



**ACADEMIC SENATE COUNCIL MEETING
SEPTEMBER 20, 2016
APPROVED**

In accordance with the Ralph M. Brown Act and SB 751, minutes of the DVC Faculty Senate Council record the votes of all committee members as follows: Members in attendance will have their votes recorded including names of members voting in the minority or abstaining is recorded.

PRESENT: Beth McBrien (President), John Freytag (Vice President), Andy Barlow (Rep-at-large), Peter Churchill (Corresponding Secretary), Marva DeLoach (Library), Barbara Hewitt (Biology/ Health Sciences), Buzz Holt (Social Sciences), Cheryl Carter (Counseling), Patrick Moe (Applied and Fine Arts), Carolyn Seefer (Business), James Magee (Math/Computer Science), Wayne Larson (Physical Sciences), David Vela (English) Theresa Flores-Lowery (Kinesiology), René Sporer (SRC)

ABSENT: Kris Koblik (Professional Development)

GUESTS: Rachel Westlake

1. APPROVAL OF AGENDA OF SEPTEMBER 20, 2016 AND MINUTES OF PREVIOUS MEETINGS.

It was MSC to approve the agenda of September 13, 2016 as amended. The following members all voted aye: Freytag, Barlow, Churchill, DeLoach, Hewitt, Holt, Flores-Lowry, Carter, Seefer, Moe, Sporer, Magee, Larson, and Vela. No nays. No abstentions. Approved.

Minutes were not ready for review.

2. PUBLIC COMMENT

None.

3. COUNCIL COMMENT

None

4. ANNOUNCEMENTS

Barlow reminded Council the College Council open forum on state of the college is tomorrow.

Seefer said she one more study abroad meeting scheduled. It is the last one before priority registration closes on Sept 30.

5. APPOINTMENTS

Program Review

Steve Coccomiglio

It was MSC to approve the appointments listed above. The following members all voted aye: Freytag, Barlow, Churchill, DeLoach, Holt, Flores-Lowry, Carter, Seefer, Moe, Sporer, Magee, Larson, and Vela. No nays. No abstentions. Approved.

6. VPI REPORT

This item was postponed due to time constraints.

7. EQUITY HOUR

McBrien described the timeline for the process of selecting Teaching Excellence Network. She explained we first received funding from the state to address equity issues. It got complicated when the UF decided part-time faculty need to be included in equity training and activities so they negotiated a deal to pay part-time faculty for equity training out of the equity funds..

McBrien said the negotiations for pay were under the UF purview but the actual training is Professional Development and is under the Senate purview. So a meeting was called with a work group of senate members and some UF representatives to iron out and come to a common understanding on how this training will be implemented. There was discussion about giving part-time faculty priority but that it would also be open to full-time faculty. The UF had been in touch with TEN to learn about their program. So a TEN representative was invited to the Equity Hour Workgroup to make a presentation. The presentation left the work group with many questions about how we could adapt their program for us. The founder of TEN then came to help answer our questions, and Senate Council was encouraged to attend the discussion as well. While there were still questions from some of the attendees, the work group agreed to move forward with TEN.

McBrien reminded Council this is not a tool for students to evaluate faculty, but it provides a snapshot of what we think is important and see the gaps with what students think is important. She said the results are only available to the individual faculty member but are aggregated (with no faculty names) in several ways to see what groups said what. She said the results are for the instructor to assess what they are currently doing and what else they could do to address students' equity issues. It's not about changing pedagogy but to look at ways to bring in some of the things students feel is important.

McBrien said the UF wants to schedule multiple training sessions to accommodate varying schedules. She reminded Council this is categorical money so it must be used to address equity issues. There are other pots of money that can also be used for equity.

McBrien said these discussions took place over the spring semester but the final decision to go with TEN was based on the recommendation of the workgroup - negotiations concluded over the summer when Originally the decision was going to be made sooner but the confusion in understanding and agreeing how to implement this delayed that decision.

McBrien said Contra Costa had their training event the previous Saturday and the speaker was the TEN founder Jeff Andrade. But he spoke on Equity, not the TEN program. She said they thought it was a good presentation and want to bring in more speakers. But what are they going to do next to actually implement activities to address equity.

She said the DO is impressed with us for attempting an innovative approach and said it is a good faith effort to do our best to train for equity. In discussions about how to accomplish that is where the consideration of TEN came about.

McBrien informed Council we have 84 people signed up for the first session on September 30.

Freytag commented that this should be viewed as an opportunity. It is not being imposed on us. He said from his perspective the communication about it was good. It had been discussed several times at senate meeting and also at the deans and chairs meeting. He said at this time it is a done deal.

McGee said he felt McBrien and Freytag were trying to persuade the Senate to do this. Freytag said that is not the case and he was surprised at the reaction to this topic at the last senate meeting. He said he and McBrien have tried to figure out where that came from and how to amend the misunderstanding.

McBrien said it has been challenging to make sure the process has integrity. She said her impression was that there was not enough focus on creating professional development training that truly focused on equity.

Hewitt said she was ok with the Equity Plan that Orante brought to senate in December, but she is concerned that faculty were not included in vetting and selecting TEN. McBrien responded that the workgroup that discussed the detail were all faculty appointed by the Senate.

