Academic Senate Approved Minutes April 17, 2023

Joint Academic Senate Meeting De Anza College

Roll call (assisted by Voltaire)

Matthew Litrus
Allison Meezan
Mona Rawal
Jordan Fong
Robert Cormia
Che Menese
Carolyn Holcroft
Tracee Cunningham
Mary Thomas

lead to more reliable outcomes, and lesser opportunity for bias. Matthew commented that he had just completed the tenure process, and when we think about how this tool might be used, not to think about how it's used in the majority of cases, but how it might be used in borderline cases. Sheryl Baum commented that she's hearing a lot of "compliance" in the comments coming from this discussion, and that the evaluation process should be a "growth process" (less punitive). Is the lens that we're using continuing to be a compliance tool, or turn this into a growth process?  Carolyn commented that we should acknowledge excellence, but the evaluation process doesn't provide visibility for that excellence to be shared. Foothill College has a culture of excellence, and it has created a culture of "expectation of excellence" that disproportionately affects probationary faculty. Excellence needs to go somewhere else, and disconnect it from the evaluation. A Foothill faculty commented that tenure processes can be challenging, and that it can feel like a "hazing", and that "exceeds excellence" can only make it more challenging.

Che's further commented, where can we put the "excellence", in a more inclusive platform? Specifically, "exceeds expectations" could lead to intellectual elitism. There was a comment by a De Anza faculty that there is a culture that only accepts the best as "acceptable", and the "exceeds expectation" adds to that culture. A comparison was made to corporate evaluations, where "excellence" is the only acceptable rating to maintain employment and achieve salary increases. An additional comment was made that there is a lot of "trauma" around the tenure process, and that needs to be separated from the J1 evaluation. Kathy Perino suggested that if the body desired, we could bring the topic of excellence into the narrati(ted thaC)51̄ (. tenur)0.7 (( annur)0.7 v(s)

Roll call vote to remove rating language from the J1 "exceeds expectations

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|---|---|---|
| Matthew Litrus | Y | |
| Allison Meezan | Y | |
| Mona Rawal | Y | |
| Jordan Fong | N | |
| Robert Cormia | Y | |
| Che Menese | Y | |
| Carolyn Holcroft | Y | |
| Tracee Cunningham | Y | |
| Mary Thomas | Y | |
| Amy Edwards | (FA) | |
| Leticia Serna | Y | |
| Stephanie Chan | Y | |
| Rosa Nguyen | Y | |
| John Fox | A | |
| Mayra Palmeron | (remote) | |
| Katy Ripp (remote) | Y | |
| Rita O'Loughlin | (remote) | Y |
| Kathryn Mauer | (remote) | |
| Kathy Perino | (FA) | |
| Voltaire Villanueava | Y | |