

## **SUMMARY: APRIL 16<sup>th</sup> MEETING**

This is certainly a full list of Discussion Items! We covered quite a bit in our last meeting. So, at our May meeting, it will be a full one! (Update from Pablo: it looks like we are going to need to meet on 5/21, the day we asked Senators to hold. My hope is that it will be a short meeting, but we have two items that we need to address.)

For the Slideshow from our last meeting, [click here](#).

### **DISCUSSION ITEMS:**

#### **6.1 Proposed Revisions to the AS Constitution and Bylaws—this will be voted on at the 5/7/24 meeting**

Slides 17-21 of the [slideshow](#) present the proposed changes to the Constitution and Bylaws. There are not a lot of changes being proposed. A couple clarify Election Procedures in our Bylaws. One change (Article IV.2.A) is to remove wording that previously allowed for nominations to be taken from the floor the day of the election. And the other (Article VIII.1.A4) is adding wording that calls for a special election at the end of the semester if there are no nominees for AS President at the end of the nomination period. For the Constitution, two of the changes are adding in some wording for clarification and removing some wording in another. Article VIII.1.A7 is being added because of the newly formed ASRE committee.

#### **6.2 ASRE Committee Resolution—this will be voted on at the 5/7/24 meeting**

The Adjunct Success, Retention & Equity (ASRE) committee is asking Senate to approve the [proposed resolution Supporting Adjunct Faculty Equal Rights to Staff Development Compensation](#) (see [slideshow](#) for more details). ASRE presented findings from the 2023 adjunct survey, which showed adjuncts' concerns with compensation tied to PD. In the resolution, it is resolved that "the Miramar College Academic Senate strongly encourages the college to follow the guidance provided in the CBA and compensate all adjunct faculty who wish to participate in staff development/PD supporting broad-based strategic plans under the ancillary and PD activities section of our Union CBA." It is also resolved that the AS urge the college to organize and streamline PD and ancillary activities to provide equity for our adjuncts. In the meeting, it was asked what would be considered "ancillary." It was pointed out that the CBA lists: governance, staff development, grant writing and student clubs advisement. Multiple Senators asked what is the intent of the resolution if what is being asked for is already in the CBA? The ASRE Committee's goal is that by passing this resolution, the college is more likely to address their concern because the A.S. is affirming our CBA and drawing attention to it. Senators are encouraged to read the "resolved" statements carefully and to forward their questions to either the ASRE Committee Chair (Kristen Everhart) or ASP Pablo Martin. At our next meeting, we will have a 2<sup>nd</sup> Read and a vote on supporting the resolution.

#### **6.3 Resolution: Freedom of Speech—this will be voted on at the 5/7/24 meeting**

The proposed [Resolution to Support Faculty Rights and Academic Freedom](#) was presented to us. The resolution proposes that SDCCD reaffirm commitment to academic freedom and freedom of speech despite calls to censor discussions. It is also resolved that Administration support and advocate for faculty rights of academic freedom. This resolution was started on City's campus, where it was passed by their AS. And it came about because of an event that took place on their campus. In our meeting, we were given varying accounts of what took place so there were some concerns then about the first "Whereas." The event centered around a professor who had displayed a poster in their classroom that was tied to the current conflict in Israel-Palestine. Please read the resolution and send any feedback to [Najah Abdelkader](#), [Heather Paulson](#), [Carmen Carrasquillo](#) or [Mardi Parelman](#). In our next meeting, this will come back as a 2<sup>nd</sup> Read and vote.

#### **6.4 Budget Discussion: Next Steps**

In past meetings, we have had Brett Bell present to us. And recently, Channing Booth presented to us as well about the current budget. In this last meeting, Pablo asked us to think about options for next steps. He gave some ideas: Invite VPA Bell to return for a Q&A, ask Bell to host more open forums, or create a budgeting process workgroup to explore budget allocations. The body was in agreement that we should start a workgroup. Interested parties should contact either [Pablo Martin](#) or [Monica Demcho](#).

## **6.5 Seeking to Increase Travel Funding Limit—this will be voted on at the 5/7/24 meeting**

The PDC has voted to increase the limit on travel funding. Currently the max is \$1000, and they are looking to increase that to \$1200. Any money that does not get spent goes back to AFT. Leslie Marovich pointed out that they are seeking support from AS, and that this has already been discussed with AFT. Because the limits are set by each college, they are looking to change that limit at Miramar. It was suggested that we increase the number to \$1500. But Leslie pointed out that they have already voted on \$1200 in committee, so any further increases would have to come later. In our next meeting, we will have a 2<sup>nd</sup> read on this, and vote on supporting the proposal.

