

**Academic Senate Council Minutes**  
**Monday, August 29, 2022**  
**Contra Costa College**

The online meeting was called to order at 2:15 p.m. with introduction of guests

**Academic Senate President:** Gabriela Segade  
**CIC/Vice President:** Anthony Gordon  
**Distance Ed:** Randy Carver  
**Voting Representatives:**  
**LA:** Erica Watson  
**SS:** Lorena Gonzalez  
**AACE:** Michell Naidoo  
**NSAS:** Deborah Dixon  
**Adjunct Faculty:** Ivy Johnson  
**CTE:** Romus Reece  
**Voting members not in attendance:** Romus Reece

**Non-Voting Representatives:**  
**Council Assistant:** Lynette Kral  
**Classified Senate:** Carla Matute, Karen Ruskowski  
**ASU:** Raul Gonzalez  
**Non-Voting members not in attendance:** Carla Matute, Raul Gonzalez  
**Liaisons (Informational)**  
**ASCCC CCMS Liaison:** \*Lucy Giusto  
**ASCCC OER Liaison:** \*Maritez Apigo  
**ASCCC Relations with Local Senates:** Katie Krolikowski  
\*Not in attendance

**Guests:** Lucile Beatty, Nader Sharkes, Elisabeth Schwarz, Agustin Palacios, Carlos-Manuel Chavarria, Najia Azizi, Katie Krolikowski, and Jared Romero were in attendance.

#### AGENDA ITEMS

**Approval of Agenda of August 29, 2022:** Erica motioned to approve the agenda; Deborah seconded; favored by all in attendance.

**Approval of Minutes from May 16, 2022:** Randy motioned to approve the minutes; Lorena seconded; favored by all in attendance.

**Public Comment:** There were no public comments.

#### **Discussion and possible action: Goal setting for the 2022-2023**

**Goal setting for the 2021-2022** The last senate set goals for 2021-22. Not all of them were met. Gabriela reinforced that the ones not met will be continued until met. Today will be discussion, and next meeting we will set the new goals. She reminded the senate of the 10+1 purview, of which our goals must fit in.

**Equivalencies** There are issues with equivalencies when part time hires' degree titles do not match the state degree titles, which are out-of-date. There needs to be a new process. Gabriela has met with other campus' equivalency groups and talked about streamlining the process. Every year the state updates the minimum qualifications handbook and she encouraged the department chairs to submit updates. It was suggested to list the new degrees in the departments' equivalency statements. Gabriela said the P (Public) drive doesn't work well for everyone so she's trying to see the best way to share information such as equivalency.

**ASU actions on All College Day** There was concern about ASU actions on All College Day. The Counseling department was criticized because a number of students couldn't get appointments. The students felt under helped, rushed, and don't receive enough information. There is concern that the when the students are on campus, they feel that they aren't getting the help they need, and it's not just Counseling. Admissions doesn't help enough either. The faculty saw themselves that there's tons of people in A&R but they're not doing anything. Another point made, regarding faculty supporting counselors, is that it's important, but advising registration process isn't the only thing A&R focus on. It was suggested that a survey be done to find out how many people give up on attending CCC because of the lack of assistance during registration.

**COVID Proof of Vaccination** There is concern that submitting COVID proof of vaccination takes 5 days. It was added that students are ready to come back in masks, but Admissions and Records are not.

**Faculty not required to be part of Ed Plans** It was stated that the faculty member was surprised that when they began at CCC that faculty aren't required to be part of Counseling regarding Ed Plans. There is frustration with students trying to

double or triple dip their (BIOSC) nursing courses because Counseling encouraged them to. It's too hard to do. She suggested Faculty and Counselors meet at the Fireside Room to do counseling together. Gabriela said that faculty would need compensation for that counseling meeting.

**Equity Trainings** During the pandemic there was a lot of money for Distance Education. Nexus was changed to include equity minded practices in DE. It was suggested to institutionalize an equity minded best practices not only for new hires but tenured also. This institutional best practice regarding DE training had a possibility of moving across board pay scale wise and provided a stipend. Vocational Ed people come in with an AA degree but make more money in the field than teaching, so it's hard to get instructors because to get a pay raise, they have to go earn a Bachelor's degree. There are equity certificate models that faculty can earn that are available to move up the pay scale. Community communication about equity training is needed.

**Safe Zone** It was mentioned that Safe Zone has no financial funding and all expenses are paid for by the faculty doing it even though it's part of Nexus. Gabriela said it is part of equity and does need funding. She will talk to Mayra.

**Program Review** Program review, in terms of the 10+1, was meant to be about the curricular programs but at our college program review covers everything that ties into the missions and goals through our unit plans for resourcing. It was suggested, as a goal to be considered, that the ASC could make a commitment to exploring how the PR process can be used for resourcing or agree that's the way we're going to do it and help develop the program review process and make sure the faculty voice is really heard, and help focus our college's attention on things together instead of five different directions. Another set of numbers we use are metrics. We have many numbers throughout campus and we need to know what those numbers mean and where they come from as faculty. Once we have all these numbers what do we do with the metrics and how do we use them, and make decisions by. This is another area where the faculty voice needs to be heard on how to use these metrics sensibly to serve students, and the mission and goals.

**Communication** Departments need to communicate more with other departments to better serve our students. Need a better structure. Council of Chairs doesn't have this type of structure either.

**Harassment by Students** There have been some challenging interactions with students. It was asked what faculty can do when students harass instructors. Gabriela said that we need to have support and show support by following up after the incident. It was added that the campus community has a lot of residual injury and fatigue and we all need to heal from that in our institution. We are still learning how to interact with each other again.

**Faculty Social Activities** Gabriela has been talking to Nader and Elisabeth about using Aqua Terra for a faculty "fun and mingle" gathering to build community and feel more comfortable with each other.

**Discussion and possible action: Senate sub-committee or workgroup on faculty professional development** Gabriela suggests a workgroup, or subcommittee (Faculty Development) to only deal with faculty development, discuss it at the ASC, and then take those 10+1 recommendations to the Professional Development group committee. It was mentioned that to re-constitutionalize a committee, would we need to discuss this with Classified Senate. It was suggested that we should first focus on senate training during the ASC meetings before creating a new group.

**Discussion only: ideas for Academic Senate training during ASC meetings/flex workshops** Lorena said there is a model on campus to incorporate 10+1 training and pedagogy during department meetings. Study sessions are good to incorporate also.

**Reading and possible endorsement of [Board Policy on Harassment BP 1030](#)** Gabriela said she would like to see a procedure added to the policy explaining what to do about harassment by a student and who to report it to. Gabriela will look at the Student Conduct policy because it may cover what is done about a disruptive student. Anthony agreed that it is a good policy but only if the administration acts on it. Lorena says that with this policy, the district can be held accountable now.

**Representation in College Council – Engagement guidelines** Lorena/Erica to table.

**ADJOURNMENT:** The meeting adjourned at 4:05 p.m. The next scheduled meeting is September 19, 2022 at 2:15-4:00pm