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| Academic Senate CommitteeMinutes |
| march 8, 2016 | 11:45 AM - 1:00 pm | L 246 |
| note taker | respectfully submitted by Caree Lesh & Angie Arietti |
| Attendees | Josue Arredondo | Garibay, Adrianna  | Richison, Scott |
| Arteaga, Elena | Hayashi, Chris | Rocha, Lina |
| Avila, Diana | Hopkins, Kesa  | Soto, Corina |
| ~~Beach, Randy~~ | Lee, Wilfred | ~~Soto, Raul~~ |
| Brenner, April | Lesh, Caree | ~~Speyrer, Michael~~  |
| Buehler, Lukas | Lewis, John | Taffolla-Schreiber, Candice |
| Caschetta, Todd | Lynch-Morissette, Emily | Tolli, John |
| Cuddy, Luke | Martinez-Sanabria, Maria E. | Tyahla, Sandy |
| Davis, J.D. | ~~McDaniel, Cynthia~~ | Villegas, Val |
| Detsch, Steven | McGee, Tony | Whitsett, Jessica |
| ~~Durkin, Melanie~~ | Olivas, Maria | Williams, Janelle |
| Edwards, Diane  | Pfister, Toni | Yoder, Leslie |
| Figueroa, Surian | Posey, Jessica  | Yonker, Susan  |
| Flores-Charter, Patti  | Post, Frank |  |
| Gardea, Jaquelyn | ~~Rempt, Andrew~~ |  |
| GUEST/s | Superintendent/President Dr. Nish | Angelica Suarez | Kathy Tyner |
| Ursula Morris | Tim Flood | Guadalupe Corona |
|  | Sylvia Garcia Navarette | Araceli Moreno | Sergio Esparea |
|  | Maria Constein |  |  |
| Names in red indicate AS Executive committee members. |  |
| **Call to order; Approval of Agenda (Action Item)** | patricia flores-charter |
| Discussion | A motion was made to approve the agenda and was seconded.  |
| Approval of agenda. M/S/C. Unanimous  |
| **Approval of Minutes from 02-23-16 (Action Item)** | patricia flores-charter |
| Discussion | A motion was made to approve the minutes and was seconded.  |
| Approval of Minutes from 02-23-16. M/S/C. All in favor with one abstention. |
| **Public Comment (Information Item)** | patricia flores-charter |
| Discussion | Janelle Williams announced Staff development activities: Webinar: Embedding 101 Wednesday 12:00-1:00 p.m.Courage to learn on Thursday 10:00 a.m.-2:00 p.m.Friday we have 30 people being trained for our Safe Zone Program. Canvas on Friday 9:00 a.m.-12:00 p.m. - OEI director will be here for that tooBlackboard Friday 3/18/16.Look on My Learning Plan for more great activities. A motion was made to extend time for 2 minutes.Guadalupe Corona introduced herself as the new Director of Equity, Diversity, and Inclusion of SWC. She noted that she came with a lot of enthusiasm to this great opportunity and this new journey at SWC. Unfortunately, she has experienced some miscommunications and also misunderstandings in this process. She is new to this position and has been at SWC for 7 weeks now. She is excited that the Governing Board has decided to have a meaningful conversation about the work that we are all about to do. She believes that we need to work together as a group and be able to address some real challenges that we have faced for many years, but realistically, she has been in the middle of it for the last 30 days. “I am hopeful that everyone in this room believes that the way I have been treated is not the way that anyone of this campus should be treated in their first 30 days of their job. I believe in fairness and respect and I have been really challenged by that on campus and I am hopeful that this community and other communities that are not in this room are part of this process and this is where we begin to heal”. Corina passed out two handouts on diversity vocabulary.  |
| **Presidents Report (Report)** | patricia flores-charter |
|  Discussion | The President’s report link is imbedded at the end of the minutes. Patti noted that Andrew Rempt was not able to come today and is home with a 102-degree temperature. Patti read her President’s Report.  |
| **SCEA Report (Report)** | frank post |
| discusson | No report. |
| **BP/AP 4700 Faculty Emeritus (3rd Read/Action Item)****4700 Faculty Emeritus Application**  | patricia flores-charter |
| discusson | A motion was made to approve and was seconded. On the application faculty will list 10 years of committee work. 15 years of full time employment is required. The list of committees was removed and more general language was added as requested. The procedure and policy had some clarification problems on the 10 years of committee work. A motion was made to extend for 2 minutes and was seconded. It was noted that it is not clear if the 15 years is full time employment only. It was requested changes be sent ahead of time. This was postponed so the requested changes can be made.  |
| **BP/AP 4300 Field Trips, 4300 Field Trip Excursion Liability Release & Agreement Form, 4300 Field Trip Waiver Form Group Class Roster, 4300 Field Trip Waiver Form Individual Adult 2016, 4300 Field Trip Waiver Form Individual Minor 2016 ( 2nd Read/Action Item)** | patricia flores-charter |
| Discussion | This policy and procedure allows us to have field trips and off campus excursions. Changes were made to reflect ADA requirements to allow students with disabilities to participate. This will also go to SCC so everyone will know what needs to happen for field trips, including approvals, emergencies etc.A motion was made to approve these as a bundle, and was seconded. It was noted that it is the Dean’s responsibility to keep the forms. The motion passed.  |
