

Mendocino College Academic Senate
MEETING AGENDA
April 28, 2022
12:30 - 2:30 pm
Via Zoom

Per Assembly Bill 361, this will be a teleconference meeting taking place via mendocino-edu.zoom:
<https://mendocino-edu.zoom.us/j/98085529353?pwd=TzFpaFVzM081MW10YWpMQzZaaXJ0dz09>

Meeting ID: 980 8552 9353 and Passcode: 276736 or dial: +1 669 900 9128 US.

Consistent with Executive Order N-29-20 and Government Code sections 54953.2, 54954.1, 54954.2 and 54957.5, the Mendocino College Academic Senate will provide individuals with disabilities reasonable accommodations including alternate accessible versions of meeting materials in a timely manner. To request accommodation, please contact Academic Senate President, [Catherine Indermill](#) (707-468-3001) at least 24 hours prior to the meeting to arrange accommodation.

I. Call to Order

II. Native American Land Acknowledgement

The Academic Senate's Native American Land Acknowledgement will be read into the record.

The Mendocino College Academic Senate collectively acknowledges that the Mendocino-Lake Community College District occupies the ancestral, traditional, and contemporary Lands of the local First Nations: Cahto, Concow, Pit River, Nomlaki, Pomo, Sinkyone, Wailacki, and Yuki. We recognize, support, and advocate for their sovereignty.

We acknowledge all Indigenous Peoples who have called Lake and Mendocino Counties their home for thousands of years, and their efforts to revive and cultivate their cultures, languages, and identities despite the atrocities committed against them. The Mendocino College Academic Senate is committed to ending these struggles and racist experiences within the district.

We recognize, honor, and respect these nations as the traditional stewards of the lands and water on which the District is now present. Lastly, we thank them for their strength, perseverance and resilience.

By offering this Land Acknowledgement, we affirm Indigenous sovereignty and will work to hold Mendocino College Academic Senate more accountable to the educational needs of local First Nations and Indigenous Peoples.

III. Approval of the Agenda

IV. Public Comment

Members of the public may address the Senate on any agenda item after being recognized by the Chair. Due to the brevity of the meeting and the length of most agendas, the total amount of time for public comment will be limited to 3 minutes per individual.

Note: as this meeting is being conducted via teleconference (mendocino-edu.zoom) members of the public are invited to join the meeting and provide comments. Using the *raise your hand* feature, to indicate you wish to make a comment and you will be called on, in order, at the appropriate time.

- V. **Approval of Minutes**
 - A. **Special Meeting March 17, 2022**
 - B. **Regular Meeting March 31, 2022**
 - C. **Special Meeting April 5, 2022**
 - D. **Special Meeting April 19, 2022**

- VI. **Consent Agenda**
 - A. **Committee Assignments for 2022-2024**
 - B. **Academic Senate for California Community Colleges (ASCCC) Liaisons**

- VII. **Unfinished Business**
 - A. **District-wide Transition Update - Information and Discussion**
(5 minutes)
President Indermill will provide an update on the status of the District's COVID-19 response
 - B. **Executive Department for the State of California: Executive Orders N-29-20 and N-08-21 Update - Information and Discussion**
(5 minutes)
President Indermill will make a recommendation that the Academic Senate meeting scheduled May 19, 2022 be held in person
 - C. **Academic Senate 2021 - 2022 Goal #1: Constitution Review Update - Information**
(5 minutes)
President Indermill and Senator Allen will present the [Academic Senate Constitution](#) ratified by a vote of the faculty April, 2022.
 - D. **Academic Senate 2021 - 2022 Goal #2: Bylaws Review Update - Second Reading**
(10 minutes)
President Indermill and Senator Allen will present and discuss draft revisions to the [Academic Senate Bylaws](#)

- VIII. **New Business**
 - A. **Staffing Committee Report - Information and Discussion**
(10 minutes)
Senator Rall and Staffing Committee Member, will provide an report on recent activities from the committee
 - B. **Outreach and Marketing Committee Report - Information and Discussion**
(10 minutes)
Senator Cechin and Outreach and Marketing Committee Member, will provide an report on recent activities from the committee
 - C. **Academic Senate for California Community Colleges (ASCCC) Spring Plenary Reports - Information and Discussion**
(10 minutes)
President Indermill and Senator Allen will provide reports from the ASCCC Plenary Hybrid Event April 7 - 9, 2022, including the final [Spring 2022 Adopted Resolutions](#)
 - D. **Academic Freedom Webinars and Board Policy - Information**
(5 minutes)
President Indermill will provide additional information about the Academic Senate for California Community Colleges (ASCCC) webinar series and Board Policy related to academic freedom. This is an emerging topic for the ASCCC as it relates to equity, inclusion and antiracism.

