

## Foothill & District Academic Senate Minutes November 8, 2021

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

1. Meeting called to order at 2:00 p.m.

2. Roll call

**Executive Committee**

**Officers:**

Kathryn Maurer (President)  
Paul Starer (Exec VP)  
Eric Kuehnl (VP Curriculum)  
Robert Cormia (Sec/Treas)

**Division Senators:**

Alexis Aguilar  
Brian Murphy (absent)  
David Marasco  
Donna Frankel  
Ellen Judd

Frank Niccoli (absent)  
Jeff Bissell  
Jordan Fong  
Katy Ripp  
Kerri Ryer  
Kimberly Escamilla (absent)  
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

3. Agenda was adopted by consensus.

4. Resolution reaffirming remote meetings under AB 361, as long as a State of emergency is in effect. Donna Frankel made a first and Mary Thomas a second. The roll call vote was unanimous among voting members with two abstentions from advisory vote.

Roll call voting:

Kathryn Mauer  
Paul Starer Y  
Eric Kuehnl Y  
Robert Cormia Y  
Brian Murphy -  
Alexis Aguilar Y  
Kerri Ryer Y  
Sara Cooper Y  
Frank Niccoli -  
Tracee Cunningham Y  
Voltaire Villanueva Y  
Mayra Palmerin-Aguilera Y  
Milissa Carey Y  
Jordan Fong Y  
Jeff Bissell Y  
Katy Ripp Y  
Stephanie Chan Y  
Patricia Crespo-Martin Y  
Kimberly Escamilla -

Mary Thomas Y  
Matthew Litrus Y  
David Marasco Y  
Donna Frankel Y  
Ellen Judd Y  
Fatai Heimuli Y  
Adrienne Hypolite Y  
John Fox Y  
Carolyn Holcroft Y  
Ajani Byrd abstain  
Kurt Hueg abstain

5. The minutes from November 1st were approved by consensus.

6. No public comment.

7. The [appointments document](#) on the consent had been updated, so Kathryn pulled it and walked through the changes. It showed new entries for the faculty prioritization committee and additional program review readers. The consent calendar was approved by consensus, with one abstention from Adrienne Hypolite.

8. There was a second read on the [Academic Senate priorities document](#). Donna Frankel asked that the PT Faculty Appreciation Celebration be added, and the group agreed. There was a question about what was meant by “Equity Action Plans” under all three bodies. Kathryn explained that these were meant to be the actions we would identify that would support the Strategic Vision for Equity, so a recommendation was made to provide that clarity to the document, and there was agreement. Sara Cooper moved to approve the priorities document, seconded by Jordan Fong. The motion was adopted by consensus.

9. Dr. Bernadine Chuck Fong, Foothill College President Emeritus, and Acting College President, joined the Academic Senate meeting at 2:32 p.m. Bernadine said she was very happy to be back at Foothill College, which means so much to her, but sorry under these circumstances.

Bernadine’s email to the College this morning said we all have to take a deep breath, and go back to the values of the College, that is probably the best way for us to go forward.

Bernadine asked that we put a hold on the governance process, including the new Interim College Council and the Shared Governance Task Force, until she has time to catch up with the students and staff. Come together as a community and a family, with transparency, trust and forgiveness. She asserted that while equity is extremely important, equity isn’t new, and has been called different things at different times.

Bernadine talked about her time at Stanford University at the Carnegie Institute. And now as President, how does she engage faculty and staff in increasing student success. She asked that faculty and staff think about the diversity statement we wrote, and revisiting it, or perhaps writing a new one.

Bernadine reminded us she was Academic Senate president at one point, and was a “co-founder” of FA.

Faculty welcomed Bernadine back. Paul Starer mentioned the faculty prioritization process, which we’re working on now, during the time of Round Table. Bernadine spoke about Round Table, which was called that way because there was no “head” of the table, and how the governance structure then was mission based. She was asked a question about what might be affected if we put governance on pause, since our last meeting talked about how urgent so many things are to address in the governance council. Bernadine acknowledged this concern, but spoke about the importance of not moving too quickly right now, and making decisions that could later have negative repercussions.

Bernadine asked Kathryn to display [a document](#) she sent her earlier – one part with a model showing how there are three interacting “domains” of decision-making: the Academic Model, the Student Model, and the Finance Model. The three models may not always fit together, i.e. could have conflicts, but the intersection of the three models is important, and that’s the place we need to focus on. A second part was a document she revised frequently when she was president that centers our core ideology and vision, and to think about Foothill from a bigger perspective. She asked us to take a look at this, understanding that these are old documents at this point, but they could still be helpful to revise now.

She let us know that she would be communicating frequently with the college, probably sending out emails at least once a week to keep everyone on the same page.

Kathryn asked about the plans for the recruitment of the next College president, since she understood that Bernadine would only be with us through June, and this seems like a tight timeline to find the next permanent president. Bernadine said that her commitment right now was through June, but she is also committed to making sure we find the right person. She has asked that Judy include her as part of the search, since she knows the college so well. She mentioned some challenges for finding the right person, including the cost of living in the region, which may keep some people from applying or accepting the position. Additionally, she mentioned that right now there may be a narrative that the faculty are difficult, which she has not seen, but she wants to make sure that perception is cleared up. This was followed by a short discussion about reputational damage to the College, and how the media has portrayed the recent events.

