

## Foothill Academic Senate Minutes March 14, 2022

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

1. Meeting called to order at 2:01 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  
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 (absent)  
Kurt Hueg

**Guests**

Chris Chavez  
Roosevelt Charles  
Laurie Scolari

3. The agenda was adopted by consensus. March 7<sup>th</sup> minutes were approved by consensus with changes as announced by Kathryn.

4. There was no public comment.

5. Draft AP 5013 was placed on the consent calendar, as Kathryn explained that APM didn't require formal approval by the college senates, but wanted to ensure any questions or concerns were addressed before formally approving at APM.

Kathryn shared the announcement of the invitation to appoint faculty to the commencement committee.

Consent calendar was adopted by consensus.

6. Ajani Byrd gave an update on the planning of the spring flex days for the beginning of the spring quarter, Monday and Tuesday April 4<sup>th</sup> and 5<sup>th</sup>. Instruction will begin on April 6<sup>th</sup>. The spring flex day workgroup being led by Ajani, and including Kathryn, Amy E., Adrienne, Carolyn, Lene, Kurt and Ram, has been meeting to help plan the two events. On April 4<sup>th</sup>, the District is hosting the events from 8:30 a.m. to 1:15 p.m. The first speaker will be addressing mental health and well being. The second speaker is from NPR higher education, and will be talking about the future of higher education post pandemic. Food will be available. From 1:30 to 4 p.m the College is working on different options looking at creating community, space for us, self directed games, maybe a petting zoo/therapy animals, etc. Music may be an option, and it will likely be unstructured. The second day is the College Flex Day. There will be name tags at check-in for "meet and greet" in the morning, followed by division meetings, then workshops (before and

after lunch). At lunch we'll get to watch our Foothill Physics Show. After the second set of workshops, there will be department time from 2-4 p.m. The deadline for submitting workshop requests is March 16<sup>th</sup>.

A question was asked about the possibility of remote participation. The answer was shared that there will be different options, but more information will be shared later.

7. Faculty hiring procedures discussion: Discussion of guaranteeing interviews for P/T faculty with REP.

Milissa Carey mentioned that she received feedback about concerns with student participation on hiring committee, as well as "nepotism" in the PT hiring process, which is currently not necessarily "equity based". Ellen Judd shared that she had received much support for guaranteeing interviews for PT faculty with REP. Ellen suggested that students should be included on the hiring committee if they'd completed 10 units. Kathryn asked if the reference to having ASFC set the guidelines for student selection would be OK, and Ellen agreed. Mary Thomas commented she'd also heard strong support for guaranteeing interviews to PT faculty, and Donna commented that several faculty had said the same to her. David said that sometimes a commitment to equity can be in conflict to other interests we have, but the question then comes down to how strongly are we committed to equity? He advocated that we not guarantee interviews to PT faculty with REP if we have the first commitment to equity.

Kathryn reminded the Academic Senate that this topic is on the agenda for action, if the senate is moved to do so. She explained that we don't need to move to approve the draft language on AP 4130 because she understands a new draft will be coming, but it could be very helpful and meaningful to approve statements on our position on items in the draft, such as our resolution on students on hiring committees, or a position on the guarantee for interviews for PT faculty. We also need to acknowledge we might not achieve unanimous consensus on these topics.

Ellen asked about data on faculty, and asked how the PT question is an equity issue. David showed stats for our district that suggested a disparity in ethnicity between FH faculty tenure track (50% White not Hispanic) but the part-time pool was significantly different (60+ % White not Hispanic). It was also explained that existing PT faculty with REP are likely local, which means they likely are already coming from a demographic with higher earning (due to cost of living in the area). Due to intersectionality of class and race, it's more likely that the pool of PT faculty with REP is less racially diverse than a broader applicant pool that might be from anywhere. These are all assumptions that may or may not be true.

Kathryn commented that in this discussion, a number of issues around supporting part-time faculty have come up, and she hopes we will prioritize addressing those regardless of what ends up in the AP language.

Ajani commented that rather than saying its an “equity issue” it’s important to name what kind of equity issue. In this discussion, he says it sounds like we’re talking about a racial equity issue, and it’s okay to say that.

Voltaire moved to approve the resolution for student participation on the hiring committee, David Marasco seconded. No further discussion. The motion passed unanimously with one (advisory vote) abstention.

Donna then made a motion that there would be some accommodation for some part-timers in a particular department so that they would get an automatic interview. She clarified that she would move to approve the language in section six under the responsibilities of the search committee. John Fox seconded the motion. Sara commented that she would appreciate delaying the vote because she has not had enough time to get input from her division faculty due to our weekly meeting schedule. Kathryn clarified that she did not think there would be a negative impact by waiting until the beginning of spring quarter to provide input on the AP language since this was still being worked on in HR, but recommended we do our best to move it along so the work can finish this year. Donna agreed to withdraw her motion for now. Stephanie Chan commented there are multiple equity issues, racial and class. Ellen commented also about financial equity, people doing the same work for less pay. Kerri asked for clarification that the first time this topic came to senate, and Kathryn clarified it was in November at the joint Foothill-De Anza senate meeting, so Kerri just wanted to confirm we’ve had this issue in front of us for a while.

