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| Academic Senate CommitteeMinutes |
| February 23, 2016 | 11:45 AM - 1:00 pm recording #5 | L 246 |
| note taker | respectfully submitted by Caree Lesh & Angie Arietti |
| Attendees | Josue Arredondo | Garibay, Adrianna  | ~~Rocha, Lina~~ |
| Arteaga, Elena | Hayashi, Chris | ~~Soto, Corina~~ |
| Avila, Diana | Hopkins, Kesa  | ~~Soto, Raul~~ |
| Beach, Randy | Lee, Wilfred | Speyrer, Michael  |
| Brenner, April | Lesh, Caree | Taffolla-Schreiber, Candice |
| Buehler, Lukas | Lewis, John | Tolli, John |
| ~~Caschetta, Todd~~ | ~~Martinez-Sanabria, Maria E.~~ | Tyahla, Sandy |
| Cuddy, Luke | McDaniel, Cynthia | Villegas, Val |
| Davis, J.D. | McGee, Tony | Whitsett, Jessica |
| Detsch, Steven | Olivas, Maria | Williams, Janelle |
| Durkin, Melanie | Pfister, Toni | Wolniewicz, Rebecca |
| Edwards, Diane  | Posey, Jessica  | Yoder, Leslie |
| ~~Figueroa, Surian~~ | Post, Frank | Yonker, Susan  |
| Flores-Charter, Patti  | Rempt, Andrew |  |
| Gardea, Jaquelyn | Richison, Scott |  |
| GUEST/s | Abdimalik Buul | Angelica Suarez | Kathy Tyner |
| Ursula Morris | Andre Harris | Tim Flood |
|  | Bianca Quilantan | Sergio Esparza |  |
| Names in red indicate AS Executive committee members. |  |
| **Call to order; Approval of Agenda (Action Item)** | patricia flores-charter |
| Discussion | A motion was made to approve the agenda and was seconded.  |
| Approval of agenda. A motion was made to approve the agendas and was seconded. It was requested we move agenda item #11 to #6. A motion was made to approve and was seconded the change. Both motions passed.  |
| **Approval of Minutes from 02-16-16 (Action Item)** | patricia flores-charter |
| Discussion | A motion was made to approve the minutes and was seconded.  |
| Approval of Minutes from 02-16-16. M/S/C. Unanimous  |
| **Public Comment (Information Item)** | patricia flores-charter |
| Discussion | John Tolli noted that on 2/8/16 HR posted for a full time Biology profressor. Via this announcement John found out that letters of recommendation are no longer required. He would like to have that changed back and would like to know the procedure for making that change, and how this was eliminated in the first place. Elena Arteaga wanted to remind us that VITA (Volunteer Income Tax Committee) will be on open on 2/26 from 10-3 and it is available to anyone on campus with an income of 50K or less. This is the first time we have run this so please let your students know and support this. Please take a poster to put in your office window. Janelle noted that the Effects of Micro-aggression on the Success of Men of Color will be presented on March 3rd at 11:45. Daniel Ortega will be here from 10-12 in SUE on March 10th to discuss his text book – The Courage to Learn. SAFE Zone train the trainer will be held on March 11th and we have a great group signed up. Educators Tools for Student Success Summer will be March 18th, and Richard Santana will be here 4/22/16 to present “From Homeboy to Harvard”. |
| **Presidents Report (Report)** | patricia flores-charter |
|  Discussion | The President’s report link is imbedded at the end of the minutes. Time was deferred to item number 6.  |
| **SCEA Report (Report)** | frank post |
| discusson | Frank Post deferred his time to item number 6.  |
| **Equity, Diversity, and Inclusion Committee (Discussion)**  | patricia flores-charter |
| discusson | Academic Senate President Patti Flores-Charter read her President’s report that is available online. The report described the history and timelines of the Equity, Diversity, and Inclusion (EDI) Committee situation. (See Attached)Janelle Williams spoke about the EDI problems. She noted that she requested and met with the new EDI Director on 2/4/16 after the new director sent an e-mail to cancel the EDI Committee meetings because of a report due, the director was losing her secretary, and because of concerns about the committee membership. When Janelle met with the EDI Director she told her that if she was overwhelmed at work, Janelle and Ursula could handle the meetings and that they are a team. This is when the EDI Director noted her concern about the membership on the committee, noting she would have been more intentional in selecting the committee members to make sure there was an Asian etc. When Janelle asked if she was concerned about the number of black people on the committee, the Director stated that it was about perception. Janelle explained the process for appointments. Janelle explained that we do not call into question the committees that are predominantly Hispanic or Caucasian. The number of African American people on this committee should have been a feather in their cap for stepping up after they have been marginalized for so many years. Janelle then described how the committee was put together, and what it has felt like to work on this campus as someone in her skin. They agreed to look at expanding the committee – possibly with resource members, but that it was important for the EDI Committee to meet in February. Guadalupe thanked Janelle for sharing her experiences on campus. They had agreed to work together as a team and Janelle felt like the meeting ended on a good note agreeing to hold the meeting and discuss expansion of membership after lots of frustration for Janelle at the meeting. The