



321 Golf Club Road
Pleasant Hill, CA 94523

ACADEMIC SENATE COUNCIL MEETING

April 13, 2021

APPROVED

In accordance with the Ralph M. Brown Act and SB 751, minutes of the DVC Academic 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: John Freytag (President), Patrick Moe (Vice President), Lisa Smiley-Ratchford (Corresponding Secretary), Alan Haslam (Representative-at-large), Bridgitte Schaffer (SRC), Susan Parkinson (Biology/ Health Sciences), Yvonne Canada (Counseling), Craig Gerken (Physical Sciences), Carolyn Seefer (Business), Joann Denning (CE), Anthony Gonzales (English), Kris Koblik (Professional Development), Rick Millington (Kinesiology), Sangha Niyogi (Social Sciences), Leo Bersamina (Applied and Fine Arts), Concha Gomez (Math/Computer Science), Liz Mayorga (Part-time Faculty), Maya Yamato (Part-time Faculty)

ABSENT: Daniel Kiely (Library)

GUESTS: Jason Mayfield, Mary Gutierrez, Becky Opsata, Lindsey Kong, Kim Schenk and Katy Agnost

1. APPROVAL OF AGENDA OF APRIL 13, 2021.

It was MSC to approve the agenda of April 13, 2021. The following members all voted aye: Moe, Smiley-Ratchford, Haslam, Schaffer, Parkinson, Canada, Gerken, Seefer, Denning, Gonzales, Koblik, Millington, Niyogi, Bersamina, Mayorga, and Yamato. No abstentions. No nays. Approved.

It was MSC to approve the minutes of February 23, 2020. The following members all voted aye: Moe, Smiley-Ratchford, Haslam, Schaffer, Parkinson, Canada, Gerken, Seefer, Denning, Gonzales, Koblik, Niyogi, Bersamina, Mayorga, and Yamato. Millington abstained. No nays.

2. PUBLIC COMMENT

None.

3. COUNCIL COMMENT

Mayorga asked if there is any update about the deadline to apply for Pass/NoPassDeadline. Freytag said he will follow up to get current information.

Mayorga said she received a lot of requests for more information about the faculty internship program and its intent. She said if the idea is to recruit people who are new to teaching and diversifying the pool of adjuncts, that should be revisited because the pool of adjuncts is already more diverse than the pool of tenured track faculty. She said in our current environment with low enrollment and the insecurity and inconsistency of classes is already so low that many adjuncts already feel like they are doing an internship without any clear pathway or support to stable employment. She said we need to discuss ways that we can support our current adjuncts.

Sefer said the Business Administration Department met the previous Friday to discuss the student success centers locations, costs, and features. She said one colleague said he is concerned and wondering why, in a time of declining enrollments and budgetary issues, we are moving forward with these centers at this time. He said we should be focusing on what we need to do structurally to get our classrooms ready to safely allow our students to return to campus. It's not that we can't do both, but we are talking about putting a lot of money into management and support positions for the centers.

Yamato heard a concern from an adjunct that some full time faculty are taking advantage of online instruction, auto grading and pre-recorded lectures to consistently go over 100% teaching load. This leaves fewer classes available for adjunct instructors. It also impacts their income and, benefit costs are expected to go up.

Yamato said she heard from one of the candidates for faculty lecture. He has submitted a proposal during each of the last few years. His proposal was about the cooperation and working relationship between the DVC and the community at large and DVC as a community college maintaining close relations with the community and its organizations and how it is an essential part of our goals. He's done a lot of work in the community. He has been inviting leaders of community organizations to speak to students. COVID was a large challenge this past year and he was going to address some of these issues. She encouraged him to apply again next year.

4. ANNOUNCEMENTS

Schaffer announced on April 22 6-7 pm SRC English faculty are hosting a Discussion of Lovecraft Country: The Legacy of Lovecraft and Jim Crow.

<https://www.dvc.edu/events/index.html#event=65924840;instance=20210422180000>

Schaffer announced on April 26 11am-12pm Tracey Panek, will speak about "Levi Strauss & Company's Impact on History".

