

Academic Senate Draft Minutes November 6, 2023

# 1 - Meeting Called to order at 2:02 p.m.

# 2 -Roll call (Cormia)

Officers	Location
Voltaire Villanueva	4006
Patrick Morriss	4006
Ben Kaupp	4006
Robert Cormia	Online as guest
Patrick Morriss (proxy vote)	4006
Senators by Division	
Apprenticeship	
Stephan Schnell	4006
BSS	
Brian Evans	4006
Mona Rawal	4006
Counseling	
Tracee Cunningham	Online as guest
Fatima Jinnah (proxy vote)	4006
Leticia Serna	Online as guest
Luis Carillo (proxy vote)	4006
DRC/VRC/SRC	
Ana Maravilla	4006
Fine Arts & Communications	
Robert Hartwell	4006
Kate Jordahl	Online as guest
Robert Hartwell (proxy vote)	4006
HSH	
Rachelle Campbell	4006
Frank Niccoli	4006
Kinesiology/Athletics	
Kelly Edwards	Absent
Katy Ripp	Absent
LA	
Ulysses Acevedo	4006
Rocio Giraldez Betron	online (address posted)
LRC	
Destiny Rivera	4006
Eric Reed	4006
STEM	
Zachary Cembellin	4006
Sara Cooper	4006
Professional Development Coordinator	
Carolyn Holcroft	4006
Faculty Chair of COOL	
Allison Lenkeit Meezan	4006

Ensuring Learning Coordinator	
Stephanie Chan	Absent
Kerri Ryer	Absent
FA Rep	
Jordana Griffiths	4006
ASFC Rep	
Joshua Agupugo	Online as guest
Classified Senate Rep	
Adiel Velasquez	Online (on-campus)
21-23 P/T Rep	
Roxanne Cnudde	Online (address posted)
22-24 P/T Rep	
Michael Chang	4006
<b>Advisory Members</b>	
President's Cabinet	
Stacy Gleixner	4006
Dean of Equity	
Ajani Byrd	Absent

Clifton Der Bing (guest-4006), Elaine Kuo (guest-4006), David Marasco (guest-4006), Angela Su (guest-4006), Suzy Quezada (guest-online), Valerie Fong (guest-online), Evan Gilstrap (guest-online), Lené Whitley-Putz (guest-online)

- # 3** - Adoption of the agenda, motion to approve Sara Cooper, second by Robert Hartwell, approved unanimously.
- # 4** - Public comment - a statement was read by Fatima Jinnah; there was an acknowledgment of Israeli lives lost, acknowledgement of 10,000 Palestinian lives lost, of which 4,000 were children. She spoke of a lifetime of trauma for children, the humanitarian aid blocked, and daily destruction in Gaza. She urged people to speak up for the marginalized, oppressed, and dehumanized, and support free speech. There will be a support meeting Friday by Zoom. Rachel mentioned radiologic technology week, and to please acknowledge the hard work by these important healthcare workers.
- # 5** - Adoption of the October 23rd minutes. Edits - Robert Hartwell mentioned he didn't volunteer for the student grievance pool and Kay Thornton's name was misspelled. There was a motion by Patrick Morriss, seconded by Robert Hartwell, to approve the amended minutes, the motion passed unanimously.
- # 6** - Approval of the consent calendar. Voltaire showed updates to the Governance councils, especially FHDA District Committees. There will be a vacancy in a Phase 1 tenure committee at-large for Ahmed Elgasseir, a music instructor. There was a correction to the spelling of Young Hee Park Lee's name. Sara asked how faculty are chosen for District committees. Voltaire noted that some of the names on the consent calendar were from previous appointments, personal asks or interests, or defined in different committee lists. David Marasco mentioned it would be great to have a student on the Police Chief's

Committee. Joshua Agupugo announced there is a student appointed to that committee. There was a motion to approve from Carolyn Holcroft, seconded by Ben Kaupp, motion was approved unanimously.

