

Foothill Academic Senate Minutes February 28, 2022

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

1. Meeting called to order at 2:02 p.m.

2. Roll call

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

Kelly Edwards
Kerri Ryer
Kimberly Escamilla
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
Guests
Julie Jenkins
RJ Ward
Sally Baldwin
Kate Jordahl
Sherry Harvey
Natalie Latteri
Amy Leonard
Isaac Escoto

3. The agenda was adopted by consensus. Approval of February 14th minutes by consensus.

4. Public Comment: None.

5. Approval of the consent calendar. We need more faculty who have worked on program review to be part of the new IP Committee so we can make the changes to the process and form that will help make program review more even more meaningful to programs. Also made appointments to the new Distance Education Planning & Policy workgroup, which will also feed into the new District Committee that Lene is co-chair with someone from De Anza to work on the new Distance Ed AP. There is [a new charter for the local group](#), that will first tackle Foothill's proposed language for the AP and then move to drafting a new Distance Ed Plan (last one ran through 2020).

6. Senate elections update. Kathryn announced that she has made a (difficult) decision not to re-run for Academic Senate President. Mary announced that two incumbent candidates will be running again. Robert Cormia, Secretary-treasurer, and Donna Frankel (part-time representative). Voltaire Villanueva will run for President. Kerri suggested that contested elections are important for a vibrant Senate. Contested elections are a sign of a vigorous and engaged community. Jordan Fong volunteered to run for executive vice president and fill out the remaining year of Paul Starer's 2-year term starting in Fall 2022, but stated he also hopes that inspires others to run for that position as well.

Alexis Aguilar moved to extend the deadline for elections nomination accept candidates until March 18th, to try to get more candidates. Jordan seconded the motion. The executive

committee voted to extend the nomination period for the positions until March 18th. The motion passed 24 yes, two abstentions, and one advisory yes.

Regarding the vacant Exec VP position for the remainder of this academic year, Kathryn updated senate that there were no interested candidates but at the same time that Kerri Ryer has already taken on additional duties that would normally have been assigned to the Exec VP (e.g. the governance work, co-chairing the Distance Ed Policy & Planning workgroup, etc.) and therefore the officers think it's appropriate to redirect the remaining release time for this year to Kerri to compensate her for taking on these additional duties.

7. Update on shared governance. Kathryn shared some notes from Friday's (2/25) Governance Thought Partners Retreat – the 4th session. The group is approaching the work as trying to complete Governance 1.0 (or even 0.5), meaning it's not going to be perfect, and will need revisiting to continue to refine and improve. We need to think about five areas to complete this work:

1. New Governance structure
 - a. Council Membership
 - b. Purview/Charge
2. Guiding Principles
3. Operating Principles
4. Onboarding
5. Evaluation process/monitoring success and making improvements

We should think about “governance” and the new governance council in terms of Vision & Strategy. Not in Tactics (operational). We shouldn't be involved in specific action steps. Offices, divisions, departments would be charged with decisions about how things are going to be accomplished. Perhaps they're reporting back to this group? Kathryn said that Bernadine charged everyone to write up one paragraph on the proposed charge of governance and bring that back at the March 11th meeting.

Regarding membership, the group is talking about three “kinds” of members: 1. Constituent membership (e.g. reps from AS, CS, ASFC, Unions), 2. Affinity Group members (OLA, AAN, APAN, LGBTQ+); and 3. Mission-based membership, based on the 7 areas of the mission we have identified: Transfer (certificate/degree educational programs), CTE (certificate/degree workforce programs), Equity, Empowerment (student activities, service leadership, etc.), Access, Well-being, Community. Kathryn explained that the group had not yet addressed how mission-based membership would be determined, and she said she herself is struggling with the concept and needs ideas to bring back about how that could work. That will be the focus of our next retreat on March 11th, which will hopefully be our last one before we kick off the new governance council.

The group has done a lot of work on Guiding Principles and Operating Principles, which will then help determine the Onboarding needs and process. Kathryn shared these points from her notes that the group discussed (have not yet concluded or agreed on these):

Guiding principles

- Shared leadership
- Mission focused
- Embody core values of the college
- Grounded in vision & strategy
- Inclusive with a commitment to expertise and stakeholder representation
- Ensure all members feel heard
- Because of power dynamics we will work to foster empowerment and inclusivity of all members
- All members are committed to being a fully functioning member of the group according to their role on the council

Operating principles

- Consensus-based decision-making
- Open and transparent process for agenda setting, including public calls for topics, space on every agenda for public (open) comment/hearings, shared agenda prep by the constituent leaders?
- Periodic self reflection and opportunity for community input and accountability
- Foster an open communication with the campus (or something like this)
- Practice active listening, the chair will implement a practice to check in with members who have not had an opportunity to contribute to the discussion
- Need Secretary or recorder for minutes
 - Document topic, nature of discussion, action
 - Full recording will be made public
- Guidelines about communication of decisions to the public
- Members shall review the agenda and engage in active participation at each meeting, and uphold their commitments for action items and follow-up
- President will the chair this council, and President needs to be responsive to the deliberations of the group – will adhere to the decision unless unforeseen/emergency situation and in that case would need to...

