SAN DIEGO MIRAMAR COLLEGE | LEADING EQUITY, ANTI-RACISM & DIVERSITY (LEAD)

EQUITY SUMMIT — Dr. Constance Carroll ANNUAL LECTURE SERIES

OCTOBER 26 | 4:00 PM - 6:00 PM

COMMUNITY FOCUS

OCTOBER 27 | 8:30 AM - 1:30 PM

CAMPUS FOCUS

REGISTER HERE

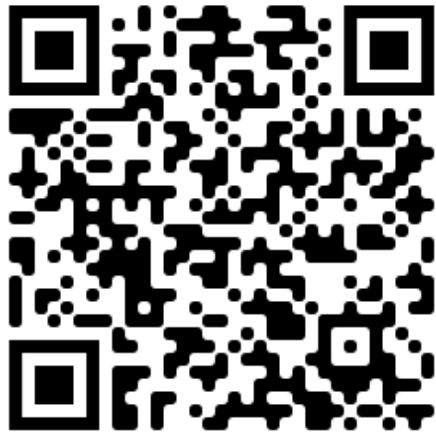**San Diego Miramar College**

10440 Black Mountain Road

San Diego, CA 92126

L-105

Registration is now open for the 2023 Equity Summit! Click HERE to register!

San Diego Miramar College Academic Senate Meeting

October 17, 2023
2023-24 Academic Year

Cultivating Community:
Making the invisible visible

(QR Code for A.S. Webpage)

Attending for Flex credit? Email jalley@sdccd.edu or jbartolo@sdccd.edu

2. Agenda Overview

1. Call to Order
2. Approval of Agenda & Consent Calendar
    1. Meeting Minutes: 10/3/23
3. Land Acknowledgement
4. Public Comments
5. Action Items
    1. Resolution: Reassigned Time for Faculty Equity Coordinator
    2. Reassignment for PAC Chair
6. Discussion Items
    1. New Faculty Positions Ranked List

2. ~~ASG Position on OER & ZTC~~
3. Meeting Modality Recommendations
4. Technology Discussion
5. Climate, Culture, and Departures
7. Reports:
    1. Committee Reports
    2. Special Reports (LEAD and PSBS)
    3. Executive Committee Reports
8. Announcements
9. Adjournment

See the complete A.S. Agenda here

3. Land Acknowledgment

We recognize that San Diego Miramar College sits on the ancestral homeland of the Kumeyaay people, who have lived in this area for well over 10,000 years, and we honor their past, present, and future connection to this land and its inherent connection to their identity.

We acknowledge our occupation of unceded Kumeyaay land and the violent systemic injustices this has continuously perpetuated for Native peoples of this region. We pay respect to the Indigenous people of San Diego County - past, present, and future - and honor their continuing presence in their homeland and their spiritual beliefs that land does not belong to people; people belong to land.

We also acknowledge that this is merely the beginning, and there is far more work to be done in an attempt to heal all of the injustices and inequities that still exist today and throughout their entire historical diaspora. Hopefully we can find a way to move forward together.

KUMEYAAY MAP

The above Mike Connolly historical "Kumeyaay Lands 1769-2000" map picture details the 2005 Indigenous California Indian tribes of the greater Southern California area and northern Baja California, Mexico, the Native American Indian reservations, and contrasts them with the Indigenous Kumeyaay territory of 1769 (gray area).

Resources: "Making a land acknowledgment meaningful"; A call for more powerful land acknowledgements

4. Public Comments (10 min)

- Limited to topics not on the agenda
- 3 min. per speaker
- To be continued at the end of the meeting if necessary

5. Action Items

5.1.   **Resolution – Supporting District-Level Reassigned Time for College Faculty Equity Coordinator (CDAC) – Judy Patacsil (5 mins. plus 5 mins. Q&C)**

- [Resolution Supporting Reassign Time for Faculty Equity Coordinators](#)
- This is a second read

   More information from our current Coordinator:

- The Faculty Equity Coordinator role supports the campus functions for the LEAD Office, as well as the district office (SDCCD), including as the faculty liaison to the Campus Diversity Advisory Committee (CDAC).

