



**ACADEMIC SENATE**

**Meeting Minutes**

October 27, 2020  
 Zoom Meeting ID: 442 779  
 680  
 1700 W. Hillsdale Blvd.  
 San Mateo, CA  
 2:30 – 4:30 pm  
[Website](#)

**Executive Committee 2020-2021**

Arielle Smith  
 President

Peter von Bleichert  
 Vice-President

Rosemary Nurre  
 Treasurer

Daniel Keller  
 Secretary

**Executives Present**

Name of Officer	Executive Committee Role
<b>Peter von Bleichert</b> <b>Rosemary Nurre</b> <b>Daniel Keller</b> <b>Arielle Smith</b>	<b>Vice-president</b> <b>Treasurer</b> <b>Secretary</b> <b>President</b>

**Senators Present**

Name of Senator	Division
Michelle Beatty Yvette Butterworth Todd Windisch Lia Thomas Malathi Iyengar Tatiana Irwin Steve Heath Vincent Li Kevin Sinarle Sunny Martin Michael Marcial	Math/Science Math/Science LAD ASLT CASS CASS Business Business Counseling Counseling Kines/Athletics/Dance

**Others Present**

Name	Representing
Liz Schuler T. Lee Teresa Morris Joseph Nguyen Jeremy Wallace Laura Demsetz	PD Coordinator DEAC Faculty Coordinator Curriculum Chair ASCSM President DAS President Dean, CASS

Allie Fasth Rene Anderson Kelsey Harrison Kristi Ridgway Trang Luong Paningbatan Carol Ullrich David Laderman ChunWai Wong Manraj Gill Aina Ferrer Clotas	Guided Pathways Guided Pathways Guided Pathways Guided Pathways Guided Pathways Guided Pathways Honor's Project Honor's Project/TEDxCSM Honor's Project/TEDxCSM Guest
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### Opening Procedures

Item	Presenter	Time	Details	Action/ Information/ Procedure
Approval of today's agenda	President	2:35	Move to approve: Rosemary. Second: Todd	<b>Procedure</b>
Approval of past minutes	President	2:38	Minutes will be discussed at the next meeting	<b>Procedure</b>
Public Comment	Public	2:40	Rosemary: Once again, a reminder that we are still working without a contract—not only for faculty but for the staff as well. It would be nice to have a union representative come to the next meeting so that we can get an update and voice our support.	<b>Information</b>

### New Senate Business

	Item	Presenter	Time	Details	Action (Motion/Resolution)/ Information/ Discussion
1	President's Report	Arielle	2:50	<p>Updates: The faculty service awards ceremony is being delayed until December 3<sup>rd</sup>.</p> <p>The CSM President hiring committee has selected four representatives (one fewer than expected) based on our recommendations: Fred Gaines, Arielle Smith, Teeka James (AFT), and Melissa Aliu (part-time).</p> <p>The district senate had a lively discussion about the full-time temporary policy draft—we will also be discussing this today.</p> <p>District senate also discussed a revision of the bylaws. One of the goals is to make shared governance more accessible to</p>	<b>Information</b>

				<p>faculty. Right now, the district senate doesn't have the representation it should have.</p> <p>Peter: we need representation on the bylaws committee as soon as possible. Ideally, we should have adjuncts in addition to full-time faculty—and we are advocating that the adjuncts will get paid for their time. The time commitment is one meeting per month, with possibly a shorter one.</p>	
2	ASCSM Update	ASCSM	2:50	Applications for our first TEDX speaker event ended yesterday. The first talks will begin in November. (See the discussion item below for more details on these talks.)	<b>Information</b>
3	Standing Committee Reports	<p>Teresa</p> <p>Liz</p> <p>Lee</p> <p>Lia</p>	2:50	<p>Curriculum Committee, Teresa Morris, Chair: There are two meetings this month: the 1<sup>th</sup> and the 19<sup>th</sup>. If you need to do any regular updates, be sure to get them in before the next meeting.</p> <p>Committee Teaching and Learning, Liz Schuler: We will have two district-wide flex days in January, on the 14<sup>th</sup> and 15<sup>th</sup>, the Thursday and Friday before the spring term begins.</p> <p>Distance Education Advisory Committee, Tabia Lee: Erica Reynolds is back and is now co-chairing DIAG with Marisol and Lee. Our November meeting will be moved to November 10. All are welcome. There are also two DIAG working groups: the policy group is working on revising the regular and substantive policy, which they are hoping to have revised by spring. The plan is to get a draft out to divisions and bring it to senate for consideration. There is also a distance education listening group that is currently looking at responses to the ongoing training.</p> <p>Library Services Platform update – Lia Thomas: our library services platform went live in January and we have been using it ever since. Funding was not approved by the state governor, but just last month all CCs in the state got a grant so that they project costs will be reduced.</p>	<b>Information</b>

