

SCC Academic Senate Minutes - DRAFT
October 16, 2018 1:30 – 3:00 A-211

Senators Present

Emma Breeden
Maria Chaidez
Ricardo Chavez
Phillip Crabill
Cale Crammer
Shawn Cummins
Steven Deeley
Lisa Dela Cusack
Alicia Frost
Alana Gates
Melissa Govea
Song Graham
Scott Howell
Kim Johnson
Vanessa Jones
Daniel Oase
Eden Quimzon
Andy Salcido
Randy Scott

Shereen Siddiqui
Barbara Sproat
Yanina Valdos

Senate Executive Board Present

President Michael DeCarbo
Vice President Mike Taylor
Secretary/Treasurer Mary Mettler
CIC Chair Darlene Diaz

ASG Representative

Vincent Vargas

Guests

Dr. JoAnne Armstrong
Douglas Deever
Tiffany Gause
Narges Rabii
Jolene Shields

I. Welcome

II. Approval of the Minutes

- A. Approval of the minutes from the October 2, 2018 senate meeting (Deely/Crabill). Passed, no dissent.

III. Public Comments

- A. Professor Dela Cusack – Corinna Evett is our Hayward Award nominee.
- B. Professor Rabii – FARSCCD contract was ratified at last night’s Board of Trustees meeting. Faculty will be receiving retroactive pay in two installments, the first on Nov. 30th and then a second on Jan 2nd.
- C. Professor Gause – A letter from the faculty Equity Co-Chairs was read, commending the work of the Discipline Task Force. They desire continued transparency regarding future Task Force efforts and requested an addendum to the report that would include the use of interview transcriptions where identifying information would be removed. [See Addendum for letter.]
- D. Professor Siddiqui – As a part of Breast Cancer Awareness Month, a film screening of the documentary *Busting Out* will be shown tomorrow from 1:30-2:55 in H-106.
- E. Professor Crammer – On Thursday, October 18th there will be a Women’s March from 12-1pm at Strenger Plaza to promote the importance of voting.
- F. Professor Dela Cusack – The Faculty Excellence Award Presentation and lecture by Robbie Miller will be this Thursday from 1:30-3:30 in H-106. Students will be able to sign in if faculty would like to use this opportunity for extra credit for their classes.

IV. AS Executive Board Reports

President

- A. The FARSCCD contract was approved last night at the Board of Trustees Meeting.
- B. The next Board of Trustees meeting will be held on the SCC campus on October 29th in H-106 starting at 4:30pm. There will be a reception prior to the meeting at 4 pm in the Art Gallery.

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- C. The Educational Master Planning Committee has aligned SCC goals to those of the CCCCCO (California Community Colleges Chancellor's Office) Vision for Success.
- D. The Faculty Excellence Award Presentation and lecture by Robbie Miller will be this Thursday from 1:30-3:30 in H-106. Students will be able to sign if faculty would like to use this opportunity for extra credit for your class.
- E. The Spirit of Steve Kawa Day is October 25th. Please wear a Hawaiian shirt and celebrate his spirit.
- F. Dr. Hernandez has honored the Senate's top three choices for faculty hiring. He also approved the Continuing Education ESL position that was ranked seventh on the list since there are AEBG (Adult Education Block Grant) categorical funds that can be used for that position. Currently, there is no indication of the next hire(s), but Dr. Hernandez may choose them in a different order than the Senate Prioritization List.
- G. President DeCarbo will be meeting with the Student Discipline Task Force and will address the public comments by Professor Gause who requested more qualitative data/research to support the Task Force Report which contained mostly quantitative data/research.

Vice President

- A. VP Taylor requested that the Senators thank their constituents for updating their committee participation.

