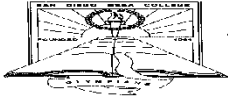




SAN DIEGO MESA COLLEGE ACADEMIC SENATE
7250 MESA COLLEGE DRIVE, SAN DIEGO, CA 92111-1096 (619) 366-2733 FAX (619) 366-2929

**SAN DIEGO MESA COLLEGE
ACADEMIC SENATE
Virtual Meeting
April 5, 2021: 2:20PM – 4:20PM
AGENDA
Draft**

- I. CALL TO ORDER & WELCOME** by Academic Senate President Manuel Vélez:
Parliamentarian – Veronica Gerace/Speaker Coordinator & Timekeeper – Veronica Gerace
- II. APPROVAL OF DRAFT AGENDA:**
- III. PUBLIC PRESENTATIONS:**
 - A. Associated Student Government (ASG) Representative:** President Taylor Carpenter (1 Minute)
 - B. Classified Senate Representative:** President Charlie Lieu/Vice President Eva Parill/Catherine Cannock (1 Minute)
- IV. PUBLIC COMMENTS:** (6 Minute Maximum Discussion per Item/Topic)(3 Minute Maximum Discussion per Participant)
- V. APPROVAL OF DRAFT MINUTES:** March 15, 2021 (Please send your changes to Sue Saetia @ ssaetia@sdccd.edu)
- VI. GUEST:**
 - A. Anthony Reuss – Counseling Department:**
- VII. COMMITTEE REPORTS:**
 - A. Senate Executive Committees:**
 1. Academic Affairs Committee: Chair Oscar V. Torres (3 Minutes)
 2. Professional Advancement Committee (PAC): Chair Janna Braun (5 Minutes)
 3. Committee of Chairs (COC): Chair of Chairs Terry Kohlenberg (1 Minute)
 4. Curriculum Review Committee (CRC): Faculty Co-Chair Andrew Hoffman (2 Minutes)
 5. Program Review Committee (PRC): Acting Faculty Co-Chair Dina Miyoshi (1 Minute)
 - B. Other Committees:**
 1. The Committee for Diversity Action, Inclusion & Equity (CDAIE): Chair Judy Sundayo (5 Minutes)
 2. Mesa Pathways Committee (MPC): Co-Coordinators Marisa Alioto/Howard Eskew/Toni Parsons (5 Minutes)
 3. Other Committee Reports: (1 Minute)
- VIII. OLD BUSINESS:**
 - A. CDAIE 13 Point Strategic Plan for Racial and Social Justice on Campus:** Sundayo (Second Reading)
 - B. Excused Withdrawal Petition Requests – Vice Chancellor Topham:** Velez (Second Reading)
- IX. NEW BUSINESS:**
 - A. Draft Five (5) Year Planning Institutional Effectiveness (PIE) Strategic Plan:** Jagielinski (First Reading) [LINK](#)
 - B. Resolution 2021.3.1 – Proposed Constitutional Changes for the Committee on Elections:** Torres (First Reading)
 - C. Resolution 2021.3.2 – Proposed Changes to the Program and Course Approval Handbook (PCAH):** Hoffman (First Reading)
 - D. Resolution 2021.3.1 – Academic Senate Support for Including the Green Revolving Fund in the Mesa 2030 Plan:** Mary Gwin (First Reading)
- X. SENATE EXECUTIVE OFFICER REPORTS:**
 - A. President Elect:** John Crocitti (No Report)
 - B. Vice President:** Howard Eskew (1 Minutes)
 - C. Secretary:** Holly Jagielinski (1 Minute)
 - D. Treasurer:** Mary Gwin (1 Minute)
 - E. Senator at Large (1):** Alison Gurganus (No Report)
 - F. Senator at Large (2):** Leslie Seiger (No Report)
 - G. President:** Manuel Vélez (10 Minutes)
- XI. ROUND TABLE TOPIC: Developing a Response to Students Who Report They Feel Discriminated by Signature Tags that Support Black Lives Matter, Dreamers, LBGTQ Students and Other Marginalized Groups**
- XII. ANNOUNCEMENTS:**
 - A.** Please send your Get Well messages in support of Chicano/a Studies Department Chair/Senator Cesar Lopez who suffered a major stroke to the Sharp Rehabilitation Center (2999 Health Center Drive - Room #150 - San Diego, CA 92123).
 - B.** Please encourage your Students to participate in the 2021 Mesa College Research Conference: ([LINK](#))
 - C.** The next Academic Senate meeting is April 19, 2021 from 2:20PM – 4:20PM.
 - D.** The next Academic Affairs meeting is April 12, 2021 from 4:15PM – 5:30PM.
 - E.** The next Committee of Chairs (CoC) meeting is April 14, 2021 from 2:30PM – 4:00PM.
 - F.** The next Professional Advancement meeting is April 7, 2021 @ 2:30PM.
 - G.** Please donate to the Resiliency Fund to keep the dream of a higher education alive for our Students. ([LINK](#))
 - H.** Please donate to the Stand and help our Students succeed. ([LINK](#))
- XIII. ADJOURNMENT:**



