

San Jose City College
ACADEMIC SENATE

Approved Minutes

April 23, 2019

Senators Present: Judith Bell, Jose Cabrera, Bill Carlson, Guillermo Castilla, Carlos Chavez, Lezra Chenportillo, Jesus Covarrubias, Phil Crawford, Nicolas Fraire, Chris Frazier, Rachel Hagan, Kathy Haven, Heather Jellison, Alex Lopez, Dennis Meakin, Olga Morales-Anaya, Patricia Solano, Bob Wing

Parliamentarian: Tammi Dunning by phone for Lorenzo Cuesta

Classified Senate: Absent

Absent Senators: Madeline Adamczeski, Michael Berke, Jagrup Kahlon, Kidane Sengal

I. The meeting was called to order at 2:10pm.

II. Approval of Agenda – Approved as amended w/o objection

Motion: To add an emergency Action Item regarding a hateful campus email

Bob voted against the motion; all others voted for it.

III. Approval of Minutes – Approved as amended w/o objection

IV. Public Comments –

1. VPASA Jane Harmon said she and VPAA Beth Pratt are re-starting Phi Beta Kappa Society on campus this semester. Students must have 3.5 GPA and 12 units. They're trying to gather funding for the \$60 joining fee. She asked for campus support to raise funds for the fees.
2. Alex welcomed Dr. Beatriz Chaidez the Vice Chancellor of HR.

V. Committee Appointments

1. Screening Committees

Faculty – needs 3 faculty

- a. Kinesiology Instructor/Head Men's Basketball Coach (Position #F19013) – Debbie Huntze-Rooney (PE), Terri Oberg (PE), Doug Robb (PE), Lawrence Crawford (PE)

Debbie, Terri and Doug were selected by vote.

Voting for Debbie were (16): Jose, Patricia, Bob, Olga, Bill, Guillermo, Chris, Rachel, Dennis, Judith, Kathy, Nic, Carlos, Jesus, Phil, Heather

Voting for Terri were (15): Jose, Patricia, Bob, Olga, Bill, Guillermo, Rachel, Dennis, Judith, Kathy, Nic, Carlos, Jesus, Phil, Heather

Voting for Doug were (15): Jose, Patricia, Bob, Olga, Bill, Guillermo, Chris, Dennis, Judith, Kathy, Nic, Carlos, Jesus, Phil, Heather

Voting for Lawrence were (2): Chris, Rachel

- b. Digital Media Arts (#F19017) – Judith Bell (Art), Terri Garland (Photo), Chris Frazier (Math) – **Approved w/o objection**

- c. Administration of Justice Instructor (#F19015) – Rachel Hagan (Counseling), Phil Crawford (Soc. Sci.), Olga Morales-Anaya (Counseling) – **Approved w/o objection**

Standing Committees

- d. Finance Committee – Clem Lundie (CIS), Padma Manian (History)

Clem was selected by vote.

Voting for Clem were (9): Patricia, Olga, Chris, Rachel, Dennis, Nic, Carlos, Jesus, Phil

Voting for Padma were (7): Jose, Bob, Bill, Guillermo, Judith, Kathy, Heather

- e. College Advisory Council (CAC) – Dennis Meakin, Jessica Smay (ESS), Amber McCall (Dance)

Dennis and Jessica were selected by vote.

Voting for Dennis were (12): Jose, Patricia, Olga, Bill, Chris, Rachel, Dennis, Kathy, Nic, Carlos, Jesus, Phil

Voting for Jessica were (13): Jose, Bob, Bill, Guillermo, Chris, Rachel, Dennis, Judith, Nic, Carlos, Jesus, Phil, Heather

Voting for Amber were (7): Patricia, Bob, Olga, Guillermo, Judith, Kathy, Heather

- f. College Advisory Council Social Justice Subcommittee – Leslyn McCallum (Comm. Studies), Jesus Covarrubias (Ethnic Studies) – **Approved w/o objection**

VI. Action Items

- a. \$1 increase to the Student Health Fee – Vice President Student Affairs, Jane Harmon, said the State has authorized the increase of the health fee by \$1. Health services have expanded especially mental health services. Jane added that these funds would not come from the general fund (discretionary fund).

Motion: To approve (the increase) – Approved by vote

Voting against the motion were Phil, Jesus, and Dennis; all others voted for the motion

The Senate discussed keeping the student costs down, the increasing fee never going away, and whether other funding has been explored. The comments for the motion were that many students use campus health services as their health care and Judith appreciated the availability of referring students to on-campus health services. Carlos wants the funds to stay with health services and not go to the general fund.

VII. Information items (6 minute limit/Possible Action)

1. Emergency Action Item regarding a hateful campus email – Jesus distributed copies of the April 14th email and a proposed resolution.

Motion: For the Senate to endorse the resolution – Unanimously approved as amended

Amendment: to include flyers and materials (with emails) – Approved w/o objection

The Senate discussed this the email as an excerpt and the unknown full context.

