

Foothill Academic Senate Minutes April 25, 2022

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

1. Meeting called to order in Room 4006 (KCI) at 2:04 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*

Kerri Ryer*

Kimberly Escamilla*

Mary Thomas

Matthew Litrus*

Mayra Palmerin-Aguilera*

Milissa Carey*

Owen Flannery*

Patricia Crespo-Martin*

Stephanie Chan*

Tracee Cunningham*

Voltaire Villanueva

Extended Exec Committee

Adrienne Hypolite

Ajani Byrd (absent)

Carolyn Holcroft*

Fatai Heimuli*

John Fox*

Kurt Hueg (absent)

Guests

Tim Shively

Alisa Marie Mack

Allison Herman

Mike McCusker

3. The agenda was adopted by consensus. The minutes from the April 11th meeting were adopted by consensus.

4. No public comment on non-agendized items.

5. Kathryn noted that the Work-to-Contract action (WTC) could affect the committee appointments we're being asked to approve, but being mindful of that, probably best to appoint so they're ready to go. Also, as soon as WTC is over, asked for help recruitment for open positions. [The consent calendar](#) was approved by consensus.

6. Work to Contract (WTC)

Tim Shively, President of FA, introduced topic. Tim shared experiences on first WTC he was involved in as a probationary faculty in the tenure process, and challenges in pressure from admin to continue work (curriculum). This is our 5th Work To Contract (WTC), and it wasn't our (FA's) choice if we had a choice. WTC is disruptive to faculty, to students, and to the institution. The goal (of WTC) is to make clear the pressure we can put on the institution, and hopefully it will be resolved soon. There is a wide range of opinions about WTC, from those who want to go right to a strike, to faculty who would prefer not to be in WTC. Tim read a letter from a student at De Anza (to the BoT) supporting the WTC and the need for a COLA. Tim asserted that the students have our backs more than we think, and perhaps we should reach out and speak with ASFC to see if they would support us.

Alisa Marie, Foothill student, commented that all the students she is in contact with support this action, and she showed a [student-produced webpage](#) in support of the WTC.

Mike McCusker and Allison Herman commented on the impact of WTC on the Research and Service Leadership Symposium (RSLs). There are 60 faculty mentors, and the impact of the WTC on the student RSL projects is significant.

Susie Huerta commented on an email sent out this morning, it was clarified that we are in WTC right now, and we should withhold our participation in events like the accreditation retreat this Friday.

Kathryn said that she wanted everyone to know that the purpose of this discussion at senate is not to debate the WTC, but rather to talk about what it means for our work on senate in all its forms, and what work we think should/should not continue, and what guidance the senate would like to give faculty working on projects like the RSLs, or on different committees appointed by the senate. She said she also would like guidance as to what the officers should/should not continue doing. She asked to get everything on the table and then we would work through guidance one by one.

Mike and Alison said they were looking for guidance from senate on what should happen to the RSLs if the work-to-contract extends.

Donna Frankel commented on the letter that Tim read, we acknowledge that students “get it” with respect to WTC, and also that COLA should be a pass through. She brought up the part-time appreciation dinner at an administrator's home on May 6th.

Mary Thomas brought up a library search position that was to start this week.

Tim commented that in speaking with the Chancellor last week, he was asked if we could delay the WTC while another emergency meeting was set up, perhaps by Monday (today). But Tim said that we've been waiting 8 months for this, so it did not seem appropriate to delay any longer. However, there is likelihood that there could be some movement soon and the WTC could be short.

On the topic of hiring committees, if interviews have been scheduled, we should continue with them, but stop committee work if the interviews haven't been scheduled.

Robert commented on the need of students to be (personally) supported in RSLs, and perhaps the BoT doesn't know how important the RSL symposium is. Allison shared that she and Mike are contractually involved in the RSL project, and their individual work would continue.

Jordan asked for guidance on whether to move forward on a hiring committee, with deadlines and processes that had been started. It was suggested the necessary work (reading applications) might go forward, but the choice of who to forward might be withheld until WTC ends.

Jamie Garcia (ACE member and Classified Senate President Elect stated that the Classified Senate supports the work action (WTC) and also that classified staff could support students during this action. Tim commented that this is a great opportunity for solidarity among the bargaining units.

Alexis agreed that classified staff could support students in this process, such as the learning center and tutoring center. Alexis commented that he could provide support to RSLs during his contract time. But he might not be able to be there all the time.

Allison commented that an asynchronous fully recorded session of the RSLs is a possibility (contingency plan).

Kathryn commented that faculty serving in uncompensated department chairs are concerned that if they stop doing activities (like fall scheduling) it could harm their department. Tim responded that faculty should reach out to deans if they have concerns, as the deans are not our adversaries. Make sure if your work is compensated (stipend or release) that you follow the language of the agreement.

Adrienne commented that classified staff are generally in support of the WTC, but the classified senate hasn't yet had a conversation in their Senate, regarding how they would support the Academic Senate or the WTC.

Voltaire asked the question, "what does solidarity look like"? Faculty have different interpretations of WTC. Voltaire also mentioned that unions from various community colleges in our area could work in solidarity, as this is a common message.

