

**Minutes – Miramar College Academic Senate**  
3:30-5:00pm      **Nov 02, 2021**      Location: Zoom

**Senators Present:** Laura Murphy, Pablo Martin, Angela Romero, Josh Alley, Carmen Carrasquillo, Melissa Martinez, Alex Sanchez, Dan Igou, Adrian Arancibia, Andy Lowe, Anne Gloag, Brit Hyland, Channing Booth, Cyndie Gilley, Dan Smith, David Halttunen, Dawn DiMarzo, Isabelle Martin, Julia Kamp, Kevin Gallagher, Kevin Petti, Laura Gonzalez, Lisa Brewster, Lisa Munoz, Mark Dinger, Mary Hart, Mary Kjartanson, Monica Demcho, Otto Dobre, Patti Manley, Rodrigo Gomez, Ryan Moore, Sheila Madrak, Tanya Hertz, Desi Klaar, Heather Paulson, Kathy Pickham, Leslie Marovich, Mary Woo, Najah Abdelkader, Wendy Kinsinger

**Absent:** Judy Patacsil (proxy: M. Demcho)

**Other Attendees:** Alex Stiller, Gabi Mansfield, Vice Chancellor Gregory Smith, Joan Thompson, Laura Sweeney, Lou Ascione, Mara Sanft, Mardi Parelman, Marian Edelbrock, Wai-Ling Rubic, Juli Bartolomei

Meeting called to order at 3:30 p.m.

**I. Adoption of Agenda**

The agenda and Consent Calendar were unanimously adopted unchanged. [Woo]

**II. Consent Calendar**

**A. Academic Senate Meeting Minutes from 19 Oct 2021**

**III. Executive Committee Reports**

**A. President - L. Murphy**

- Screening Committees Resource Document
  - Murphy said that we are still working on this; she encouraged the campus community to participate.
- ASCCC Fall Plenary Resolutions
  - Murphy stated that these have been distributed and comments are welcome. Please submit feedback by 11/05.
- AS Taskforce for Budget Review and Development
  - Murphy said that more people need to be involved in this and made a call-out for any who want to participate.
- College Police Review District Taskforce
  - Murphy reported that the final meeting was 10/28 and membership was finalized for this task force. Final approval is pending from the Chancellor.
- SDSU Proposal for Miramar Microsite Degrees
  - No update other than we need to get more information before we can even take a position.
- Other
  - Murphy reported that she brought the re-establishment of a mentoring program to the College Council and that it was received favorably, including by VPI Odu.
  - Murphy announced that the ASCCC Hayward Award for “Excellence in Education” is open for nominations. Both full- and part-time faculty are welcome to apply prior to the deadline of December 10. AS Exec will need to pick a final nominee if more than one nomination is received. An email was sent out to the campus. Murphy emphasized the importance of recognizing our faculty.

**B. President-Elect - P. Martin**

- Call for Volunteers
  - Martin noted that there are still several committee vacancies that need to be filled, as well as the AS Parliamentarian position.
- Confirmed Appointments to Committees
  - Faculty Tri-Chairs are now complete.
  - Martin reported that the campus-wide ConC workshop was positive, and that President Lundburg attended.
  - Martin said that adjunct faculty will be compensated for work on screening committees.
- SOCIETY
  - Martin commended the organizers and participants of the inaugural Equity Summit. Arancibia was recognized for reading a powerful poem. The equity panels were also recognized and thanked for sharing their experiences.
  - Martin announced that Miramar College has been named 2021 Equity Champion of Higher Education for its successful work in awarding ADTs to Latinx students.
  - Martin reported that the Deans of Biology and Chemistry are interested in having non-discipline faculty on their screening committees.

**C. Chair of Chairs - D. Igou**

- Igou reported that the Chairs Committee and the Enrollment Management Committee (EMC) met last week. Igou said that the VP of Student Services reported on microsites and there were many related questions from department chairs. Igou also stated that Martin and Murphy reported on the campus-wide ConC workshop last week, noting that concerns had been raised about appointing committee members based on their status as members of a protected class.
- Igou explained that the EMC is considering what enrollment management will mean for Miramar College and that opinions and input are being solicited. Igou reported that there was a good discussion on scheduling.

