: This change in wording does seem to include and respect the work of the selection committee more.</p> <p>Page 11, under Process: Interviews  <b>"Follow-up questions directed to the candidate during the interview must only be done in order to clarify an answer given."</b></p> <p>Comment: This is still vague and objective. For example, asking a candidate about teaching philosophy. Answer is "I infuse my pedagogy with equity-minded practices." The interviewer might then ask "what are equity-minded practices?" ← That question might give this candidate an opportunity to put forth more information than another candidate.</p> <p>Comment: There will still be ambiguity.</p>

	<p>Comment: It may be most equitable to take away the entire option of clarifying responses.</p> <p>Comment: It may be best to remove the above bolded statement entirely for equity purposes.</p> <p>Comment: We are not trying to hire the person that interviews the best, but the person who is the best for our students. That is why we have an EO (Equal Opportunity) representative in the room - to ensure that unfair follow-up clarification does not happen, or if it does, for them to indicate the best way to proceed.</p> <p>Comment: How about if we change the phrasing to: <b>“Follow-up questions directed to the candidate during the interview must only be done in order to clarify [an acronym, or phrasing]”</b> or ...these questions may be allowed with oversight or feedback from the EO rep.</p> <p>Comment: Add something that references the oversight of the EO rep in relation to follow-up questions.</p> <p>Comment: Perhaps wording that states “Follow-up questions should be vetted with the EO rep prior to being asked.” Requiring a stopping of the clock and a request to ask.</p> <p>3 options:          -Take the above bolded sentence out          -Leave the sentence as-is and trust the EO training process          -Put in additional wording regarding relying on the EO</p> <p><b>Consensus to the leave the sentence as-is and trust the EO training process.</b></p>
<p>c. Governance Redesign/Governance Handbook</p>	<p>Foothill College Governance Handbook 2018-19 v17</p> <p>Escoto clarified faculty representation in the new Governance redesign.</p> <p>There would be four committees (non-hierarchical).          I. Council          II. Equity and Education Committee          III. Community and Communication Committee          IV. Revenue and Resources</p> <p>We would have 4 faculty on each committee. Three full-time faculty members, plus one dedicated seat for a part-time faculty.</p> <p>The <i>recorder</i>, <i>facilitator</i>, and <i>ex-officio</i> regardless if they would be classified staff, administrators or faculty, would not have a vote.</p> <p>Each committee will have the option to create study groups as deemed necessary.</p>

	<p>First challenge will be spreading the word and fostering faculty interest in becoming part of these four committees.</p> <p>The committees will meet on Fridays from 2-4pm.</p> <p>Comment: Concern about splitting up Program Review amongst the four committees.</p> <p>Comment: With the new template, Program Review will look different. There may not necessarily be a conflict.</p> <p>Comment: Each committee reads a certain piece of the Program Review.</p> <p>Comment: The programs that received red and yellow rankings, perhaps keep the program review process the same for next year.</p> <p><b>Please reach out to your Part Time faculty in particular. Let them know that there are dedicated seats for them on these committees.</b></p> <p>Volunteering to serve:  Donna Frankel – Equity and Education Committee  Carolyn Holcroft – Faculty chair for Equity and Education Committee  Jordan Fong and Katherine Schaefer - Community and Communication</p> <p>Comment: Request representation from FA, particularly for Revenue and Resources. Escoto requested that FA forward a faculty member name that would like to fill this role/seat.</p>
<p>8. New Business (10+1 area(s) indicated)</p>	
<p>a. Senate VP</p>	<p>The Senate voted to approve Benjamin Armerding (English Dep't) as the new Senate Vice President, starting in Fall 2018</p> <p><i>Approved by consensus</i></p>
<p>b. FYE Resolution</p>	<p>AcademicSenateResolutionInSupportOfFYE</p> <p>Presentation and first read of the resolution for action during next Monday's meeting.</p> <p>Tess Hansen and J.R. Jimenez presenting, from the FYE program  <a href="mailto:jimenezleazar@fhda.edu">jimenezleazar@fhda.edu</a>  <a href="mailto:hansentess@fhda.edu">hansentess@fhda.edu</a></p> <p>FYE – First Year Experience  This Program is in its third year at Foothill.</p> <p>*Purpose is to get students through the English sequence while taking transfer-level GE credits. Goal is for students to have between 18-28 transferable units by the end of the academic year.  *Target populations include first generation College students and underrepresented students groups.</p>

