

Foothill Academic Senate Minutes March 7, 2022

Agenda

1. Meeting called to order at 2:01 p.m.

2. Roll call

Executive Committee

Officers:

Kathryn Maurer (President)
Eric Kuehnl (VP Curriculum)
Robert Cormia (Sec/Treas)

Division Senators:

Alexis Aguilar
Brian Murphy (absent)
David Marasco
Donna Frankel
Ellen Judd
Frank Niccoli
Jordan Fong
Katy Ripp

Kelly Edwards
Kerri Ryer
Kimberly Escamilla
Mary Thomas
Matthew Litrus
Mayra Palmerin-Aguilera
Milissa Carey
Patricia Crespo-Martin
Sara Cooper
Stephanie Chan
Tracee Cunningham
Voltaire Villanueva
Extended Exec Committee
Adrienne Hypolite

Ajani Byrd
Carolyn Holcroft
Fatai Heimuli
John Fox (absent)
Kurt Hueg

Guests

Trizha Loren Aquino
Yasmine Malboub
Jeremy Peters
Aaron Korngiebel
Simon Pennington
Josh Pelletier
Janie Garcia
Hilary Gomes

3. The agenda was adopted by consensus. There were comments about the minutes from 2/28/22, with an update requested by Stephanie Chan in the hiring procedures discussion. Kathryn made changes to the minutes, which were approved by consensus.

4. Resolution to continue meeting remotely: Donna Frankel was first, and Melisia Carey second. The resolution passed unanimously 25 Y (1 advisory vote)

5. Public Comment: Kurt welcomed the new dean of Business & Social Sciences Division Aaron Korngiebel, who introduced himself.

Trizha Loren Aquino, Yasmine Malboub and Jeremy Peters from Foothill Library gave some updates, including having now loaner Chromebooks, Wacom tablets, and more course textbooks. They want faculty to know that their goal is to have any material a student may need, work on trying to acquire it.

Kerri Ryer gave an update about the District housing committee, and shared that the CA Department of Finance recommended approval of a \$132,000 grant to conduct a feasibility study for on campus housing.

side-effect of this policy. Secondly, while we are seeing improvement, for many years PT would be hired outside of the official HR process via old-boys networks. This also has deep equity implications. One can argue how big those two factors are, but the result is that our PT faculty are less diverse racially than our FT faculty.

At the end of the day there are better ways of helping our PT get FT jobs. Workshops on how to apply and interview would help PT not only in our own district searches, but also get jobs across the California community colleges. That's a far better solution, and wouldn't undermine the equity aspects of our new hiring policy.

Ellen Judd commented that she was in support of the FA statement. P/T faculty have been hired to teach our classes, and have been reaffirmed over and over again before getting REP. We have processes that assure we have good P/T faculty, and having spots reserved for two P/T faculty in the interview pool, could attract more PT faculty to even apply for the position. Ellen talked about her hiring process at Foothill, that it was professionally handled (no HR problem) and that 57% of all sections at Foothill are taught by P/T faculty.

Donna commented that in the Bay 10 Districts for interviewing P/T faculty for F/T positions. Donna about the diversity of our PT vs FT faculty, and thought that P/T faculty are more diverse than our F/T faculty, and said she would like to see the data.

Carolyn commented that she agreed with all the statements made in the meeting on both sides, but there is some tension with the thoughts about what quality, and qualified, and best mean. She commented further about encouraging internal candidates to interview, and said there was a policy for other positions to guarantee an interview to internal candidates. It would seem like that courtesy could be extended to part-time faculty That said, she also understood that the hiring process of PT faculty could be very different than the hiring process of other full-time employees. For P/T hiring, a dean often has to scramble quickly and at the last minute to hire a PT faculty understandable.

Voltaire talked about being F/T faculty for more than 15 years, and not getting an interview for administrative jobs even tho

He also spoke about the need to provide proper mentoring to (h)-11(a)-11(t)5()5(o2 792 reW*nSen)>> BDC q0

Carolyn talked about creating your own personal equity plan, working with POOR (Peer Online Course Review). Carolyn suggested the document (helping) see how content and course outline of record can affect student engagement and equity. Kathryn commented that so much of this

equity, no matter what

Kathryn asked Carolyn and Kerri what the ask to senate is. Kathryn said one option might be just to get feedback and consider approval of the document and our website (under Resolutions) to post documents we approve. Another option is a resolution.

Carolyn supported

represents that the majority of faculty feel this document states ideas and values that are shared at our College. Kathryn said it can also help clarify its intended use. There was agreement that Carolyn and Kerri would work on a draft resolution to bring back to senate for a second read of the Equity Affirmation. Kathryn said this document might also be of interest to the College curriculum committee, given its reference to COR and Title 5 review. Kathryn said we will bring the topic back once senators are ready with constituent feedback.

11. Announcements: Mi

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