

ACADEMIC SENATE COUNCIL MEETING

SEPTEMBER 29, 2020

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), Susan Parkinson (Biology/ Health Sciences), Alan Haslam (Representative-at-large, Bridgitte Schaffer (SRC), Yvonne Canada (Counseling), Craig Gerken (Physical Sciences), Carolyn Seefer (Business), Daniel Kiely (Library), Joann Denning (CE), Susan Parkinson (Part-time Faculty), Anthony Gonzales (English), Kris Koblik (Professional Development), Rick Millington (Kinesiology)

ABSENT: Leo Bersamina (Applied and Fine Arts), Heidi Gentry-Kolen (Math/Computer Science),

GUESTS: Maya Yamato, Marissa Greenberg, Mary Gutierrez, Terence Elliott, Albert Ponce, Mickey Huff, Michelle Minty, Zoe Chapital, Susan Lamb, Newin Orante

Susan Lamb, Mary Gutierrez, Anne Kingsley, Kat King, Rick Robison, Sam Needham, Despina Prapavessi

1. APPROVAL OF AGENDA OF SEPTEMBER 29, 2020 AND MINUTES OF AUGUST 19, 2020.

It was MSC to approve the agenda of September 29, 2020, as amended. The following members all voted aye: Moe, Smiley-Ratchford, Parkinson, Haslam, Schaffer, Canada, Gerken, Seefer, Kiely, Denning, Gonzales, Koblik, Millington, and Parkinson. No abstentions. No nays. Approved

It was MSC to approve the minutes of August 19, 2020, as amended. The following members all voted aye: Moe, Smiley-Ratchford, Parkinson, Haslam, Schaffer, Canada, Gerken, Seefer, Kiely, Denning, Gonzales, Koblik, and Millington. Parkinson abstained. No nays. Approved

2. PUBLIC COMMENT

None.

3. COUNCIL COMMENT

Haslam said his department is organizing evaluations. Initially, evaluators were told they had to come to campus to review previous evaluations. He has talked to HR both here and at District and they are working something out more feasible.

Kiely said the library will be starting a program to allow students to use library facilities to scan from textbooks that are on reserve. We have to limit them to two chapters at a time. There will be no fees to use the copiers. They are also working on a touchless system to reserve and check out books. Students will reserve it online and then receive a code to unlock a cabinet outside the library to pick it up.

Moe said he is disappointed in the process for the hiring of the new chancellor. It is an insult to faculty voices and to every employee of the district that they went forward with a single candidate. This shows the district does not care about our responses in a forum because they didn't give us more than one person to respond to. It is shameful and it should never again happen in the future.

Canada agreed with Moe's statement.

4. ANNOUNCEMENTS

None.

5. APPOINTMENTS

Sabbatical Leave Committee

Bob Abele

Instructional Technology Committee

Ed. Cruz

Faculty Service Area Committee

Bridgette Schaffer

Faculty Hiring Training group

Bridgette Schaffer

Faculty Development Committee

Committee Chair: Kris Koblik

Members:

Marlene Storz

Karen Gard (on leave FA 20)

Julie Walters

Paula Stanfield

Kat King

Crystala Button

Chalisse Forgette

Jason Mayfield

Lisa Smiley-Ratchford

Lynn Huang (on leave FA 20)
Renée Swindle (SRC sub for Lynn in FA 20)
Ex officio: Patrick Leong, Nexus co-coordinator

Freytag said we still need someone from Pleasant Hill campus for the faculty hiring training group. And we need one more faculty member for the IT Committee. They also need someone someone to chair.

Freytag explained Koblik updated the membership on the Faculty Professional Development Committee. To ensure they have all been duly appointed, even if they already have been, it was decided to list them all for confirmation.

It was MSC to approve the appointments listed above. The following members all voted aye: Moe, Smiley-Ratchford, Parkinson, Haslam, Schaffer, Canada, Gerken, Seefer, Kiely, Denning, Gonzales, Koblik, and Millington. Parkinson abstained. No nays. Approved

6. VPI UPDATE

Gutierrez addressed Haslam's comment about evaluations. Coordinating an online process with the Instruction Office and the departments. As a solution, SharePoint sites will be established for each faculty member being evaluated where their previous evaluations will be available for a limited period of time in a read only document.

USC equity trainings began this week. DVC faculty have been participating in the leadership and pedagogy cohorts.

Title 5 was revised earlier this year to make it a requirement that all state community colleges and districts have a policy around credit for prior learning in an effort enhance credit for prior learning experience that our vets have received. There is a focus on informing vets of this opportunity. This policy should go to the Governing Board in November.

Freytag confirmed just before this meeting that Kelly Shearling at the District she has written a policy and will join our senate at the next meeting to present it.