<https://www.dvc.edu/events/index.html#event=65291150;instance=20210426110000>

Moe said the DVC speech and debate team won the State Championship at the California Community College Forensics Association (CCCFA) State Championship Tournament, on March 10 – 14th. This is the first time in DVC history that the Speech and Debate team has won a state championship, and the first time in 45 years that an institution in Northern California has taken the top spot.

Freytag reminded Council that our Academic Senate Faculty Lecturer Eric Moss, will be presenting his lecture twice. First on April 27 from 12:45-2 and again on April 28 at 6:00pm Via Zoom. Details will be going out soon about the lecture topic and log in information.

5. APPOINTMENTS

None.

6. VPI REPORT

Gutierrez updated Council on some things the district is doing regarding returning to the campuses. At DVC 21% of our fall classes are currently scheduled as F2F. LMC is about the same. She said she has been receiving requests to convert more courses from online to F2F. She wants to make sure that as people are making those decisions they're checking in with their deans about the availability of space on campus. She said we are working with facilities to ensure that we are able to provide spaces.

She said there are also going to be negotiations with the UF and Local 1 about work conditions. She said conditions and guidelines are constantly changing so while they will work to keep everyone up to date, we won't know the final decisions until August.

Gutierrez said there have been a lot of discussions about student centered scheduling as we move forward. The past year has produced a lot of changes and for us it has shown how quickly we can change and be effective in online teaching. She told Council that the student population that has increased during this time is working adults because they have had more options to take classes online and work around their busy schedules. She said the Scheduling Committee has been invited to several deans and department chairs meetings to make sure there is communication about scheduling decisions.

Gutierrez said information about the Box 2A meetings will be out soon.

7. FIRST READ OF PROPOSED REVISIONS/ADDITIONS TO DVC PROCEDURES

Becky Opsata reviewed and explained the proposed new procedures, and changes and revisions to DVC procedures. All of the proposed new and revised language is highlighted in the document attached.

DVC 1019.01 Proposed New Procedure: Affinity Group Formation

DVC Procedure 1010.01: Integrated Planning

DVC Procedure 1016.01: Program Review

DVC Procedure 5018.01: Budget Allocation Process



Procedures for revision.pdf

Opsata explained 1019.01 is a new procedure to codify the guidelines for forming affinity groups that was approved by the College Council in November 2020 which are also included in the document. Opsata said revisions to 1010.01 were proposed by RPEC so it reflects the actual practices they do in the process. Revisions were then recommended to Procedures 1016.01 and 5018.01 to align with the revisions in 1010.01.

Opsata asked Council to share these revisions with their divisions and bring feedback to the next Senate meeting.

8. ACCJC ANNUAL REPORTS

Opsata reviewed with Council the ACCJC Annual Report from DVC. She said the Senate does not need to vote on approval of the report, but please provide feedback anyone may have.

Opsata reviewed the document, discussed and clarified questions from Council. The Academic Senate Council agreed unanimously to endorse the DVC 2021 Annual Report to the ACCJC.

9. RECOMMENDATIONS FOR IMPROVEMENTS TO PROGRAM REVIEW PROCESSES

Lindsey Kong, Kim Schenk and Katy Agnost presented a document with some detailed process improvement suggestions and recommendations for the process and template.



Koblik said she consistently gets PD requests for annual activities such as the Kennedy-King event and the PD budget cannot accommodate all the requests. She asked if it could be considered to put these requests in Program Review.

10. REVITALIZATION OF FACULTY INTERNSHIP PROGRAM AT DVC

Freytag said the support for this program that is based on existing HR Procedure 2090.04. He said Council is being asked for general support of the existing faculty internship program articulated in the HR procedure as a mechanism to continue to diversify our adjunct faculty pool. It's also something that not a lot of people are aware of and bringing this to senate is one way to let more people know about it.



H2090_04.pdf

Mayorga said a concern has come up about the definition of diversity and what it really means. Her understanding is this is targeting instructors who were maybe still in graduate school or first generation college students from diverse backgrounds.

Moe acknowledge the concerns from the part-time reps about giving opportunities to current part-time instructors to get on a tenure track. He said we have part-timers that have been here a long time and play large parts in many of our programs.

Gutierrez clarified that the HR procedure is essentially allowing someone who would not traditionally meet minimum qualifications to have an access into teaching with the sponsorship of the department.

