

## Academic Senate Minutes January 11, 2021

**Approved 1/25/21**

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

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

2. Roll call

### **Executive Committee**

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

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

Kristy Lisle (**absent**)  
Kurt Hueg (**absent**)  
Melissa Cervantes

### **Guests**

Teresa Ong  
Simon Pennington  
Debbie Lee  
Laurie Scolari  
Thuy Nguyen  
Priya Vasu  
Valerie Fong  
Adiel Velasquez  
Ria Vidyasyar

Announcements: Mary Anne Sunseri has had to resign as one of our part-time faculty representatives. We will seek to find a replacement for her as soon as possible, and fill her two-year position which ended in this academic year. Mary Anne was also a PT faculty rep on the Revenue & Resources Council, so we will need to replace her on that as well.

3. The agenda was adopted by consensus. Minutes from the December 7<sup>th</sup> meeting were approved by consensus.

4. Public comment: None.

5. Consent calendar: Kathryn decided to pull the consent calendar, and discussed the appointment of three members to the guided pathways Onboarding team. Guided Pathways also needs a communication co lead - with release time and/or a stipend. Need faculty volunteers for meta majors, communications and technology and data teams. We need to appoint faculty to the search committee for associate VP of instruction. We also need a faculty for program review (reader). There is an active search committee for a full-time, non tenure track faculty member in psychological services - identification of two grant funded positions, one for Foothill and the other for De Anza. It will be a Districtwide search committee. There was approval by consensus for appointments on the consent calendar

6. President's Welcome: Thuy Nguyen, Foothill College president, joined the Academic Senate for the balance of the meeting. She mentioned the "reset" of expectation for a transformational New Year with the surge in COVID and insurrection in Washington DC. Thuy referred to Alexis Aguilar's and Kerri Ryer's podcast on academic senate.

Thuy mentioned that the return to campus won't look like the campus we left in early 2020. She discussed the creation of a [5<sup>th</sup> governance council dedicated to Return to Campus](#). The 5th council will be temporary, operational and administrative. It will start meeting at the end of this month, and will integrate work from the Scheduling Task Force and other groups. Senates should start appointing faculty right away. She also mentioned the educational master plan 2030. She then mentioned promising news that she is meeting with executive officers of the Academic Senate every other week. Thuy also reiterated her desire to be invited to every Academic Senate meeting to give a 5-minute Presidents report. She wanted to yield any time remaining for her remarks to the Equity 2.0 discussion.

7. Governance Updates: Kathryn mentioned reports will be limited today due to length of agenda. On the return to campus, Kathryn said that COVID Scheduling Task Force will be reviewing the charter, and providing comments, and we will have a vote on the new council at our next meeting, yet should also start soliciting names right away. Carolyn Holcroft also gave an E&E report on their efforts. She shared a [governance memo on E&E recommendations related to the creation of the new Ethnic Studies Department](#). And she shared another [governance memo with E&E's Affirmation of Equity 2.0](#). These were both approved at E&E's December 11<sup>th</sup> meeting. The next meeting of this group is Friday January 22nd. Carolyn commented their effort was looking for results of equity work, not just passionate work on the equity document.

8. Equity 2.0: Kathryn introduced Equity Team, Melissa Cervantes, Adrienne Hypolite and Carolyn Holcroft, to lead us in the 1<sup>st</sup> "deep" read of Equity 2.0. Kathryn also shared that Melissa will be taking a position at Ohlone College and leaving soon. Melissa acknowledged the work she'd done at Foothill - but Ohlone was her Alma Mater, and she's "following her heart".

Adrienne commented about where the College is with Equity 2.0 - and that Equity group wanted the Academic Senate to take the document and help create follow-on projects from it. Melissa mentioned the various groups that had brought forward comments, affirmation, and approval, and that there are individual standard templates for approval of the Equity document.

John Fox talked about the Faculty Association coming up with their own Equity Task force, that drafted [a document with their comments and reactions to the plan](#). He spoke through highlights, including excitement about the plan and only a few reservations in terms of some of the language around the tenure and evaluation process. John mentioned the need to support part-time faculty, and how full-time faculty have resources to support equity work, but part-time faculty don't have many of these privileges and opportunities. Kathryn described the equity document as a visioning document that will guide development of further equity plans and goals.

Senators acknowledged the enormous amount of work that went into the Equity document, the importance of race, and the importance of bringing in P/T focus. The document wasn't about "box checking" and had significant content, and feedback from faculty of color commented that the main idea is that there is "institutional racism" at Foothill Campus. There was a comment that racism is a subtle undercurrent, but that part-time faculty status was even more discriminated against. There is hope that Equity document can grow and expand to all discriminated groups.

There was a comment from one member that the uniqueness of athletics may require a separate equity document or approach. The question is if the Academic Senate is comfortable with this document going forward in this iteration, it is a living breathing document.