8. Part-time faculty celebration planning. Donna and Ellen have been helping plan the event this year, Simon Pennington will be hosting the venue. Ellen did a survey of PT faculty and the best day would be May 6th, a Friday, from 4-6 p.m. There is parking one block away at an elementary school at that time. Donna commented on different options for food and did research on previous budgets. Cormia suggested we simply do grocery store deli food, or go to Costco for party trays, and proposed a \$500 budget. Kathryn suggested that given the health of our senate budget we may be able to dedicate more, perhaps up to \$1,000 although appreciated the desire to be cautious with the senate budget and if we can come in lower and still have a nice event, we should try. Senate approved by consensus having the event at Simon Pennington’s house, May 6<sup>th</sup> from 4-6 p.m. with dedicating up to \$1,000 from the senate budget to this event. Also approved the planning committee to continue exploring best food options.

<break>

9. Governance update. Kathryn reported we held the 4<sup>th</sup> and maybe final retreat on Friday, and are much closer to a structure, with [a proposal](#) and new suggested name: Mission (I’m) Possible Governance Council, given the commitment to making this council mission-focused. The first meeting is being proposed for Friday, April 22nd. This is a visioning body in a decision-making structure split between Vision, Strategy, and Tactics. We moved away from mission-based membership, but remained committed to ensuring there is the right representation of the missions in our discussions. Kerri clarified that the missions are still a top focused, we haven’t backed away from that. Adrienne contributed to explaining why it can be challenging to remain

focused on mission with only constituency-based representation, so this will be important to be mindful of. There was a question about what “mental health” and “access” referred to in the mission, and Kathryn commented that these are meant to be broad categories, but in fact one of the first tasks of this new council will be to further articulate these aspects of our mission as part of our accreditation work.

Kathryn reminded the committee that governance is a high priority for the Academic Senate this year, and so wanted to see how everyone felt about this proposed structure. Carolyn asked about the proposed representation from academic senate (president, vice president and PT faculty rep), and how differing opinions of the two officers might end up cancelling each other out, and how would faculty with dissenting ideas get their input considered. Kathryn clarified that the group is consensus based, not based on majority vote, so this didn't seem like it would be an issue. Also, these aren't going to be closed meetings, so anyone can attend and be heard.

Kathryn asked the Academic Senate for direction. Adrienne commented that there would be “check-in” dates for this group during spring, to allow “adjustments” as needed. Kathryn said she would put this topic back on next week's agenda to capture feedback and questions, but look to formal approval on a senate agenda at the beginning of spring quarter.

10. Expansion of Foothill connect. Roosevelt Charles talked about the [Foothill Connect Expansion Pilot Project](#) and shared [a PPT](#). Chris Chavez and Laurie Scolari also presented. Laurie talked about integration of student services and instruction, and the goal of the project to make sure that when students have a need, that that need is addressed. The group will also ensure alignment with Guided Pathways and the goal (and mission) and culture of the College. When faculty see a need for a student, there's an efficient method to address that. This includes housing and food security, mental health services. Chris spoke about the history of Foothill Connect (formerly Starfish) and the Office of Retention Services (formerly Owl Scholars). Originally Foothill Connect was limited to student/faculty in Math, English and ESLL, but then expanded to all students in fall 2020 (during the pandemic). Students need more wraparound support. The impact of the pandemic is significant. This is connected to the campus wide retention effort, Foothill Connect will be one of the key methods in this effort.

Kathryn commented that as an anthropology instructor, with multiple large, 50-seat count classes each quarter, it was hard to support all of the students issues that can come up, and even manage the communication and follow-up with the students and trying to get them connected to services. While the underlying idea is to have a program to provide “wraparound support” for students, in many ways this program also feels like support for faculty, so we can feel better connected with all of the great supports our campus does provide.

Stephanie Chan commented that with AB 705, it was unclear what “wrap around support” would look like. The world has changed, if we have this tool, how do we use it? She is excited by the possibilities.

Chris discussed how collaboration between faculty and student services is key.

Cormia asked a question about best methods to approach students who might not look (emotionally) well. Lauri Scolari commented on the services provided by our Psych Services faculty.

Kathryn commented that this (Foothill Connect) and wraparound services could be a gamechanger for Foothill College. She wanted to especially give a nudge to department chairs and other tenured full-time faculty to sign up to be in the pilot to ensure that the system we're developing is well integrated into our processes, and has continuity. Ultimately this will benefit all full and part-time faculty, but getting the right system in place does require faculty already well connected.

11. Tabled the discussion on the Resolutions Packet discussion due to lack of time. Kathryn announced that the ASCCC Spring Plenary is the first week of April. Next week would be the last week for input on the resolutions before the ASCCC meeting.

12. Kathryn announced that Kerri Ryer will be getting tenure today (Board meeting and celebration). The reception will be happening very soon in the (new) FHDA-CCD boardroom.

Millisa Carey announced this Wednesday night is the complementary performance of "Murder who done it?"

13. Meeting was adjourned at 4:00 p.m. Next (and last W22) meeting is in one week, 3/21/22.

Roll call vote on resolution to include student participation on hiring committees

Motion passed unanimously with one absention.

Kathryn Mauer		
Eric Kuehnl	x	
Robert Cormia	x	
Brian Murphy	x	
Alexis Aguilar	x	
Kerri Ryer	x	
Sara Cooper	x	
Frank Niccoli	x	
Tracee Cunningham	x	
Voltaire Villanueva	x	
Mayra Palmerin-Aguilera	x	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	x	
Carolyn Holcroft	x	
Ajani Byrd	x	
Kurt Hueg	abstain	