Resolution as amended : *Whereas, the SJCC Academic Senate has been instrumental in promoting diversity, equity and social justice which is consistent with the Mission and Values of the San Jose/Evergreen Community College District; and*

Whereas, racism, sexism and homophobia have no place at SJCC; and

Whereas, racist and racially charged emails are contradictory to the mission and values of the SJECCD; and

Whereas District Board Policy BP 3430 states in pertinent part: The District shall be free of other unlawful harassment, including that which is based on any of the following statuses: race, religious creed, color, national origin, ancestry,

Whereas District AP3720: Computer and Network Use prohibits the following email messages: Specifically, discriminatory remarks, abusive remarks and the like and; Messages that contain expressions of bigotry or hatred, hate mail, harassment, discriminatory remarks, abusive remarks and the like.

Whereas, racist and racially charged emails targeting Latinas/os at SJCC will not be tolerated; and
Whereas, racist and racially charged emails and related materials of any kind targeting any group is an inappropriate use of email and college resources at the SJECCD; and

Whereas, the SJCC leadership has established a collegial, respectful and effective working relationship with all constituencies; and

Whereas, the Email from Charles Heimler dated April 14, 2019 dispatched through San Jose City College Email unmistakably singles out Latina/o administrators and faculty and labels them as lacking in legitimate academic achievement;

Now therefore be it resolved, that the SJCC AS condemns such communications as prohibited expression of bigotry which is abusive and demeans the entire College, students and staff and refers this communication to District Human Resources for appropriate investigation and action.

Jesus said the amended resolution would be forwarded to Human Resources (HR). Alex said he will make sure to get a response from HR and update the Senate. Vice Chancellor HR, Chaidez, said they will respond as they are able.

2. Sim Lab update – Carlos Rojo/**Tabled due to absence**
3. Professional Relations: a discussion of possible approaches to working with non-collegiality issues – Judith has been concerned with the campus tone and rhetoric. She distributed a state resolution, Defining Collegiality in the Workplace, and a Professional Relations Committee model from De Anza College. She asked the Senate to consider these ideas and possibly discuss this in the summer retreat.

Motion: To place this on the next senate agenda – Approved w/o objection

4. Changes to Program Review and SLO Assessment for Fall 2019, Judith and Michael. Review and possibly approve changes to the SLO section and planning section of the Program Review Academic Affairs forms; changes to the SLO analysis section of TracDat. – Judith said they're working on ways to

improve the SLO assessment intake to answer more specifically. Judith reviewed proposed TracDat questions to answer how SLO data is used to improve current course content, current instruction method/grading or improve the SLO. She reviewed proposed changes to the Program Review questions including asking how the request for funding ties back to SLO/PSLOs. This will return for action.

5. Labor Studies Workgroup Recommendation – Dean Bettencourt Lopez reviewed the workgroup’s recommendation hand out. They’re recommending conversion of Labor Studies curriculum to non-credit to provide training opportunities within local Labor groups and to deactivate the Labor Studies credit curriculum. He listed the low enrollment history, 9 current delinquent credit curriculum revisions, the benefit of Labor training opportunities with non-credit, and the tie-in with South Bay Consortium for funding.

Motion: To accept this recommendation – Approved w/o objection

6. Senate Elections update – Alex reported the deadlines for the Adjunct and departments were extended to Thursday, April 25th. The Full-time At Large election will begin on Friday, April 26th and end May 3rd. Area 1, Applied Science has a contested election between Jonathan Cronan and Isai Ulate. Area 8 has a contested election between Charles Heimler and Heather Jellison. Uncontested areas have appointed; Area 3, Natural Sciences, Jose Cabrera; Area 5, Library, Robert Wing; Area 7, EOP&S/CARE, CalWORKS/SAS, Olga Morales-Anaya; Area 9, PE/Athletics, Doug Robb; Area 11, Service Careers, Scott Miller. The general counselors have 22 full-time faculty and are eligible for another senate seat. Carlos has sent a call for nominations by April 29th for this second seat. The Adjunct At Large nominees are Jonali Bhattacharyya, Heather Jellison, Jackie Gamboa, Jennifer Nestojko, Lorraine Levy, Dennis Meakin, and Phil Crawford. The Full-Time At Large nominees are Mary Crocker Cook, Elena Dutra, Wendy Pio, Alex Lopez, Michelle Gregor, and Iyun Lazik. Heather answered if she wins in both the Language Arts and the Adjunct At Large elections, she may choose which to serve per Lorenzo. The Senate will follow past practices and email all groups at the end of the At Large and Area elections.
7. AP/BP recommendations from the District Policy Committee – Andrea Lopez/**Tabled due to absence**
8. Partnership between San Jose City Colleges, Bellwether College Consortium – Mark Branom/**Tabled due to absence**

VIII. Committee Reports (1 minute each)

1. Presidents Report: Alex read his following statement.

For the past few weeks, I have been receiving emails from SJCC full-time faculty members Charles Heimler, Bob Wing, Javier Chapa, Padma Manian, and Maricela Martinez, demanding that I remove Dennis Meakin from the Academic Senate since he is no longer an employee at SJCC. I have not responded to their emails, but I will use the president report time to address this issue.