She also reminded Council that a survey of equity activities went out and got very little response.

Holt said college business still needs to be taken care of during the summer but it is true that most faculty are not around then. But sometimes decisions have to be made over the summer. He said as we approach summer every year, we need to talk about what should or should not happen over the summer.

McBrien commented that we were required to have something to address equity by fall per the equity funding guidelines.

Churchill commented that he is senate leadership and he was not aware of the decision. He said also he was not impressed with the speakers from TEN.

Seefer said she understands why the decision was made when it was but she also was not impressed with the TEN presentation. But she said she will support it since it's a done deal.

Seefer did point out that we've never heard how much we are spending. She said in her research she found it is probably a six figure amount.

McBrien told Council there was no ill will in the process or the decision. She did her best to navigate the conflict that arose. She said we are paying to have 150 people trained for \$118,000 and we will keep the tools learned in the trainings. She said she does realize they are adjusting their program for community colleges for the first time.

Seefer wanted to know how TEN was selected and; were other programs looked at.

Seefer said she does not think we should pay six figures for a tool that needs so many changes.

McBrien said this was the recommendation of the workgroup but admits it was extremely-challenging working with the Union, based on a lack of consistent messaging about the requirements of the draft, vs. the tentative agreement.

She said addressing those issues took most of fall semester and continued into the spring.

But the workgroup felt TEN had answered our questions.

Moe said he remembers hearing something about it to address equity issues and there are funds to do so. But there were things that happened outside of senate that he was not to attend. He said he was not enthusiastic when in their presentation the previous week they said it would be transformational for the college and the individuals. He said also he did not like the categories for ranking such as "attire" and "sense of humor. He said he feels that we gather a lot of data and keep putting on process on top of processes. He said we need to look at why some of our current practices work, and get rid of those that are not working.

Other questions asked and discussed by the Council were:

Why is an outside consultant needed when our college is filled with in-house experts?

Why is this information about faculty versus student priorities not already being captured through all the programs we already have in place (SLOs, faculty evaluations, program review, etc.)?

How was TEN introduced to the Equity Workgroup?

Who at DVC knew about TEN prior to its meeting with the Equity Workgroup?

Why did they select an organization that is geared toward K-12 and has never worked with a college or university before?

Are we convinced that this is the best use of SE funds/taxpayer money?

Barlow said we did not pilot TEN because we were already in a contract and everything after that was flavored by the haphazard way this all progressed. He said we wanted more than just a speaker but something that we could actually use and that's why they chose TEN. He said he thinks this has a lot of potential and it is better than anything we have done before.

DeLoach said she is concerned that fingers are being pointed at McBrien and Freytag. She said she was not overwhelmed either with the presentations but there is an opportunity here.

Freytag agreed with Seefer that the presentation the previous week was not well done but he feels that neither us nor the presenter set the stage for an informative presentation. He did remind Council we had started talking about this last December.

DeLoach said we should move on and not make these mistakes again.

Holt said he the UF is supposed to negotiate pay for part-time faculty. But the Senate is the body to look at and make recommendations on instructional matters. He questioned why we bring in outside people when we have a lot of smart people here. But he hopes this is the right decision. He commended McBrien and Freytag for all their work on this.

Carter said the most productive approach for working with TEN would be to decide what we want and will get us the most bang for our money. She said we should get feedback from faculty in the district about all the equity activities that are taking place.

Barlow reminded Council we want to grow professional development ourselves and TEN will not be telling us what to do. He feels this is a long term benefit for our college.

Carter asked if there is an evaluation piece in the training. McBrien said the way the workshops are scheduled she is not sure we can do that. Freytag said there is a longer timeline after the training when we could do evaluations. He said there are two two-hour trainings this fall, one four hour training in the spring and one more hour to finish up. Barlow gave a brief overview of what will happen in the trainings.

Sporer asked if there is a limit to how many are in each workshop. McBrien said it depends on the size of the room. One of the conference rooms that will be used caps at 60.

Sporer asked when the training session at San Ramon will be scheduled. She said Thursday afternoons work best for them. Sporer also asked what if part-time faculty from the other two campuses sign up. McBrien said if they are not currently teaching here they won't get paid for the training.

Sporer said she thinks the workshop should include both part-time and full-time faculty. McBrien agreed.

Moe asked if we could spend the funds elsewhere. McBrien replied it is categorical money for equity. She said this pot of money was negotiated for the Equity Hour but there are more equity funds that are no categorical.

It was asked if so if you don't do the training you can't get paid for the equity hour. Freytag confirmed that is true and the training is to help ensure they use that hour for equity activities which they will develop through the training.

Barlow said the Senate should just say they want full-time faculty to be able to participate. We will have to pay for everyone that gets trained but full-time faculty will not get paid for the training.

McBrien asked Council if they agreed and wanted to expand the enrollment.

Freytag said this should be on the next agenda as an action item.

8. SENATE GOALS

This item was postponed due to time constraints.

9. AS PRESIDENT'S REPORT

This item was postponed due to time constraints.

10. ADJOURNMENT

There being no further business the meeting was adjourned at 4:00 p.m.

*Respectfully submitted,
Ann Langelier-Patton
Administrative Secretary*