5. Action Items

5.1. Resolution – Supporting District-Level Reassigned Time for CDAC (cont.)

- The faculty equity/diversity coordinator on each campus meets monthly with the SDCCD EEO Officer to work on diversity & equity initiatives, systemic changes, as well as events. Each year the coordinators contribute to an annual report of our work.

- SDCCD receives funding from the State Chancellor's Office to support the work. A commitment was made that funding would be allocated to the campuses for the faculty equity/diversity coordinators (the request was for a .40) beginning in the 2022-23 academic year. However, it did not happen.

5. Action Items

5.1. Resolution – Supporting District-Level Reassigned Time for CDAC (cont.)

- SDCCD currently provides the equivalent funding of a .40 for a Site Compliance Officer at each campus, a role that supports both campus and District functions.
- The duties of the LEAD Office (and the Faculty Coordinator) have also increased with Miramar College receiving 3 grants:
  - The Asian American| Native Hawaiian| Pacific Islander Student Sucess Grant
  - The Culturally Responsive Educators Academy Teaching Equity Grant
  - The Native American Student Success & Support Program Grant

5. Action Items

5.1. **Resolution – Supporting District-Level Reassigned Time for CDAC (cont.)**

- The faculty coordinators from each campus had a meeting with the SDCCD EEO Officer last week. They informed the group that SDCCD is working to address this situation. This resolution will inform that effort.

5.2. **Reducing A.S. President Reassignment to Support Professional Advancement Chair – Pablo Martin (5 mins. plus 5 mins. Q&C)**

- SDCCD AS Reassigned Time Allotments
- This is a second read

6. Discussion Items

6.1. **[New Faculty Positions Ranked List](#) – Kevin Petti (5 mins. plus 5 mins. Q&C)**

- This is a first read

6.3. **Meeting Modality Recommendations for A.S. Committees – Pablo Martin (5 mins. plus 5 mins. Q&C)**

- This is a first read
- In terms of Standing Committees of the A.S., the only one that must follow the Brown Act, besides the Academic Senate, is the Curriculum Committee. Nonetheless, the CGH encourages committees to follow the Act as much as possible.

6. Discussion Items

6.3.   Meeting Modality Recommendations for A.S. Committees – (cont.)

- For this meeting, we would like to present a Recommendation for A.S. Committees' Meeting Modality:

- An idea that received a lot of support is a recommendation, but not a requirement, that all Standing Committees of the A.S. provide teleconferencing options. The reasons provided are:

  1. Meetings would be more accessible

  2. The reduced environmental impact

  3. Participants could avoid heavy traffic if they were able to attend their committee meetings from a home or other office space

6. Discussion Items

6.4. **Technology Discussion – Technology Committee Representatives (5 mins. plus 5 mins. Q&C)**

1. Important: There is a districtwide Wi-Fi update should be complete by the end of November. As this happens, the classroom computers and student-use laptops (e.g., in carts) will be converted to this new login system. However, personal-use faculty and student computers will need to log into this new system. Brett and Kurt are working on getting out this transition plan information to the campus. So, be on the lookout for that. We are hoping for minimal disruptions! Ultimately, once we get through this, we should have a simpler, more reliable system to access Wi-Fi.

6. Discussion Items

6.4.   Technology Discussion – (cont.)

2. Kurt Hill is working on a landing page with links for ALL Technology, which will be MUCH easier to find (both under Administrative Services AND Technology Services). It should debut in the next week. It will include the following:

- All ICS, AV, and other services/webpages,
- link(s) to software available to faculty
- Information about faculty tech support, with a training video (thanks, Carlos!) about the new district Help Desk,
- Training information,
- More to come!

6. Discussion Items

6.4.   Technology Discussion – (cont.)

3. Regarding access to a student computer lab (a question asked at last Academic Senate, 10/3):

- The student computer lab in the ILC (L-104) is now only for the use of tutors with students.

- Over the last year, some of the computers purchased with the HEERF grant were replaced in this lab.

- Due to waning student use, L-104 will eventually be converted into a Career Center. College Council discussed and approved this.

- L-101 will retain its function as a tutoring center.

- The only open lab for students is on the second floor (in the library).