| **BP/AP 4022 Course Approval (2nd Read/Action Item)**  |  patricia flores-charter |
| Discussion | This is from Title 5. The language that established the approval process for our Governing Board for all of our courses on their way to the Chancellor’s Office. Changes were read over and looked at on the overhead. A motion was made and seconded to approve BP and AP 4022.  During discussion it was clear we need more clarity on Title 5 language. Patti will get clarity on the Title 5 language and bring this back next week.  |
| **BP/AP 4030 Academic Freedom (2nd Read/Action Item)**  | patricia flores-charter |
| Discussion | The BP and AP were looked at on the screen and discussed. A motion was made to approve and was seconded. It was noted at other colleges discuss what academic freedom is not, rather than only what it is. It was suggested we leave the language more permissive. The motion passed, with one no vote.  |
| **New BP/AP XXXX Adjunct Faculty Emeritus (1st Read)** | patricia flores-charter |
| Discussion | Steve Detsch noted that he has taken the full-time faculty policy and tweaked it to make it for part-time faculty. Steve Read a [letter to the committee](https://portal.swccd.edu/Committees/AcaSen/Standardized%20Document%20Library/Letter%20from%20Steven%20Detsch.docx).He still believes one emeritus policy should cover all faculty, but since some disagree on this he has taken this forward. Mira Costa has an adjunct emeritus policy, so he also used this information. Patti noted should put that Mira Costa is the only campus statewide to offer part-time faculty emeritus.  |
| **Equity, Diversity, and Inclusion Committee** | patricia flores-charter |
| Discussion | A Senator spoke for a Physical Science and questioned if this is an Academic Senate issue. Dr. Corona has not been given a chance to do her job, and there is a lack of evidence. The School of Counseling read a statement including the fact that details are nebulous. They asked that leadership; Dr. Nish, Dr. Corona, Dr. Suarez, to clarify to the campus community their stance, roles, responsibility, ownership and honesty what had occurred. These problems cannot be wished away, or lied away. These problems must be addressed. The EDI Director is a sensitive position and Dr. Corona does not appear to have this skill set demonstrated at this point. We need to be careful about blaming Senate, SCEA, and SCEA leaders. Those groups have not taken votes. Department votes are divided. This is complex and people have been hurt, but we have not been asked for a vote yet. The definition of prejudiced is preconceived opinion not based on experience. It seems this is what the Director of EDI did, and that is beneath anyone on this campus to act in a prejudiced manner. To call into question anything on the Presidents report is wrong and it is asked that we not call in to question leadership’s integrity. In the two weeks since out last meeting some departments have had a visit from Dr. Corona, and Dr. Suarez and VPAA Tyner, but certain departments seemed to be left out of the effort to be approached so they can understanding what happened and begin healing. This clearly left some departments being not included. A senator noted that she was under the impression that Dr. Suarez, and Corona were invited to their meeting by the Department Chair. This may have been the case at other departments. A senator pointed out that this job is a setup, because we cannot take everyone from the level we are at in terms of equity, diversity and inclusion in a quick period of time. There has been an Equity Committee here on campus for years and they have been dismissed for years. The SUN newspaper noted this is a new committee and this is not accurate. A senator noted that her constituents found the situation problematic that the makeup of the committee was questioned in terms of their ability to do the job, especially since the committee was created as required on the SCC template. It was also a concern that Dr. Corona did not step up address the problems while at the Leadership meeting. It was noted that the EDI Director is in the room and could speak now. Why are the “people” who brought the concern forward not being named and why aren’t they in the hot seat now? It was stated that those people have not been identified. It was noted the district has a policy on prohibition of discrimination and a rather lengthy procedure that states the district is obligated to investigate discrimination, even if a complaint is not filed or if it is filed by a third party. The policy also encourages the person feeling discriminated against to speak up immediately and state the behavior is not appropriate, and in this case this was done. There is a one year limit to file a complaint, possible by a third party. Options for resolution are also noted in the GB policy and procedure, and include: obtaining apologies, changing work schedules, mediation, providing informal counseling or training, etc. The policy goes right to the heart of the matter. This has gotten scrambled quickly as a single act of discrimination and we need to bring it back to the main incident. Dr. Corona was asked if she would like to speak, after