First, I would like to provide you some background:

In October of 2018, an SJCC Full-Time faculty member submitted her name for a 40% reassignment as the SJCC Grievance officer & Bargaining Unit for our AFT Union. Dennis Meakin’s vote was not in favor of this particular full-time member and the reassigned time went to another faculty member.

In November of 2018, three full-time faculty members including the one that did not obtain the grievance reassigned time sought to prevent Dennis from continuing to serve as coordinator of the Ironworkers Apprenticeship Program. They filed a "grievance" against the District with backing from our Union leaders challenging the recruitment process and minimum qualifications. Keep in mind that Dennis has been in his position for more than two years and met SRP. The faculty members that filed the grievance do not teach in the CTE area. Our Union has never submitted any grievance against any faculty member in the past.

In December of 2018, Dennis received notice of the grievance submitted against him from VP Tran, and he immediately asked our Union for representation. However, he received no response from our AFT Union Executive Director or AFT President.

In December of 2018, VP Tran asked Dennis to step down from his position as the Ironworkers Apprenticeship Coordinator while the grievance issue would be addressed through HR.

In March of 2019, VP Tran met with Dennis to notify him that he was released from the Ironworkers Coordinator assignment and could apply once the announcement went out pending he met qualifications. No explanation was given to him other than this was a result of a grievance that was filed against him. Dennis has received good evaluations and SRP. This has nothing to do with his performance as a coordinator. At the request of the college administration, Dennis completed the equivalency application under the new state guidelines and met the requirements of Title 5, Section 53413(a)(2). The same people that filed a grievance against him then questioned this process.

Javier Chapa sent an email stating that their grievance had been settled with the District by the release of Dennis Meakin from his reassigned time and that he is no longer an employee of the district. However, our Union is now introducing a separate grievance challenging the unlawful release of Dennis.

The three people who filed an AFT Grievance against Dennis claim that he is no longer eligible to be a senator under the Academic Senate governing documents.

The SJCC Academic Senate Constitution provides the following: Article 1, Section 3. "A faculty member shall be any certificated employee, fulltime or adjunct, of San Jose City College who is employed in an academic position (instructional/non-instructional). Reassigned time responsibilities will not affect membership."

Dennis is a certificated employee he has received a consistent paycheck from SJECCD since January 2019 and is currently receiving reassigned time (23% from our union), which is paid by SJECCD. This makes him eligible to remain a senator.

Also, Article 3 Section 7, "If, during his/her terms as a senator, a faculty member's assignment is changed with the result that the Academic Senate area in which he/she is considered to be a member is also changed, this senator may continue to represent the area from which he/she was originally elected until the next scheduled election takes place that year."

Here, Dennis' assignment did not impact his at large position, so he is in good standing until the new senate leadership takes a seat. He is a valid candidate based on his reassigned time (23%) from our Union. If he were elected to the senate and given no new assignment, he would be able to remain for the year until the next election.

AFT Constitution Article 4.5, The Union Constitution allows continued membership and service on the Executive Board and committees for persons with no load for an entire year.

Based on the Constitution of the Academic Senate and the consistency with the Union Constitution, Dennis Meakin will remain on the Academic Senate. He will continue to serve on all the Academic Senate committees, which he is currently serving. This includes the facilities committee and any other committees he may be serving on for the remainder of his term.

2. Executive Report: Phil reported that the union has gone to electronic voting and wants the senate to consider it to improve participation.
3. Finance Committee: Chris distributed the committee's recommendation for the 2019-2020 budget which was approved by the CAC. He wants to discuss the budget process at the next meeting.
4. Senator Report: Heather reported from the Spring Plenary Non-Credit workshop in which they discussed the teacher obligation number and there's still no non-credit FON. The ESL and AB705 workshops contained no new information.

5. District Academic Senate (DAS): Phil reported they've adopted the one-year (presidential) term. Once the (college) elections have completed they will elect new DAS officers, including a new president from SJCC.
6. Teller's Committee: Patricia reported she, Linda Meyer and Leslie Rice will meet on April 26th at 1:30pm at the senate office. They will meet again following the May 3rd (Full-time At Large) election. Some have asked for permission to observe (the counting). Alex said they may observe as in past years.
7. Judith reported receiving lots of information during her first plenary session and she wants to return.
8. Guided Pathways: Judith invited all to attend this Friday's retreat here in T-415. Their discussions will include mapping and the new steering committee.
9. Program Review: Judith will meet with eLumen to start the set-up this fall's pilot.
10. Senator Reports: Nicolas reported the Softball team will have their last game today and have clinched a position in the state championship. Track and Field are preparing for the playoffs.
11. Open Education Resources (OER): Lorraine shared a faculty opportunity during summer and fall to receive a non-instructional stipend to create OER materials. During the 2019 spring session an OER Resolution passed addressing POR and how colleges design processes around faculty using OER in their classrooms. Send questions to Lorraine.
12. IPCC: Andres Rodriguez reported the committee approved 10 course revisions, 2 new course proposals, and 1 new program proposal.

IX. The chair adjourned the meeting at 4:07pm.