Kerri commented that the reps to this group have been tasked with getting input from our groups about how membership around the missions could work. Kathryn and Kerri asked for ideas, but none were offered.

There was a question about consensus based decision making. If consensus isn't reached, then the College president would bring the group to a final decision. There was a question about how, at a pragmatic level, does something get done at our college, like for example someone proposes a new program? The senator shared that one of the frustrations from the past was that it would take forever to get a decision. Kathryn shared that there is still discussion around how the actual mechanics, and we also need to still lay out the relationship between different governance and/or decision-making bodies, for example the College Curriculum Committee, who would be intimately involved in something like new program creation. Bernadine is asking us to be comfortable with ambiguity in the development of how this is developing, but some,

including Kathryn, says this is challenging and we are wanting things to be more explicitly laid out. Others shared this desire as well.

Donna asked about part-time representation because she did not see that explicitly stated in the membership list. Kathryn explained that PT faculty could theoretically hold a position in any of the types of membership (constituency, affinity or mission-based), but we would likely want to talk about a permanent rep position in the constituency based representation with academic senate representation. The group has not yet determined the number of reps per constituency.

A question was asking about the timeline of all of these decisions. Kathryn said that the group has agreed that we really need an operating governance (council) no later than the start of spring quarter, but we haven't really committed to any other deadlines or timelines.

Adriene asked (or clarified) that strategy would come from the new governance council top down, but we have talked about the need for opportunity for input from people downstream from strategy development. In other words, what is the flow? And for mission based governance, we still need to tackle the what, not just the who. Much of this comes down to trust, and we must acknowledge the power dynamics in the structure of what we develop. Some of this will look like previous structures, but we should be innovative in how we design the structure. We should look for people who are impacted by strategic positions, and determine their role in participatory governance.

5 minute break to 3:07 p.m.

9. Kathryn said we'll come back to hiring procedures later in the meeting but since we have guest presenters we'll move on to a report out of a 2 day webinar hosted by the state Chancellor's Office on Transforming Institutional Culture through Effective Anti-Racist Practices. She turned it over to Carolyn Holcroft, who facilitated a group of attendees, and also debrief sessions.

Carolyn Holcroft talked about the transforming institutional culture event, and how what we're doing today, by inviting the attendees to share some of their take-aways is a practice we're hoping to make more of our practice at Foothill.

Sherry Harvey talked about really liking the model presented by Longbeach about giving feedback to peers about curriculum. Seemed inclusive and supportive. Sally Baldwin commented on the importance of the syllabus and other aspects of a course being supportive and welcoming. Kate Jordahl talked about DEIA - adding accessibility to DEI. Donna Frankel also commented on the importance of accessibility in student success, and the solutions that were offered at the conference. Julie Jenkins talked about the importance of support. RJ Ward also mentioned equitable representation, and efforts across the country to ban ideas, including Critical Race Theory (CRT), and the challenge when even some of our students don't want to talk about these topics. Carolyn suggested bringing the Longbeach faculty to Foothill College for a presentation. Kathryn supported the idea of senate hosting a session to look more in depth at

Longbeach's presentation, and would be great to have them. We could invite people from senate, CCC, division curriculum committees, etc. Kathryn also mentioned having been impacted by the sessions on hiring practices, and commented that there was discussion of the value of students on hiring committees, which we'll be talking about later in this meeting.

10. GP Meta Majors. Natalie, Amy, and Isaac came to the Academic Senate to discuss the meta majors program. Kathryn shared [the resolution](#) that was recently passed at the curriculum committee. Natalie opened the conversation up for question and answers. Ajani talked about a "hypothetical" question, if we were to get First Year Experience (FYE) back, where would this fit into meta-majors. Natalie and Amy said it would be applied to all meta majors. Kathryn asked if there were any relevant points from the CCC discussion that senate should be aware of prior to endorsing. Natalie shared the change in name of one of the meta majors (removed "Allied" from the "Health Science and Wellness" meta major. She also shared a lesson learned about reaching out to CCC earlier for input into this process. Isaac mentioned the importance of getting support (endorsement) by the Academic Senate before going any further.

Voltaire moved that the Academic Senate endorse the CCC resolution. Millisa Carey seconded. The measure passed (see roll call vote at end).