**Two items that were postponed from our 4/16/24 meeting to our 5/7/24 meeting will be voted on at the 5/7/24 meeting. The notes from the 4/2/24 summary follow:**

### **6.1 Revisions to AP 3000.3: Academic and Progress Standards—this will be voted on at the 5/7/24 meeting**

Darren Hall gave us an overview of some revisions to AP 3000.3. First, he mentioned that certain terms will be changing—like “disqualified” is being replaced with “dismissal.” Mainly the changes are based on Restorative Justice practices. This all relates to the probationary status of students. First, the change in policy is for students who have earned 12 units. If students get on probationary status, they are first directed to meet with a counselor. Directed means that it is suggested to them. However, when they reach dismissal status, then they MUST meet with a counselor before they can register for classes. If they have three consecutive semesters of probation, then they will have a hold and again must meet with a counselor. Darren also mentioned that the steps are all being cleaned up to help get students readmitted. It was suggested in the meeting that these required meetings might be seen as a blockade. However, it was also suggested (from the counseling perspective) that this process creates much more contact with students and earlier on catches bad patterns that can be worked out. Darren mentioned that these changes have been under discussion at the district for several months now and will be moving forward. They would like to have our approval, regardless.

### **6.3 Resolution: The Hiring of General Counselors—this will be voted on at the 5/7/24 meeting**

Kevin Gallagher presented [a resolution](#) that relates to the hiring, training and evaluation processes related to General Counseling. In our meeting, Kevin explained that there have been a number of issues in the last few semesters where counselors have been needed outside of General Counseling, and it has led to concerns—mainly that General Counseling has not been as included in those processes as would be optimal. Kevin was clear that the resolution was not meant to “throw shade” on anyone in Admin or to take away the President’s rights to make decisions. But there is a concern that there has not been an established framework to work with in the past. The resolution’s goal is to establish that framework. The resolution includes a few items:

- Counselor positions needed by programs outside of General Counseling will be selected from the GC Department.
- If hiring needs to come from outside of the GC Department, the GC Chair (or designee) will be included in the hiring process.
- And General Counselors hired outside of the GC Department will go through the same training and the GC Chair (or designee) will be included in their evaluation process.

This will return for a second read when we will vote on supporting the resolution.

## **OTHER ITEMS:**

We finished our elections for the next term! Big thanks to those that ran and are willing to serve in those positions. The only position that has gone unfilled is the Secretary. If you are interested in that position, please contact Pablo.

As always, the Minutes from our meeting follow this summary.

## Minutes – Miramar College Academic Senate

3:30-5:00pm      **Apr 16, 2024**      Location: M-110 and Zoom

(\*See [agenda](#) for remote locations)

[Associated Documents](#)

[Meeting Slide Show](#)

**Senators Present:** Pablo Martin, Carmen Carrasquillo, Josh Alley, Monica Demcho, Heather Paulson, Theron Page, Darren Hall, Kevin Petti, Adrian Arancibia, Alex Sanchez, Ali Gonzalez, Anne Gloag, Becky Stephens, Cyndie Gilley, Dan Smith, David Halttunen, David Mehlhoff, Dawn DiMarzo, Donnie Tran, Jae Calanog, Kandice Brandt, Kevin Gallagher, Leslie Marovich, Mardi Parelman, Mary Kjartanson, Nick Aramovich, Olivia Flores, Otto Dobre, Patti Manley, Stefanie Johnson-Shipman, Wahid Hamidy, Erin Smith, Kristen Bonwell, Kristen Everhart, Najah Abdelkader, Natalie Bickett, Valerie Chau

**Absent:** Channing Booth (proxy: J. Alley), Desi Klaar [proxy: Rodrigo Gomez], Gene Choe (proxy: J. Young), Lisa Brewster (proxy: P. Martin), Rodrigo Gomez

**Other Attendees:** Jennifer Aase, Laura Pecenco, Lisa Muñoz, Matt Cain Mona Alsoraimi Espiritu, Nick Gehler, Juli Bartolomei

### 1. Call to Order

- The meeting was called to order at 3:32 pm.

### 2. Approval of Agenda and Consent Calendar

#### 2.1. [DRAFT Meeting minutes from 4/2/24](#)

- The agenda and Consent Calendar were approved with no objections after the following changes: Items 5.1 and 5.2 are being postponed to the next meeting, and five minutes are being added to the President’s Report. [Gallagher]
- Martin noted that there might need to be a full body meeting on 5/21.

