Moorpark College Academic Senate Council Minutes DRAFT v.1

Tuesday, February 16, 2021, 2:30 – 4:00 PM via Zoom

Mission Statement*: With a "students first" philosophy, Moorpark College empowers its diverse community of learners to complete their goals for academic transfer, basic skills, and career education. Moorpark College integrates instruction and student services, collaborates with industry and educational partners, and promotes a global perspective.*

All handouts are available on the Academic Senate handout website

I.   Public Comments

A.   Helga Winkler

1.   I would like to encourage us to reflect on the full-time faculty prioritization process. Why do we have live presentations? What purpose does the presentation serve? Decisive factor? Likability of the presenting faculty member? Campus importance of the presenter? Shouldn't the data be the deciding factor? There is bias on the presenter's likability. I would like to argue that we change the process. Maybe there is a period of time when the Academic Senators can submit questions and the presenter can respond in writing by a time certain date instead. I strongly believe we eliminate the personality driven presentations in order to have a more equitable process.

B.   Cindy Sheaks-McGowan

1.   ASCCC's Open Education Resources Initiative (OERI) is funding a third round of OER development by CCC faculty to help create new open education resources particularly for those courses that do not already have the resources. To make a proposal fill out the submission form: https://docs.google.com/forms/d/10QUfXVwmGEghR-1x4ayzVCONhx_qyfYT6Sc47wGwy8A/viewform?edit_requested=true

C.   Christina Garcia

1.   As a Counselor, I want to promote the different career workshops available to our students. There will be a variety of workshops where students can benefit from exploring majors. The workshops are particularly for students who need help deciding which path to take. Please promote the workshops so we have more attendance. Thank you. It would be great if you could mention them in your classes or give extra credit to students who attend workshops. We would appreciate your support. https://www.moorparkcollege.edu/departments/student-services/career-transfer-center/workshops

D.   Hugo Hernandez

1.   AFT had an executive meeting and one of the main topics was workplace safety, and that it is a negotiated item. We are seeking feedback for what you need to feel safe in your classroom. Need accommodations on campus when we are back on campus? What are the physical conditions of the building since we haven't been in some of those building in a while. What can we at AFT and the negotiations team do for us to emphasize a safe return to campus? Everyone also has different comfort levels. We are working with Cal/OSHA and CDC to find out what those metrics are. We will probably have a survey in the next week to help us feel safe in the return to campus.

E.   Gerald Richardson III

1.   Black Student Union and Black History Month planning committee would like to inform you about the celebrations. This Thursday Pres. Sokenu and I will be moderating a panel on Black Identity and Leadership. Hearing from Black leaders moves toward our social justice goals. Please incentivize engagement with your students.

F.   Pauline Nassar

       1.   Student led event by me and Dr. Cornel West February 26 from 12-1:30pm via zoom. Key event Dr. West talking about race issues happening now. I urge you to announce this to all students. We are all able to learn something from this event. There is also an option to ask a question ahead of time to Dr. Cornell West. https://cccconfer.zoom.us/webinar/register/WN_uW3_6CRjTxKmZ0tLudZdnQ

G.   Ruth Bennington

       1.   Raider Central food pantry is on Friday mornings. Remind faculty and students that we also have food for students and for the community Tuesdays 1-5pm and Saturday mornings 11:30-2:30pm. You do not have to be a current student. Current website out of date so no link quite yet. Link to details of Ruben Castro Charities dates and locations: https://rubencastrocharities.org/events

H.   Scott Pugh

       1.   ASMC and social media available for all students and faculty. Valentine's Day event still going on. asmcpublicrelations@vcccd.edu If you have had any meaningful platonic and romantic relationships formed at Moorpark College please let us know, it will be featured on social media, and you will receive a small personalized gift.

II.   Approval of Minutes (Consent)

A.   February 2, 2021 (Consent)

       1.   No comments or changes.

       2.   Motion to approve the minutes by Tiffany

       3.   Second to the motion by Sydney

       4.   Unanimously approved with an abstention by Jazmir Hernandez.

III.   Unfinished Business

A.   AP 7120-D Full-Time Faculty Hiring

       1.   Erik Reese - We had some other items that were left unaddressed for now but I brought all of these up at the time of the district wide meeting for future discussion.