Program review conducted in Fall 2018 by Hansen and Jimenez. Successes of the program were highlighted, and challenges critiqued. In the program review, changes that would be needed were discussed in light of student success and non-success from previous years.

The President was to be the supervising administrator on this Program Review, in lieu of the vacant Dean of Equity position. There was no feedback on the submitted program review.

In late January, the Vice President of Instruction asked to meet with FYE. Another meeting with the VPI occurred in late February. Suggestion to research which courses first-year students were most successful.

In April, VPI, and the Deans of LA and FA met with FYE. Revised course offerings based on above research presented. Administration made clear more was requested of the program, but cancellation of the program was not mentioned.

May 1<sup>st</sup>, VPI met with FYE faculty to announce that the Program would be suspended, in order to ensure time for the program to be revamped, with some suggestions that it be meshed in to Guided Pathways efforts. Not clear by or through whom the revamping would be accomplished.

FYE felt that there was no response to their program review, and there was no red flag that the program was in trouble.

Historically, no program has been eliminated based on one program review. A program has always been given time to make changes.

Comment from VP of Instruction: There was a deviation in process, and a mistake made. There are \$3 million in cuts coming next year, and difficult decisions must be made. FYE serves a small number of students. The courses offered are no different than similar courses at Foothill. The difference in this program is in the value of a small cohort. FYE should now be a part of Guided Pathways work. Cannot afford release time. At this time, this is a fiscally sound decision.

Reminder from Escoto to the body: It is not the Senate's role to review the validity of FYE. Context for the resolution being considered is important, but we want to make sure we're focusing on clarifying the resolution/it's spirit, so as best to share with our constituents for feedback.

Comment: FYE is based on the cohort model, like Puente, or Umoja. If we eliminate that part that connects us to the students, students will not be as successful.

Comment: FYE started as part of equity efforts. How do we continue these efforts in the context of these cuts? We need to invest in a pathway that supports these students. The process needs to be more clear and transparent. The student voice needs to be more central.

	<p>Escoto: We need to make sure we are involved in budget discussions at the division level. If you aren't sure where/when budget discussions will happen, ask. Ask your senate officers, your deans, etc. We must be involved in budget discussions so that we can all contribute to what we feel our campus should prioritize as we continue to move into more difficult budget times.</p> <p>Escoto: Part of the Senate's role is to make recommendations to administration. Resolutions are meant to make clear what position faculty would like to take, or action they would like to see taken. Please share out this resolution with your constituency and gather feedback. This will be then be taken back to our meeting on Monday to be voted on, and action taken.</p> <p>Request in the third paragraph to edit the word "discontinued" or edit it to state "...discontinued the First Year Experience program, as it currently exists"</p> <p>Marasco: All programs that might be in some sense in trouble, look at that program review process and ask ourselves how we can do this better.</p>
<p>c. HBCU Trip</p>	<p>Historically Black Colleges and Universities (HBCU) student tour</p> <p>Tracee Cunningham and Kimberly Escamilla, presenters, UMOJA program.</p> <p>Cunningham and Escamilla presented an overview of faculty-led student tours of HBCUs.</p> <p>There are 101 HBCUs public &amp; private, many of them in the southern United States.</p> <p>Benefits of HBCUs:</p> <ul style="list-style-type: none"> <li>*Reduced stereotype threat</li> <li>*Lower cost in tuition (out of state)</li> <li>*2.0-3.2 cumulative GPA for admission</li> <li>*Strong academics/all majors</li> <li>*Some division 1 sports programs</li> <li>*First-rate education</li> <li>*Classes and extracurricular tailored towards AA students</li> <li>*Diversity</li> <li>*Empowerment/continuance of legacy</li> <li>*Scholarships/grants</li> <li>*Tour of HBCU</li> </ul> <p>Travelled with other CCCs, over 90 students in total</p> <p>Students visited 5 schools:</p> <ul style="list-style-type: none"> <li>Norfolk State University</li> <li>Virginia State University</li> <li>Howard University</li> <li>Bowie State University</li> <li>Morgan State University</li> </ul>

