



ACADEMIC SENATE MINUTES

October 27, 2021 | 2:30 – 4:30 pm | VIA ZOOM

LPC Mission Statement

Las Positas College is an inclusive, learning-centered, equity-focused environment that offers educational opportunities and support for completion of students' transfer, degree, and career-technical goals while promoting lifelong learning.

LPC Planning Priorities

❖ Establish a knowledge base and an appreciation for equity; create a sense of urgency about moving toward equity; institutionalize equity in decision-making, assessment, and accountability; and build capacity to resolve inequities.

❖ Increase student success and completion through change in college practices and processes: coordinating needed academic support, removing barriers, and supporting focused professional development across the campus.

LPC Academic Senate Quorum: 9

Non-Voting Members:

President: Sarah Thompson
Past President: Melissa Korber
Student Government: Kyle Johnson
Faculty Association: Heike Gecox
Admin.: Rifka Several

Voting Members:

Vice President (Fall): Craig Kutil
President-Elect: Tracey Coleman
Secretary: Collin Thormoto
Treasurer: Ashley Young
BSSL: Robin Roy, Daniel Cearley
A & H: John Kelly, Peter Kuo, Kisha Quesada Turner
STEM: Carlos Moreno, Jeffrey Weichert
PATH: Scott Miner
Student Services: Christina Lee, Jill Oliveira
Part Time Representatives: Jeff Judd

1. GENERAL BUSINESS (S. Thompson)

1.1 Call to order/establish quorum: Meeting started at 2:33 pm

1.2 Approval of agenda: Motion to approve: moved/seconded/approved

1.3 Approval of minutes (October 13, 2021): Motion to approve: moved/seconded/approved

1.4 Public Comments (5 minutes) *This time is reserved for members of the public to address the Academic Senate. Please limit comments to five minutes. In accordance with the Brown Act, the Academic Senate cannot at on these items.*
NONE

2. ACTION ITEMS (S. Thompson)

3. 2.1 Institution Self-Evaluation Report – Second Review (Kristina Whalen):

Motion to approve: moved/seconded: discussion: new inclusions are exemplars of anti-racism, shared governance improvements, stronger and new educational partnerships, Guided Pathways, institutional effectiveness and planning (Educational Master Plan 2021-26), student leadership, and support for the arts.

Recommendation: as there are additions and changes, the Academic Senate will give the final ISER approval at the next meeting. Note that there has been an ample and inclusive feedback process at LPC.

Motion to table ISER approval until next meeting: moved/seconded/approved

4. CONSENT ITEMS (S. Thompson) none

5. REPORTS

4.1 LPC Student Government (Kyle Johnson): none

4.2 CTE - (Melissa Korber) see attachment: The first CTE meeting occurred; Vicki Shipman is the chair. Changes in membership and charge, and Academic Senate recommendations will be brought forward. Example: possible CTE representation at College Council. The proposed LPC Career and Employment Center (combined with the existing Transfer Center) was discussed. There is a CTE Flex Day workshop where the Economic Workforce Plan will be presented.

The attachment shows the Fall CTE courses. Craig was thanked for his help with apprenticeship development.

4.4 SLO Committee – (Ann Hight): none

4.5 Program Review Committee – (Lucas Hasten): The program reviews are due on Monday. They discussed the Brown Act implications, recorded workshops and are trying to capture ideas for next year.

4.6 DE Committee – (Robert August): none

4.7 Faculty Hiring Prioritization – (Heike Gecox) see attachment: They met to have faculty present the 18 positions. The final ranking is attached. There are seven replacement positions, which are in the first seven recommendations. Funding is not guaranteed for 18 positions. We are trying to achieve parity with Chabot in some positions.

4.8 Accreditation Steering Committee – (Kristina Whalen): Report above in 2.1.

4.9 Technology Committee - (Drew Patterson): The district is getting onboarding software. The committee is continuing discussion on text platforms and digital form signing. Smart classroom equipment should be delivered in November. There is a new quiz tool in Canvas – old quizzes will be able to be mapped.

4.10 District Technology Committee – (Bill Komanetsky)

Goals still under development:

- Begin district technology planning
- Total cost of ownership at both colleges to be finalized
- Hi-Flex trials/implementation
- District wide initiatives status reporting (ex: Ad-Astra, East Bay Cam-Transfer coordination)
- Research into accessibility technologies
- Published materials management w/technology
- Distance Education Policy review/updates
- Design improved lines of communication with college communities regarding Technology

District ITS news/updates:

- Email improvement: tracking down email routing implemented at district in an effort to clean up the old email system
- Servers to be decommissioned soon
- Personal accounts integration after decommissioning old email servers
- Future of MS Teams vs. Zoom and use of personal accounts for district/college usage

Technology planning:

- Both committees at the colleges have been briefed on this and definition of qualifications statements started within the next couple of weeks

