

# Moorpark College Academic Senate Council Minutes

Tuesday, Sep 15<sup>th</sup>, 2020, 2:34 – 4:03 PM virtual video conference call via Zoom:  
<https://cccconfer.zoom.us/j/91216002094>

**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](#) or <https://www.moorparkcollege.edu/faculty-and-staff/academic-senate/2020-2021-meetings/2020-2021-handouts>

In accordance with the Ralph M. Brown Act and SB 751, minutes of the Moorpark College Academic Senate Council will record the votes of all members as follows: (1) Members recorded as absent are presumed not to have voted; (2) the names of members voting in the minority or abstaining are recorded; (3) all other members are presumed to have voted in the majority.

## I) Public Comments

- a) Dani Veira – The fires up in the Sierra have been devastating and several of our faculty members who have cabins have been heavily affected. They do not know if they have that property right now. We should be mindful that these disasters could affect our faculty in profound ways.
- b) Traci Allen – The Guided Pathways retreat is Friday, Sept 25th. You can RSVP at the eventbrite link.
- c) Sharon Manakas – Brandon Elliot made a video on how to add pronouns to your Canvas name. Also, the QPR (Question Persuade Refer) Suicide Prevention Training eventbrite invite went out. It will help you learn skills how to recognize when online students may be thinking about suicide and how to respond. This Friday is a self care webinar for employees about compassion fatigue. Make sure you sign up for those.
- d) Scott Pugh – Student Liaison - I am Director of Public Relations for ASMC. First year doing this. I am trying to learn what the Academic Senate does. Hopefully I will be able to contribute.

## II) Approval of Minutes (Consent)

- a) Erik Reese – Approval of the minutes from September 9 planning meeting. There were suggested updates. Will revisit the minutes and correct these and then approve them the next meeting.

## III) Old Business

- a) **Online Evaluations Update – presented by Erik Reese**
  - i) Erik was able to locate previous minutes that stated that DE recommended and Academic Senate adopted the OEI rubric as “best practices” but specifically was not to be used for assessment of faculty.

- ii) Due to the pandemic, the proposal from AFT was a pause in all evaluations. The district returned with continued evaluations for tenure candidates and any faculty on an improvement plan and maybe part-timers who wanted evaluations and a few other nuances. There was also mention of a continued agreement to get paid for DE training. This will continue to stay on our agenda. It is largely out of our hands and being taken care of elsewhere
  - (1) Question: We've gone ahead setting up tenure meetings. We should proceed with that, yes?
    - (a) Comment: As far as I know, these discussions are on going. There is nothing to say evaluations are happening or not. Evaluations cannot start until 7<sup>th</sup> week. I do not have an answer for you.
    - (b) Comment: There is nothing to say that you couldn't do the date setting. I know the tenure committees that I am on we have already done the date setting.
  - (2) Comment: My understanding is that the process should continue and that the evaluations should be on the content of the classes rather than the DE offering of them. If there is an excessive concern about whether things are accessible or the DE part is being used in order to undermine the faculty's expertise of the subject then that is of concern for the AFT and the tenure committees. If it is the supportive collegial process of helping the faculty member become a better instructor with the temporary minor focus of using that technology to convey that knowledge, then there shouldn't be anything wrong with going forward. The AFT's advice for B1 is just to mark N/A, not applicable. The other items can be evaluated.
  - (3) Comment: How it is going to play out for the rest of the semester is uncertain, unfortunately. Hopefully it will be resolved soon.
  - (4) Comment: If there is anything the senate is asking the DE committee to work on or present let us know how we can support the senate.
    - (a) Comment: I appreciate that. You did a bang-up job, an amazing work group and everything in a week. Senate spoke by not speaking in this case.
  - (5) Question: If the senate never approved the CVC-OEI rubric for faculty evaluations, what should be currently used for a fully 100% online courses and instructors that was previously 100% online prior to covid? The CVC-OEI rubric has been used in the past to evaluate fully online faculty and courses.
    - (a) Comment: It should have been used as best practices and guiding principles as something to aspire towards.
    - (b) Comment: In some cases it was not.