Secretary/Treasurer

- A. No report

CIC

- A. CTAP/CBE Task Force has met and accomplished all of their tasks. It was agreed that students must be enrolled and registered in one SCC credit course in order to earn college credit to gain their completed articulated ROP high school course.
- B. The Task Force updated the RSCCD Administrative Regulation 4365 for Credit by Exam by adding secondary high school to college articulation/credit by examination. The Curriculum Committee is going to update the RSCCD Administrative Regulation for Credit by Exam. CIC will present the AR to the SAC's joint SAC Tech meeting on October 22nd at CIC.
- C. eLumen trainings will start next week. The curriculum training will be only for the curriculum representatives since they are earning stipends.

V. ASG Report

- A. ASG Executive Board members have been attending trainings sessions to work on their leadership skills.
- B. A request was made of faculty to support upcoming ASG events.

VI. Summary Reports

- A. Educational Master Planning (EMP) Committee
 - a. EMP is aligning goals with Vision for Success.
 - b. The Department Planning Portfolios will be re-branded.
- B. Web Committee
 - a. There will be upcoming ADA trainings sessions which may include a stipend.

VII. Action Items

First Reading

- A. **Resolution F2018.04 – Adoption of the 2018 Revised “Apply for a Grant” Form (Taylor/Quimzon)**

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Discussion: In the past, the grant process was cumbersome. It was requested that a new process be developed for smaller grants. A new form was developed which includes hyperlinks for ease of accessibility. The Planning and Institutional Effectiveness Committee vetted and approved this document.

VIII. Discussion Items

A. Signature Programs – Adult High School Diploma

Professor Shields discussed with the Senate opportunities to support and promote the Adult High School Diploma program.

Points covered include:

1. Students in the program come from all over the world.
2. In 2016-17, there were over 12,000 students served (33% of the entire Continuing Education population).
3. Each student attends an orientation and develops an educational plan with a Counselor.
4. The program is open entry/ open exit.
5. Students may bring in credits from high school, ROP programs, foreign transcripts, work experience and armed service programs.
6. Continuing Education offers additional programs, including an Adult Basic Education Program and a GED for High School Equivalency Program, as well as College Preparatory classes for English 101 and Math.
7. Students in the program can receive scholarships.
8. The Continuing Education Counselors have a special program to transfer students from Continuing Education courses into the SCC credit classes called STARS – Students Transition and Registration Service.
9. The classes are on the SCC campus in the U village, as well as the Batavia location.

B. Guided Pathways Project Facilitators Selection Process

President DeCarbo discussed the selection process for the Guided Pathways facilitator positions. The Senate will forward a list of candidates to Dr. Hernandez; however, the Senate agreed that they will not turn in a rank ordered list. President DeCarbo presented a rubric to address the four proficiency areas put forth in the request for facilitator candidates; the Senate agreed to use the rubric. If more than two candidates submit letters of interest, the Senate will review the letters and score them using a rubric. Then, the Senate will forward a list of candidates to Dr. Hernandez using three categories: (1) Approaching Expectations, (2) Meets Expectations, and (3) Exceeds Expectations.

C. Senate Goals

President DeCarbo continued the discussion of establishing 2018-19 Senate goals. The following areas were addressed:

- a. Accreditation – The Accreditation cycle is beginning in order to meet the 2021-22 proposal. SCC will need to start gathering data in the Spring of 2019. President DeCarbo presented the Accreditation committee's proposed timeline and the Senate agreed to support the timeline.
- b. Committee Reports – The Senate's committee summary report process will continue.
- c. Social Media Presence – This will be removed as a goal.
- d. MOU with FARSCCD – This will continue to be investigated.
- e. ADA compliance – This will continue to be discussed.
- f. Credit by Exam – Discussions regarding the need to address the transcription portion will be ongoing.
- g. Define Program – This will continue to be discussed.

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- h. Viability of Signature Programs – This will be removed as a goal, as this process is now viable.
- i. Signature Programs - Will continue to be promoted.
- j. Revisit the Block schedule – Discussion will continue as needed.
- k. Planning and Institutional Effectiveness SCC Goals
 - i. Open Educational Resources – The Senate will identify a faculty member as the liaison responsible for this goal.
 - ii. Professional Development – This goal needs to go to the Professional Development Committee.
 - iii. Grant Applications – This will be removed as a goal since it has been completed.

