Academic Senate Minutes December 2, 2019

Meeting called to order at 2:02 p.m.

Roll call

Isaac Escoto (Senate President)
Eric Kuehnl (Senate Vice President)
Robert Cormia (Senate Secretary/Treasurer)
Carolyn Holcroft (Prof Dev Coordinator)
Dixie Macias (Kines/Athl)
Maureen Mac Dougal (BHS)
Rachelle Campbell (BHS)
Laurence Lew (BSS)
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    David       (District   Ulate        Instruction, and Planning)      Researc
    Kristy Lisle (Exec Vice President/Admin Liaison)
    Tracee Cunningham (CNSL)
    Voltaire Villanueva (CNSL)
    Lisa Eshman (BHS)
    Sara Cooper (BHS)
    Matthew Litrus (PSME)
    David Marasco (PSME)
    Mimi Rae (LRC)
    Donna Frankel (Part Time Rep)

    Agenda was approved by consensus

    Public announcements - BSS division is hosting an off-campus holiday gathering Thursday
    December 5

        th.

Mary Thomas - One Search is coming to the library in winter quarter. Information literacy
modules in canvas won't be available at first.

Senate minutes from 11/18/2019 - fix the "meeting called to order" from 4 p.m to 2p.m,
approved by consensus with fixed typo.

Addition to the consent calendar - Mimi Overton has volunteered to serve on a dean hiring committee (DRC/VRC dean). Consent calendar approved by consensus

Discussion items for the meeting:

- Faculty hiring prioritization
- Discussion of campus decision making
- Senate's role in campus governance
- Follow-up actions

Faculty hiring prioritization – The senate approved a faculty prioritization tool last year, with the understanding that we'd revisit the tool and how it'd be used in the position prioritization process. The senate has yet to revisit the tool since last winter quarter.

- Need for considered discussion
- How do we use the prioritization tool in its current state?
- What are specific elements of faculty prioritization?
- Push the conversation to first week in January

Division senators asserted that faculty would like to have appropriate time to discuss the faculty prioritization process and we can push the discussion into winter quarter. There was discussion about having a Senate meeting on December 9th, and also about having a parallel effort by a smaller group (of faculty). Committees usually don't meet during finals week. Separately, next year we should plan this differently. It was suggested that we have a meeting at the end of this quarter, or early next quarter. The number of new hires will be based on retirements. The College does know some number of retirements, Kristy suggested we should prioritize at least 5 faculty hires. There was discussion about what the criterion would be for the faculty selection. Isaac referred to the faculty prioritization tool, faculty position requests, and data, emailed to senate reps in past weeks. Mention that faculty did have ideas to contribute to the prioritization tool, and some faculty feel they don't know the criterion for faculty selection, and they need to know that to prepare a complete document. We need to figure out how best to use the document (prioritization tool) that we have in the current state. Institutional Research is helping put together data to help the prioritization process. There are important discussions involving the direction of the campus, e.g. online classes, that will shape how the tool works. Faculty want to know how these decisions are being made. There was a motion that we move the faculty prioritization discussion to another meeting, we will meet the first Monday in Winter. Discussion re: needing more time this year to full discuss/work out a more inclusive prioritization process, and that we might need to do the best we can at our meeting the first week in winter, and then have the prioritization process happen for this year.

Campus decision making processes

- Open discussion about campus decision making
- What is the process, when do faculty become involved?

- What is the appropriate path for very important decisions?
- How do we "resolve" our current impasse and move forward?
- How do we form a collective strategic vision of where the College is headed?

Isaac began the discussion with a prelude of the key issues that have gotten us where we are now. How do we, faculty, staff, administrators, make decisions that are important to the direction of the College? Thuy mentioned that having clearer processes will help us make better decisions. How would that work and what would that look like? Did particular decisions cause us more difficulty than others? Does the entire process need a review? Do we need a 3rd party, e.g. ASCCC, need to be brought in to help us rethink decision making on a campus level?

Open conversation:

Where to start? College presidents come in and have a "honeymoon" period, but when that period ends, the campus culture sets in, and then there can be a "mismatch" betweTd( )Tj -28.6 -1.328 Td(-)Tjh

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and how it is written, has to be carefully considered. The Senate