E. Committee Assignments - Action

(5 minutes)

President Indermill will present additional committee member nominations for consideration, as appropriate

IX. Standing Items

A. AB 705

None

B. Guided Pathways

(10 minutes)

A report will be provided that will include:

- General update on the status of the funding grant
- Guided Pathways Leadership Team Update
- Update on the California Community College's Foundation *Student Engagement and Innovation Grant*

C. California Community Colleges Chancellor's Office Call to Action

None

X. Reports

A. Senator Reports

(15 Minutes)

Senators may provide information on work and/or activities they have participated in on behalf of their constituent group and the Academic Senate

B. Academic Senate President's Report

(5 minutes)

A report will be provided for information

XI. Open Forum

Members of the public, as well as senators, may address the senate with comments that are within the purview of the Academic Senate. The total amount of time allotted will be determined and announced by the chair based upon the scheduled adjournment time.

XII. Adjournment

(Approved Academic Senate and Faculty* Meeting Schedule: May 12*, May 19)

**Academic Senate Agenda Supporting Documents
April 28, 2022**

V. Consent Agenda

A. Committee Assignments for 2022-2024

Recommendation: President Indermil, in consultation with Vice President Zuber, recommends the appointment of faculty to committees as listed.

Rationale: These positions are uncontested and it is more effective to appoint as many faculty as possible to move the process forward.

- Academic Review
 - Leslie Banta
 - Sue Blundell
 - Emily Hashemian
- Accreditation Steering
 - Nicholas Petti - Academic Senate President / Co-Chair
- Curriculum
 - Alicia Mendoza (as counseling faculty)
- Distance Education
 - Emily Hashemian
- Education Action Planning
 - Nicholas Petti - Academic Senate President / Co-Chair
 - Greg Allen - Academic Senate Vice President
 - Jill Carey - part-time representative
- Equal Employment Opportunity Advisory
 - Nicholas Petti - Academic Senate President
- Faculty Association
 - Jason Davis
- FLEX
 - Heidi Crean
- Outreach and Marketing
 - Vincent Poturica - Academic Senate representative
 - Casey Terrill
 - Valentina Velazquez-Zvierkova
- President's Policy Advisory
 - Nicholas Petti - Academic Senate President
 - Bart Rawlinson - MCFT representative
- Professional Development
 - Nicholas Petti - Academic Senate President
- Professional Development Leave
 - Sarah Walsh
- Staffing
 - Tascha Whetzel (note - this is a three year term)
- Student Learning Outcomes Team
 - Vincent Poturica - currently serving a 2021-2023 term, this action is to designate him as the Academic Senate representative
 - Brianna Zuber
 - Valentina Velazquez-Zvierkova
- Technology
 - Alicia Mendoza

B. Academic Senate for California Community Colleges (ASCCC) Liaisons

Recommendation: President Indermil, in consultation with Vice President Zuber, recommends the appointment of the faculty listed to serve as ASCCC Liaisons.

Rationale: These positions are uncontested and it is more effective to have these appointments made sooner rather than later, so the faculty

and work with the Indermill to learn about the work before the end of the semester.

- IDEA - Inclusion, Diversity, Equity and Antiracism
 - Meztli Avina

VIII. New Business

C. Academic Senate for California Community Colleges (ASCCC) Spring Plenary Reports

The ASCCC completed its 58th plenary session on Saturday, April 9, 2022, held at the Los Angeles Marriott Burbank Hotel with more than 300 faculty leaders attending the event, either virtually or in person, to discuss a variety of issues and concerns affecting the California Community College system. All presentation materials and handouts may be found on the [ASCCC Spring Plenary](#) webpage. There were numerous resolutions that were addressed on Saturday. The final [Adopted Resolutions](#) are available on the ASCCC website and a [Summary of the Resolutions](#) was provided by Karen Chow, Area B Representative. The following were elected as our Executive Committee Officers for next year (2022 - 2023):

- President: Virginia "Ginni" May, Sacramento City College
- Vice President: Cheryl Aschenbach, Lassen College
- Secretary: LaTonya Parker, Moreno Valley College
- Treasurer: Michelle Bean, Rio Hondo College
- In addition, Karen Chow was re-elected as our Area B Representative for 2022-2024.