       2.   Newly added facilitator updates:

       a)   Section F "Application Screening Tally Meeting" #6 was removed and #5 has added language for facilitator duties "and sends out invitations to the candidates."

       b)   Section G "Oral Interview" at very end added #3 "The Employment Equity Facilitator sends out invitations to the candidates for the president's interview."

       c)   Dani makes a motion to approve the AP updates.

       d)   John Loprieno seconds the motion.

       e)   Unanimously passed.

       3.   Sydney Sims - It would be nice if the facilitator who sent the invitation first ran it by the committee to review before being sent out to ensure it sets the right tone.

       a)   Comment – I agree. People on the committee should review the language that the facilitator distributes.

       b)   Question - Is there a standard invitation form to go out from the facilitator?

       c)   Comment – HR never really gave me anything as a facilitator. I was given something from an Admin. I think it is an open area to address.

       d)   Comment – I don't know if it needs to be in the actual AP.

       e)   Erik Reese- I am happy to advocate for that. Are we okay with language as is or do we want to update the official language in the AP?

*f)	Comment – I am not sure we can make that demand. I think it is a good idea, but I am not so sure we can put that in the AP.*

*g)	Question – Is the Facilitator an "arm of HR" or are they just a faculty member. When does HR back out of the process exactly? Why doesn't HR have a set of rules during that hiring process?*

*h)	Comment – All of our facilitators are faculty members but in that role they are employees of Human Resources.*

*i)	Comment – So in regards to those invitations, I would think that HR would have a standard letter with standard language.*

*j)	Erik – This does fit into some district wide discussions about having standard letters in general. That falls outside of this AP and within Human Resources. But a standard template is different than receiving input from each committee to have the right tone. Those are different requests.*

*k)	Comment – How would each program have a different "tone"?*

*l)	Comment – We would like to make those invitations warm and friendly as opposed to sterile, tone-deaf form letters from Human Resources.*

*m)	Erik – I can take this as a directive to discuss at a district-wide meeting to come up with a standard inviting welcoming message that would then come to all the senates for consideration.*

B.	**Nominations for Faculty Co-Chairs for Senate Standing Committees: PD, SEA, SLO**

1.	Nominations have been posted on the Elections page and the candidate statements have been posted and emailed out for review two weeks in advance. We will vote next senate meeting. We will open the floor for final nominations as a proxy for write-in candidates at our next senate meeting. We did not receive any nominations for the Student Learning Outcomes committee faculty co-chair.

*a)	Question - What happens if nobody stands for SLO?*

*b)	Comment - Often the senate president steps into that role to keep things moving forward. SLO is one of the focal points right now since we got called out on SLO improvement for accreditation.*

## IV.	New Business

A.	**Budget Report**

1.	Ruth Bennington - Donations will come out of your February paycheck. A kind district employee is gracious enough to do that for us so we do not have to collect the donations ourselves individually. No other changes.

B.	**Institutional Effectiveness Partnership Initiative (IEPI) Partnership Resource Team visit**

1.	Erik Reese – This is often referred to as a Peer Review Team. We posted three documents including our letter of request for the visit, ideas for discussion with the PRT, and an agenda.

*a)	We will be reaching out to various faculty members to be part of those conversations. If you can make it that would be great.*

(1)	Friday, February 26th for their visit (same day as Dr. West's visit)

(2)	Thursday, April 29 (tentative) they will come back with suggestions

*b)	It will be focused on equity and social justice to change the environment to have equity in the learning environment for everyone. How do we develop diversity, equity, and inclusion in the new online learning environment and sustain it for the long term? We can think of this component as a Distance Education plan using an equity lens.*

        c)   This is not an evaluation nor related to accreditation. They really are just here to facilitate an internal dialog. So please have honest open dialog with them. They will organize what we talk about and provide suggestions on how to move forward. It also comes with $200,000 seed money to help make progress in these areas.

                (1)   Question – What are the restrictions on the funds?

                (2)   Erik Reese- Nothing has been decided yet. One idea is supporting the DEI Coordinator and what that role exactly will be moving forward.

C.   Academic Senate for California Community Colleges (ASCCC) 2021 Spring Plenary April 15-17

    1.   Deadline for early registration is March 15th.

    2.   There is an opportunity for more people to attend since it is a virtual format. Please reach out to us if you are interested in attending.

        a)   Tiffany – This is also a great professional development opportunity too and not just about the state-wide senate resolutions. I've learned a lot at these meetings.

        b)   Erik – We do discuss the resolutions in detail and they are the highlight because it directs the state wide council how to act but there are additional varied presentations before that.