- Igou reported that at the next meeting of CFHPC, on Thursday, the committee will review the quantitative data spreadsheet and will have the opportunity to give additional information about hiring proposals. Ballots will then be sent to voting members and, at the December 2<sup>nd</sup> meeting, the committee will produce the hiring prioritization list, which will then come to the AS.

**D. Treasurer - J. Alley**

- Alley reported a balance of \$1044.17.
- Alley reported that many AS dues contributions were received over the past two weeks and that links for contributing have and will go out by email.

**E. Adjunct Representative - M. Martinez**

- Martinez asked adjuncts to be sure to submit their hours to their departments.

**IV. Reports**

**A. College Equity Efforts - All**

- Murphy stated that many exciting things are coming out of GP projects, notably equity efforts in the STEM fields.
- Brewster noted that these GP equity efforts will not be limited to STEM in the future, but could be adapted to all interest areas.
- Gloag commended the presenters of Miramar’s inaugural Equity Summit, held last week.
- Murphy encouraged looking at other college’s equity efforts.

**B. Academic Success - D. Tran**

- Tran was unavailable, so this item was postponed to a future meeting.

**C. Distance Education – A. Gloag**

- Gloag shared a spreadsheet that is being developed at the district level to standardize course terminology across the district -- for example, “fully online” instead of “TBA”; “online live” instead of “synchronous.” B. Weston has held focus groups with students on this vocabulary and has made a call-out for input. Gloag asked senators to take the spreadsheet to their departments for feedback.

**V. Business: Action Items**

**A. None**

**VI. Business: Discussion Items**

**A. College Equity: Criteria for Scholarships - C. Carrasquillo**

- Carrasquillo reviewed the AS Executive Committee’s proposed changes to AS scholarship criteria, intended to make it more equitable. The changes to the current criteria include:
  - [1] reducing the number of enrolled units a student needs from 9 to 6;
  - [2] reducing the number of units a student must have completed at Miramar College from 12 to one semester;
  - [3] revisions to the essay questions and also allowing video in lieu of an essay.
- Carrasquillo encouraged members of the body to share these proposals with their departments.
- Martin commented that the financial need and leadership elements of the scholarships have not been clear in the past. Murphy noted that the leadership component was the intent of the “service question” but could be reexamined and improved. Murphy also suggested that we could split our two scholarships and have one based on financial need and one on leadership, if the body so desired.
- Manley said that she liked the revisions and found them much more equitable.
- Klaar asked what the justification was for the video alternative to the essay. Igou (who backed the video alternative) explained that this was an effort to expand the ways students can express themselves, which reduces barriers for students who may experience difficulties communicating in writing.
- I. Martin said that she liked the changes and asked whether there might be examples of leadership other than community service.
- Brewster said that the Communications Department would be happy to assist with the development of a rubric for assessing the submission of videos from applicants.
- Manley commented that she uses student-created video in her digital history courses and shared that she often learns more from students through video than through writing.
- Carrasquillo also shared that she reached out to V. Ngo in Financial Aid and said that they would share the changes in scholarship criteria with other scholarship grantors who might be interested in making their criteria more equity-minded.
- Murphy encouraged senators to take these proposed changes back to their departments for action at our next meeting, so that the criteria could be rolled out this year.

**B. ConC Process for Appointment of Faculty to Committees - P. Martin**

- Martin introduced Vice Chancellor Smith, who was invited to speak.
- Smith shared his work with the Association of Chief Human Resource Officers (ACHRO). One of the first discussions within ACHRO was what is meant by “diversification” and what is being intended. Smith explained that the first minimum qualification is technical (generally educational/degrees) and the second is an understanding of the communities the CCC serves. A richer definition of diversity includes asking candidates how they would interact with people who are different than themselves and that this is the suggested language to use in the appointment of faculty to committees.