6. Discussion Items

6.4.   Technology Discussion – (cont.)

4. CAVE (AV/IT Technicians Workgroup) updates:

- This is a districtwide group that meets 2X month on Fridays. Our A.V. rep. is Carlos Pelayo.
- They are working on updating classroom technology standards
- They plan on doing inventory on every classroom to see what we have in the rooms, what faculty use, and what is needed
- They encourage faculty input.
- Carlos is working on a vendor, training, and resource spreadsheet for those who are making tech decisions.
- They need to work on training AV/IT on our new technologies so they can adequately train us

6. Discussion Items

6.4.   Technology Discussion – (cont.)

5. The Technology Plan:

- TC members will review and make recommendations on this draft.
- Once we update our goals, we will work on creating multiple methods to evaluate those goals.

6. Faculty software needs:

- Right now, we don't have **centralized list of subscriptions**, and the District list needs to be updated.
- We need to survey faculty about what **software is being used and purchased** and what instructional software should be provided—school/campus-wide and even districtwide.

6. Discussion Items

6.5. Campus Climate, Culture, and Employee Departures – Pablo Martin (5 mins. plus 5 mins. Q&C)

- What can we do to address and help change a climate that causes both racial and gender battle fatigue? (See Dr. Taneisha Hellon's dissertation: [Examining the Prevalence of Racial Battle Fatigue and the Implications for Burnout and Retention of BIPOC Faculty at Community Colleges](), namely "Implications of the Study" starting on p. 107.)

- The two primary actions she recommends are:

1. Creating racially safe workplace climates through policy reform or development and accountability

2. Delivering intentional professional development that addresses systemic issues of racism and discrimination experienced by BIPOC faculty

6. Discussion Items

6.5.   Campus Climate, Culture, and Employee Departures – Pablo Martin (5 mins. plus 5 mins. Q&C)

- What are your suggestions regarding: 1) Creating safe workplace climates BIPOC and non-male faculty through policy reform or development and accountability, and 2) Delivering intentional professional development that addresses systemic issues of racism, sexism, and discrimination?

- Other questions:

  - What should we do with the results from the upcoming release of the campus climate survey data?

  - In what ways might we work with the AFT and HR?

7.2: Special Reports

7.2.1. LEAD Office: The NASSSP Program – Nessa Julian (5 mins. plus 5 mins. Q&C)

7.2.2. **Conditional Approval of Public Safety Management Baccalaureate Degree Program** – Darren Hall (1 min.)

7.3: Executive Committee Reports

7.3.1: President's Report

The bulk of my report can be found in the resource document: [SDMC Academic Senate Resource Doc 101723](). These slides only include the highlights. If you have questions that you don't ask today, I'm available for further discussion via email, face-to-face, or Zoom meetings. You can also invite me to your department meetings.

Highlights:
1. Please take these A.S. Senator Surveys: [A.S. Meeting Time Survey]() and the [A.S. Anonymous Feedback Form]().

7.3: Executive Committee Reports

7.3.1: President's Report

Highlights:

2. Regarding the forum to discuss the reorganization of the Office of Instruction, the VPI plans to do so, presenting a polished rough draft to the campus, by the end of October.

3. Please take a moment to review the "Updates from College Council," if nothing else, in the [SDMC Academic Senate Resource Doc 101723](#).

4. The [ASCCC Exemplary Program Award Nominations](#) are open. The theme for the 2023-24 Exemplary Program Award is "Excellence in promotion and advancement of Ethnic Studies" (the deadline is November 5, 2023).

7.3.2-8 Executive Committee Reports

Vice President - Carmen Carrasquillo

Secretary – Josh Alley

Treasurer – Monica Demcho

Contract Member-at-Large – Heather Paulson

Part-Time Member-at-Large – Theron Page

Chair of Chairs – Kevin Petti

Curriculum Chair – Darren Hall

8. Announcements

1 min. time limit each

9. Adjournment

The next meeting of the SDMC Academic Senate is:
Tuesday, 11/7/23 from 3:30-5:00 pm in L-309 and on Zoom

Senators wishing to attend remotely can complete the
A.S. Senator Remote Attendance Form.