7. ETHNIC STUDIES WORKGROUP UPDATE

Freytag welcomed members of the Ethnic Studies work group. Over the summer, the California Governor signed a bill that makes ethnic studies a graduation requirement at the CSU's. The work group has been working on developing a program.

Niyogi along with Albert Ponce presented a PowerPoint on their work. They provided some background and further details.

The Work group recommendation is: Racial Justice is the presence of intentional systems and supports to achieve and sustain equity and to eliminate opportunity gaps through proactive and preventative measures. Thus, it is not just the absence of discrimination and inequities. Racial justice confronts systemic, structural, and historical forms of oppression, and centers on counter-narratives by historically-marginalized and underrepresented groups.

The case for offering Ethnic Studies include:

Ethnic Studies is the critical and interdisciplinary study of race, ethnicity, and indigeneity with a

focus on the experiences and perspectives of people of color within and beyond the United States.

According to a recent report (Missing the Student Achievement Forest for all the Political Trees, Cabrera et. Al, 2014) by the University of Arizona researchers, students enrolled in culturally relevant curricula are more likely to graduate from high school and perform better on standardized tests including Math tests.

Just like students of color, White students have been mis-educated about the roles of both Whites and people of color throughout history. Culturally relevant lessons allow White children to not only learn about people of color, but also White people's roles as oppressors and activists fighting for racial change.

The program outcomes are:

Explain major theories of race and ethnicity and their intersections and constitutive relations with class, gender and sexuality.

Compare and contrast important social and political issues facing African American, Asian American, Chicana/Latina, and Native American groups.

Synthesize an interdisciplinary approach to understanding racial/ethnic groups in the United States.

Apply theories that are relevant to the understanding and critical analysis of the history, social contexts, interpersonal dynamics, and multiple creative productions of ethno-racial communities.

The pathway into the programs includes:

A core course of Socio 135-Interdisciplinary electives

Also outreach through FYE, High Schools, Puente, Umoja, Mesa, and EOPS

Creating a community of pride

The pathway through the program can include:

Ethnic Studies

African American Studies

Native American Studies

Asian American Studies

Chicana/Latina Studies

Pathways out of the Program:

Career Options:

Teaching, either in colleges and universities or secondary schools at the K-12 level.

Counseling (clinical, career, or academic) field.

Law can make good use of the major's specialized knowledge of underrepresented communities.

Many different careers, such as: journalism, marketing, community and housing development, radio and television, health and medicine, community and union organizing, social work, and a wide variety of positions in federal, state, and local governments as well as those at the city and county levels.

Graduate and Professional School Options:

A number of colleges and universities that offer bachelor's, master's and Ph.D. programs in Asian American, Chicano, Ethnic and Native American Studies.

ES graduates who desire legal careers should go on to law school and obtain a J.D. degree.

Another option is obtaining a degree of M.P.P. (Master of Public Policy) for those seeking careers in economic or community development and policy making.

Those who seek careers in counseling should also seek at least the M.A./M.S. degree.

M.S.W. (Master of Social Work) is highly desirable for those seeking a career in social work
M.P.H. (Master of Public Health) for those interested in the health field.

The Social Justice Speaker Series include:

Dr. Margeurite Hinrichs, CSUEB

Monday Sept. 16th

12:45pm Diablo Room

"The Case for Ethnic Studies: An Urgent Necessity in K-12 and Higher Education"

Allyson Tintiangco-Cubales Ph.D. , San Francisco State University

Thursday October 23

11:10pm Diablo Room

“Ethnic Studies for What?: In Search for Equity, Community Responsiveness and Justice”

Plans being worked on:

Researching programs at CSUs and Universities and work with our articulation officer, Sheila Lau to make sure our courses articulate.

Conducting two forums: one for faculty and one for students to get feedback while designing the program

Identifying professional development needs for faculty and staff involved in the program

Continuing to develop the applications for equity funds and for establishing the new program.

Developing Curricular Maps for recommended concentrations.

8. ADJUSTING COLLEGE STRUCTURES TO ALIGN WITH INTEREST AREAS

Susan Lamb continued her discussion with Senate on options to align college structures with interest areas to not only make the deans workloads more equitable but also to make the college more navigable for students. Students coming in, don't just get a list of majors, but they have interest areas that then help facilitate their process through the college. We also want to make sure Students Services and Instruction continue to work together to help students be successful.

Lamb reviewed the models she previously shared with the Senate showing how the Deans loads could be redistributed. There is an adequate period of time to provide feedback on the models. Feedback from the deans and department shares will also come back to the Senate.

Canada said there is a continued need for additional support in Student Services. Lamb said the State budget next year could include some cuts so it is not recommended to add to the management team.