hearing what the senate has said. Dr. Corona did not respond. Life Science had an emergency on this and they questioned if this is Academic Senate business. A guest noted that the Academic Senate Presidents Report given out today and it was suggested that information was missing. It was suggested the senate approached this in a destructive way. Why can’t we ask a question? Someone was offended and that needs to be addressed. We are censoring Dr. Corona and the EDI Committee. The Senate is creating chaos, and a hostile work environment. Shame on the SUN for not even interviewing Dr. Corona. We need to know what exactly happened at the ELT meeting and why 5 campus leader, from three different constituent groups responded at that meeting in a very passionate and concerned way. After Guadalupe Corona and Janelle had working things out why did it come to Leadership at all? Had it not been addressed at leadership, we would not be discussing this again. It was suggested this is not a race issues, but it is a class issue of classified, faculty, and administration. This is not what you would see in the community. Dr. Nish spoke, She knows the issue at hand is what happened in the Leadership meeting on 2/16/16. Dr. Nish calls the meetings and takes responsibility for the agenda. She was asked by Dr. Suarez to bring this topic to the meeting because of rumors Dr. Suarez was hearing, and her concern that this may become a divisive issue. All of us, in an educational institution, need to and are obligated to try to work through racial issues. Dr. Suarez wanted to make sure the rumors did not derail the committee. We all have to look at ourselves in the mirror and look at our biases and address them. The perception there were too many African Americans is deeply disturbing. The minute Dr. Nish got to this campus 4 years ago employees spoke to her about the divisiveness on campus. We have seen this come up in different areas of the college, and we are all committed to addressing it, albeit imperfectly, as are only human. We are very pleased we have funding from the state to create this office, as we have had many different committees over the years and we hoped this could now be sustainable. At the meeting the 3 co-chairs were invited and Dr. Corona and Janelle attended. Everyone at the meeting was given a list of the committee members and the Actionable Improvement Plan. Dr. Nish told the committee that she was deeply concerned about rumors about the committee that Dr. Suarez had brought to her. She wanted to have leadership support for diversity, equity and inclusion. We did not want the rumors out there. When she was asked by the committee what the rumor was. She stated that the rumor is there are too many African American’s on the committee. That is a very negative horrible statement to be floating around about any committee. This has to stop and this is not the type of environment we want to work in. People in the meeting were offended that this was even stated and that people would think that. That is where the deep feelings of mistrust and dissatisfaction came up. That is what ignited that very strong and negative reaction. That committee did decide to do a couple of thing, although it was a contentious conversation at that point. There was never a point at the meeting that the membership should be changed. It was made clear the committee was formed legitimately. There was a question if anyone else should be on the committee. In SCC the number of members on the committee were purposefully restricted to a small number in order to get things moving. Dr. Suarez wanted to consult the leadership group if anyone else should be at this table. It was asked if there was an LGBT, and an Asian at the table, etc.? Dr. Nish did not know there had been a discussion with the co-chairs that they would take this question to the first committee meeting. The committee did meet, and it has not been reformed, and they are discussing membership and they can do so through the process the SCC has established. We need to be able to ask questions and assume best intention and work through difficult issues. Dr. Nish admitted she does not have training in this area and we need to understand that we may say something offensive and apologize when we make a mistake. This was brought to the Governing Board because they have concerns as well. Tonight the Governing Board will likely will suggest we hire a firm to help us with these types of discussions so we do not create these types of reactions. In Partnership Consulting will be hired to investigate what was happened, and help the campus move forward. We have a lot of work to do and she implored us to think about and continue to discuss these issues. At the MLK breakfast she was given a quote, “Forgiveness is not an occasional act, it is a constant attitude”. MLK If we really want to honor our rich diversity, we can do it.  |
| **Adjournment** | patricia flores-charter |
| Discussion | The meeting was adjourned at 1:00 |
| The next Academic Senate meeting: March 15, 2016 in L 246 from 11:45 a.m. - 1:00 p.m.  |

[President’s Report 03-08-16](https://portal.swccd.edu/Committees/AcaSen/Standardized%20Document%20Library/03-08-16%20Presidents%20Report.pdf)