Mayorga added that the cost of living has gotten a lot more expensive and it makes it more challenging to continue working as an adjunct especially with low enrollment.

Freytag said this is listed as an action item unless the Council would like to bring it back one more time. He said we will have more conversations about ways to support our current part-time faculty.

Koblik said we need to make sure the program does not operate in a way that further disadvantages our current adjunct faculty.

It was MSC support this program with the intention of continuing the conversation about supporting current adjuncts as well. The following members all voted aye: Moe, Smiley-Ratchford, Haslam, Schaffer, Parkinson, Canada, Gerken, Seefer, Denning, Gonzales, Koblik, Millington, Niyogi, Bersamina, Mayorga, and Yamato. No abstentions. No nays. Approved.

11. RETURN TO CAMPUS FALL '21

Jason Mayfield shared a document on Fall 2021 Student Services Principles & Strategies for returning to campus in the fall. Mayfield said he has not heard any updates since this last came to the Council but he would like to open this up for any questions or feedback.

Gonzales asked about holding events where they invite potential students and parents and he is wondering what opportunities there are for these events outside of the classroom. Freytag said he anticipates the college and district will support finding spaces for these events while following the County and CDC guidelines.

Yamato said she was asked if an instructor is teaching fully online this summer, could she hold hours both in person and on Zoom. Freytag said they should check with their dean. But he thinks that would be ok since we are encouraging people to gradually come back to campus. He said in person hours with just a couple people while practicing social distancing or wearing masks should be ok.

Kingsley said she was showing Crystala Button around campus as she was hired during the shutdown. She said she looked into the LA building and was reminded that those classrooms are deficient in terms of furniture technology and the ability to do the kinds of dynamic things we're talking about that can help student centered learning. She commented on the old desks that are not very accommodating to various body types, they are not conducive to shifting the classroom set up to allow group work or other such activities. She said she was excited to be back on campus and seeing a lot of the work that has been going on, but she was disappointed to see so many of our classrooms are still equipped for the kind of teaching we're doing now, or moving to.

Canada said in department discussions, the question of who will enforce mask rules has come up. Mayfield said they have asked District for clear signage in numerous places around the campuses. However, we don't know what the guidelines will be in the fall. He said as far as enforcement goes, in a classroom setting if you have a disruptive student it's the instructor that usually has to initially deal with it. He added that we have a Student Code of Conduct that addresses these types of situations. Canada said she is including areas that are not in a classroom, but in labs and other areas that may not have a faculty or staff member there. Freytag said he believes that when students enroll in any on campus activity, they are asked to indicate their compliance with acceptance whatever the current policy at that time for COVID precautions.

Freytag said in terms of guidelines, we have some time before August. He anticipates there will be more faculty and student presence on campus. There is still a lot of work going on to make our spaces safe and available while staying in compliance to the guidelines at that time. He reminded Council the UF has been working on a lot of these issues about office hours and work conditions so there will be more information forthcoming. Council members agreed they want more guidelines about these issues.

12. DISTANCE ED. PROFESSIONAL DEVELOPMENT SURVEY

Crystala Button and Anne Kingsley shared the survey that is open on Professional Development for Distance Education. The survey will for workshops in 2021-2022. They want to get at least 100 responses. So far they have 60. They asked that Council encourage all faculty to respond to the survey.

Distance Ed Professional Development

This survey will help Distance Education better understand Professional Development needs related to online teaching. We need your help and feedback to plan for upcoming workshops and for the 21/22 school year. A tools-based survey will be sent later in the semester to assess technology usage.

Thank You!

Email :

Please choose your department/field:

Did you teach asynchronously or synchronously this past year (2020-2021)?

- Asynchronous
- Synchronous
- Both asynchronously and synchronously

Did you meet with a one-on-one training lead anytime during this period of remote instruction (Spring 2020-Spring 2021) to get assistance on online instruction?

- Yes, 1 time
- Yes, 2 times
- Yes, 3 or more times
- I was unable to meet with a trainer due to time constraints.
- I was unable to meet with a trainer because the form was too difficult to fill out
- I did not meet with a trainer because I was not in need of further assistance.
- I am a one-on-one trainer.