Vaccine mandates:

- Tracking of students and faculty/staff regarding vaccine status is needed. Service identified to do this. Human beings verify the validity of the document(s)

Guided Pathways:

- No technology status

CRM-Recruit, CRM-Advise:

- CRM-Recruit roll-out: November 31st for go-live
- CRM-Advise will be rolling out as a project this year. Elucian is working on a plan for rollout

New Canvas quizzes:

- When rolled out, the migration process should work for converting old quizzes to the new quizzes

4.11 Faculty Diversification Advisory Committee – (Christina Lee):

1. Recommend faculty to encourage current students to become “professors.” At your division meetings, inform faculty about encouraging students from underrepresented groups to become tutors as a starting point.
2. Encourage faculty to attend "Equity-minded Hiring Principles and Practices" webinar and complete the Vision Center modules listed below:

We hope you will join the ASCCC Equity and Diversity Action Committee ([EDAC](#)),, and the Association of Chief Human Resource Officers ([ACHRO](#)), for their collaborative webinar: Equity-minded Hiring Principles and Practices. Presenters will include the ASCCC EDAC and representatives from ACHRO.

There are two sessions for this webinar, one scheduled for Thursday, October 28 from 3:00pm to 4:30pm, and one for Friday, November 19 from 10:30am to 12:00pm (both webinars will include the same content). Please read below for the webinar description, and registration information:

Faculty, deans, chairs, and managers, join us for this webinar where we will provide equity-minded frameworks and effective practices for you to tailor to your campus to meet the call to action for diversity, equity, and inclusion in hiring. As we transform our campuses and work toward becoming antiracist institutions, it is vital to engage in reflection and review of our practices and policies. Let us normalize courageous conversations about equity-minded hiring practices that support the diversification of our faculty, administration, and staff.

[Register for October 28, 3:00pm to 4:30pm](#)

[Register for November 19, 10:30am to 12:00pm](#)

From David Powers' email dated 10/5/2021:

The two new learning modules, described below, will also help us all recognize our individual biases and develop culturally affirming policies, practices and pedagogy. Please note, to access the modules you must first log in to the Vision Resource Center and then search for the title. Everyone who completes these learning modules will receive a certificate of completion.

- “I Don’t See Color, I Just See People: Becoming Culturally Competent” — this module examines the way in which the U.S. educational system perpetuates inequity and introduces various frameworks that can be leveraged to promote cultural competence and improve students’ experiences on campus.
- “Playing Behind the Screen: The Implicit Bias in Our Colleges” —this module introduces implicit bias and how it manifests on a college campus. The module offers strategies to address implicit bias at the institutional level to improve the educational outcomes for students and experiences for everyone on our campuses.

Each Vision Resource Center module is about 1 hour long and can be completed asynchronously.

4.12 Anti-Racism and Inequities Advisory Committee - (Tracey Coleman): They met and listed items present in processes and procedures. They are developing a survey to get student input. Contact Tracey if you can send this survey out to your students. Discussion of changes to hiring advertising.

4.13 Compressed Calendar Advisory Committee – (Dave Wagner): No updates since last meeting.

4.13 LGBTQ+ Advisory Committee - (Sarah Thompson and Kyle Johnson): A student panel (current and former students) is presenting their experiences at LPC. There will be a series of professional development events planned for the future, sequenced over town meetings. Topics: looking at language in the classroom, outreach and creating intentional communities of inclusivity, and looking at curricular materials.

4.14 AAPJ Advisory Committee – (Collin Thormoto): They have been meeting with the campus AAPJ Interest Group to work jointly on policy proposals, including concerns about faculty and staff diversification and offering translation services (web and print, and interpreters for onboarding).

4.15 Treasurer - (Ashley Young): We need six more registrations for the Veterans Center 2.2 to cover our donation to that event. For the Fall Fundraiser, a picture of the filled wine rack will be distributed. \$485 has been raised so far for scholarships. Please continue to reach out to your faculty members to contribute.

4.16 President- (Sarah Thompson): proceed to guest Tamica Ward.

6. Guest: Tamica Ward:

Community Ed/Auditing:

If students go through Community Ed, they have an expedited application process. Community Ed can offer shorter, less complex, and smaller classes. Topics can be streamlined and there is more flexibility on what is being offered. They can offer what is not normally taught at LPC.

Auditing: How does this affect the faculty load? Faculty would not have to grade audited work.

Concurrent enrollment:

We are making sure high schools know what we are teaching and increasing outreach. Dates for concurrent enrollment are agreed with Chabot. Then a blast is sent to high schools with all the information, including the application process. Videos and information are being posted on high school websites. Training is offered to high school counselors. The district marketing team posts on Facebook and Instagram.

Question about outreach to homeschooled students, can there be more marketing materials for the general public? A good target would be physical education classes, which homeschoolers are required to complete. Also, our tutoring centers.