D.   Senate Scholarships Process Documents

    1.   Ruth Bennington - There was a large discussion at the latest state-wide Plenary for more equitable scholarships. They discussed how inequities were built into scholarship process without anyone realizing it.

        a)   White students had the lowest application rate but received the highest award ratio.

        b)   Black students were less likely to receive awards and those awards were a smaller amount per award. Females received fewer awards and lower amounts per award. The higher the GPA the more likely they were to receive an award. The lower the GPA the less likely they were to receive an award and less likely to apply at all.

        c)   They removed barriers and the outcomes were favorable. Community service was expanded to include service to religion, friends, and family. All GPA's welcome. No minimum units. Did not require references.

        d)   Outcomes were more racial and ethnic diversity. More female applications. The first time they saw applications from non-binary applicants. Saw higher awards for Asians, African Americans, and Filipinos.

    2.   Revised documents for your approval today.

        a)   At Moorpark last year was the first time the applications could be seen online by the committee members and there was extra information on there that potentially added bias to the selection process. This year, I will be the only one who has access to the website and will be removing identifying information before sharing with the committee.

        b)   This year's scholarship committee consists of Felix, Jamie, Christy, Tiffany, and myself.

        c)   Also, we changed it to require just one general essay.

        d)   Added service to Moorpark College and/or community.

        e)   Ask them now what challenges they have to overcome to commit to their education.

    3.   Erik - A faculty member still has to nominate the student for these Academic Senate scholarships. That sets this apart from other scholarships. We encourage all faculty members to do this and nominate not just the best students but those who are working hard and perhaps could use some help to succeed.

4.   Erik - To nominate a student, send the form to a student and cc Ruth to confirm the nomination

   a)   *Question – Can we send to students today?*

   b)   *Ruth – Yes, after senate approves it.*

   c)   *Question – Can faculty nominate multiple students?*

   d)   *Ruth – We have seen a situation where a faculty member has nominated two students.*

   e)   *Erik - Better to have too many candidates than not enough.*

   f)   *Tiffany – Thanks to Ruth and the committee for eliminating so many barriers that we had unintentionally set up. The growth of the student as a whole is now emphasized and not just the student's accomplishments.*

5.   Ruth – I would entertain a motion to approve the letter to faculty and the letter to the student.

   a)   *Comment – I have some comma suggestions. That's it. Thank you.*

   b)   *Jolie makes a motion to approve the documents including the comma edits.*

   c)   *Josepha seconds the motion*

   d)   *Motion passes unanimously with abstention from Ruth Bennington.*

6.   Ruth – Thank you to Felix, Jamie, Christy, and Tiffany for helping me with this.

7.   Erik – Ruth, thanks for leading that effort.

8.   Tiffany – Do we need a call for a separate scholarship review committee?

9.   Erik – We can do that next meeting.

E.   Full-Time Hiring Committee Composition

1.   Erik Reese– We went through the AP 7120D on full-time faculty hiring. There are also practices that happen locally that are not district wide. Having a strong preference for tenured faculty members to be on the hiring committees for faculty and administrative is a practice throughout the district. We would like to review this practice with an equity lens. We have not made a lot of progress in the last few years for diversity, as illustrated by looking at the VCCCD diversity dashboard.
https://public.tableau.com/profile/john.cooney#!/vizhome/VCCCDEmployeeDiversityDashboard/VCCCDDiversityDashboard

2.   Right now I have a directive from the Academic Senate Council to exclude untenured faculty from full-time faculty hiring committees. The decision on this practice lies with the Senate body that informs and directs the Senate President's actions.

   a)   *One argument against having non-tenured faculty on a hiring committee is that if you are on a hiring committee with your dean and you are not yet tenured yourself then you might feel pressured to vote their way.*

   b)   *One argument for having non-tenured faculty is that since we are trying to increase diversity, we want our newest and likely more diverse faculty on the hiring committees to help with that effort.*

3.   Question - Does the Diversity Dashboard include division information?

   a)   *Erik - They did a pretty good job on the diversity dashboard and it includes division information among other parameters.*

   b)   *Cindy – The facilitators have the same information that is on the diversity dashboard, including the division statistics.*

4.   Comment – I never felt like I would feel pressure to vote a certain way because my dean was also on that hiring committee. I felt guided by having the dean, but not pressured. Moorpark defines the tenure process as a supportive one as opposed to focusing on problems and threats. By not having diverse new hires on the hiring committee, we might be missing out on new perspectives.