Did you meet with an Accessibility Ambassador Fall 2020 or Spring 2021?

- Yes, 1 time
- Yes, 2 times
- Yes, 3 or more times
- I was unable to meet with an ambassador due to time constraints.
- I was unable to meet with an ambassador because I was unsure how to book time with them.
- I did not meet with an ambassador because I am not sure where to start with accessibility.
- I did not meet with an ambassador because I was not in need of further assistance.
- I am an Accessibility Ambassador.

Please describe one or two new thing(s) that you learned from a Distance Education (DE)-lead training that you will continue to use in your teaching practices.

How would you describe the challenges of online teaching now that you have experienced this past year online?

What practices, whether you are online, hybrid, or face-to-face, will you continue to utilize in the future? i.e.: Canvas, Zoom, online office hours, etc.

Future forward, what trainings would be most useful for you as we continue forward in online teaching? Select all that apply.

- Synchronous Teaching Strategies
- Introduction to Hybrid Pedagogy (first steps)
- Strategies for Online Equity to Ensure Student Success
- Canvas Quizzes
- Canvas Gradebook
- Canvas HTML Basics
- Canvas Rubrics
- Canvas Graphic Design & Styling

- Understanding & Utilizing Mobile Design
- Taking your Online Classroom into Face-to-Face
- Designing Engaging Discussions
- Using Interactive Online Spaces (Padlet, Jamboard, etc.)
- Interacting with Student Writing through Google Apps
- Using Zoom Effectively to Engage Learners
- How to Create Engaging and Effective Videos
- Rethinking Online Assessments--Project Based, Student-Centered, Authentic, Real-World, etc.
- Giving Valid Online Feedback
- Writing More Effective Online Exams (that utilize open book, open notes, etc.)
- How to build a 100% accessible course (self-assessment, work plan, & support)
- Supporting College Level Reading Online
- None
- Other:

This Spring 2021, how would you rate the level of student engagement in the online format?

- High engagement. Students were active and participatory in online discussions and activities.
- Medium engagement. Students were mostly active and participatory, but may have some lack of full engagement.
- Low engagement. Students were mostly inactive and non-participatory and lacked engagement.
- I did not teach this Spring 2021
- Other:

Do you intend to continue teaching online now that you've experienced this modality? *

- Yes
- No
- Unsure

If you are able, please explain your above response.

What employee constituency group do you most identify with?

- Classified Staff
- Program Coordinator
- Career Counselor
- Adjunct Counseling Faculty
- Adjunct Faculty
- Full Time Counseling Faculty
- Full Time Instructional Faculty
- Other:

Any other comments, questions, or concerns about or for your Distance Education team?

13. STATEMENT OF SOLIDARITY WITH OUR TRANSGENDER STUDENTS AND COLLEAGUES

James Wilson presented a statement drafted by the DVC Pride Alliance for joint support from the Academic and Classified Senates and ASDVC.

Statement of Solidarity with our Transgender Students and Colleagues *DVC's Pride Alliance with ASDVC, the Academic Senate, Classified Senate*

This year, even as President Biden moves to overturn some of the heinous institutional attacks of the previous administration on rights for transgender and LGBTQ+ people and takes steps to acknowledge transgender rights, at least 28 states have introduced—and in some cases passed—anti-trans legislation. Bills and laws such as those in Arkansas, Texas, Idaho, and South Carolina attempt to limit trans teens' access to timely gender-affirming healthcare, allow doctors to refuse to treat trans patients, and bar trans women and girls from participating in sports competitions consistent with their gender identity. DVC's Pride Alliance unequivocally condemns these—and all—transphobic aggressions.

We, along with the ASDVC and the Academic and Classified Senates, stand in solidarity with all our transgender students and colleagues, as well as with trans people in our broader community and across the nation. We stand for a campus and a country where people of all gender identities—transgender, intersex, non-binary, gender non-conforming, and cisgender—and all gender expressions are safe, supported, and welcome. We categorically reject any attempts to harm, invalidate, erase, and oppress transgender people.

