

## Academic Senate Approved Minutes December 5th 2022

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

Roll call Cormia

Voltaire Villanueva (President) x  
Jordan Fong (Executive Vice President) x  
Eric Kuehnl (Vice President of Curriculum) x  
Robert Cormia (Secretary/Treasurer) x

Brian Murphy (absent)  
Brian Evans x  
Mona Rawal x  
Luis Carrillo x  
Tracee Cunningham x  
Mayra Palmerin-Aguilera online  
Ché Meneses x  
Rachelle Campbell x  
Francis Niccoli (online)  
Katy Ripp (online)  
Jeff Bissell x  
Stephanie Chan x  
Patricia Crespo-Martin x  
Kimberly Escamilla online (online)  
Mary Thomas x  
Sara Cooper x  
Matthew Litrus x  
Ellen Judd (absent)

### **Other Members:**

Skye Bridges absent  
Janie Garcia (online)  
John Fox x  
Carolyn Holcroft x  
Kerri Ryer x  
Ajani Byrd (online)  
Kurt Hweg x

The agenda was adopted by consensus.

Announcements by members of the public. We need two P/T reps, one to fill Ellen's term in Winter, and one to replace Donna Frankel. We will have an election in Winter to complete Donna Frankel's term for one year.

There was an addition to the minutes from November 21st by Mary Thomas. Stephanie Chan moved to approve, Eric seconded. The minutes were approved by consensus.

The consent calendar added faculty for the faculty prioritization workgroup, and the mission statement workgroup. There was a question about the selection process for the faculty prioritization workgroup. Mary moved to approve and John Fox seconded, The consent calendar was approved by consensus.

Appendix J1 - Voltaire asked if there were comments on the appendix J1. Rachelle Campbell reported feedback from her division about faculty-student contact, how to evaluate that. Matthew Litrus reported feedback about learning outcomes and course objectives, what should be evaluated is what's in the syllabus versus the course outline of record. David commented that in faculty evaluations, it's important that the syllabus matches the COR. Sara commented about the terms "meeting expectations" versus "exceeding expectations" and how that might apply to a probationary faculty in the tenure process.

Stephanie commented on the form: #27 participates in assignments, committees, projects, research, etc. Carolyn asked what the impetus/goal of the current revision was. Kurt replied that there's an interest in periodically updating evaluation tools. Kurt commented about the need to separate between a "2" and a "3" on the form. Carolyn asked how one version of an evaluation instrument, in person, could be developed independently of an online version.

Ram said that the "exceeds expectations" was added to show appreciation that a faculty might be doing more than was required. Ram added that when someone is filling out a J1, there might be activities that only a dean would know. Kurt commented that there is a specific J1 for online, Carolyn asked why we're revising these independently of each other.

Matthew commented that this could make things a little more confusing, as he's on a tenure committee without a lot of guidance. Donna, David, and Kerri spoke. Donna shared a question "is this being used to get rid of people"? David commented that J1 is an important document (tool) and we're missing the online / hybrid. Why not park this topic until we have more energy

to look at it. Carolyn underscored the importance of looking at this document, for in-person instruction, with the other (hybrid/online).

Other faculty reiterated that we should put more time into this effort. What do current materials mean? And adding the phrase “exceeds expectations” could become the new norm for evaluating faculty for tenure. Voltaire commented that FA isn’t looking for the Academic Senate to approve the J1 document (instrument) but offer feedback. Other faculty shared that there does seem to be a lot of feedback, and additionally both Foothill and De Anza Senate’s need to provide more input. Kurt shared that this (J1) is part of the contract negotiations.

Voltaire underscored that there are a lot of people concerned about this.