There was a pending question from December about how to understand the part of the new Equity plan that discusses "structural change" (pp. 16-19). Some constituents voiced a desire for more particulars on how structural change would be enacted, and requested clarification/guidance on how to think about the extent to which this question could be addressed in the new equity plan, in its "strategic" scope. If these matters lie outside of the document's scope, then how does the plan foster continued discussion of these questions?

This document does derive from comments that come from the campus, so it should be congruent (document and sentiment).

Kathryn proposed that we form a quick short-lived group to go over the Equity document rather than go over the document in detail during the meeting today, and additionally understand what it is that we (Academic Senate) would be asked to support in an affirmation statement or resolution on 1/25/2021. Donna, Kerri, Alexis and Jordan will be working in a smaller group on the response to the Equity 2.0 document.

9. Student Letter Action Plan: Kathryn shared the full letter with Senate's [formal response to the student letter sent on December 11](#), which had embedded the responses we approved at the December 7<sup>th</sup> meeting. In that letter, we had taken accountability for areas within our purview, and recommended what other bodies might take up the conversation. We then authored a [follow-up letter to President Nguyen](#), sharing our requests for advocacy and support of our own action plan, as well as our desire to coordinate all the different conversations around the letter. Kathryn then showed a [draft action plan](#) in an attempt to stay on track and accountable with our commitments expressed in our response to the students. Counseling senators, Tracee Cunningham and Voltaire Villanueva, agreed to step in as leads for the Mental Health demands. Kathryn talked about the importance of having all the members of the executive committee involved in the various workgroups. She also left rows blank on purpose for us to continue to propose other actions we would like to take in support of the student letter. She asked for this to be considered a first read of the action plan, and we will vote to approve and solicit volunteers at our next meeting.

Abhi talked about ASFC welcome week and a town hall tomorrow about the student letter, then club day on Wednesday. Abi also talked about the need for leniency with the events of the last week.

There were faculty comments about the work that went into the senate response to the student letter, and how thorough it was, and thanked those who participated in that effort.

10. Collegiality in Action Visit: Kathryn went over a [short PPT](#) on the upcoming visit. The meeting will be Friday, February 5th from 9 to 11 a.m. The purpose of the technical assistance program (joint ASCCC/CCLC) is to give colleges at the local level assistance in successfully implementing effective shared governance. The meeting will be a two hour overview - needs to be a joint request from administration (College President) and Academic Senate (President). Will cover state law, regulation and guidelines. Kathryn asserted the rationale for the visit as very much along the concerns about decision making processes.

It is an attempt to clarify who is making decisions, and how and where they're being made, and additionally a need to correct a misrepresentation of the Academic Senate's role in governance at Foothill College.

Thuy commented that she might not have done this on her own (administration) but since the Academic Senate made the request, Thuy went along with it. She also said that it made sense since we're working on an assessment of governance for our accreditation midterm report, so we can use this as evidence of assessment as well. There was a question about the governance survey results, and clarification was given that the outside consultant is processing the results, but the report won't be available until May. There will be around a dozen interviews conducted by the consulting group in addition to the survey data. Thuy did want to caution faculty to "keep their power and privilege in check," as she herself has to do to keep an focus in the governance structure. She said she was committed to working to democratize shared governance. Kathryn concluded by insisting that senate's motives for the visit were in no way exclusionary; in fact opposite: to increase transparency and inclusivity and the involvement of more stakeholders in decision-making. A senator commented that a great way to democratize shared governance would be to give our student trustees voting rights.

11. Constitution Ad Hoc Workgroup: There was a first read of the charter for two new ad hoc work groups - the first is updating the [Academic Senate constitution](#). Kathryn outlined seven different reasons to update the constitution - for instance the passage of a full vote for part-time faculty. And referencing Collegiality In Action - getting our role right, removing the program review committee from the Constitution, and how the role of VP and College Curriculum will be defined. We're also looking at the fiscal health of the Academic Senate. Senators asked to review charters with constituents and approve at next meeting, and begin asking for volunteers. Kerri Ryer (BSS), Donna Frankel (PT) and Jordan Fong (FA/Comm) will join the constitution workgroup.

12. Program Discontinuance Ad Hoc Workgroup: The second charter is for an ad hoc group workgroup of the Academic Senate to collaborate with the advisory council around [program discontinuation](#). Discontinuance can be budget driven as well as programmatic, for example discontinuing a program that has no faculty that can teach it, such as DMS - Digital Medical Sonography. David Marasco (PSME) and Milisa Carey (FA/Comm) volunteered for the ad hoc committee on program discontinuation. There will also be volunteers appointed by Advisory Council.

13. Announcements: ASFC Welcome week at Foothill – please encourage students to attend; reminder to be supportive of our students who are just as traumatized by the events of last week as we are. David Marasco will be elected a Fellow of the American Association of Physics Teachers on January 12<sup>th</sup>.

14. The meeting was adjourned at 4:03 p.m. Next meeting will be January 25, 2021.