next day Janelle met with Ursula, the third EDI Committee Chair, to explain what happened. They agreed to keep the information quiet in order for the committee to move forward and be successful, and that is what they did. When Guadalupe then sent e-mail to Angelica and cc’d to Janelle that the committee members were “suggested members”, Janelle corrected that to say they were the committee members. When the committee membership came up in leadership on Feb. 16, Janelle was totally blindside. Ursula Morris noted Janelle’s account was accurate. She noted Janelle was very hurt and she was also very confused. They had met before all this happened with Guadalupe and she had brought up perceptions as well. Ursula noted that she had asked Guadalupe if she could be supportive of all cultures as her office is very indicative that she is deeply rooted in her Latino culture, but her jobs is to promote equity and inclusion. The EDI Director came back with, “Why aren’t you doing anything for African American History month”. Ursula went over the history of African American history month on our campus. Since Feb. 4, Ursula had focused on how to fix this and not have the committee fall apart. She noted the EDI Director has not owned up to what she said, and she has seen her throw people under the bus and make conflicting statements. Ursula noted she has no confidence that the EDI Director can do this job, and there is no trust. She blindsided Janelle and Ursula and betrayed their trust. To say nothing in leadership for 40 minutes while people spoke about what happened is glaring. This was caused by the EDI Director, from the office that so many people have worked so hard to create to prevent this. Meeting as tri-chairs is very challenging knowing that the Director still will not take responsibility for her own comments. Things do start at the top, but you also have to respond to the point of the problem. Some action must be taken. Andre noted that his first response to hearing about this in leadership was that it was a joke. Andre has defended this campus on racism charges. He felt smacked in the face that racism is here at the college. “It destroyed me to hear that I have my children on a campus that treats people like this”. He has never heard it said there are too many Latinas, or too many Whites. He felt like he doesn’t want to be part of something that cannot be part of him. He felt he must be lost, as a person who has stated there was not racism on this campus. He owned his mistake and will learn from it. He has owned his mistake of walking out of the Governing Board meeting and apologized. The racial issues are no longer below board. At the committee yesterday it was so diverse it was not even a blip on the radar, but having it brought up by our VP of Student Affairs and President is tremendously harmful. He does not want someone to lose his or her job, but if that is what it takes to start healing, so be it. We need to come together as a committee and we have to start with ourselves. Janelle noted that Corina was invited to the EDI meeting yesterday and she passed out documents. Corina stated that the committee needed training, and the Pilipino community would be mad, and that the Chicano Latino Coalition will be mad because their toes had been stepped on. Janelle noted that Arlie reached out to Janelle about what was happening but did not express anger, and that she had not spoken to Corina. Janelle checked in with the Chicano Latino Coalition today and they have not met in two weeks so they are not prepared to speak to this topic. Frank noted he was at several of these meetings including the Governing Board meeting. He has no confidence in The EDI Director’s ability to do this job. As a campus leader he feels betrayed by administration. The EDI Director not speaking at the leadership meeting was a betrayal. They refused to tell campus leaders why the EDI Director was in that room. He was at the second meeting on Thursday where Andre spoke directly to the EDI Director about why he was quitting. The EDI Director noted that she felt his pain, and that the work she does is very difficult. “Guadalupe Corona is totally out of touch on diversity and equity”. A senator noted that this was brought to Governing Board for resolution, but isn’t there something else we can to get started to remove the EDI Director more rapidly, so no more damage can be done? Academic Senate President Patti Flores-Charter said that depends on what the will of the Academic Senate. A motion was made that we write a resolution for a vote of no confidence in the Director of EDI, and was seconded. It was clarified that the Vice President of Student Affairs suggested that the EDI Director to listen only in the meeting, and consider not speaking. Administration kept saying “people” had echoed concerns about the committee make up. It was finally brought out that the people who mirrored the EDI Director’s concerns were Angelica Suarez and Melinda Nish. A senator noted that due process needs to be followed, and we need to have time to talk to our constituent groups If there is a problem and a cover up the longer the EDI Director stays the bigger the problem becomes, we need to put pressure on the Governing Board itself. It was suggested we work on a resolution for no confidence to be presented at the next Academic Senate