#### IV) Informational Items

##### a) Academic Senate Council Assessment Report presented by Erik Reese

- i) Please look to see the Senate evaluations. We did pick up a few items to work on this year from the evaluations. For example, it was asked "How do you get an item on an agenda?". We made "future agenda items" a standing agenda item going forward.

##### b) Disciplines List

- i) Officially known as the disciplines list, we often call it the minimum qualifications or "min quals". Strict deadline at the end of the month to propose a new discipline or make changes to a current discipline.
  - (1) We do have the new registered behavioral technician (RBT) in process. It got delayed because the last plenary was canceled. It will get its second hearing at the next plenary.

Hopefully that will become a new discipline. We also have proposed changes to film studies min quals. It has to get voted on by all the representatives in the state.

- (a) Question: In curriculum, we were just talking about offering a social justice new program. Would this be the place for our academic senate to bring that up at the state? Or if there is an ethnic studies program to set the minimum qualifications?
- (b) Comment: The disciplines list has min quals for Ethnic Studies as a Master's in Ethnic Studies and lists a number of other degrees, which might be new, and there is always equivalency.
- (c) Comment: The document I found that 2018 version is very limited. I would be curious to know which ones they are so thank you.

## V) New Business

### a) Ratification of Academic Senate goals for 2020-2021 (Consent)

- i) Ranked in order from one to ten.
  - (1) Create an environment and culture that is infused with social justice & anti-racism in every aspect of the institution, rooted in accountability, and reflected in its Mission, Vision, & Values statements
    - (a) Statement of solidarity of Black lives matter
    - (b) Develop criteria/accountability for equity and social justice—metrics, etc.
    - (c) Land statement
  - (2) Increased access for students
    - (a) Encourage consideration of Open Educational Resources (OER) and Zero Textbook Cost (ZTC), Low Textbook Cost (LTC)
  - (3) Diversify faculty: hiring and retention
  - (4) Finalize normal (compressed) calendar discussions within the VCCCD
  - (5) Ethnic studies requirement for all degrees
  - (6) Continue building and practicing integrated processes for planning and budgets focused on increased transparency and input from all constituents
    - (a) Foster a transparent and informative relationship between faculty, classified, and management.
  - (7) Continued faculty leadership in the implementation of Guided Pathways, including success teams
  - (8) Strengthen support of adjunct faculty within the Academic Senate's academic and professional purview
    - (a) For example, years of service recognition
  - (9) Utilizing the arts as a vehicle to facilitate college goals such as open, safe spaces, dialog, social justice and equity, student access, and student success
  - (10) Increase access to and be more welcoming to faculty at Academic Senate and Standing Committees
- ii) Comment: We talked about trying to add a goal for athletics associated with the performing arts and I thought that to try and call out one particular program would not be fair. I did not want to

single out a program when many programs are suffering under this pandemic. I support what we have here.

**b) Academic Senate Budget 2019-2020 (Consent) presented by Ruth**

- i) We had budgeted for our annual award bricks and scholarships, but as a result of the virus, we did not get to complete them before June 30<sup>th</sup> so we have \$4,000 more than what we expected. It rolls into our fund.

**c) Academic Senate Proposed Budget 2020-2021 (Consent) presented by Ruth**

- i) Budgeted less income coming in given the pandemic. I budgeted for the plaques that we didn't spend last year and twice the amount of scholarships. We have already paid the \$300 for the plaques, the \$2200 for the bricks, and \$1500 of the scholarships. So our fund went up by \$4,000 and then down by \$4,000.
  - (a) Comment: It took a long time requiring wet signatures sending them back and forth. It was part of the roll over.
  - (i) Comment: They are still requiring the duplicate forms.
  - (b) Comment: This is the proposed budget and it will change.
  - (c) Comment: We will vote for them both.
  - (i) Comment: It looks really good.