- # 7 - Foothill ISER - Elaine Kuo - first read is due to accreditors by December 15th** Elaine mentioned that the document has been online since the beginning of this academic year, our desire is to be reaffirmed in the accreditation process without the need for follow-up over the next eight years. Elaine mentioned she'll be back in Spring 2024 with follow-up information. Elaine also acknowledged the support she has received from many people in this process. Elaine then showed the feedback form. November 17th is the absolute last date to provide input on this document. This will be up for action at the November 20th meeting, two weeks from today.
- # 8 - Senate goals -** Voltaire showed the Senate goals - faculty support and working conditions, equity and inclusion, technology and innovation, administration and communication, facilities and infrastructure, and legislation and policy. Voltaire mentioned he'll be using a Foothill faculty email list to provide communication from the Senate. Voltaire mentioned facilities requests, and AI as a major topic. Equity and inclusion - disaggregating data, and RSI. Voltaire took the goals and created themes around them. Sara mentioned the Senate email communications and some confusion about who is supposed to be doing what. Sara mentioned the email from the administration should be coming from division faculty, and a large amount of information is coming from so many emails. Stacy mentioned that she is simply forwarding information from the Senate. Sara asserted that division reps might be the best point of contact. Patrick mentioned that Stacy sent out the communications as she had email privileges. Stacy offered to help get the FH faculty email list for the Academic Senate to use. Allison suggested that perhaps we should post information on the Academic Senate website. Voltaire asked if the email list he got was accurate. David suggested that information flow should be coming from division senators. Ben mentioned the CCC Communique put together by Mary Venata was an example of what the Academic Senate could do. Voltaire commented that communication has been an age-old problem in the Academic Senate, and mentioned specifically the work of District Committees, and how this information could be shared out. How could we improve the information gathered from AS?
- # 9 - S13-55: Strategic Vision for Equity Issue 9 - Lack of a College-wide retention plan for students of color to progress through their academic career at Foothill College.** Ben mentioned that there is tons of information about the importance of community for student retention. Ben mentioned the loss of the Day on the Hill event, and Zach mentioned the upcoming Possible Selves event. Ben mentioned the positive aspects of Day on the Hill events and the many conversations between faculty and students. Zach mentioned the importance of the Possible Selves event for both retention and recruitment. Karl Welche from STEM Mentors and Konstantin were mentioned. Rachelle commented on the importance of knowing at the start of the quarter when all these events would occur. Brian mentioned the importance of seeing new students at these events.

David mentioned the importance of compensation for adjunct faculty at these events. Carolyn mentioned the need for documenting service to the college from these activities, which are part of our contract. Sara said that there is a large amount of published research showing that course-based undergraduate research and student participation in authentic research projects increase persistence, especially among minoritized populations and in STEM fields. Sara suggested that if the goal is to increase persistence and retention among students of color, it is important to provide them with as many of these types of research opportunities as possible. Sara also said that one major barrier to providing these opportunities is that faculty mentoring the students often do not receive pay or release time for this work. Sara concluded that student research opportunities represent an important student retention strategy. Kate Jordahl mentioned (Starfish) as a means to acknowledge student participation. Starfish is now called Foothill Connect. Voltaire suggested that officers, faculty, and Stacy could continue with these ideas to help students. Destiny mentioned that library users have higher rates of retention.

**#10 -13-55:** Strategic Vision for Equity Issue 7 - Insufficient culturally responsive, relevant and sustaining pedagogy and other asset-based approaches in teaching and serving our students of color. Patrick mentioned that issue #7 is coming from connecting the dots between recruitment of faculty, retention of students, and statewide support for the approach of cluster hires, and to be intentional about this over the next year. Voltaire suggested we start out with a discussion on cluster hiring. Sara asked for clarification on the focus and operation (mechanics) of cluster hiring. Voltaire listed some of the goals of cluster hiring, getting faculty of color on campus, and how to support them in their growth at Foothill. It might look like support for a cohort. We need to do more than just announce on job descriptions that we invite all (diversity) of faculty. Carolyn commented on the need for encouragement, welcoming culture, sharing norms for how faculty work with each other. If we do this for students, why don't we do this for faculty? Voltaire mentioned the need for safe places to have sensitive conversations. There was a comment that we need to do more than just enhance outreach to hire faculty of color, but what are the qualities of the faculty that we are recruiting? David mentioned the demographics of faculty and students, and ratios of demographics. He asserted that from these ratios, our faculty do not look like our students. There were comments about the stress of faculty of color on Foothill's campus. Carolyn mentioned that Foothill is similar to every institution, in having these challenges, we might be doing better in recruiting faculty of color than retaining faculty of color. There was a comment that the tenure process is somewhat of a hazing process, and there is a cultural gap between the established faculty on campus versus the faculty we are hiring.