meeting since we have time next week at department meeting to discuss with our constituents. The original motion was amended by the motioner to ask for a vote of no confidence at the next senate meeting after the senators have had a chance to talk to their constituents to input. The amended motion was seconded by the original seconder.A motion as made to extend for 10 minutes was seconded and passed. Silvia Lugo noted as the CSEA Vice President they plan to put out a resolution of no confidence. They also want to follow due process and talk to their colleagues. This behavior is not be condoned and the membership should have never been questioned at any level. We do all work together as a community, not based on race. It bothers me to know that our colleague’s race was discussed and that administration did not feel a committee had the ability to get the job done. We have never in the past questioned the makeup of any committee. We have not done a good job as an institution to address racism, and we have never resolved the crux of the problem. Silvia stated, “I make this commitment to you as faculty and classified to make sure this is not swept under the rug and that we resolve this together”. Angelica Suarez stated that she was also at the meeting in question. People had asked her about the committee makeup and she was questioned if additional members would be added. She noted that the committee would handle it. She also stated it is her responsibility to look at anything that might create a divide and take it to the President. She brought this to the President in hopes to assure the committees successful. Angelica stated that President Nish thought it should go to Leadership to talk about the role of the committee and how it will address the Actionable Improvement Plan. What VP Suarez recalls saying is that a way to move forward was to add resources members. She never wanted the committee not to meet. Dr. Suarez noted she asked the EDI Director to just listen, that her best counsel was to listen and learn from the group. The work of this committee is important and we need to have help to have conversations about race and ethnicity in a safe place. We hoped this new office would pull this together. A motion was made to extend by 5 minutes was seconded and passed. A Senator said that it is troubling that the new Director of EDI needs to be told to listen. That should be part of being a human and more importantly someone in this position. This statement seems to indicate that the VP of Student Affairs does not have confidence in the EDI Director if this has to be said. There is a lack of transparency; the Women’s Resource Center disappeared when the lead faculty member was on leave. There was never an announcement of its closure. Eliminating the need for letters of recommendation was a surprise and was not communicated or discussed prior to the decision. These are clear examples of a lack of transparency. I don’t think we are talking about race as much as management problems. At least this chaos brings conversation. Where is Dr. Corona today, why isn’t she here? It was noted that when the EDI Director is in the room she does not speak, and even when Corina Soto attended the EDI Committee yesterday and gave incorrect information the Director did not step in. Ursula was approached after the EDI Committee meeting yesterday by Corina about her wanting Guadalupe’s “head on a platter”. A senator noted it was surprising that President Nish is not here today. Are Dr. Corona’s concerns above those of the employees on campus and those selected to be on the committee? This is a concern. A motion was made and seconded to extend for one minute. The motion with the amendment passed. |
| **BP/AP 4700 Faculty Emeritus (3rd Read/Action Item)**  | patricia flores-charter |
| Discussion | A motion was made to approve and was seconded. Patti thanked the faculty who sent changes and went over the changes. The Academic Senate Executive Committee will determine what is included and not included for committee work, if it is not explicitly on the list. The new requirements are 15 years of employment and 10 years of committee work. The writing needs to be cleaned up so that is clearer. This will be brought back again.Meeting ended due to time.  |
| **BP/AP 4300 Field Trips, 4300 Field Trip Excursion Liability Release & Agreement Form, 4300 Field Trip Waiver Form Group Class Roster, 4300 Field Trip Waiver Form Individual Adult 2016, 4300 Field Trip Waiver Form Individual Minor 2016 ( 2nd Read/Action Item)**  |  patricia flores-charter |
| Discussion | Postponed |
| **BP/AP 4022 Course Approval (2nd Read/Action Item)**  | patricia flores-charter |
| Discussion | Postponed |
| **BP/AP 4030 Academic Freedom (2nd Read/Action Item)**  | patricia flores-charter |
| Discussion | Postponed |
| **BP/AP XXXX Adjunct Faculty Emeritus (1st Read)** | Steven Detsch |
| Discussion | Postponed |
|  **BP/AP 4030 Academic Freedom (1st Read)**  | patricia flores-charter |
| Discussion | Postponed |
| **Adjournment** | patricia flores-charter |
| Discussion | The meeting was adjourned at 1:00 |
| The next Academic Senate meeting: March 8, 2016 in L 246 from 11:45 a.m. - 1:00 p.m.  |

[President’s Report 02-23-16](https://portal.swccd.edu/Committees/AcaSen/Standardized%20Document%20Library/President%27s%20Report%2002-23-16.docx)