### 2023 Hayward Award

Voltaire read the award. There was a nomination for Susie Huerta, and Marnie Francisco for full-time faculty. Amy Shidler and Ellen Judd were nominated for the part-time faculty award. Jordan nominated Stephanie Chan and Tracee Cunningham. Lawrence Lew was also nominated by Mona Royal. Kerri suggested that we draft a nomination statement. Voltaire asked the persons who made nominations to bring statements for the names. Carolyn commented that we have had opportunities to review candidate statements. David commented that the application process is very fast, we should have statements by Wednesday and poll (vote) by Friday. Statements should be concise, limited to 500 words, from nominators, due by 11:59 p.m. Wednesday December 7th. Statements will be placed into a poll.

### Faculty prioritization

Ram shared there were 19 total requests from the departments, and the prioritization committee performed a ranking and decided on 12 positions to go forward.

Tier 1 - Health center director, respiratory therapy, Vet tech

Tier 2 - Biology, computer science, library, accounting and psychology

Tier 3 - Math and English

Tier 4 - Photography and counseling

Other positions came up but not ranked as highly, including Health, DRC counselor, political science, chemistry, Theatre, Horticulture, and Art-history

Evaluation was based on workload, expertise gap, and how the position aligned with 13-55

First and foremost was the program accreditation mandate (tier 1). We're now at the stage to form the hiring committees, hoping to have the hiring committees set by the January 9th meeting

Kerri asked who was on the prioritization committee? How was it formed? She also asked if positions that were new were treated differently from retirements. Ram responded that new positions and retirements were not treated differently. David commented that in addition to these 12 positions, four failed searches were rolled over from last year. There was a question about the FON (Faculty Obligation Position), but Kurt replied we're under some pressure to fill the SRP (Supplemental Retirement Program). We've had to wait a few years before filling those.

There was a specific question about the number of faculty in a specific position, e.g. psychology versus political science. There was a question about providing feedback to departments that had positions that weren't ranked. Ram commented that every year that we have positions to rank, that all the positions are worthy, but we are limited in the number of positions. John Fox commented that because of the way they talked about the positions in small groups, the entire room didn't comment on all the positions, i.e., we "didn't have that cross communication". There was a question about the timeline, and the need to complete the process by last Friday (12/2/22) . It was a very tight timeline.

Voltaire mentioned a missed opportunity for steps 1, 2 and 3. Ram answered the question about a "new step" Someone would communicate which departments submitted a request. Brian commented that in the BSS department, there was barely enough time to do a faculty request. Kerri seconded that timeline in BSS. Carolyn asked Ram about the additional question, how would the new faculty help the College (departments) engage in 13-55? Kurt commented that this was an unprecedented number of positions (16, 12+4) with very high workload, with one additional position (12 vs 11) expecting at least one failed search.

Voltaire asked about names for the January 9th meeting (names for committees) Ram offered to meet with departments as they put together requests. Ram commented that we'll need to move quickly as we're hoping to put names together for specific hiring committees by the first meeting in January. Ram added additionally that several names came forward to work with the Elmwood Correctional facility

BP 3507 (COVID vaccination policy)

There were two members of the public, Karen Del Compare and Joyce Eden, both from Cupertino discussing requirements for student COVID vaccination. There was a statement that COVID vaccination presents issues, and there is no evidence that the vaccination is effective in preventing infection. There was a recitation from Public Health and Medical Professionals for Transparency. It was stated that Pfizer hasn't provided data regarding full disclosure on testing. A FOIA request was presented, and data was provided in the form of an alphabetical list of adverse reactions. There was reading from a document noting a page of adverse events. Emphasis on primary documents, assertions of suppression of evidence. Pfizer 5.3.6 . Chancellor Miner is considering this for implementation of a change in vaccination policy effective Spring quarter 2023. Che Meneses shared that a faculty constituent wanted the vaccinations to continue. Sara Cooper asked about the process of getting scientific information to go into the agenda. Voltaire mentioned the Chancellor's advisory council was convened last Friday and asked to solicit constituents for feedback. Rachelle commented that there is an "out" if members of the community, who want to participate as students on campus, do not want to get (COVID) vaccination, so we could continue with a broad vaccination requirement.