### 3. Land Acknowledgment

### 4. Public Comments

- Mona Alsoraimi Espiritu (guest, A.S. President-Elect at City College) shared her experience with the resolution asking the District to affirm their commitment to free speech and academic freedom, specifically for Palestinian rhetoric and activism on campus. The resolution passed at City. She also emphasized the right senators have to write resolutions and shared her opinion that resolutions do not have to be non-controversial and that those writing resolutions are not required to get feedback, change their resolution, or meet in the middle. She recommended that Miramar’s Academic Senate add a process for resolutions to the A.S. Bylaws. [It was noted, after the speaker spoke, that their comment was related to Agenda Item 6.3 and that the speaker probably should have been asked to hold her comments until that time.]
- Abdelkader asked faculty to offer extra credit for attendance at the Arab Film Festival and then yielded her remaining time to Espiritu.

### 5. Action Items (*this includes second reads*)

#### 5.1. [Revisions to AP 3000.3: Academic and Progress Standards](#) – Darren Hall

- Postponed

#### 5.2. [Resolution: The Hiring of General Counselors](#) – Kevin Gallagher

- Postponed

#### 5.3. [Requesting Support to Reinstall Paper Towel Dispensers](#) – Alex Sanchez

- Provided data collected on bacteria accumulation on dryers and the importance of paper towels for hand hygiene and reduction of disease transmission (see [meeting slideshow](#)).
- Noted that paper towels were provided during the COVID-19 pandemic but have since been removed from some bathrooms. Mesa, City and even some buildings at Miramar do still have paper towels, but Miramar does not provide paper towels in all restroom facilities.
- This request is supported by the Environmental Sustainability Committee.
- While there are potential cost savings and sustainability benefits for hand dryers, safety and hygiene should take priority. Paper towels are also necessary in mitigating issues regarding menstrual poverty.
- Motion to support a request that Miramar provide paper towels in all restroom facilities passed with one abstention. [Carrasquillo]

#### 5.4. A.S. Election for Fall 2024 through Spring 2026 – Josh Alley

- Elected by acclamation:
  - President: Pablo Martin
  - Vice President: Carmen Carrasquillo
  - Treasurer: Dawn Diskin
  - Contract Member-at-Large: Olivia Flores
- There were no nominees for Secretary, so the A.S. Executive Committee will appoint someone before the end of the school year. Please share interest with [Martin](#) or any current A.S. Exec member.
- Alley provided ballots and a link for Zoom attendees to vote for Adjunct Member at Large. Alley tallied the votes and announced the winner during the Secretary Report.

## 6. Discussion Items (*this includes first calls and first reads*)

- 6.1. Proposed Revisions to the A.S. Constitution and Bylaws – Carmen Carrasquillo
  - Carrasquillo shared the proposed changes to the A.S. Constitution and Bylaws.
  - This will come back to the next meeting for a vote.
- 6.2. ASRE Committee Resolution – Kristen Bonwell
  - Presented the resolution [Supporting Adjunct Faculty Equal Rights to Staff Development Compensation](#).
  - The resolution, based on Article 18.5 of the current CBA, was written with the support of the union and the A.S. Executive Committee, primarily the A.S. President. It does not ask for anything not already in the CBA.
  - See [slideshow](#) for more details.
  - ASRE is asking the A.S. to approve the resolution which (1) strongly encourages the College to follow the provisions of the CBA and compensate adjunct faculty for ancillary activities supporting broad-based strategic themes, as well as (2) strongly urges the College to organize and streamline PD/staff development and ancillary activities to ensure equity for all adjuncts.
  - Discussion ensued, primarily focused on whether the work adjunct faculty are doing, such as revising their syllabi, is considered part of their prep. time. The ASRE Committee Chair (who worked in consultation with the AFT on this resolution), clarified that when such work is at the direction of the college or district, then it is not considered prep time and they need to be paid separately for it.
  - Motion to add two minutes passed with no objections. [Carrasquillo]
  - Contact [Martin](#), [Bonwell](#) or [Everhart](#) with questions or feedback.
  - This will come back for a second reading.
- 6.3. Resolution: Freedom of Speech – Najah Abdelkader and Heather Paulson
  - Shared the [Resolution to Support Faculty Rights of Academic Freedom](#).
  - A similar resolution has already passed at both City and Mesa Colleges.
  - Concern was shared about intimidation and censorship.
  - Martin noted that he has been informed that the first whereas is inaccurate, but others said that is not what they have been told.
  - Language can be amended before the vote.
  - Discussion ensued.
  - Motion to add five minutes passed with two objections. [Abdelkader]
  - Send any feedback to resolution writing workgroup: [Abdelkader](#), [Paulson](#), [Carrasquillo](#) or [Pareman](#).
  - This will come back for a second reading.
- 6.4. Budget Discussion: Next Steps – Pablo Martin
  - Options for next step:
    - Invite VPA Bell to return to the A.S. for a Q&A
    - Ask VPA Bell to host a more extensive open forum outside of A.S.
    - Create a workgroup to explore and recommend best practices to guide budget allocations at Miramar College
  - The next BRDS meeting (4/24 from 1:30-3pm in L-108) will address this issue. All are welcome to attend.
  - Contact [Martin](#) or [Demcho](#) if interested in being part of the workgroup.
- 6.5. Seeking to Increase Travel Funding Limit – Leslie Marovich
  - PDC recently voted to increase the travel funding limit from \$1000 to \$1200. They are asking for A.S. support.
  - Miramar has a lot of money left at the end of the year. Any money not spent goes back to AFT.
  - The committee has discussed this with AFT and was told that amounts are decided by each college.
  - Many people currently do not request funds because the \$1000 is not enough.
  - Recommendation made to increase it to \$1500 instead.
  - They are anticipating that request numbers will increase, as they are likely only lower now due to Covid.
  - They can change it to \$1200 now and increase it to \$1500 later.
  - This will come back for a second reading.