Bernadine ended with saying that she has a big priority on getting us back to campus, and making sure we’re staying student-focused in those discussions. She asked if she could stay for the rest of the meeting, and Kathryn welcome to do so, and to join us any time.

10. Carolyn presented the results from the District Opening Day survey, which was focused on Professional Development. She explained her position as Professional Development Coordinator. She walked through [a presentation](#) with lots of detail about the survey results, and some of her take-aways. 85% of the respondents were faculty, followed by staff and administrators. This was further broken down by College. One finding that was interesting to her was that De Anza faculty seemed to be more aware of the Vision Resource Center as a source for PD, which lets her know she may need to do more promotion of it at Foothill. She also showed how interesting it was that faculty seemed to rank their prior knowledge of giving effective feedback as high, and yet also still wanted even more PD for that. Also using technology in the classroom was ranked high for wanting to see more PD, as well as assessment methodologies.

There was a comment about how it makes sense faculty would want to see more about technology in the classroom, given what's happened during the pandemic with teaching online (Zoom). We're not going back to the world as we know it, hybrid instruction will be part of it, so how do we adapt to it?

There was a comment that faculty have a lot of different options for faculty (professional) development during PDL, etc. but the PD events for opening days are important, but not incentivized.

Kathryn suggested that given the time (running late), and the density of the information she just presented, that we postpone the second part of Carolyn's topic, which was about what our local processes are for PD planning, and what structure we want to see for it now that the governance councils are not functioning (was part of C&C's charge). Kathryn will send out the PPT and a history of PD document Carolyn has prepared, and we will digest this information and then have Carolyn come back at a future meeting.

11. Return to Campus. Kathryn commented that this term could be dissected and discussed in many different ways, the whole phrase, or even just the words "return" and "campus." Embedded are some assumptions about what was in place pre-COVID, and what happened next. Really we were only a 100% virtual campus for about 6 weeks, and then programs such as allied health began a phased return, which we continue to today. But many of us think we should not be thinking about "returning to what we were" (looking backwards), but rather looking forward to what we want to be – based on visioning.

Kathryn then asked Kurt to give a scheduling update. He ran some numbers in fall, and stated in fall we have 30% of all sections classes offered in-person, which includes hybrid. We anticipate winter being slightly more on campus than fall. But for spring, we're having a discussion about how many classes we think should be back on campus, and how to plan for this. The scheduling task force will soon be meeting to discuss.

Kathryn commented that some people may be confused with mentioning the scheduling task force, because last year this was organizing much differently, with a faculty rep from every division and Kristy, but no deans. This year we've met a couple of times and it is mostly deans with some officers representing AS, and some FA reps. We've also started talking about the need to morph the scheduling task force into an enrollment management committee. Kurt mentioned the need to have a place where we could also talk about final exam scheduling.

Bernadine talked about the need to have classes on campus that all come together for the student, and to be able to take all the classes they need to graduate on campus, if that is their desire.

Kathryn commented that while we are running behind, this topic is really important and on everyone's mind and so asked that we consider postponing the last agenda item on the draft resolution for next time so we can continue. There was no opposition.

She then shared a link in the chat to a Return to Campus brainstorming document with five questions:

- 1) What are the different factors that should influence our return to campus decisions?
- 2) What do you care most about "safeguarding" in our return to campus planning?
- 3) What goals do you have for our "fully returned" campus? (Another way of asking this: What will be in place when we are no longer talking about Return to Campus?)
- 4) Based on what you have heard directly from students, or witnessed in your interactions with them in and out of the classroom, what are the most pressing student needs that should drive our planning efforts?
- 5) What else would you like to say or ask about "Return to Campus"?

She gave the group 5 minutes to write answers (anonymously) in the document for a collaborative brainstorming, and said to start anywhere (with any question). Kerri Ryer asked to explain what "safeguarding" meant, and Kathryn said that it meant literally what is most important to you to safeguard (keep present, make sure we have) as we plan.

After the five minutes, Kathryn asked for take-aways, including if we think these questions worked, and would be willing to present them to constituents for further discussion.

Bernadine commented that next time she could share out on what was discussed at the Chancellor's Cabinet, since this topic was on their agenda as well.

Paul Starer commented on the importance of thinking forward and integrating what we've learned from the pandemic.

Sara Cooper commented that she didn't disagree, however it's also important to be mindful that we've spent years and decades to develop methods to make instruction and student supports more effective, but they are missing right now. Basic services are needed critically, such as the ability for students to print at 3 p.m. in the afternoon.

Bernadine commented this was a huge opportunity for Foothill to be innovative and distinctive, especially to attract a new College president.

Kathryn asked everyone to reach out directly to her with any additional thoughts or suggestions for questions we should be asking in support of this discussion.

12. Postponed

13. Robert Cormia reminded faculty about Veterans Day. Kathryn reminded everyone that Winter Book Adoptions are due now, and they need to be made in the new Follett system. She hoped everyone had had an opportunity to attend the Bookstore training, and if not, there should be a recording available. Check in with your deans.

14. Meeting was adjourned at 4:01 p.m.