D. Enrollment Management

CIC Diaz led a discussion for using the class average as a measure to consider when under-enrolled courses are cut. Goal 6 of the Enrollment Management 2016-2018 Action Plan was discussed at the last Enrollment Management meeting where the deans agreed that the examples were not reflective of the strategies used when cancelling classes. The Enrollment Management Committee is recommending an enrollment model based on metrics and other factors. Tomorrow, the Enrollment Management Committee will meet and discuss updating the model and the plan. It was noted that deans should not be using the 20-student enrollment cap to cut classes since it was removed from the Board Policy.

E. Hiring Process Debrief

President DeCarbo reviewed the current practice and discussed possible changes. Professor Cummins addressed that sometimes department request priorities are not being looked at by the Senators and honored. The form will be modified to make the number of positions requested and the prioritization of that number both clearer and placed more strategically in the form. It was discussed that there is great variation among the rankings. SCC credit faculty noted that Continuing Education requests are hard to distinguish based on need when multiple requests are forwarded. President DeCarbo will explain the data tables prior to voting next year and some senators felt that if data was taken into consideration by all senators, then the voting outcome would be different. One Senator requested a notation for the use of categorical funding. Prior to next year's Faculty Hiring Packet distribution the Senate Executive Board will train the Senate in the use of support tools when completing rankings (i.e, data chart, hires and separations, etc.).

F. Area D Report

Vice President Taylor reported back from the Area D Meeting in preparation for the Academic Senate for the California Community College's (ASCCC) 2018 Fall Plenary Session. The Academic Senate for the California Community Colleges is focusing on four major areas this year: (1) Guided Pathways, (2) AB705, (3) Completion of Strong Workforce recommendations, and (4) Diversity in Hiring. The ASCCC is taking Exemplary Program nominations, which are due by November 5th. Senators are to review the ASCCC resolutions as assigned and provide feedback to VP Taylor.

IX. Moved to adjourn (Deeley/Breeden). Passed, no dissent.

Addendum

Public Comments Letter by Professor Gause

I speak on behalf of the SCC co-coordinators of equity, Corinna Evett and myself. We wish to commend the discipline taskforce for their excellent work on the report shared with senate at the last business meeting. They have collected data and reported it reliably. They have listened to painful stories of faculty and students facing terrible situations. Their coming recommendations should be paid special attention by the senate.

We have requested that the taskforce provide those shared stories, when possible, so that faculty know what their colleagues have gone through, and continue to go through. At the last division chairs meeting for the AHSS division, we dedicated significant time discussing the task force report, and sharing our experiences not just with the process, but with the players who have contributed, and often created, situations which can only be described as shameful. What was of great concern for our department chairs was the ways in which our colleagues are systematically left in the dark about serious situations in which our other colleagues have suffered and often with no resolution.

In the last two semesters alone, I have personally witnessed students be exploited for personal vendetta; faculty disbelieved when reporting serious concerns; students disbelieved when sharing serious concerns; students who were perceived not to be a threat by a single administrator turn around and send threatening emails to students on the last day of class; students finding themselves in the same class with students who have threatened them when it was promised they wouldn't have to be in that situation; students having to go to the police to make reports of threat, and faculty being outright disbelieved. All of these situations have stemmed not just from the process that exists, but also from a single person within the administrative team.

The SCC academic senate has the ability to take a stand for our students and our colleagues. No student should share that they are "terrified," a direct quote from a student. No faculty member should be "afraid to come to work," a direct quote from a faculty member. We can work to stop others from being harmed. Yes, we need to examine our processes and determine a better way forward. But we can also examine the players who have created such horrific situations for our students and colleagues, and we can take a stand to prevent anyone else from being harmed.

The faculty co-coordinators of equity urge the academic senate to learn what our faculty members and students have gone through, share the complete stories of those willing to have their stories shared publicly, and take action to prevent further damage from occurring. Passivity and dismissive attitudes and explanations have no place here any longer.