**d) Approval of Consent Calendar**

- i) All items marked "consent" above will be approved with a single motion and vote.
- ii) Motion to approve the consent calendar made by Sharon with a second by Marnie
- iii) Ratified unanimously with one abstention from Chuck

**e) Elections Committee formation for officer elections**

- i) Elections for the AS officer positions for the two-year term of 2021-2023 occur this semester. We form an Elections Committee consisting of three members of Academic Senate Council. The duties include: receive nominations, distribute position statements, hold election, declare the results on our election site. If any questions arise it is handled by the Elections Committee. Being on the elections committee precludes you from running for an Academic Senate officer position. There is a prescribed procedure and rough timeline in the By-laws. Simple majority wins or runoff between top two candidates. Results presented at Senate at the end of November/December.
  - (1) Asking for three members of Senate to step forward for this. Any volunteers?
    - (a) Felix volunteered
    - (b) Comment: This committee is not an overwhelming amount of work. It is easily divided up and doesn't take up much of your time.
    - (c) Comment: Would be nice to list exact section of bylaws in other agenda items. It would be helpful to have the bylaw numbers to reference them before the meetings.
    - (i) Comment: I agree. I will add By-law numbers to the agenda notes.
    - (d) If you want to volunteer you can send an email.

**f) Standing Committee Faculty Co-Chair elections**

- i) Distribute nominations, simple majority vote, there is a term limit three consecutive terms.

- (1) If you are interested in being co-chair for one of those committees, please let us know.
- (2) As soon as the nomination is accepted, it will go on the webpage.
- (3) We will work with election committee for officers as well to make sure that is updated. This is a general call to all faculty.
  - (a) Co-chairs do not need to be a member of Academic Senate.
  - (b) Comment: The goal is that elections will be in the fall. New co-chairs and officers can then shadow the current members for the next semester so they can learn the process and be mentored.

**g) Sabbatical Leave presented by Tiffany**

- i) I reviewed the documents and there are no specific changes so we do not need to update them at all. Great work to the previous officers Erik and Nathan because it is so well laid out.
- ii) The only change to the existing document will be the date of approval in Senate.
- iii) Includes tons of great detail on how to run the sabbatical committee and all the process details for people who are applying for sabbatical.
- iv) Technical review is offered to strengthen the sabbatical applicants and gives the applicants a chance to review. Bringing it to senate now to start the process.
- v) Erik - No proposed changes from previous committee.
- vi) Motion to approve the Sabbatical Leave procedures made by Sydney with a second by Dani.
- vii) Ratified unanimously with two abstentions by Chuck and Marnie.

**h) Annual Work Plan 2020-2021 presented by Erik**

- i) All our work for this academic year that operationalizes the Educational Master Plan, connecting actions to each strategic direction. All ideas for actions and what metrics connect to those actions. What work is going to be done and has been done this academic year. Administration asked for another set of eyes. The four different themes from social justice workgroups have been added where they might fit as additional notes.
- ii) This is our first read and we can add it to the consent agenda for next time. If you have any updates please send to Dean Oleg Bespalov or to Erik Reese and it will be passed along.

**i) Faculty Prioritization—October 20<sup>th</sup> 2:30pm-5:00pm**

- (1) A few reminders for this, remember to ask for faculty full-time members in program plans. Extended Academic Senate Council meeting.
  - (a) If you want to ask for a full-time member then please mark the faculty resource in your program plans.
  - (b) Part-time positions do not have to go in the program plans.
- (2) Question: Are we under a hiring freeze because of a reduction in state funding?
  - (a) Comment: That is a nuanced question. A slowdown yes, but no official freeze yet. There are potentially restricted general funds. There may be a few mandated positions we need to hire to be accredited. There is still value in doing this. Maybe people retire and we want to replace them? The process must move forward because we at least give input on

all the hires mandated, general, or categorical. The competition will be fierce because of the anticipated funding restraints.