8. Kathryn mentioned that she learned at APM that Pat Hyland, chair of DDEAC and HRAC, will be issuing a new version of language for the faculty hiring procedures after taking in much feedback from the two campuses, so Kathryn suggested we may want to wait until we have the new draft before diving into specific wording changes. That said, we can and should talk about big picture policy/procedure, and can offer that to help drive the drafting of the new language.

Kathryn presented a [draft resolution regarding student participation of faculty hiring committees](#).

Kathryn asked for reaction by the Academic Senate. Ellen commented that she loved it, and that all decisions involved in the search process impact the student experience, so suggested an edit to shorten that sentence (Kathryn made the change). Fatai commented that she got nothing but support from students (ASFC). This is a first read, we have time for division faculty to review the document. Tracee commented there was concern about how the students would be chosen.

Mary asked about when the new procedures would be adopted, and Kathryn clarified that we're waiting for a new draft from Pat Hyland.

Voltaire asked about the clause in the draft procedures that says if PT faculty apply for the position, at least two PT faculty with rep will be offered an interview. He wanted to know how PT faculty get Reemployment Preference (REP), as this seems to imply they will have already gone through some type of evaluative process. John Fox mentioned article seven of the agreement. There was a question asking if a PT faculty could be granted REP without an evaluation, and Kurt clarified that could happen if the dean does not do the J1 in the required timeframe. But student evals would have to be done. There was a comment that some adjunct faculty enter the

hiring process (become hired) through informal networks, and there are equity issues that come up by then offering interviews to them automatically.

Stephanie Chan said there were a number of questions from constituents in her division about students on hiring committees, including issues with students on hiring committees and a request to understand the rationalization for PT faculty being invited to be interviewed; being concerned with some of the specifics. Kathryn suggested that it would be very helpful if we could get the wording of the specific issues, as the resolution would call for senate reps to ensure those are addressed in any AP language.

Kathryn asked if the group wished to move to extend the meeting to continue the discussion given the desire of others to comment, but not enough people could stay, so Kathryn said she would place the item on next week's agenda to continue.

Before adjourning Kathryn acknowledged that we again didn't get to the faculty engagement/disengagement topic, but really it was most important that senators were discussing this with their constituents and documenting issues and proposals. She mentioned that Jennifer Sinclair had proposed an idea to engage more faculty in the academic senate discussions by senators inviting individual faculty to join them at a senate meeting or two.

12. Announcements: Cormia announced a De Anza web page analysis of the 2022 State of the Valley index report and trends for De Anza College - <https://www.deanza.edu/ir/strategic/StateoftheValleyData.html>

Kathryn announced that Stanford is running a webinar at 5 p.m on the crisis in Ukraine, and the library is putting together [a lib guide](#).

13. The meeting was adjourned at 4:01 p.m.

Next meeting is next Monday, March 7th.

Roll call vote for extending the senate election nomination period to March 18th

24 votes yes, two abstention, and one advisory vote yes

Kathryn Mauer

Eric Kuehnl	x
Robert Cormia	x
Brian Murphy	absent
Alexis Aguilar	x
Kerri Ryer	x
Sara Cooper	x
Frank Niccoli	x
Tracee Cunningham	x
Voltaire Villanueva	x

Mayra Palmerin-Aguilera	x
Milissa Carey	x
Jordan Fong	x
Kelly Edwards	x
Katy Ripp	x
Stephanie Chan	x
Patricia Crespo-Martin	x
Kimberly Escamilla	x
Mary Thomas	x
Matthew Litrus	x
David Marasco	x
Donna Frankel	x
Ellen Judd	x
Fatai Heimuli	x
Adrienne Hypolite	abstain
John Fox	x
Carolyn Holcroft	x
Ajani Byrd	abstain (advisory)
Kurt Hueg	x (advisory)

Resolution to support meta majors.

24 yes' 1 no

Kathryn Mauer	-
Eric Kuehnl	absent
Robert Cormia	x
Brian Murphy	absent
Alexis Aguilar	x
Kerri Ryer	x
Sara Cooper	x
Frank Niccoli	x
Tracee Cunningham	x
Voltaire Villanueva	x
Mayra Palmerin-Aguilera	x
Milissa Carey	x
Jordan Fong	x
Kelly Edwards	x
Katy Ripp	x
Stephanie Chan	x
Patricia Crespo-Martin	x
Kimberly Escamilla	x
Mary Thomas	x
Matthew Litrus	x
David Marasco	x

Donna Frankel	x
Ellen Judd	x
Fatai Heimuli	x
Adrienne Hypolite	x
John Fox	N
Carolyn Holcroft	x
Ajani Byrd	x (advisory)
Kurt Hueg	absent