Parkinson reported that Dental Hygiene expressed some concerns with being moved to the Health sciences division. There is a strong biology and chemistry prerequisite for dental hygiene so there is concern over the program's ability to make sure the requirements for accreditation under the Dental Board are met. They are also concerned about the physical location of the Dean's office to the classrooms and labs.

Mickey Huff said regarding journalism and long-range planning for reorganization, it appears to be lining up with Communications but Journalism is going through revitalization and given DVC's history and culture it strongly suggests that journalism should live in the Social Sciences, not English.

Freytag said he is going to invite the three areas currently going through revitalization, Journalism, Culinary and Dance, to report updates on their progress.

Lamb said she is starting the conversations about the reorganization broadly and then she will talk with individual areas about smaller impacts and implications. We have time to have plenty of ongoing conversations. She does not want to rush the process. We can always make changes in a year or so if we see something did not work out as planned.

9. TITLE IX UPDATES

Newin Orante said there have been some changes to Title IX at both the state and federal levels. Title IX is our laws around gender discrimination and harassment and our district and colleges then develop policies and procedures as a result of the laws. 13 components were identified that also address the K-12 schools. We already have rules that address most of the components because our state has more stringent rules.

Orante is the college Title IX coordinator and Dio Shipp is the District Coordinator. Orante shared a Summary of Major Provisions of the Department of Education's Title IX Final Rule. He said we already have a definition of sexual harassment

Orante pointed out one of the biggest changes is about Sexual Harassment Occurrence in a School's Activity AND in the United States. Those activities can be in or outside of the classroom. But they are talking about what this means for example students on study abroad programs.

Orante said another big change is in the reporting process. And the treatment of the complainant versus respondent. In the past, when a report is filed, our immediate stance was to cease and desist in the separation between the respondent and the complainant while we're investigating the report. The respondent would be removed from class while they investigate but the new rule says we can no longer do that.

Orante shared a memo from the State Chancellor's office talking about the changes at the state level that went into effect on September 18 and we feel confident we are in compliance. In the past we only accepted written statements on unlawful discrimination. Now they are indicating that if it's verbally stated that is an acceptable report to the institution that we would need to investigate. Also the past, if a student or personnel does not feel comfortable reporting within the institution or to our district process, they have the option to report directly to the chancellor's office. That option no longer exists and it must be filed exclusively within the College District. Other changes include that complaints are no longer required to be filed on a form prescribed by the Chancellor's office. Districts are no longer required to forward copies of initial complaints or provide notice of initiation of an investigation to the chancellor's office. So we have rights to go through our process and then simply do record keeping. An end report of Title IX actions are required by the state but not a play by play kind of reporting.

Another change is students reported for sexual misconduct must be notified of their right to appeal and they need to be involved in the entire process. The time to appeal is extended from 15 to 30 days.

One more change is that in the past districts had 90 days to see an investigation or to see a case through and make a decision. Now we're allowed to add an additional 45 days if needed.

Orante said they have been working on a new website to explain our process including the changes and file a complaint online. This will be accessible 24/7. It should be up this week or early next week.

10. ACADEMIC SENATE COUNCIL GOALS FOR '20-'21

Smiley-Ratchford said she, Concha and Haslam worked on the Senate goals and made some small edits based on previous senate discussions. Due to time constraints at this meeting they can bring it back to the next meeting for a vote. She shared a draft of the changes they made. She said they looked what our priorities are and that we have been really working to focus our work around a commitment to equity and social justice.

Haslam said they also included a recognition to the current situation with COVID and the different ways that we offer courses so they added advocating for ways to schedule course offerings face-to-face, hybrid, and online with safety. He said we should have a discussion about how we want to mention the student centered funding formula and 2021 goals. Smiley-Ratchford added that we have talked about this previously during the shutdown due to wildfire smoke but for a transition for a day or two. We weren't thinking that we were going to have to transition for months at a time like we're doing now. So this is really just an ongoing conversation not in necessarily in reference to COVID, but in reference to the fact of how we support a class schedule and a continuation plan that will always allow us to keep our faculty, staff, and students safe.

Smiley-Ratchford pointed out they added headings to give it clarity and separate the different focuses of our goals. They also added topics related to social justice and anti-racism at the college.

Freytag said we need to discuss if we want to include the impact of the student funding formula. Moe said we have been letting this discussion float because we are currently on hold harmless but that is not going to last forever.

11. DVC AND CCCCD ADMINISTRATION OF JUSTICE PROGRAM RESPONSES TO THE CCCCO's CALL TO ACTION

This item was postponed due to time constraints.

12. AS PRESIDENT'S REPORT

Freytag reminded Council that we do have a meeting next week, The ACCJC visiting team has requested to attend part of that meeting.

11. ADJOURNMENT

There being no further business the meeting was adjourned at 4:40 p.m.

*Respectfully submitted,
Ann Langelier-Patton
Administrative Secretary*