Most California districts are opening applications around this schedule: Fall - Oct. 1; Spring - April; Winter - 2nd week in November. Question about the closing date, which does not allow students to sign up when classes start, who can fill in any open spots available. This is done at DVC and can be looked at to fill classes. This will be brought to review for a shorter window but students have to complete paperwork ahead of attendance.

We will ask marketing to reach out to all feeder high schools along with students enrolled concurrently. Question about reviving an “open house event” for parents and students.

DocuSign has allowed students to enroll easier and all electronically.

Software and new processes for certificates/degrees denied:

They are collaborating with counseling to reach out to students who have denied certificates/degrees. Reports are being run on students with more than 45 units to see where they are lacking for certificate/degree completion, and provide counseling. CRM Recruit and Advise will be implemented.

Onboarding process:

They are aware of the issues, which are being brought to the task force. Efforts are made to streamline and clarify “next steps” after students receive their W number. There is a Guided Pathways student voice committee that gathers the student viewpoint. New icons are being introduced on the website.

When we hire a Dean of Student Services, we can bring back the orientation day. An additional outreach person is being hired. Question about online student services center: it is not operational as yet, and it will be important for students who are not vaccinated to receive assistance via zoom.

7. OLD BUSINESS (S. Thompson)

6.1 Brown Act: Notification from the district legal team: for continuing to meet online after December, the Academic Senate needs to pass a resolution, which would also apply to the subcommittees reporting to the Academic Senate. In November, a resolution will be introduced.

6.2 CLPCCD Cooperative Work Experience Education Plan (Stuart McElderry) *see attachment*: This plan was reviewed last September; this is a new version that addresses issues brought up by the Academic Senate. This will be an Action Item for next meeting.

8. NEW BUSINESS (S. Thompson)

7.1 Committee Member for Equal Employment Opportunity Advisory Committee - tabled from last meeting: Christina will represent LPC at the district committee. This will be a Consent Item at the next meeting.

7.2 Equal Employment Opportunity Advisory Committee Equity Statement (Christina Lee) – *tabled from last meeting*: This would be attached for all position advertisements. This will be a Consent Item at the next meeting.

7.3 Encroachment on Faculty Purview (Craig Kutil) – *tabled from last meeting*. Two bills were passed recently:

Common Course Numbering: this requires all numberings (prefix and number) for all community colleges be the same. All state constituency groups were against this. The chancellor’s office has said the deadline will be difficult to meet. There may be constraints that cannot be overcome. The articulations will not be the same for the same numbered courses.

One GE Pattern for CSUs and UCs: each campus does not have the same GE patterns. We try to guide individual students to the transfer plan that is best for them. The IGETC can serve as the governing transfer Ed plan.

These are the examples of groups not in education writing governing laws. Even where all educational constituencies were against the common course numbers, it was passed without this being taken into account.

7.4 Social Justice Studies: Women’s Studies AA-T (Craig Kutil): This version represents a title change. The PSLOs will remain the same, there are no additional costs, no additional FTEF and the program will be available for offering in Fall 2022.

7.5 Imagining the Hybrid College Campus (Theresa Fleischer-Rowland): This topic is in the “idea stage” to begin to discuss in advance of 2022. Faculty has put much work in converting content to online availability. As we are looking at moving to 60% face to face instruction, students will have new needs based on their two years’ experience with virtual courses. We have time to discuss and develop best practices and applications. Relevant article: <https://www.asccc.org/content/what-hyflex-and-why-do-i-keep-hearing-about-it>.

7.6 Spring Resolution – to recommend a recalculation of FTES: As we are moving to mostly in-person classes and meetings we can explore drafting a resolution to be considered at the state Academic Senate level plenary session. Approved resolutions are then advocated statewide. Even before SCFF was implemented, we had a historic community college funding issue. The funding is based on full time equivalent students. FTES reduces down to 15 CAH. Students are not counted, enrollments are measured. This calculation has led to underfunding compared to other systems (K-12,

CSUs, and UCs). If we are standing for parity, we need to address the FTES calculations. Equitable services are provided for students at all CAH enrollment levels. Recommendation: draft a resolution for recalculating FTES, to be dropped from 15 to 6 CAH.

9. GOOD OF THE ORDER

7.1 Announcements: Live LPC theater this and next weekend! Come to the Mertes Center to see *Peter and the Starcatcher*.

7.2 Next meeting: **NOVEMBER 10, 2021; 2:30 - 4:30 pm via zoom**

7.3 Adjournment: Motion to adjourn: moved/seconded/meeting adjourned at 4:39 pm.

Public Notice – Nondiscrimination: Las Positas College does not discriminate on the basis of ethnicity, religion, age, gender, sexual orientation color or disability in any of its programs or activities. Las Positas College is committed to providing reasonable accommodations for persons with disabilities. Upon request, this publication will be made available in alternate formats.