Kathryn asked if the Academic Senate should write a letter to the BoT in support of the COLA.

David commented that what we're doing right now should bring about more conversations that may have a trajectory that could have important ramifications, and these conversations need to keep occurring. For example, reclassification of classified positions. Kathryn read comments in chat in support of this sentiment.

Kathryn asked Erik and Kerri for their input on how WTC affected the curriculum committee and COOL. Eric commented that the CCC likely won't meet in WTC, but the timing isn't so bad. Kerri commented that she's met with Lene this morning to talk about COOL, and while she is compensated through release time for her role in COOL, she didn't feel comfortable moving forward without broad buy-in by participating faculty.

Kathryn asked Allison and Mike if they needed any further guidance from the Academic Senate related to the event. Mike commented that the existing operation can't go on without the faculty mentors, and the 20+ faculty facilitators, and a dozen judges. Kathryn asserted that this discussion should be continued if the WTC ends up going on past a week or two. There was a question about postponing the symposium, which isn't really possible, but obviously impact will

occur. Allison shared that RSL will send an email memo to faculty mentors (tomorrow), and students will be encouraged to be ready to prepare a recorded presentation.

All agreed the Academic Senate will continue to plan for the May 6th part-time faculty event. Questions were asked about whether it would be appropriate to discuss WTC while celebrating the part-time faculty at the event, and the response was that it would be OK, but the focus should be on appreciating and celebrating the PT faculty.

A motion to direct the Academic Senate to draft a letter in support of the COLA to the BoT was made, first by Donna, and second by Voltaire. The motion was adopted by consensus. Mary Thomas, Jordan Fong, Donna Frankel, John Fox, and Robert Cormia volunteered to write the letter with Kathryn Maurer.

Kathryn revisited the request for guidance from the senate about what work they wished the officers to continue to do or to refrain from. David suggested that officers cannot represent the will and wishes of the faculty, while the faculty are under WTC. He proposed that the officers continue to show up to commitments, and carry out work already agreed to by the senate, but refrain from contributing if developing new ideas.

Kathryn raised the point that there may be meetings where she is present, and hoping all will agree she should give input representing the will of faculty, if decisions would be made without considered input of faculty, for example the new Scheduling Task Force that will be meeting soon. Adrienne brought up the point that consensus cannot be achieved without everyone being present and involved at these meetings, so this should impact governance committee meetings. There is also a reciprocal relationship if down the road for classified senate. Adrienne gave the example of her concern that the Scheduling Task Force meeting was being scheduled for the same time as Classified Senate meetings, and if the intention is for the President to attend these meetings, this conflict essentially shuts them out.

Members of the senate approved of this guidance by consent (thumbs up).

7. Presidential search

Kathryn said that she just wanted to make sure everyone has the same information that Bernadine had shared at her two sessions for the college. Kathryn has not been contacted yet about forming the search committee. She does understand that we're planning for a January 2023 start date for the new president. That means the search committee needs to start its work this spring, post the job in early summer, and then screen and interview in fall. Chancellor Miner has commented that a January start date could be hard for some candidates, and if an offer was made but a candidate needed more time to start, we may wish to consider granting that.

Kathryn commented that at least one representative of the Academic Senate would be on the committee, but for continuity, we might want to have current and past AS leadership on the

search committee. Jamie commented that it would be great to have F/T and P/T faculty, and counselors on the committee.

Kathryn asserted that the Academic Senate is strongly suited to helping to write the job description of position, “what do we want to see in the new president”. There was a comment that we should write something reflecting the new candidate, and not the last president or the experience we just went through. Ideas were shared:

- Someone who has teaching experience.
- Someone who can handle difficult situations
- Strategic vision is critical.
- Someone who has demonstrated experience in strategic planning.
- We need someone who can help define what Footill is and could be, giving the shifting sands below us.
- We should also describe what duties the president has, especially if they can run a college, in addition to being strategic and visionary.
- How the President interacts with the day to day operations. This is both a search, and a job description.
- Someone with conflict resolution.
- Kerri commented that the need for strategic planning should be paired with someone who values input from the community. Seeking input from the entire community, includes talking with students, faculty, staff, etc, and not just academic senate. Conversations, surveys and lunches.
- Cormia mentioned the need to understand the shifting sands of education (Udemy, Coursera, fast skilling, etc.).
- John mentioned someone who understands California, Title V education code, etc.

Kathryn said she is going to send out a reminder with the minutes to garner input from faculty.

8. Cormia mentioned the NASA-Foothill (SLI) Earth Day conference held on Friday April 22, 2022, in 5015, but was largely virtual (12 in person, and ~ 48 online), which could be the College’s first virtual conference. Cormia mentioned the critical role that Online Learning played in planning and running the event, and the incredible support from Lene Whitely-Putz, Amy Shidler (in person) and support from Paula Schales and Illeana Da Silva (online).

9. The meeting was adjourned at 3:57 p.m. The next meeting will be in two weeks, and will again be held in 4006 and on Zoom.