

Foothill & District Academic Senate Minutes November 22, 2021

DRAFT Minutes

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

1. Meeting called to order at 2:01 p.m. Kathryn was excited to share that we were holding our first true hybrid meeting, with herself and several senators on campus in Room 4006 of the KCI Building, which had just finished getting set up as a “Smart Room,” with built in cameras and microphones and multiple screens. She asked for forgiveness up front for any glitches or incorrect uses of the technology as she learned the system.

2. Roll call (those attending in Room 4006 are marked as “in person” while all others attended remotely via Zoom).

Executive Committee

Officers:

Kathryn Maurer (President) – in person

Paul Starer (Exec VP)

Eric Kuehnl (VP Curriculum)

Robert Cormia (Sec/Treas)

Division Senators:

Alexis Aguilar

Brian Murphy

David Marasco – in person

Donna Frankel

Ellen Judd (absent)

Frank Niccoli (absent)

Jeff Bissell

Jordan Fong – in person

Katy Ripp

Kerri Ryer – in person

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 (absent)

Ajani Byrd (absent)

Carolyn Holcroft

Fatai Heimuli

John Fox

Kurt Hueg

Guests

Skyler Riordan

Leticia Maldonado

Clifton der Bing

3. Agenda was adopted by consensus. Minutes from 11/8 adopted by consensus (moved by Frankel, seconded by Marasco).

4. No public comment

5. The [appointment document](#) on the consent calendar had been updated, so Kathryn walked through additions and vacancies, and it was approved by consensus (Marasco moved, Ryer seconded).

6. ASCCC Hayward award: We have two nominees: one FT faculty (Ron Herman) and one PT Faculty (Amy Shidler). Marasco asked if we can nominate both. Per award guidelines, we can nominate both, however a college can only be awarded one recipient. In past years we have designated a FT vs PT year for nominees (so they wouldn't essentially be competing with each other), however since it's been a while since we submitted a nominee for the award, Kathryn explained that she hadn't wanted to restrict nominees this year to see who we get. The senate had the [highlights of Ron Herman's nomination](#) in advance (with the agenda), and Kerri Ryer read the [highlights for Amy Shidler's nomination](#), since it was not sent out with the agenda.

Marasco motioned to nominate both candidates for the Hayward award, seconded by Ryer. Paul Starer asked if Ron Herman could also read his interest in the award, but Ron wasn't able to connect to audio to do so. Both candidates were nominated for the award by consensus of the executive committee, and the next step will be for Kathryn to write letters of recommendation and submit the applications.

7. Update from the faculty prioritization committee: met on Friday to review and rank the [30 requests](#) that had been submitted with a targeted hire date for September 2022. Kathryn sent out with the agenda [a document](#) with a review of the interim process/timeline for this year, the criteria that the committee used to rank the requests, and the request form template. The prioritization committee met for a full-day retreat on Friday November 19th. The committee is made up of mostly administrators (all the deans), but also included three academic senate reps, Kathryn, Paul and Voltaire, and one FA rep, Amy Edwards. It also included a rep from Classified Senate and ASFC. While the committee did due diligence in analyzing carefully all the requests and coming with a final ranking (Kathryn showed [the list prepared by the committee on Friday](#)), ultimately it is the College President's decision which positions will be funded, and authorized to form search committees. There could be 9-15 total positions, and this number of positions could change. All 30 positions were ranked.

Paul Starer commented that even in this banner year with 9-15 hires, the request for 30 positions shows the demand we have, and the challenge with not enough resources to fill this demand. Paul also commented that a lot of thought went into this effort. Kathryn commented that the rank-ordering result wasn't unanimous, but we worked together to approve it. Voltaire commented that even with 13-14 people in this committee, it was very collegial, and he said we've been asking to be seen and to be heard, and he really felt he was in this process, and other expressed the same.

A question was asked what the "first" and "second" in the list meant. Kathryn explained that in some cases there were two positions requested with one request form/from one department (e.g. biology) but they were ranked separately. In some cases the two positions were identified as having separate preferred qualifications for duties, and in other cases the duties were the same but two positions identified as being needed.

Alexis Aguilar asked how it would be decided how many positions would be funded. Kathryn said that that it is a very challenging question to answer. Ultimately it's an administrative decision, but it is determined in part at the District level by funds which are given to the district by the state and restricted to hiring FT faculty (it has been determined Foothill has 9 of those positions for a Sept 22 start date). Other positions are decided at the college budgeting level – we understand that there are some funds available now to hire "back" FT faculty positions that were eliminated with the early retirement (SRP) program, but we do not know how many positions we'll get with those. That will be determined by President's Cabinet. Hopefully we will know within a few weeks.