Spring 2022 Plenary Report - Submitted by Senator Greg Allen

The Spring 2022 Academic Senate of the California Community Colleges (ASCCC) had three emphasis areas for the plenary: culturally responsive curriculum, services, and support; equity-driven systems; and transfer. These areas of emphasis were the same as the Fall 2021 Plenary, but this meeting there was more emphasis on equity and culturally responsive curriculum, services, and support. There was also significant discussion on academic freedom and the impacts of recent and proposed CA legislation.

Several bills in the CA legislature will significantly impact our students and college. There are some good things happening in the state legislature: AB-1187 sees to decrease the number of years for Deferred Action for Childhood Arrivals students, and SR-45 adds language about academic freedom at the community college level. However, they are overshadowed by AB-1705, which will reduce/remove the pre-transfer Math and English course offerings. The ASCCC is among many groups that are seeking to amend AB-1705. There were several discussions and resolutions about how to change AB-1705. The general approach uses students' right to choose courses (even if they are non-transfer) and the community college's mission.

Our work towards creating equitable systems is changing in response to new insights, innovations, and programs. One of the changes proposed at Plenary was to adjust how we name these initiatives, suggesting that we use inclusion, diversity, equity, anti-Racism, and accessibility (IDEAA) instead of diversity, equity, and inclusion (DEI). From different sessions, I took away three main ideas related to our IDEAA work and policies:

- 1) Every goal must have a clear outcome related to IDEAA. We've made IDEAA a part of our conversations, committees, goals, and vision. To enact actual change, we need to take it a step further by creating outcomes related to IDEAA and evaluating how we have met these outcomes.
- 2) Our focus needs to be on student success, and we must build support systems, analyze our goals, and build capacity to change at all levels. As a senate, we can create partnerships, engage our faculty and administration, and document our knowledge.
- 3) Ensure the work is integrated and relational. When thinking of our goals, developing policies, and reviewing our initiatives, we must engage the communities that are a part of the work and strive to share power throughout the decision-making process.

The Friday morning general session focused on the DEI Curriculum and Equity Planning tool created by the California Community College Curriculum Committee. The tool's purpose is to frame planning and decision-making discussions about curriculum using an equity lens that focuses on three principles: 1) commitment to diversity, culturally responsiveness, and anti-racism; 2) changing policies to remove systematic barriers; and 3) building system resiliency. When using the tool, you work through different aspects of your curriculum, identify the equity-minded principle, and develop culturally responsive practices (both for the classroom and committees). Senate resolution SP22 3.02 passed and led to the adoption of the tool for the ASCCC with more professional development and resources for local senates and faculty. In general, I am pretty excited about this tool and think that our Senate should begin discussing implementing the tool in the work we do.

Overall, I feel that there's the impression that outside sources are attempting to control what we do as faculty and colleges – research groups using selective data, the CA legislator, and others. The ASCCC disagrees with the implementation and goal of many of these change efforts. However, there are two things we need to keep in perspective, both of which were shared by Pamela Luster and Keith Curry (the Equity Avengers). First, these initiatives come from a recognition that there is a problem – the DIE initiative came from recognizing inequities in our system. Second, as faculty, the academic senate, administrators, and colleges, we must be more intentional about implementing these policies. These statements are not meant to place blame. Instead, they are intended to shift our focus. If we do not want individuals outside of the CC deciding how we teach and advise our students, then we must be ***“unapologetic about our work toward student success because our position and decisions will impact students and their families for generations.”***

VIII. New Business

D. Academic Freedom Webinars and Board Policy

At the March 31, 2022 senate meeting, President Indermill provided an update on the Academic Senate for California Community Colleges (ASCCC), including information about upcoming professional development opportunities. Senators Allena and Wright attended the first, in a series of three, webinars about Academic Freedom.