As the White House noted in a statement last week, transgender people face discrimination “in employment, housing, health care, and public accommodations.” Nearly one in three trans Americans have experienced homelessness in their lifetimes, and many have limited access to health care, exacerbated by COVID-19. Meanwhile, violence against transgender people, especially trans women of color, remains disproportionately high, and depression plagues the community.

Transgender students, for example, face depression and consider suicide at least four times the rate of their cisgender peers. All of these struggles are heightened for transgender people who are Black, Indigenous, and People of Color, transgender migrants and asylum seekers, and transgender people with disabilities.

In light of these very real challenges, the trans community needs support and allyship, but instead, many state legislatures are writing bills, which their constituents are not asking for, that codify oppression into law. Even when such legislation is passed quietly, without fiery or hateful rhetoric, the effect is devastating: laws like those just passed in Arkansas restrict the rights of trans people to exist in the world fully, safely, and with dignity. And even when such legislation is not signed into law, its very introduction sends the message across the country that transgender people are undeserving of basic rights, and gives permission to discriminate against—and do violence to—trans people.

We commit ourselves to participating in creating a world in which transgender people are free from discrimination, violence, and oppression, including the additional harm caused by racism, misogyny, and ableism. As was affirmed in DVC's Statement of Solidarity for the AAPI community in March 2021, now is the time for deep, unrelenting, and principled inter-community solidarity. We call on our community to:

- Acknowledge and denounce this escalating climate of transphobia.
- Stand against transphobic legislation and policy everywhere.
- Recognize the intersecting struggles of all oppressed communities.
- Center and affirm the experiences of our transgender community members.
- Interrupt transphobia wherever we see it, on our own campus and in our own communities.

When groups are singled out for hateful treatment—whether at our college or across the country—we at DVC declare our support for those who are harmed. In that support, we demonstrate our values and reveal our core principles. We must always remember that the liberation of any one oppressed community is essential to the liberation of all oppressed communities. Trans rights are human rights.

Wilson said they wrote the statement based on the model of the recent API statement in terms of structure and in the context of a statement of solidarity and some broader social and historical context. He said also this is in response to the legislation that's being proposed and passed in many states. The statement also is asking for some additional commitments from our community.

It was MSC to endorse the statement of solidarity with our transgender students and colleagues with support from the Academic Senate. The following members all voted aye: Moe, Smiley-Ratchford, Haslam, Schaffer, Parkinson, Canada, Gerken, Seefer, Denning, Gonzales, Koblik, Millington, Niyogi, Bersamina, Mayorga, and Yamato. No abstentions. No nays. Approved.

Freytag thanked Wilson and all that worked on this statement. He said this is on the next Classified Senate agenda.

14. ASCCC SPRING PLENARY DRAFT RESOLUTIONS

Freytag told Council there are a couple new spring plenary draft resolutions since the Area B meeting. He will be attending the Plenary this Thursday through Saturday. The voting takes place on Saturday. He asked Council to review the latest resolution packet he sent out and share with colleagues. If there are any questions or concerns, please send them to him before Saturday. He said there are several resolutions that are pertinent to our efforts on campus in many areas including ethnic studies,

15. ACADEMIC SENATE PRESIDENT'S REPORT

Freytag reminded Council they were presented with the final draft of the student services return to work document that included principles and strategies. He said he has already received some feedback. He reminded Council the strategies are a work in progress. He said the Student Services group has a meeting the following week and will discuss any feedback they have received.

Freytag said that he has heard a lot of frustrations about the timeline that was provided to department chairs for adding additional on campus sections to the fall 21 schedule. He said there were some agreements that were negotiated relatively close to when we were able to send the information out. Also taking into consideration the schedulers timelines for entering data, the decision was made to not delay registration. He emphasized it is important that department chairs are communicating with the faculty about scheduling and modalities.

Freytag reminded Council that John Matheson made a public comment at a previous senate meeting asking Council to discuss how to increase awareness of availability of various classes to our students of color in the Culinary program. Freytag said the Senate will have further conversations about increasing diversity in enrollment in all of our programs. Yamato said she wants to make sure that accommodations for students with disabilities are also included in the conversations.

16. ADJOURNMENT

There being no further business the meeting was adjourned at 4:50p.m.

*Respectfully submitted,
Ann Langelier-Patton*