Kathryn clarified that the list in front of us is not for senate approval, as that's not part of the agreed-upon process, but it is an FYI, and we can share with constituents as long as it's understood that the ranked list can and likely will be changed by the president.

8. Supporting Trans Students. Fatai Heimuli (ASFC president) shared that this topic is of high priority to ASFC, representing all students at Foothill, and she was thankful for being allowed the space and time on the senate agenda for this important initiative. She said the group was present to communicate the importance of comprehensive professional development for all of faculty surrounding how to effectively support the LGBTQIA+ community present on this campus, but also here to continue discourse about how we as a Foothill College community, can do our part to make this place a more welcoming space for everyone regardless of the identities they carry and the barriers they may face. She expressed feeling honored to be formally introducing this agenda item topic, although not personally a member of the LGBTQIA+ community, she still considers herself an ally, and firmly believes in the acknowledgment of everyone's human dignity regardless of how they may identify. Next, she wanted to introduce Skyler, a fellow Foothill College student who will be sharing his story today in hopes to further contextualize where we are coming from as concerned students but also to shed light on the challenges LGBTQIA+ students may face on college campuses.

Skylar Riordan (FH student) shared that he is almost done at Foothill, finishing this quarter after nearly three years, so he has quite a bit of experience in the classroom. Skylar commented that trying to adjust to the community at Foothill, and facing many different levels of trans acceptance, was a massive challenge. Skylar commented that an English 1A professor wasn't "great" about how he handled preferred pronouns, and that made him feel unwelcome from the beginning. He explained that he experienced faculty who were reluctant to use preferred pronouns, and instead awkwardly just used names and a lack of pronouns. At the other end of the spectrum he explained that in a statistics class there was way too much time spent on gender identities on the very first day of class, which seemed inappropriate and also made him feel uncomfortable. Skylar said he acknowledged that since he has always identified as a trans person, he cannot imagine why this is so difficult for others, but could imagine the reverse is true. But he said that he has been fighting for this issue for years, in school, in the workplace, and he's tired of having to do so. "It's hard to keep doing this over and over." He recognizes that he is more comfortable than other students about speaking out and up, but it's not fair to put this burden on students. And sometimes you just have a day you don't feel like it. Many students suffer in silence. Trans or non-binary people shouldn't have to go through this.

Fatai said that ASFC unanimously support this initiative, so much so that they are even looking to get in on this professional development training as well. As student leadership on this campus, they're tasked with representing the student body at Foothill College as a whole, not just those that fit into the heteronormative/gender binary construct. While peer-to-peer allyship in this way can be fruitful, it is ultimately up to the leaders of the classrooms, the professors or faculty, to take up the charge of establishing a safe, welcoming space for all to be affirmed and successful on this campus.

Fatai asked senate to make this professional development a priority. She said that the high school she attended had a particular saying that has always resonated: “for the sake of one student,” and she holds this saying close to heart in her leadership as ASFC Student Body President.

Clifton der Being (Psych Services faculty) then gave a presentation on [LGBTQI and Mental Health \(Lesbian, Gay, Bi, Trans, Queer and Intersectional\)](#). Discussion of gender identity versus sexual orientation. Stigma, aggression, and ostracism. Phobias including harassment. 86% of LGBTQI have been harassed (at school or work). One third of LGBTQI have been physically threatened for their identity. LGBTQI persons (especially students?) have experienced homelessness at much higher rates. Substance abuse and self-medication in LGBTQ youth twice as likely to be diagnosed with substance abuse. Suicidal ideation and suicide attempts. LGB(TQ) adults are twice as likely to experience mental health issues, (two thirds of adults). 40 (or 48%) have engaged in self-harm. 40% attempted suicide at one point in their life, compared to 5% of the general community. Transgender bathrooms, and preferred pronouns, are important, and make a significant difference. If pronouns were respected, suicide attempts were reduced by 50%. References were shown at the end of the presentation.

Fatai then asked how can academic senate help? She said that they want the needs of the Trans community, the needs that Skyler outlined, to be addressed and embraced as a jumping off point for change at Foothill College. Engaging in professional development wholeheartedly is what they're asking for, as well as the continuation of this discourse surrounding how we can continue to make this campus welcoming for all. Like how Skyler said, we're not necessarily asking for social justice warrior parade, but the recognition of human dignity for all, in ways that promote a sense of normalcy for everyone - so everyone can be successful on this campus. She asked if this is something that academic senate would want to prioritize and commit to.