	<p>Also visited the Washington DC Mall</p> <p>Cost of the tour \$1700/student – incl. 3 nights hotel, airfare, breakfast 5 mornings, lunch and dinner self-funded</p> <p>Current HBCU Articulation Agreements w/Foothill include:</p> <ul style="list-style-type: none"> <li>-Dillard University (Los Angeles)</li> <li>-Lincoln University (Jefferson City, MO)</li> <li>-Bennett College (NC)</li> <li>-Talladega College (AL)</li> <li>-Wiley College (TX)</li> <li>-Tuskegee University (AL)</li> <li>-Philander Smith College (AR)</li> <li>-Fisk University (TN)</li> <li>-Stillman College (AL)</li> </ul> <p>See the full transfer agreement here:  <a href="https://www.foothill.edu/transfer/pdf/2015hbcu-onepager.pdf">https://www.foothill.edu/transfer/pdf/2015hbcu-onepager.pdf</a></p> <p>Question: Can any Foothill student go on the tour?  <i>Yes, any students may attend</i></p> <p>For more information on the HBCU tour, or future tours, please look for updates on Foothill’s Umoja page here:  <a href="https://foothill.edu/umoja/">https://foothill.edu/umoja/</a></p>
<p>d. Senate Retreats</p>	<p>Escoto solicited feedback from Senators regarding the upcoming Spring and Fall retreats.</p> <p>Do we want to still meet for the Spring and Fall Senate retreats, in light of the Work to Contract action?</p> <p>These retreats benefit faculty. How do we feel about participating?</p> <p>Comment: As a matter of professionalism, these retreats would be best for faculty to organize ourselves for the changes coming up next year.</p> <p>Comment: This retreat is valuable and worth doing for faculty.</p> <p>The Spring retreat will be held at the Nuetra house in Los Altos from 10am-12pm and cost \$140.</p> <p>In Fall, the retreat would be TBD at the Nuetra house from 10am-12pm. The cost would also be \$140.</p> <p><b>General consensus to hold these retreats, as well as have senate pay for the time/renting of the Nuetra House.</b></p>
<p>d. Part Time Symposium Cost</p>	<p>FHDA Senate and FA bought food for faculty in attendance</p> <p>Foothill College Senate share would be: \$165.75</p>

	<p><i>Frankel moved to approve Marasco second Approved by the body</i></p>
f. Budget Update	Moved to June 11 <sup>th</sup> meeting
9. Committee reports	Report Sent Separately
<p>10. Announcements (limited to 3 minutes, Senate cannot take action)</p> <p>a. Summer Cabinet b. Senate Reps 18/19 c. TRCs 18/19</p>	<p>a. Summer Cabinet Work required for non-officers is email communication Volunteers: Donna Frankel David Marasco Robert Cormia Carolyn Holcroft Jordan Fong David McCormick Tracee Cunningham</p> <p>b. Senate Reps needed for Fall, please get the word out to your constituency.</p> <p>c. We need tenured faculty to serve on Tenure Review committees for Respiratory Therapy and Political Science. Please get the word out to your constituency.</p> <p><b>d. We need to fill a Part-Time faculty Senate seat for next year, please announce this to your PT faculty constituency.</b></p> <p>Comment: Faculty might be discouraged from attending commencement in light of Work to Contract. Going to commencement is one of the most important things that we do for our students. Please think of attending commencement.</p> <p>f. We need faculty to serve on the AVP of Workforce search committee ASAP. Please share this opportunity with constituents.</p>
11. Adjournment	Meeting adjourned 4:05pm