

Foothill College Academic Senate Meeting Minutes
Monday, October 31, 2016
2:00 P.M., Toyon Room

| ITEM | ACTION |
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| 1. Call to Order | Quorum present 2:00PM. Holcroft called meeting to order 2:02PM |
| 2. Roll Call | <p><u>Senators Present</u></p> <p>Kimberly Escamilla (LA) Isaac Escoto (AS VP/CCC Co-ch '15) Lisa Eshman (BHS) Jordana Finnegan (LA) Donna Frankel (PT rep '16) Carol Josselyn (FA&C) Carolyn Holcroft (AS President '16) Kathryn Maurer (BSS) Patrick Morriss (AS Secretary/Treasurer '15) Rosa Nguyen (PSME) Katherine Schaefers (PT rep '15) Mary Thomas (LIB) Voltaire Villanueva (CNSL)</p> <p><u>Liaisons Present -</u> Andrew LaManque (President's Cabinet)</p> <p><u>Guests</u> Preston Ni (COMM faculty)</p> <p><u>Senators Absent</u></p> <p>Jody Craig (KA) David Marasco (PSME) Bruce McLeod (FA&C) Jose Nava (BSS) Tobias Nava (CNSL) Rita O'Loughin (KA)</p> <p><u>Liaisons Absent</u></p> <p>Faculty Association - not yet appointed Classified Senate – not yet appointed Ramiel Petros (ASFC President)</p> |
| 3. Adoption of Agenda | Approved by consent |
| 4. Public Comments | Limited to 3 minutes each. Senate cannot take action or respond to items not on the agenda No public comments |
| 5. Approval of Minutes October 17, 2016 | Approved by consent |
| 6. Consent Calendar | Committee appointments <u>Student Equity Workgroup:</u> Carolyn Holcroft, Sara Cooper, Hilda Fernandez, Katie Ha, Donna Frankel |
| 7. Joint meeting with De Anza Academic Senate: | The De Anza academic senate arrived at 2:30PM. Brief introductions were given. ASCCC resolutions for consideration at plenary session: |

De Anza Senate president called for numbers of resolutions that members wished to discuss. She heard and recorded requests to discuss resolutions 7.01, 10.02, 15.01, 16.01, 17.01, and 18.02.

7.01 Apprenticeship Programs

Re: resolved clause "urge local curriculum committees to ensure that degrees and certificates are not comprised solely of apprenticeship units, but are grounded in one or more disciplines related to the program of study"

Jim Nguyen brought this resolution up in the area B meeting with the question, what does it mean to "ground" a degree in "one or more disciplines"?

Foothill has many apprenticeship programs, and it is often helpful for students in those programs to get AA degrees, but apprentices without degrees still get certificates and jobs. Some apprenticeship faculty resent this resolution as an intrusion of academic faculty into work of the trades that has, in some cases, over a century of practice. Consequently, many apprenticeship faculty oppose this resolution.

Plenary delegates are directed to move to strike first resolved of 7.01.

10.02 Collaborate with System Partners to Relocate Minimum Qualifications from Title 5 to the Discipline's List

For all other disciplines except DSPS & EOPS, determination of minimum qualifications is under ASCCC control (i.e. in the "Disciplines List"). Minimum qualifications for DSPS and EOPS are in Title 5 and thus changes to minimum qualifications in DSPS and EOPS require legislative approval; the rationale is that those qualifications are so important that it shouldn't be easy to change them. EOPS faculty feel protected by Title 5, and already follow federal rules.

Plenary delegates are directed to oppose 10.02.

15.01 California State University Quantitative Reasoning Task Force Report

Patrick Morriss spoke strongly in favor of the resolution.

Plenary delegates are directed to support 15.01.

16.01 Resolution in Support of a Statewide Integrated Library System

Re: "Resolved, That we support a statewide integrated library system."

To migrate to the integrated system is a big deal, one college hired a full time librarian to do just that job for over a year. Librarians expressed desire for an amendment allowing individual colleges to opt-out, or possibly even opt-in.

From experience with the CSUs who just adopted such a system, working with a uniform system makes it easier for students to transfer skills from one school to another. Migration is a big issue, there are resources promised to help.

Plenary delegates are directed to support 16.01 only with an amendment.

