

General Meeting Information

Joint FH-DA Meeting

Date: November 1, 2021

Time: 2:30 pm-4:20 pm

Location: Zoom

Agenda			
Time	Topic	Purpose	Discussion Leader
2:30-2:35	Welcome Cheryl reminded representatives to update their report-out.	I/D	All
2:35-2:40	Approval of Agenda Robert Cormia moved and Lisa Mesh seconded to approve the agenda. No objection. Unanimous consent.	I/D/A	Balm, Mauer
2:40-3:25	ASCCC Fall Plenary discussion: Resolutions Packet Overview from the Academic Senate Presidents The Foothill and De Anza Academic Senate have two joint meetings each year before the Fall and Spring ASCCC Plenaries. The main purpose of these meetings are to review, discuss, and make recommendations on the proposed resolutions to the voting delegates. The voting delegates are the college Senate presidents and the district AS president. In the Resolutions Packet, the resolutions are listed in sequential numerical order in sections: 1.0 ACADEMIC SENATE, 3.0 DIVERSITY AND EQUITY, 4.0 ARTICULATION AND TRANSFER, 7.0 CONSULTATION WITH THE CHANCELLOR'S OFFICE, 9.0 CURRICULUM, 11.0 TECHNOLOGY, 13.0 GENERAL CONCERNS, 15.0 INTERSEGMENTAL ISSUES, 16.0 LIBRARY AND LEARNING RESOURCES, 17.0 LOCAL SENATES, 19.0 PROFESSIONAL STANDARDS, 20.0 STUDENTS	I/D/A	Balm, Mauer

Resolutions marked with an asterisk are part of the Consent Calendar. Those resolutions 1) were believed to be noncontroversial, 2) do not potentially reverse a previous position, and 3) do not compete with another proposed resolution. They will not be discussed nor amended during the voting. If anyone has any concerns or disagree with a resolution, they may ask their delegate to remove the resolution from the Consent Calendar for discussion and amendment.

There was an explanation on resolutions by acclamation where they anticipated no dissenting opinion.

Breakout rooms were created for people to meet in work groups to discuss resolutions important to them.

People then returned to the Main Room to report and give feedback on the resolutions they supported, opposed, or wanted to amend. Asked for clarification and raised concerns. They reported verbally, in chat, and also had the option to email Cheryl and Kathryn after the meeting and prior to the start of the plenary.

Frank Niccoli, Horticulture, supported 3.04, low cost textbook; 3.05, zero cost textbooks; 7.01 reduced textbook cost; 11.01 access to technology. Strongly support for any resolution related to reducing textbook costs

Anita, 3.03, Support for Mental Health Awareness and Trauma Informed Teaching and Learning. She will follow up with email.

Wendy, Group #9, 20.01, Improve Math and English Outcomes by Expanding Access and Addressing COVID-19 Related Learning Disruption. It stated a problem with no plan of action. Her group suggested an amendment that proposed a course of action like the implementation of pass/no pass. Cheryl was open to advocating for such an amendment. She will follow up those in Wendy's group. Paul offered to help with working on any last minute amendments.

Shagun: 7.02 HyFlex. There was nothing wrong with the idea but there was no data to support some of the whereases. They also questioned the assumption and the resolve. However, they recognized the need for a working definition,

	<p>common understanding, and agreement on HyFlex. From T. Lee, EdD in chat: HyFlex came out of the work of Beatty at SFSU.</p> <p>From Mary Pape in chat: In 3.01 resolved #1 "to utilize Critical Race Theory as well as other theories relevant to their disciplines;" What do other theories include? Need clarification from the author.</p> <p>From Cecilia in chat: strongly support 16.01.</p> <p>Erik in chat, Group 6, Question: 9.02 (Baccalaureate) - We interpreted this as revisiting the initial handbook to explore new potential pilot programs. Is that correct? They supported 3.02 and 4.01.</p>		
3:25-4:00	<p>AP 4130 - Hiring Procedures</p> <p>Overview of proposed changes to AP4130-Hiring Procedures</p> <p>AP4130, all around hiring procedures that included Administrative and Classified Hiring Procedures, as well as Faculty Hiring Procedures, has been discussed and debated for more than 5 years.</p> <p>Academic & Professional Matter (APM) committee, a district-level committee composed of faculty leaders and senior administrators from both colleges and the chancellor, has asked for Senate input on the Faculty Hiring Procedures.</p> <p>The document was reviewed, discussed, and approved in the Foothill Academic Senate several years ago. Since then, there have been more proposed changes.</p> <p>After a final review, the document will go to DDEAC and HRAC (Human Resources Advisory Committee) chaired by Pat Hyland.</p> <p>Cheryl went through and highlighted areas that needed the most input.</p> <p>There were discussions on the role of and the requirements for students on hiring committees.</p>	I/D	Balm, Mauer