Kathryn replied that with a resounding YES this is something the Academic Senate is interested in, and there was visible agreement from remote and in person attendees.

John Fox commented that last Saturday Trans Day of Remembrance. John has been a faculty advisor for GSA (Gay Straight Alliance) for a number of years, and it looks like it will be starting up again soon, and asked anyone interested in helping out to contact him directly.

Leticia concluded by saying that the group would be meeting to discuss next steps, including talking about what the professional development program could look like, and/or other actions the group will propose, and she will bring these back to academic senate when ready. Kathryn welcomed her and the group any time, and said to reach out to her with any other assistance the academic senate can provide.

9. Return to campus updates. Kathryn explained that the topic for today is mostly about making sure faculty have access to the information being used for planning Winter and Spring scheduling (Winter of course is already published and the deadline for Spring is coming up

before the Winter break), and in general to understand admin's plans for return to classes, so asked Kurt Hueg if he could also talk about the December 3rd event.

Kurt said that he didn't have any more information about the event on the 3rd, but he would be happy to talk about the scheduling piece. Kurt commented that the idea is we need to return to more on campus offerings going forward. We put together a decent schedule for fall and winter, and much of the same philosophy was copied over for spring, and then added on. He pulled back together the Scheduling Task Force, and showed the [Guiding Principles document](#) that was created by them (mostly deans). We need to support the needs of face to face students and provide them the environment that they need. Deans have been fully involved. Bernadine may want 85% F2F to return (baseline of 2019). It will be challenging to get there. We need a lively campus environment to attract students. Starting to see a tapering off of enrollment. Kathryn explained that the yellow highlighted section in the document was one area that may need to be negotiated, per comment made by Amy Edwards, FA rep to the Scheduling Task Force. Kurt said he will work with Amy to listen to FA's concerns.

Kathryn mentioned that scheduling is an interesting area where there is a piece needing Academic Senate involvement, and then of course administration and FA.

Cormia asked Kurt about the 85% number for spring, and where COVID safety metrics and measures played in building a schedule with a target number of 85%. Kurt responded that we're living in a COVID world and trying to keep face-to-face instruction. Kurt commented about negotiations and making sure that COVID safety was important.

Sara Cooper commented that we need to be more strategic about scheduling. She said we should not be talking about percentages, or if FT or PT faculty are teaching, but rather looking at the needs of the students, needs to support our equity goals, and what modalities and schedules students need.

Fatai Heimuli mentioned ASFC's presence in the scheduling taskforce. Many students have asked about reinstatement of a College Hour (Wednesdays 12-1) in spring. She asked how realistic it could be for getting that back for spring. Kurt said he thought that should be as possible as it was in the past. While there are always going to be a few classes that will have the challenge of not meeting during college hour, we used to honor that time fairly regularly and would think we could get back to that.

Kerri Ryer asked about the relationship between these guiding principles and student survey that was done at the end of last year, which was supposed to be getting students' interests and needs around scheduling. Kurt commented that we definitely have been using the survey data to inform discussions, but it's also been recognized that it had some blindspots, and didn't reach all students. It was only sent to students who were enrolled last spring, and for the most part those were students who already were all online, so we didn't hear from students maybe who had left or hadn't come at all because of the lack of on campus classes.

Another question was asked if we'll be returning to block scheduling? And Kurt said that yes, that hasn't changed, but the question was clarified to reflect an interest to see us do more coordinated block scheduling to make sure that we didn't have too many overlapping options so that students could choose from a wide variety of classes that would fit their schedules.

Stephanie Chan asked if it was an appropriate time to share feedback to the return to campus brainstorming document we had produced at the November 8th senate meeting, and Kathryn invited her to do so. She said some constituents expressed more concerns over safety protocols on campus, for things like office hours, with tiny offices and in close quarters with students, or ventilation issues that may be affecting some areas. She also said there were questions about whether or not we should be wearing masks outdoors, as Bernadine's recent email suggested it isn't necessary. Are we taking into consideration expert level guidelines on COVID safety?