17.01 Posting of Local Equivalency Processes on Websites

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| | <p>Resolved, That we recommend to local senates that local faculty equivalency processes are posted on college and district websites in ways that are easily accessible to all interested parties.</p> <p>17.01.01 Amend Resolution 17.01</p> <p>Amend the resolved clause to read:</p> <p>Resolved, That we recommend to local senates that local faculty equivalency processes are publicly accessible to all interested parties.</p> <p>This resolution is intended to give help to hiring committees. It was noted that the amendment doesn't require that things be easily accessible. Websites are different, and desirable for promoting uniform treatment.</p> <p>Faculty opined that it's important to have the information easily accessible via college web site. Should not be barriers to transparency or access. Plenary delegates are directed to oppose amendment 17.01.01 and support original version 17.01.</p> <p>18.02 Validation of Statewide Multiple Measures</p> <p>Resolved, That we work with the Chancellor's Office for California Community Colleges to develop validation standards, similar to those for assessment tests, for any multiple measures that are included in the Common Assessment System; and</p> <p>Resolved, That we work with the Chancellor's Office for California Community Colleges to ensure that any multiple measures included in the Common Assessment System go through a statewide validation process prior to the full deployment of the common assessment to the California Community Colleges.</p> <p>There was much confusion about multiple measures being included in the common assessment system. Multiple measures are used solely for placement, separate from assessment.</p> <p>Plenary delegates are directed to oppose 18.02 until/unless more information is available.</p> |
| 8. Unfinished Business | <p>a. Academic Renewal: proposed revision to AP 5060</p> <p>There was much support for this revision from BHS division.</p> <p>There was resistance from PSME division, with concern expressed that the revision would make it easier for students to game the system.</p> <p>After much discussion in the BSS division, and after clarifying that the pertinent question is not, "should we do academic renewal?", the point remained that the two-year deadline falls within a typical student's degree timeline. There was fear that eligibility may come too quickly, allowing student to simply disregard poor grades from the beginning of their college career.</p> <p>In response to a question, Escoto clarified that when students utilize academic renewal for an entire quarter under existing policy, courses that they passed in that quarter can still be used to satisfy prerequisites, though the courses are disregarded in GPA computations.</p> <p>FA&C faculty member Bruce McLeod sent written feedback strongly in favor, based on his experience reviewing petitions for academic renewal while</p> |

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| | <p>serving on academic council.</p> <p>Motion to approve proposed change (M Eshman S Josselyn). No further discussion. Vote was ten in favor and two (division representatives present from PSME and BSS) opposed. Motion carried.</p> <p>Holcroft thanked senators for facilitating informed discussions with their constituents.</p> <p>Officers will now take the issue to Academic and Professional Matters. The De Anza senate has already approved the revision to AP 5060.</p> |
| b. Academic Senate scholarship criteria and allocations (5) | <p>From discussions with financial aid personnel, Holcroft shared her understanding that there is no uniform/objective way for an international student to demonstrate financial need, absent a personal statement. They cannot submit the FAFSA.</p> <p>International students are required to demonstrate lack of financial need as part of the F1 visa program, so the federal government does not consider them to be in financial need. That's not to say that they might not be, living in this area.</p> <p>We had been looking for a standardized way to compare financial need, but such a measure doesn't exist. There are many scholarships also available to international students. Senate has three scholarships, but our Basic Skills scholarship is the only one that has a financial need criterion.</p> <p>Our usual practice has been to pass through scholarship criteria with little discussion. This time we're giving thoughtful consideration.</p> <p>Discussion to be continued after joint meeting with DeAnza senate.</p> <p>Discussion continued:</p> <p>Senators asked to solicit constituent feedback: should senate remove financial need criterion from senate basic skills scholarship? Doing so would allow international students to compete for senate basic skills scholarship, as they can for the other two senate scholarships.</p> |
| 9. New Business | <p>a. Update on hiring committee E/O training</p> <p>College president Thuy Nguyen joined our meeting and expressed appreciation for the work of PaRC and OPC in identifying the 14 full-time faculty positions for hire. She mentioned a legal requirement that all people serving on hiring committees be trained in equal employment opportunity. Foothill-DeAnza has a district EO plan, and Nguyen thanked the academic senates for their leadership in helping draft and implement it.</p> <p>Our district HR office is now trying to put training in place to meet the legal requirements on us. The first training has been tentatively scheduled for Monday, November 14 (possibly from 2-5PM) but the district has not yet confirmed that with an official notice. That happens to coincide with the next scheduled academic senate meeting. Nguyen will find out what the legal deadline is for the training mandate in terms of how much work the committee may do before completing training.</p> <p>Near the end of last year, the senate discussed our strong support for having all faculty serving on hiring committees to receive training. We discussed withholding approval for faculty to serve who had not completed the training, but ONLY after such training is in place and widely available. So far, it's not, so</p> |