Proposed language: "Members of the search committee may include full-time and part-time faculty, classified staff, students, and/or administrators."

There was discussion on the language "may" and who will make that decision.

Also: "Students wishing to serve on a faculty hiring committee will be appointed by Student Government (DASG/ASFC) and must be in good academic standing and enrolled in at least eight (8) units (or the equivalent, to be determined in collaboration with the search committee chair and appropriate DSP&S/DRC designee). Any student serving on the search committee shall not be enrolled in courses in the department during the hiring process."

There were discussions on the rationale for units and GPA requirements. Back in 2018-19, the De Anza Academic Senate discussed and determined that students should have 8 units and have the same GPA as those serving on DASG or the student trustee or athletes. This defined "Who was a student and who was eligible?"

There was a proposal to have "units completed" at the college, not restricted to the current unit load.

The next discussion focused on part-time faculty being on committees and the language difference between "must" and "may."

Requiring a part-time faculty member on a hiring committee, any committee, could be a gating factor if not enough people volunteer.

There were concerns that serving on a hiring committee came with legal exposure. They didn't want part-time faculty or non-tenured faculty to serve because of this (and they weren't getting paid). They shared the same concern for students on hiring committees. They aren't employees of the District.

There were concerns about the load/commitment it entails for a student to be on a committee, not to mention the training etc. The factor is more than units/GPA. Also students are not being compensated in any form.

There were also legal and liability concerns about students having access to

	<p>personnel information. Also the load commitment and training required for a student to be on a hiring committee.</p> <p>Some suggested inviting students to the interviews and teaching demonstrations.</p> <p>Additional proposed language: "When the applicant pool contains part-time faculty employees who meet minimum qualifications and have reemployment preference in the division at the college hiring the position, at least two of these applicants shall be included in candidates selected for an interview."</p> <p>Shagun Kaur in chat: what if there are more than two part timers. Will there be a sub interview/judgement within the bigger interview/hiring?</p> <p>Provide additional support like practice interviewing and working with colleagues on how interview questions are generated, how to read a job description, etc. Also, professional development for part-timers to prepare for and be successful at their interviews.</p> <p>Many part-timers perceived a bias against them in being selected, getting interviewed, and getting the job. If the college is willing to hire part-timers to teach, they should at least be willing to consider them in full time positions. An automatic first interview is a sign of respect.</p> <p>Full time non-tenure track faculty may also be applying for the same positions.</p>		
4:00-4:05	<p>Foothill representatives adjourned.</p> <p>Public Comment to De Anza Academic Senate on Items Not On Agenda (Senate cannot discuss or take action)</p> <p>Mary D: The De Anza Outdoor Club received permission to go kayaking off campus. It went well. They will be going again.</p> <p>Mary D has served on several dean hiring committees as a part-time faculty representative. She has been around for a long time in PE and in the Academic Senate so they sought her input. The college values democratic participation of</p>	I	All

	<p>every member of its community.</p> <p>The hiring committee for Interim Vice President had 3 students but no part-timer. The Senate started working on having a designated place for part time faculty in committees. The hiring committee for the new president not only had a faculty member, he also served as the chair of the committee. This showed that De Anza valued and respected students and part time faculty.</p> <p>Lee reminded everyone about the upcoming IDEA workshop. She has sent feedback on the ASCCC 57th session resolutions. She found many resolutions problematic. The proposed changes to the course outline of record were overstepping boundaries and may end up being a blow for academic freedom.</p>		
4:05-4:10	Approval of Minutes from Oct. 25, 2021 postponed to the next meeting.	D/A	Lee
4:10-4:20	<p>Report-outs and Good of the Order: Continuing to use the new interactive system for written and verbal reports and conversations from around the college</p> <p>Mary D motioned, Mark seconded to adjourn, no objection.</p>	I	All