There was a question: was Chancellor Miner wanting to change board policy to stay up with other Districts, or was this "science based" . Sara commented that we might lose some students, but we could gain other students. Janie Garcia, classified senate president, attending the same meeting, offered that while the faculty and staff could offer input to this committee, the decision is in the Chancellor's hands. Janie commented that the process of documenting vaccination in the student registration process is confusing, and we could be losing students because of this. Moving forward, and making this decision, we're trying to understand what the goal is for requiring students to have a vaccination. We have a policy in place, but are trying to arrive at a policy decision without knowing what barriers exist that could impact registration.

John Fox commented that because this is a workplace issue, the mask mandate has been put into the large committee on workplace/health. Sara asked about how the union is soliciting feedback from the faculty. Lisa Markis is soliciting feedback. Voltaire commented that he would take back what he hears from faculty. Sara asked more broadly about how faculty feedback is getting to FA? David brought up safety issues that are ignored, including locking of doors.

Item #11 onboarding new students.

Amy Leonard (Guided Pathways) brought up a slide deck. Dokesha Meacham and Hilda Fernandez. Goals - identify barriers to student onboarding and success. Students had the best success when they felt supported, engaged in onboarding.

Hilda provided an update on (weekly focus groups with students) Students commented that there were things that were critical to know, but difficult to find. She mentioned an editing process. 66% of students commented that they benefited from the orientation, and another 29% found it to be helpful. 342 first time college students (1/3 of the students) total. 80% of students stated that videos were very helpful. There was an exit question, and a question asking students topics that were hard to find, missing in their experience. Students commented that the current registration process can be difficult, and had some difficulty finding information online. Students asked about events where they could meet (hang out) with other students.

How could students get information from counselors? And how do students get information for their student type, e.g., students who already have a bachelor's degree, or are doing a "reverse transfer". Students don't know where to park, or go for certain types of information. Hilda mentioned a new onboarding website, she also mentioned a Foothill cross-team collaboration, as this is the last year of the Guided Pathways effort. An additional component was the "campus culture" that there is specific information for students to know when they are working through a process.

Students are uncertain about how to get an add code, waitlisted students, students who fail classes, students who withdraw, how do we help students get into a class. "Onboarding is everyone's responsibility. Put students in the center, and how all roads lead to student success. We need to be innovative and welcoming of new ideas. There is an upcoming GP meeting on Zoom.

Invention and inclusion program with the KCI (i3)

Encourages faculty to include a curriculum that involves entrepreneurship. There are modules in Canvas that can help develop an entrepreneurial mindset. Jordan showed the core team members, and a timeline with training dates, to learn to use 3d printers, laser printers, anything we want students to be able to learn.

Skip item #13 (Kathryn Mauer)

Leadership reports, Voltaire commented about evidence and evidence collection in the accreditation report. Jordan also commented about Standard III and evidence collection, and other things, such as board policy, and other activities that we should be working on a regular basis. There was also mention of a survey regarding the college's mission statement.

Stephanie mentioned Foothill Inquires, an enlightening process, working with Kerri, and has visited all of the divisions. Eric mentioned the Curriculum Committee, finally drafting a document on guiding principles for equity. Kerri mentioned that COOL just received a draft of the DE Plan from the Online Learning office and conducted a first read- we will continue this work at the beginning of Winter.

#### Announcements:

Mary announced that beginning tonight until next Wednesday, the library will be open until 9 p.m., and has been working with marketing to get the word out. Donna mentioned the December 9th 9th FACCC and the Statewide Academic Senate are having a symposium with 200 people registered, free, and only online. Please attend to learn about part-time faculty and the future. She asked that we tell our part-time faculty.

Eric mentioned that we're having our first ensemble on campus (in 5 years) performing in the cafeteria next Thursday. It's been a long journey to bring this event back on campus. Voltaire acknowledged the team effort by leadership and thanked faculty for support this quarter.

Meeting was adjourned at 3:58 p.m. Next meeting is in January 2023.