



# Academic Senate Minutes

2/28/23 3:00-5:00 PM

Zoom Link: found on agenda

Telephone:

Room E112

NAME	POSITION	PRESENT	ABSENT
Jason Hough	President		X
Kelly Locke	First Vice President	X	
Jennifer Moorhouse	Second Vice President	X	
Cynthia Ainsworth	Secretary	X	
Heather Rodriguez	Member at Large	X	
Cheryl O'Donnell	Past President	X	
Tammy Boates	Senator	X	
Peter Calvert	Senator	X	
Norma Cuevas	Senator	X	
Lisa Davis	Senator		X
Parviz Entekhabi	Senator	X	
Laura Fatuzzo	Senator	X	
Brook Foley	Senator	X	
Carol Kimbrough	Senator	X	
Carol King	Senator		X
Gabriela Lopez	Senator	X	
Sam Pacheco	Senator	X	
Mary Rayappan	Senator	X	
Lesha Rodriguez	Senator	X	
Lisa Storm	Senator	X	
Molly Wilson	Senator	X	
Mo Yahdi	Senator	X	
Nancy Schur-Beymer	Ex officio		X
Dianna Rose	Guest (VPHR)	X	
Senorina Vazquez	Guest (Math Faculty)	X	

## 1) Call to Order and Welcome

Meeting called to order at 3:02 by First VP Kelly Locke.

## 2) Public Comments: ten minutes (3-minute maximum per person) are set aside to receive comments on agenda items or items not on the agenda but within the authority (10+1) of the Senate.

## 3) Action Items

### a) Adopt Agenda: February 28, 2023

Kelly Locke

MSC: Kimbrough/Storm to adopt agenda

### b) Approval of Minutes: February 14, 2023

Kelly Locke

MSC: Storm/Moorhouse to approve minutes

### c) Shifting CTE liaison reassign time to DE Chair

Kelly Locke

MSC: Moorhouse/O'Donnell to approve shifting of 10% reassign time to CTE Chair to begin Fall 23

#### 4) Information Items

##### a) Developing a timeline with HR for hiring committee needs

Dianna Rose

Dianna discussed the goals of HR to staff efficiently and effectively. She shared the spreadsheet used in managing the different recruitments and talked about the need to prioritize positions and manage expectations. The spreadsheet includes dates of when positions open, when they close, who is on the hiring committee. Dianna discussed the Title V requirement for anyone serving on a hiring committee to have EEO training. HR looks to the Senate to find faculty willing to serve. One plan moving forward is to assign an EEO rep to be a part of the interview and monitor the process. Gabi indicated the need to standardize the review process and the use of the diversity statement. It was suggested that a question bank be developed for committees to use that has diversity focused embedded in the questions. The question was asked if Hartnell is moving forward with blind hiring. Dianna pointed out blind hiring would eliminate the diversity statement and they are leaning towards cluster hiring. She recommended we look at Gavilan Collage and their use of cluster hiring.

##### b) Guided Pathways Update

Mo Yahdi

Mo shared the GP work plan template with 10 topic questions. Work groups will look at the questions; Hetty Yelland will be contacting faculty to request participation in the groups. Anyone who is interested can contact Mo. He estimates it will require 5 meetings for each group to complete the work. The work plan is due June 1. Lisa Storm mentioned her concerns that the work plan does not include any mention of CTE. Mo mentioned the welcome center which will be located at the front desk of the counseling area.

##### c) Achieving the Dream Conference: New Perspectives on Guided Pathways

Senorina Vazquez

Nina shared a presentation on the evolution of the GP process. Many recalled our first attempts of trying to make sense of GP; other schools enacted their own implementation based on their own vision. CCRC looked at colleges that have had the most success in closing achievement gaps and identified 5 areas of practice and the evolution of thinking in these 5 areas. A robust discussion ensued including cohorts, a First Year Experience and embedding FYE in a transferrable course.

##### d) Incorporating the Equity Rubric into the New Curriculum Management System

Senorina Vazquez

Curriculum management will be moving from Curricunet to a new system. Nina discussed the importance of including equity practices in the course outline; these practices will more likely be implemented if included in the course outline no matter who teaches a class. The practices outlined in the equity rubric improves teaching taking it beyond the individual and making it systemic.

**5) Announcements:** Kelly requested that faculty show up for the March 7 board meeting at the College Center at 5pm as a sign of unity. Probationary and tenured faculty will be up for vote. Refreshments will be served.

**6) Adjournment: 5:03**