- (3) The program plan justification for each position is extracted as part of the faculty prioritization data and is public information. We had discussed a possible word limit to the justifications. Majors information was barely used. Maybe we could reduce the load for institutional effectiveness by cutting those. After last year's prioritization, we talked about potential updates to the assumptions and guidelines that are highlighted in red. Just like we prioritize the goals for senate, we prioritize the requests for faculty. That prioritized list goes to approval to the college president for final decision.
  - (a) They do not know how many they will hire. Sometimes things get moved around on the prioritized list and those get hired.
  - (b) Last time we included the categoricals but there was not specific wording for that in the assumptions document. They were in a separate queue. I included the wording that was suggested last year. This is a reminder for you to look at it. We can have detailed discussion later.
  - (c) If a faculty in a program does not get tenure, can they automatically hire new faculty and be prioritized in the list? We do not have anything automatic right now unless it is required by law. If we want to add that, there is lots to discuss and would require joint council approval.
  - (d) Normally if you have one position then you get a three-minute presentation. More than one position – entitled to 6 minutes, but is that really needed?
  - (e) We still wanted presentations from mandated and categorical or restricted general funds.
  - (f) We talked about handouts last time and am open to ideas and suggestions for the virtual environment.
  - (g) Members need to be present for entire meeting to vote. Invited Dean Oleg
    - (i) Comment: We should have an exception for technical issues this time around.
  - (h) Bespalov to present data and best practices for use of the data.
  - (i) Last thing is a request for President Sokenu. When we finally get that list back from President to make sure there is some statement about mandated and restricted general funds or categorical funds as well.
    - (i) Comment: Idea to invite the Board of Trustees to attend so they can see how dire our needs are. We can formally invite them.
- j) Employee of the Month Awards presented by Erik**
  - i) As we prioritized in our goals, we definitely think equity and social justice is important to us. We could recognize good work in equity and social justice through the employee of the month awards. One idea is to use that award to reward equity and social justice work.
  - ii) Currently kudos is broken on new website.
    - (1) Question: How do we currently nominate someone for employee of the month if kudos website is broken?
      - (a) Comment: This is temporary and will be fixed soon. Perhaps sending an email to their

supervisor is a work around.

- (2) Question: Are we saying to have a general kudos award but separately another social and justice award?
  - (a) Comment: Kudos awards are general. Everyone gets a kudos award who is nominated. And then administration decides from among the kudos recipients as to who becomes employee of the month. This is just one idea to recognize that equity and social justice is important.
- (3) Comment: This will happen naturally because of all the social justice and equity work happening on campus right now. It might exclude other people who are doing great work that is unrelated.
  - (a) Comment: Two people agree.
  - (b) Comment: Maybe remind people don't forget kudos exist for people doing social justice work without removing the opportunity for other monthly award winners.
- (4) Comment: Maybe add a new reward at the end for above and beyond to get recognized.
  - (a) Summary: Suggesting a fifth award in addition to employee of the month.
  - (b) Comment: I like the idea for additional special monthly award. We may have someone who does not have opportunity do social justice work on campus and I don't want them to be excluded.
  - (c) Comment: Yeah that creates a segregated environment when we do things like this.

**k) Resolution: Senate support of Black lives matter - presented by Erik**

- i) We had a resolution brought to senate. Patty Colman worked with the officers to put it in the proper format following state-wide guidelines.
  - (1) Comment: I approve the statement 100%. It is well written.
  - (2) Comment: This supports and declares and affirms that Black lives matter in general but not the specific group Black Lives Matter.
  - (3) Comment: We also received a second option after the Brown Act deadline. It has a very different tone and different style. More of a short statement.
    - (a) "Together we stand in solidarity with our Black community and our students, faculty, staff, and administrators, to fight against systemic inequity, injustice, and racism."
    - (b) Comment: The second one sounds like we are not part of the Black community. We are over here and they are over there.
    - (c) Comment: The point of the resolution was that it is very clear that it comes from the Academic Senate and that we as the faculty are making this resolution. I would suggest we go further than the second option being proposed.
- (4) Question: What else are people thinking? I will read the "resolves" from the resolution while people are thinking.
  - (a) Resolved, That the Moorpark College Academic Senate declares that Black lives matter and affirms that all people of color deserve to be treated with respect, dignity, and equality on this campus and in our community;
  - (b) Resolved, That the Moorpark College Academic Senate condemns any behavior or practice that denigrates Black, Indigenous, and people of color (BIPOC) and rejects individual and institutional racism on campus and in our community; and