a)   Comment – It seems like you are throwing new people into hiring positions.

b)   Question – One question is why are we only talking about full-time people being on hiring committees and not part-time people being on hiring committees?

c)   Comment - If we are trying to do something more diverse then having only assimilated mindsets might eliminate the diverse thought.

d)   Comment – In regard to the Moorpark mindset, some departments need the non-tenured faculty to serve on the hiring committee if they are the only full-time faculty discipline expert. If the problem is that they might feel uncomfortable, they can say no to the hiring committee. They can be invited but not required.

e)   Comment – I would like to second that not allowing the only discipline expert to serve on the committee really hurts small programs.

f)   Comment – Our new hires come with a lot of experience. The individuals that we hire have several years of experience teaching before they are hired here. Valuable voices with years of experience prior to coming to Moorpark.

g)   Erik – This is the beginning of the conversation.

h)   Tiffany – When Academic Senate previously discussed this topic, my position was that non-tenured faculty should be allowed on hiring committees. The Senators at the time were almost unanimously opposed. Whether or not a non-tenured instructor feels pressure or not has a lot more to do with personality rather than where they are in the tenure process. I now feel that a new faculty in the first or second year of the tenure process should be restricted from participating in tenure review committees.

i)   Erik – There are a lot of variables here. First year okay? Second year okay?

j)   Comment – I was clueless my first and second years about how Moorpark works. Those first two years were very important to assimilate into the shared governance processes. But, if we are hiring the right people then they are attuned to the mission of students first. Maybe they can serve after their first or second year. The more diverse feedback we can have on a hiring committee the better.

k)   Comment –We also want to protect the new hires from being asked to do too many things. Maybe by the second year. It should be done on a case-by-case basis.

l)   Erik – We had a rosy picture painting of the tenure process which is not always the case for everyone.

m)   Nicole - A non-tenured faculty member can serve if they are the only discipline expert. Maybe we can post the committee approval form that the Academic Senate President needs to sign.

V.   Adjourned at 4:01pm

ACADEMIC SENATE COUNCIL REPRESENTATIVES 2020 – 2021

POSITION	NAME	Present	POSITION	NAME	Present
ASC President	Erik Reese	ER	Library	Danielle Kaprelian -	DK
ASC Vice President	Tiffany Pawluk	TP	Life Sciences	Jazmir Hernandez Audrey Chen	JH
ASC Secretary	Nicole Block	NB	Mathematics	Marcos Enriquez Phil Abramoff	ME
ASC Treasurer	Ruth Bennington	RB	Media Art / Comm Studies	Jenna Patronete Jamie Whittington Studer	JP
ACCESS	Jolie Herzig Silva Arzunyan	JH	Performing Arts	John Loprieno Nathan Bowen	JL / NB
Athletics	Matt Crater Mike Stuart	MC	Physics / Ast / Engr / CS	Chrystin Green Scarlet Relle	CG
Behavioral Sciences	Dani Vieira Kari Meyers	DV	Social Sciences	Matthew Morgan Susan Kinkella Rex Edwards	MM
Business Administration	Josepha Baca Reet Sumal	JB	Student Health Center	Allison Case Barton Silva Arzunyan	ACB
Chemistry / Earth Sciences	Roger Putnam Rob Keil	RP	Visual Arts	Svetlana Kasalovic Cynthia Minet	SK
Child Development	Cindy Sheaks-McGowan Shannon Coulter	CSM	World Languages	Perry Bennett Alejandra Valenzuela	PB
Counseling	Chuck Brinkman Jodi Dickey	JD	Part-time Faculty Representative	Felix Masci Dan Darby	FM
EATM	Gary Wilson Cindy Wilson	-	AFT Representative (non-voting)	Hugo Hernandez	HH
English / ESL / Humanities	Sydney Sims Jerry Mansfield	SS	CTE Liaison (non-voting)	Christy Douglass	CD
EOPS	Angie Rodriguez -	-	GP Liaison (non-voting)	Traci Allen	TA
Health Education / Kinesiology	Adam Black -	AB	Student Liaison (non-voting)	Scott Pugh	SP
Health Sciences	Michelle Dieterich Jamee Maxey	JM	Committee Co-Chairs (non-voting)	Nenagh Brown Shannon Macias Letrisha Mai Trulie Thompson	SM
2/16/21 – Helga Winkler, Pauline Nassar, Gerald Richardson III, Michael Bryant					

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