Patrick commented on the concerns expressed by both David and Fatima, and commented that if we're going to embark on a path for cluster hiring we need to have a plan to support these faculty. And we need to have ongoing support for these students. Voltaire mentioned the large number of resolutions coming down from ASCCC to support faculty of color, Rachelle mentioned that we are also asking some of our students to come back and serve at Foothill when we're not paying faculty enough. And this could be a reason why we don't have enough candidates. Lety commented that we're having conversations again about

community, and the difficulty we had last week discussing community, and that we're not really recruiting and inviting persons of color to participate in positions at Foothill. Voltaire commented that the bullet points we use on job announcements aren't really written in an inclusive tone. David commented that minoritized faculty may apply overly strict self-screening on our job announcements.

## **Break**

**# 12** - AP 4105 Distance Education and Correspondence Education. Robert Hartwell commented he had received feedback that 18 hours for RSI was a lot of mandated training. Voltaire mentioned that we will discuss documentation and training at our next meeting. Motion to approve from Ben Kuapp and second from Patrick Morriss, the motion was approved unanimously.

**# 13** - Student comment on Student Grievance and Procedures - Angela Su, instructor of Fundamentals of Pharmacology, discussed a recent event involving organized cheating. A cohort of 50 students were using Discord, and one student, with a disability, posted the exam taken early, on the Discord server. Nine other students participated in cheating. The offending student dropped the course with a W, as have the other nine students. Angela listed a number of reasons for coming to the Senate. She was concerned about how academic dishonesty could occur, with students dropping the course with a W, without repercussions. Second, how do we promote Academic Integrity across the campus, and especially in healthcare? The exam was rewritten. There was discussion about how to "rank" the seriousness of this offense. The faculty commented that students have shared "cheating is easy". There is nothing in the student code of conduct about how to address the issue of a student dropping (withdrawing) from the course, before an academic integrity investigation can be conducted, and the difficulty of filing a Maxient report after withdrawal. There were comments about what to do, a discussion with Catalina, and when and how can this be addressed.

There was a question about the egregiousness of this offense, and should a non-passing grade be assigned. David commented that there is a need to have a conversation with the Dean of Students. Some former dean of students would have a conversation with the student about the motivations for cheating. David asked what the proper level of "touch" should be? Patrick reaffirmed David's comments and mentioned writing a document a dozen years ago about developing a culture of integrity. Voltaire pulled the item for approval today, we will bring it back once we can gain additional clarification on the matter.

**# 14** - Follet Bookstore - Stacy quickly commented about the bookstore, and a collegial meeting with the Follet group.

**# 15** - Zero Textbook Cost - Carolyn reminded faculty that the State would like faculty to continue to work on textbook costs, especially Zero Textbook Costs (ZTC), as cost is a

significant barrier for students of color. Carolyn mentioned mapping zero textbook costs into a certificate or program.

**# 16** - Voltaire mentioned ASCCC resolutions for the Fall 2023 are available.

**# 17** - For the good of the order - Brian mentioned being an advisor to a club for microcredits in Guatemala, and a second group for girls' education. Faculty and other community members are encouraged to pledge a monthly donation - those who pledge will be invited to a luncheon where they can meet representatives of the two organizations.

Voltaire read a statement on behalf of the Academic Senate officers:

The Academic Senate Leadership acknowledges that there is significant strife and conflict happening at national and global levels and that members of our community are deeply impacted. We urge members of the Foothill Community to focus on hearing the humanity of each individual when working with others. We will continue to promote thoughtful and open dialog that furthers working collaboratively toward a better world.

The meeting was adjourned at 3:53 p.m.