- (c) Resolved, That the Moorpark College Academic Senate embraces anti-racist behavior and practices and supports efforts that promote freedom, equality and justice on campus and in our community.
- (5) Comment: Not happy with “embraces anti-racist behavior wording. Those four words rub me a little wrong. I think the wording could be better for that part.
- (a) Comment: Could just get rid of the word “anti-racist”
- (b) Comment: Those four words rub me the wrong way.
- (6) Question: What is the call to action in this resolution? I am a little confused. If you aren’t supporting the BLM movement then all it is really saying is we don’t like racism.
- (7) Question: How does this resolution differ from our college mission statement for the campus? That is our ideals for our actions. Why would we need something that does look politically charged?
- (i) Comment: The college mission statement does not even get close to touching this.
- (8) Reminder: The top goal we just prioritized for the Senate did touch on anti-racism and part of which is the mission, vision, and values.
- (9) Comment: In the first resolved it might be read as the political movement. If we removed “declared that Black lives matter and” so it focuses on “people of color” instead.
- (a) Comment: I am concerned about it being read as a political movement, too. This movement has been aligned with destruction and violence and culminated in our community. Our community includes police officers.
- (b) Comment: What if instead we Moorpark college “values Black lives” and affirms all people of color etc.
- (c) Comment: The title including Black lives matter is all in caps and makes it appear to be the political movement.
- (d) Comment: The United States office of Special Counsel on July 14<sup>th</sup> said it is not a political activity. (Reference:<https://www.usgs.gov/media/files/office-special-counsel-advisory-black-lives-matter-and-hatch> )
- (e) Comment: “Moorpark college values Black lives and that all people...”
- (f) Comment: This revised version of Patty’s statement is even stronger than saying Black lives matter. It will shut down certain students who think Black Lives Matter is a violent group. It shows the character of Moorpark by staying away from controversy. Controversial people will use it against us.
- (10) Comment: I appreciate all the comments. I just think the violence originated with killings of young Black men and I don’t want us to water it down that we are trying to be politically correct. I am concerned if we remove enough words it won’t have the power it needs to have.
- (a) Comment: I agree. If we don’t use that language, we are leaving out the very students we are reaching out.
- (b) Comment: I agree as well.
- (c) Comment: I am okay with “values Black lives”. I don’t want to continue to remove more language. Would like to add two names to the top part as well: Stephon Clark and Dijon Kizzee.
- ii) Summary: Anyone have feelings against adding more names? What do we want to do? We promised we would have difficult conversations and we are starting to have them now. I appreciate everyone who spoke up to share their thoughts. We want to do what is best for our faculty, students, and classified professionals.
- (i) Comment: I personally feel like Black lives matter is not politicized. Anti-racist has meaning and is the exact language that needs to be in there right now.



1. Comment: We should capitalize Black, according to the Associated Press. I believe we should also include the word anti-racism.
  2. Comment: The word “embrace” may be the problem that makes those four words rub me the wrong way.
- iii) Summary: We will continue this conversation. We are at time. Thank you for everyone’s input and thoughts and to be open for new ideas. We can make a motion to amend certain things and we can vote on that amendment. And then we can vote on the final document. Changes can be made before it is adopted. We are not big on resolutions at Moorpark but I think we will see more. I will hang around to chat.

**VI) We are adjourned at 4:03pm.**

DRAFT

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 -	JP
ACCESS	Jolie Herzig Silva Arzunyan	JH	Performing Arts	John Loprieno Nathan Bowen	JL / NB
Athletics	Vance Manakas Mike Stuart	VM	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	Sharon Manakas Silva Arzunyan	SM
Chemistry / Earth Sciences	Roger Putnam Rob Keil	RP/ RK	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	CB	Part-time Faculty Representative	Felix Masci Dan Darby	FM / DD
EATM	Gary Wilson Cindy Wilson	GW	AFT Representative (non-voting)	Hugo Hernandez	HH
English / ESL	Sydney Sims Jerry Mansfield	SS	CTE Liaison (non-voting)	Christy Douglass	CD
EOPS	Marnie Melendez Angie Rodriguez	MM	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)	Shannon Macias Nenagh Brown	SM NB
9/15/20 Guests: Perry Martin, Tamarra Coleman, Ronald Wallingford, Patty Colman					