## 7. Reports

### 7.1. Committee Reports

#### 7.1.1. Standing: Technology Committee – Lisa Muñoz

- Newline monitors: There are a few on campus. Contact Muñoz for access.
- Teams migration: Reference Kurt Hill's email from 3/28/24 for directions.
- Migration from Mitel to Teams: Feedback from counseling is that they can no longer transfer calls, so students need to hang up and call the other number.
- There is a need for collaborative classroom technology planning, so they will dedicate time for that during Technology Committee meetings.

### 7.2. Executive Committee Reports

#### 7.2.1. President – Pablo Martin ([State, District, Campus, and Senate Issues](#))

- Shared comments from Chancellor Smith:

- He will master his job, and he is actively committed to learning how to perform each aspect of it
- He will value us and our experiences as much as his own
- He will be willing to make the right but hard decision no matter the personal cost— he'll act with integrity
- He will frame his work with love for humanity and our community
- He asked that we hold him accountable to his commitments
- "We don't tolerate difference, we welcome it"
- He wants to change our mindset around our employees, focusing on the words: Invite, Initiate, Include, and Invest
- He gave a shout out to the awesome results of our efforts to address the new funding formula, the SCFF— SDCCD is receiving more funding as a result
- He said that he is committed to ensuring that Miramar gets closet to parity, or equal pay, from the District and with the other colleges but that it is going to take some time.
- The statewide [Senate resolutions for discussion at Spring Plenary](#) (starting Thursday, 4/18) are now available. Please let [Martin](#) know if you would like to discuss any of them further before Saturday morning. If you would like to attend the ASCCC Resolution Voting and Debate Session on Saturday, stay tuned. Martin is still trying to acquire the Zoom link.
- Question from the A.S. Feedback Form: "Regarding the budget, how many adjuncts are there on our campus and how many full-time faculty?" Answer: In Spring 2024, there are 127 Contract faculty and 379 Adjunct faculty.
- See [resource document](#) for more.
- 7.2.2. Vice President – Carmen Carrasquillo
  - There will be one more GAIA meeting in May. Watch for the announcement.
  - Recommended staying away from using the word "master" as a verb (in reference to Chancellor Smith's approach to his new role).
- 7.2.3. Secretary – Josh Alley
  - Announced that Desi Klaar won the election to be the 2024-26 A.S. Exec Adjunct Member at Large.
- 7.2.4. Treasurer – Monica Demcho
  - The current balance is \$1144.47.
  - Awarded three students \$200 scholarships each, which will reduce the balance.
- 7.2.5. Contract Member-at-Large – Heather Paulson
  - AFT contract Q&A: 4/25 from 1-2pm in M-110.
  - Film screening about transgender awareness at 1pm this Wednesday on Zoom.
  - [Pre-Pride Celebration \(April 2024\)](#)
- 7.2.6. Part-Time Member-at-Large – Theron Page
  - No report.
- 7.2.7. Chair of Chairs – Kevin Petti
  - Will bring up the ASRE resolution issue at Deans Council on 5/1.
- 7.2.8. Curriculum Chair – Darren Hall
  - [CurriQunet Meta training](#) is on Fridays at 10:30am.
  - Technical writing will be done over the summer. There will only be one Curriculum meeting in the Fall before everything needs to be submitted for the '25 deadline, so get in touch with [Hall](#).

## 8. Announcements

## 9. Adjournment

- The meeting was adjourned at 5:00pm.

The next meeting will be on May 7<sup>th</sup>. Please submit agenda items to both Paul (Pablo) Martin and Juli Bartolomei.

Respectfully submitted,  
Juli Bartolomei and Josh Alley