Kurt said that regarding the ventilation question, he feels like this has been asked and answered over and over again, and is not sure where the concerns are continuing to come from. From the knowledge he has been given, all ventilation systems have been updated to meet safety guidelines, but if faculty or staff have a specific area or room of concern, they should contact Bret Watson. He agreed that we need more clarity on the appropriate guidance for an outdoor mask policy, and he personally doesn't think that masking outdoors is necessary, but he acknowledged that there is mixed guidance right now, and he will try to work on that. Last, Kathryn suggested that maybe this would be a good opportunity to update our Return to Campus FAQ document, and Kurt said he would look into that.

10. Kathryn brought back, really still for a first read since we didn't get to this agenda item at the November 8th meeting, the [draft resolution on remote attendance](#). Robert Cormia commented about CCAG, a formal governance group in San Mateo County, having to do this (reinvoke remote attendance for COVID safety). Kathryn reminded the senate that we do not have local control to decide whether or not we want to adhere to the Brown Act requirements, and currently Brown Act does require us to hold a quorum in person in order to conduct senate business. We are operating under AB 361, an order which allows us to continue to operate remotely (not have a quorum in person) as long as we meet the requirements laid out in these emergency orders, but it is inevitable that at some point sooner or later we will no longer be able to invoke AB 361 and we will have to meet current Brown Act rules. She indicated that at today's meeting, for example, if he had not been operating under the emergency resolution, we would not have been able to continue our meeting with only three senators present on campus.

Other comments included a comment by Kimberly Escamilla about the Brown Act being 60 years old, and the importance of access, and how technology assists that. Kerri Ryer commented that if we didn't have the ability to participate online, many of us wouldn't be able to participate at all. She said she herself would have to resign from the senate if we did not have a remote attendance option. David Marasco commented about the "regional bias", i.e., attending in person favors attendance by persons who live close to campus, in a high cost region, thus shutting out those who cannot afford to live in the area.

Kathryn said that she will bring the resolution back for possible action/approval at our final meeting of the quarter on December 6th. She said if anyone has questions or possible amendments, to send them to her.

11. AB 4225 on course repetition. Kathryn showed the [draft revision to AP 4225 document](#), and explained that the District Academic & Professional Matters Committee (APM) has tasked Foothill and De Anza academic senates with reviewing this new draft language (everything underlined is newly inserted language from a template provided by CCLC based on new language in Title 5). In addition, this AP was on APM's radar because Foothill had requested several years ago for us to update the language around recency and course repetition (when it might be allowable to repeat a course even if passed successfully, if the course was taken a long time ago). All Kathryn wanted to do today was to alert the senate of this APM ask, and inform the group that she would be reaching out for some help to those who have knowledge about this process to help review. We'll then bring back that group's recommendation for approval of this AP and/or suggested edits/additions at a future senate meeting. If anyone would like to help Kathryn with this effort, please let her know.

12. Kathryn brought back the proposed revisions to the [faculty hiring procedures](#), the current language in the policies all search committees have to follow is on the left, the proposed language for revision is on the right. It states that the revisions are being proposed by DDEAC, although it sounds like there may have been some additional revisions added after DDEAC. Kathryn explained that there is quite a bit of confusion about who has the authority at this point to approve these. They had gone to the Chancellor's Advisory Committee (CAC), which should be the body to approve these before they are sent to the Board of Trustees, however due to comments made at CAC and at Chancellor's Cabinet, Judy asked that they go back through APM to make sure administrators (deans), senates and FA are all on board. Kurt Hueg mentioned that he has brought these procedures to the dean's group and is working on getting their input as well.

David Marasco said that we've been working on this for 6 years now with representation in DDEAC from all the constituency groups, and doesn't understand why it would go out again, if everyone already had a chance to give their input. Where does this all end?

Kathryn talked about the issue of high level of turnover, so new people are being asked to approve documents that were created by others and which they didn't have any input into. She also mentioned the issue of the lack of clarity of who actually has the purview to approve, and it wasn't clear if everyone understood DDEAC was doing that. But regardless, she recognizes the urgent need for strong advocacy and leadership to get these reviewed ASAP, and pushed through the appropriate channels to get approval and get them implemented. She said she was committing to getting this done, and wanted to know if there were others who wanted to help her in this process. David Marasco, Kerri Ryer and John Fox (for FA) volunteered to come back one more time and look through the document, and see if we're ready to approve at Foothill academic senate, and then Kathryn will take that forward and see where it goes. There was a

question about the timeline, if we were going to do this now, or in winter. The answer was that given that we only have one more meeting this quarter, it will likely not be before winter.

13. Announcements: Cormia reminded everyone to be careful at Thanksgiving, the (COVID) Delta variant is out there.

14. Meeting adjourned at 4:03 p.m.