				<p>The project timing turned out to be perfect for the campus closure: it has meant improved access to tools for students. They don't have to go through as many steps to get to third party resources. This system is mobile friendly—important given that so many students do all of their research on their phones. It has meant increased equity, allowing the library to support learning communities.</p> <p>As a result of the new system, headings of the library of congress have been changed from “illegal aliens” to “undocumented immigrants.”</p> <p>Thanks to senate for your support of this project.</p>	
5	Action Items	Allie Fasth	3:15	<ol style="list-style-type: none"> <li>1. The hiring committee for music was approved by all.</li> <li>2. Guided Pathways Career and Academic Communities proposal</li> </ol> <p>Last month, the Guided Pathways committee shared a model of academic and career communities with academic senate. Since then, they have been to all instructional committees and student services to share this information.</p> <p>The committee is now moving on to the next phase: using the IMPACT grid to assess their models, and doing more work on outreach and marketing.</p> <p>Kristi Ridgway: We appreciate the contributions so many have made to focus on what works for our students.</p> <p>Tatiana: We have been talking about restructuring some divisions, such as business and social sciences, in part because there are many retirements coming. Will the pathways be the same as the divisions?  Kristi: we paused on restructuring during the time of the shut down, but we will be having this conversation again when we are at least sure that we are going back to face</p>	<b>Action</b>

				<p>to face instruction. We want to make sure there are no major reservations about what we are doing before we move on to the next steps.</p> <p>Move to approve: Rosemary. Second: Todd. All are in favor.</p>	
6.	Discussion items	Jeramy Wallace	3:30	<p>a) District Academic Senate: Full Time Temporary Faculty Policies draft</p> <p>The district senate is working to revise our policy on full-time temporary positions due to a number of concerns: the policy as written is unclear; as a result, all three colleges are doing different things with regard to these positions; and some believe that we are violating the law by having full-time temporary faculty continue for more than one year.</p> <p>Jeramy stressed that these concerns should not be misunderstood as an attack on our current FT temporary faculty: they are faculty and very much valued members of our community.</p> <p>Instead, we are concerned about the way the district has been using these positions. The push is not to eliminate the positions being filled by FT temporary faculty right now, but to open more tenure track positions—to ensure that we are not relying on these positions as a long-term solution, which they were never intended to be. Rosemary noted that the policy is particularly confusing regarding evaluations: these positions are supposedly only for one year, but the rest of the report refers to evaluations in “subsequent years.”</p> <p>Jeramy said that the policy will be reformed to clarify this point specifically: we are taking out all of the evaluations procedures past the first year.</p> <p>Regarding hiring for these positions in the first place: There are supposed to be limited and specific circumstances that justify hiring: an unpredicted enrollment spike, long term illness, or replacement of faculty on temporary leave. There may also be positions for grant-funded faculty.</p>	<b>Discussion</b>

However, these circumstances are not always completely clear and sometimes raise new questions. For example, the Promise program is run by FTT faculty, but Promise is not grant-funded.

Given the problems with these positions and what Jeramy described as a “wild west” approach to hiring and evaluation, we will be discussing this further as it needs to go through another round of revisions.

But some senators feel that we should speak more strongly against the policy (while making sure that current FTT faculty do not feel attacked):

Arielle: the problem is that these positions can be used inappropriately rather than the limited, emergency use they were intended for.

Malathi: this really is an equity issue both in the sense of faculty labor and student learning. Tatiana added that a lot of this hiring has been done in order to staff and support programs that have come out of initiatives around equity and preparedness. And yet the people hired to staff these programs are not being treated fairly.

Rosemary also pointed out that these positions seem fundamentally unfair to faculty: they cannot commit to anything financially when they don’t know if they will have a secure job in the future. It seems especially wrong to create more financial insecurity in our current climate, with the possibility of a serious recession in the near future. We are not doing ourselves or FTT faculty any good by continuing to hire them in these unfair conditions.

It seems like this is something we should be fighting against, not just modifying.

b. TEDX at CSM – David Laderman and Marc Young Manraj Gill, ChunWai Wong (15 min)

4:00



			4:25	<p>Teresa added that the educational background needed to teach the ethnic studies (the minimum qualifications) is specific to this discipline. So, for example, a course in African American literature taught by someone who does not meet minimum quals in ethnic studies does not meet the requirement.</p> <p>We also need to make sure that our courses articulate to the CSU system to meet the new requirement. This would not involve any hiring at CSM so much as at our sister schools. There is now a proposal to hire full time ethnic studies faculty at Canada and Skyline.</p> <p>d. Credit by Exam policy change review (per Title V changes) Due to the time, this is just a short announcement: we have to revise our credit-by-exam policy in accordance with the new Title V language. We cannot make changes to the title V language, but if any have comments we can take them back to the board.</p> <p>Adjourned at 4:30</p>	
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