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| | <p>it is not reasonable for us to withhold approval at this time.</p> <p>As a practical matter, and in light of the fact that the training will contain implicit bias training, having training closer in time to hiring processes offers important advantages. There is research to support that awareness of implicit bias quickly declines over time.</p> <p>Several suggestions were offered, that we advocate for training before committees begin reviewing applications, that we press for at least one faculty lead to be trained for each committee, that the senate give approval to committees contingent on training, and that we allow faculty to complete training at other districts or online. Only the training before reviewing applications seemed to be feasible. The district prefers to customize training for our district to align with our local procedures and policies, hence training at another district would not be ideal.</p> <p>Nguyen agreed that training must be offered on more than one day before it could reasonably be mandated. No concrete information about if/how the district intends to enforce the requirement; La Manque shared that the district could limit Taleo access only to those who have completed training. Nguyen expressed that her first choice would be for all hiring committee members to be trained before beginning any work. Plan B would be to provide for local (college-level) training, and only plan C would allow some to serve without training.</p> |
| <p>b. Faculty hiring committee appointment confirmations:</p> | <p>1) Astronomy: David Marasco, Frank Cascarano, Andy Fraknoi 2) Library: Kay Jones, Micaela Agyare, Voltaire Villanueva (at-large) 3) English (2 positions): Susie Huerta, Richard Mills, Rosa Nguyen (at-large) 4) Biology: Gillian Schultz, Martin Melia, Kathleen Duncan 5) Chemistry: Richard Daily, Kathy Armstrong, Sandhya Rao 6) Math (2 positions): Rick Martinez, Marc Knobel, Zach Cembellin 7) Computer Science: Elaine Haight, Bita Mazloom, Mike Murphy 8) Child Development: Nicole Kerbey, John Fox, Sara Seyedin 9) Communications: Carol Josselyn, Preston Ni, Lauren Velasco 10) History: Dolores Davison, Merideth Heiser, Steve Batham 11) Geography: Allison Meezan, Lisa Drake 12) Philosophy: Brian Tapia, Falk Cammin 13) Educational Development Instructor: Bruce McLeod (at-large)</p> <p>Part-time faculty who have been to EO training can serve as at-large faculty on hiring committees in other divisions. The hiring committee in Communications would particularly like to have an at-large member.</p> <p>With the exception of the committee for the math positions, most committees have a gender balance. Holcroft noted that in the future, when faculty have had adequate time to receive the required hiring committee training, we will have more room to deliberate balance in the makeup of committees.</p> <p>Motion to approve hiring committees as listed, with notice in the service appointment that senate encourages committee members to complete the training before beginning to review applications (assuming the district offers sufficient training opportunities). The senate also urges deans to support faculty efforts to complete the training, including providing departmental resources if needed. Approved by consent.</p> <p>In light of the conflict of the district's planned offering of EO training with the next senate meeting, there was a motion to reschedule the meeting from Nov 14 to Nov 21 (M Villanueva S Josselyn).</p> |

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| | <p>In discussion, Holcroft pointed out that we still have the scholarship criteria to finalize, and several other items of senate business, but no looming deadlines that can't be postponed by a week.</p> <p>Motion approved by consent. Holcroft will reschedule when district EO training schedule is finalized at the tentative time.</p> |
| 10. Committee reports | Compiled reports distributed with agenda. Accreditation report postponed. |
| 11. Announcements | <p>Limited to 3 minutes. Senate cannot take action</p> <p>a. Continue soliciting nominations for Hayward Award: due by next meeting (November 14)</p> <p>b. The library now offers access to Safari Tech Books Online, over 400 current ebooks on computing, math, science, and engineering, at http://libguides.foothill.edu/safari.</p> <p>c. Academic senate office hours in room 1929 12:30-2PM Mondays & Wednesdays, 11AM – 1PM Tuesdays & Thursdays Drop by or leave a message 949-7202</p> <p>d. Senators are asked to be aware of upcoming tenure committee needs for the anticipated 14 new faculty positions, and to begin recruitment. Goal is to confirm tenure committees by the last senate meeting in spring quarter.</p> <p>e. President Nguyen asked that senators look at faculty diversity data for your own division and any other division where you may serve as an at-large member of a hiring committee.</p> <p>Academic Senate committees in need of faculty: > Academic Integrity (PT faculty welcome) > Program Review (some Thursdays 3-4:30, more work in winter, PT welcome) > Professional Development Leave (PT not eligible) > Student Equity Workgroup (alt Tuesdays, 1:30-3:30, PT welcome)</p> |
| 11. Adjournment | 4:20 PM |