- Recommendation made to focus on a diversity of perspectives instead of more superficial qualities that fall into protected classes (e.g. skin color, sex, etc) and to include people from committees that focus on equity to get that perspective.
- Martin thanked Smith for his review and then summarized the discussion that took place at the campus-wide Committee on Committees (ConC) workgroup held this past Thursday. The main question involved what the ConC can do to ensure diversification in the appointment of committee members. Martin highlighted Carrasquillo's idea of generating a list of self-identified faculty that would be interested in serving on committees as representatives of a specific population.
- Changes to the process will need to be affirmed by the AS body.
- Murphy also thanked Smith and stated that there is a lot of good information in the recommended ACHRO document that she originally shared with the ConC, including limitations to what we can and cannot do.
- Demcho raised a question of whether there might be concerns with individuals self-identifying on the volunteer form.
- A motion to extend time by 5 minutes was approved. [Arancibia]
- Recommendation made to revise membership policies to include lists of individuals from specific equity-focused groups and circulate lists of volunteers to Chairs and Deans.
- Further discussion ensued and Martin invited all to discuss this matter further at the ConC meeting tonight.
- A revised process will be brought back to the next AS meeting.

**C. Process for Submitting Changes to the College Governance Handbook - L. Murphy**

- Murphy explained that the College Council created a taskforce to develop a process, timeline and form for submission of changes to the College Governance Handbook. The process for submitting changes will include a form, which would be submitted to College Council and reviewed by a College Governance Taskforce (along with the originators of the request), with recommendations brought back to College Council for final decision.
- The College President's office will be responsible for changes and getting them on the website. Murphy noted that it was very important to the taskforce that the process be a closed loop.
- The timeline is on a semester basis, with a caveat for emergency issues. This form has been distributed to senators in senator materials.
- Murphy asked that any feedback or objections be shared as soon as possible and/or brought to the next College Council meeting.
- Martin stated that he thought this was a good process that will allow for changes to the CGH in the future.

**D. Back to Campus Planning - L. Murphy**

- Murphy said that there is a need to have a 30-day re-evaluation of remote meetings for the AS and AS subcommittees, which will be on the Consent Calendar for our next meeting, and that there are continuing discussions on how to manage other participatory governance committees. Murphy mentioned that a hybrid format, which the ASG is currently using, appears to be the favored option.
- Murphy reported that she was asked to share updates and concerns over the vaccine mandate and statements that were made at a 10/29 meeting attended by colleagues. One of the main concerns were statements made regarding the plan to deny accommodations to those with religious and/or medical exemptions, and how the related language holds up to Title VII provisions. Statements made on 10/29 by district individuals described a concerning shift to refuse to accommodate those employees with religious exemptions and place them on unpaid administrative leave as a prelude to termination, then engage in massive hiring during January 2022 to replace all of the non-compliant employees. It was also stated that any newly hired employees would not be required to be vaccinated, as they would have the same opportunity for exemptions as everyone else.
- Carrasquillo asked for clarification on the specifics of the meeting. Murphy responded that, at the district Return to Onsite Activities Workgroup meeting, VC Manis confirmed these statements were made but did not disclose by whom and did not confirm that this was an actual plan of SDCCD.
- Senators asked that Murphy follow up and attempt to get additional details.
- Murphy said she would bring further information to upcoming AS meetings.

**VII. Announcements and Public Comments**

- Brewster reminded everyone that course sequences are due on Friday, November 5, and asked members to reach out to L. Pecenco if there are questions or concerns.
- Booth stated that getting the vaccine is to protect others, especially those whose health is compromised, and that this is not a civil rights issue.
- Murphy asked for any items that members wish to be brought to the ASCCC Plenary this week to be forwarded to her.

The meeting was adjourned at 4:47 p.m. The next meeting will be on Nov 16<sup>th</sup>. Please submit agenda items to both Laura Murphy and Juli Bartolomei.

Respectfully submitted,  
Angela Romero and Juli Bartolomei