The PowerPoint Presentation from the first webinar, [Academic Freedom: and Why it is Important to Local Academic Senates](#) is included for your review. The second and third webinars are:

- [Equity and Anti-racism in Academic Freedom](#) - April 25, 2022
- [The Student Voice in Academic Freedom](#) - May 23, 2022

In addition, for your information and review are [Board Policy 4030](#) and [Administrative Procedure 4030.1](#) from the Community College League of California and our local [Board Policy 4030](#)

X. Reports

B. Academic Senate President's Report

At the most recent **Planning and Budgeting Committee** (PBC), three committees that receive requests from Program Review and Planning reported their process for and results of their review of the requests. This is the first time PBC has received this type of report and it is an effective means for "sharing out" broadly the requests and what was or was not funded. Additional reports are expected. The three reports are linked from the following committees:

- Technology Committee
 - [Summary](#)
- Professional Development Committee
 - [Narrative](#)
 - [Summary](#)
- Outreach and Marketing
 - [Summary](#)

In addition, a report was provided outlining the funding for [Instructional Equipment](#).

PBC was presented with a proposal to realign Student Services which includes hiring two new categorically funded administrative positions. The idea is to regroup some areas of responsibility with existing employees (Dean of Counseling and Student Services and Director of Admissions and Records) and two new positions: *Director of Student Success* and *Outreach Coordinator* (these may not be the final position titles). Both are proposed to be categorically funded. It has been explained that there are numerous programs (such as Pomo Pathways, Career Hub, CAMP, Promise Program) that are not being adequately managed (that they don't "live" anywhere) and need to be centralized within Student Services. The new Director of Student success will be responsible for the various support programs. In addition, we do not have an "Outreach Office" to coordinate activities and outreach staff, thus the proposed new Outreach Coordinator position. It is my understanding that this has been discussed between Vice President of Student Services Ulises Velasco and President Karas for quite some time, however these positions and this realignment have not been included in the Program Review and Planning process. In addition, we are being asked to put this discussion on a "fast track", as the administration wants to move forward with the hiring of the new positions. I sent an email to solicit feedback from faculty and discussed it at the Faculty Meeting April 21st. There are few people who support this proposal, however there are a significant number of others who oppose this moving forward outside the established process and others who question the soundness of the and judgment of the realigned

areas of responsibility, as well as the need for additional educational administrators. This folder contains the pertinent documents:

- [☐ Student Services Re-Organization_Spring 2022](#)

PBC was also presented with a draft of the [2021/22 April Revised Budget](#). We have unexpected revenues due to approximately \$1,184,000 general apportionment because of the Emergency Conditions Allowances and approximately \$1,240,000 because of a prior year recalculations. In addition, there are some unexpected expenditures. Some due to increasingly building out the schedule, increased travel, etc. because of improved pandemic-related health conditions. In March 2020 a 1098 Tax form (for fiscal year 2019) was not submitted resulting in a \$1.5 million imposed penalty. Vice President of Administrative Services, Eileen Cichocki noted the district has appealed this imposed penalty and legal counsel is fairly confident this penalty will be waived.

The **Board of Trustees** (BOT) met April 6th, the 2021/22 April Revised Budget (as noted above) was approved on the consent agenda. Board Policy 2510 – Participation in Local Decision Making was approved, as were other BPs from Chapter 2 related to the functions of the BOT. As a request of the request from Student Trustee Leonardo Rodriguez, Vice President of Academic Affairs, Debra Polak provided a presentaion [AB 705: Progress and Changes](#). She reviewed the background of the legislation, as well as the newest revisions to the Bill.

Vice President Zuber and I continue to meet regularly and with Vice Presidents Polak and Velasco. We have entered the **mutual agreement** process and continue to meet with **President Karas** about three recent resolutions approved by the academic Senate:

- Resolution S'22 - 01 Support for District Adoption of a Native American Land Acknowledgement
- Resolution S'22 - 02 Naming of the Gymnasium
- Resolution S'22 - 03 Native American Educational and Support Services

In closing, I want to remind you that I respect all that you do and know each one of you has a positive impact on our students. Enjoy the last few weeks of the semester and remember to be gracious.

Respectfully,

Catherine Indermill

Academic Senate President