A = Action

D = Discussion

I = Information

OFFICERS AND SENATORS

Others

Division	Name	Present
----------	------	---------

President	Cheryl Balm	✓
Vice-President	Mary Pape	✓
Executive Secretary	So Kam Lee	✓
Part-time Faculty Representatives	Ishmael Tarikh	
	Mary Donahue	✓
Academic Services & Learning Resources	Cecilia Hui	✓
Bio/Health/Environmental Sciences	Robert Kalpin	✓
	Anna Miller	✓
Business/Computer Science/ Applied Technologies	Rick Maynard	✓
	VACANCY	

Career Technical Education & Workforce Development	VACANCY	
	VACANCY	
Counseling - General	Robert Alexander	✓
	Lisa Castro	✓
Counseling - Embedded	Felisa Vilaubi	✓
	Helen Pang	✓
Creative Arts	VACANCY	
	VACANCY	
Disability Support Programs & Services and Adapted PE	Kevin Glapion	✓
	Anita Vazifdar	✓
Equity and Engagement	Liliana Rivera	✓

Intercultural/International Studies	VACANCY	
	VACANCY	
Language Arts	Shagun Kaur	✓
	Lauren Gordon	✓
Physical Education	Louise Ortiz	✓
	Mark Landefeld (F)	✓
Physical Sciences, Math, & Engineering	Lisa Mesh	✓
	VACANCY	
Social Sciences & Humanities	Emily Beggs	✓
	Nellie Vargas	✓

Student Development & EOPS	Melinda Hughes	✓
Curriculum Committee	Erik Woodbury	✓
Professional Development*	Dawn Lee Tu	✓
Administrator Liaison*	Lydia Hearn	✓
DASG Representatives*	Dimitri Yanovskyi	✓
	Adel Burieva	✓
Faculty Association Representative*	Mary Donahue	✓
Affinity Group Representatives*	Glynn Wallis, BFSA	✓

*non-voting member

Guests:

Name	Position	Present
Lloyd Holmes	De Anza President	
Rob Miesa	VP of Student Services	
Christina Espinosa-Pieb	VP of Instruction	
Pam Grey	VP of Administrative Services	
Hyon Chu Yi-Baker	Director of College Life & Student Judicial Affairs	
Marisa Spatafore	Associate VP of Communications & External Relations	
	Classified Senate	
Michelle Fernandez	De Anza Student Trustee	

Mallory Newell	Institutional Research	
Moaty Fayek	Dean of Business/Computer Info Systems	
Renee Augenstein	Articulation Officer	
Brian Malone	Tenure Review Coordinator	
Daniel Smith	Dean of Creative Arts	
Eric Mendoza	Dean of Physical Education and Athletics	✓
Thomas Ray	Dean of Language Arts	
Alicia Cortez	Dean of Equity and Engagement	
Randy Bryant	Dean of Career & Technical Education (CTE)	

Kathryn Maurer	Foothill Academic Senate President	✓
Karen Chow	FHDA District Academic Senate President	
Laureen Balducci	Dean of Counseling, DSPS & Title IX Coordinator	
Anita Kandula	Dean of Biological, Health, and Environmental Sciences	
Michele LeBleu-Burns	Dean of Student Development/EOPS	
Lisa Mandy	Director of Financial Aid	
Nazy Gayloyan	Dean of Enrollment Services	
Edmundo Norte	Dean of Intercultural/International Studies	

Jerry Rosenberg	Dean of Physical Sciences, Math & Engineering	
Judy Miner	FHDA Chancellor	
Elvin Ramos	Dean of Social Sciences and Humanities	
Patrick Gannon	Director, Book Store	
David Ulate	FHDA Research & Planning	✓
Mae Lee	Curriculum Committee Vice-Chair	
Tabia Lee	Faculty Director of Equity, Social Justice & Multicultural Education	✓
Tim Harper	SSH	✓