SAN DIEGO MESA COLLEGE ACADEMIC SENATE
 7250 MESA COLLEGE DRIVE, SAN DIEGO, CA 92111-4998 (619) 368-2733 FAX (619) 368-2929

**SAN DIEGO MESA COLLEGE
 ACADEMIC SENATE
 Virtual Meeting
 March 15, 2021: 2:20PM – 4:20PM
 MINUTES
 Draft**

Present:

Academic Senate President M. Velez C. Allbee, I. Arguelles-Ibarra, J. Braun, M. Brewer, J. Crocitti, H. Eskew, R. Fremland, L. A. Gibson, A. Gurganus, M. Gwin, B. Hofer, A. Hoffman, S. Hughes, C. Huynh, H. Jagielinski, G. Johnson, I. Kanevsky, C. Katungi, J. Keller, G. Kim, T. Kohlenberg, K. Lacher, D. Miyoshi, K. Naimark, R. Nichols, A. Primoza, A. Reuss, R. Sanchez, K. Secor, A. Shi, I. Stojimirovic J. Sundayo, G. Svoboda, O. V. Torres, K. Wait and **Guest** T. Mayasa

Absent:

E. Adelson, H. Browne, V. Gerace (Proxy to Judy Sundayo), N. Dougherty, R. Escamilla (Proxy to R. Rodrigo), J. Johnson, C. López (Excused), J. Sardo, L. Seiger, L. Wade and W. Wesley

I. CALL TO ORDER & WELCOME by Academic Senate President Manuel Vélez @ 2:21PM.

II. APPROVAL OF DRAFT AGENDA:

Motion to approve:

M/S

G. Johnson/Nichols

UNANIMOUS

III. PUBLIC PRESENTATIONS:

A. Associated Student Government (ASG) Representative: President Taylor Carpenter (No Report)

B. Classified Senate Representative: Catherine Cannock

1. Virtual 2021 Classified Service Awards Ceremony:
 - a. May 19th (12:00PM – 2:00PM)
2. Joyce Skaryak Memorial Scholarship Fund:
 - a. We are reviewing the 2021 applications.
3. The Green Revolving Fund presented at our last meeting and we're looking forward to possibly partnering with them for our next fundraiser.

IV. PUBLIC COMMENTS:

A. 2021 Mesa College Research Conference: Alison Primoza ([LINK](#))

1. Please encourage your Students to apply to present at the Mesa College Research Conference.
 - a. We are concerned that we have not received a single application.
 - The deadline is March 27th.
2. Candace Katungi reported that she participated in a research conference as an undergraduate and it was pretty life changing for her.
 - a. I will encourage my Students to participate in the research conference this year and in the future.
3. Faculty please contact us to find out if one of your class projects qualifies as a research project.
 - a. More than one Student can submit a single project together.

V. APPROVAL OF DRAFT MINUTES: March 1, 2021

Motion to approve with changes from C. Allbee and R. Rodrigo:

M/S

Braun/G. Johnson

1 Abstained

VI. GUEST:**A. Vice President of Instruction (VPI) Isabel O'Connor:**

1. VPI O'Connor said she hopes to get our FTE for next year soon.
2. We are taking a proactive approach to discuss what courses we need to hold online and on campus in the fall 2021.
 - a. I asked Chemistry Department Chair Donna Budzynski to develop a Google document.
 - The document places courses in categories.
 - We have identified what we need to offer.
 - We need to address logistics issue such as taking the temperature of Faculty, Classified Professionals and Students and the need to clean classrooms between every class.
 - Oscar V. Torres asked about the tiers of classes in Donna Budzynski's Google document.
 - * Courses Students need to complete in order to graduate.
 - * Courses that need to take place on campus.
 - * Courses that need to be hybrid in fall 2021. (3.5% in Spring 2021)
 - b. Languages Department Chair Alison Primoza asked how much help does Mesa College expect to receive from President Biden's American Rescue Plan.
 - VPI O'Connor reported we will receive funding from the American Rescue Plan and other funding sources.
 - Mesa College stands to get about 13 million dollars for direct aids to Students, support reopening Mesa College and other pandemic related expenses.
 - We did a good job allocating CARES Act funds last year.
 - Let us think of ways to get more mileage from the money.
 - Geoff Johnson shared the CA Community Colleges Chancellor's Office's analysis of the American Rescue Plan that will be forwarded Faculty after today's meeting.
 - c. We need to make investments in 21st Century Innovative Technology.
 - Professor Jonathan McLeod recommended investment in an Online Faculty Evaluation System.
 - d. Several groups are looking at how we can come back to campus.
 - e. Approximately 400 Students Athletes will return to campus on April 12th for conditioning 2-3 days per week.
 - Do they need to leave campus for meals?
 - Should we open the LRC 1st floor for library services and the vending machines?
 - Can we open part of the Student Services building?
 - San Diego County currently permits 25% of operations indoor.
 - The criteria for returning classes to campus is Students Success that involves discussions between School Deans and Faculty.
 - Oscar V. Torres asked about the possibility of holding Faculty Office Hours on campus after the Student Athletes return to campus for conditioning on April 12th.
 - f. John Crocitti asked why Mesa College can't reopen completely in fall 2021 when President Biden said every American will be eligible for a Covid vaccine by May 1st.
 - VPI O'Connor said compromise is the only way that we can we get more classes back on campus.
 - * We have health and safety protocols.
 - * How do we support all the courses that need to be taught of campus?
 - * We are going to plan for the possible together.
 - * Things can be significantly better.
 - * I think Faculty are interested in returning to campus.
 - * I will carry your wish forward to where it needs to go.
 - g. Vice President O'Connor asked the Senators to share their ideas with her.
 - h. President Manuel Velez will invite the Vice President of Administrative Services to the April 5th Academic Senate meeting.

VII. COMMITTEE REPORTS:

A. Senate Executive Committees:

1. Academic Affairs Committee: Chair Oscar V. Torres
 - a. The committee met last week.
 - We discussed potential new updates to the Academic Senate Constitution.
 - b. We formed a new subcommittee to tackle issues that need to be addressed.
 - c. We are developing a position paper on Academic Dishonesty which is especially important during our current online/remote learning environment.
 - d. Please send any items you want Academic Affairs to address to me.
2. Professional Advancement Committee (PAC): Chair Janna Braun
 - a. Spring 2021 Salary Advancement Deadline has passed.
 - Please continue to submit your Salary Advancement proposals and completions for review in advance of the fall 2021 Salary Advancement period. (The committee does not meet during the summer.)
 - b. We still need Faculty Representatives from Arts & Languages and Health Sciences & Public Service.
 - The committee meets on the 1st and 3rd Wednesdays of the month from 2:30PM – 3:30PM during the fall and spring semesters.
 - c. I will announce the 2021-2022 Sabbatical Recipients in April.
3. Committee of Chairs (COC): Chair of Chairs Terry Kohlenberg
 - a. The Department Chairs are working on scheduling and prioritizing the courses that need to return to campus.
 - b. We are brainstorming ideas on how to conduct courses without "Proctorio" support starting in fall 2021.
 - c. We will hold our second Chairs Academy FLEX Workshop in April.
 - We will discuss Scheduling.
 - Senator/Department Chair Lou Ann Gibson volunteered to lead a discussion on Faculty Conflict Resolution.
4. Curriculum Review Committee (CRC): Faculty Co-Chair Andrew Hoffman
 - a. The CRC has three more spring 2021 meetings.
 - b. The spring semester is a better time to update curriculum than during the fall.
 - c. Please contact Articulation Officer Juliette Parker before you start working on Program Changes.
 - d. The San Diego Community College District (SDCCD) Curriculum Chairs are working on a resolution to encourage the state of California to stop requiring the same amount of excessive paperwork for all changes.
 - We need the state to make a distinction between substantive and non-substantial program changes.
 - * We should not have to submit 100% of the paperwork when we are only making a small change to our program.
 - * The paperwork requirement serves as a disincentive for Faculty.
5. Program Review Committee (PRC): Acting Faculty Co-Chair Dina Miyoshi
 1. Program Review has been on hiatus.
 2. We are planning for 2021-2022 and we are working to streamline the process.
 3. We are still looking for Faculty Representatives from Arts & Languages, Exercise Science, Health Sciences & Public Service, and CTE.

B. Other Committees:

1. The Committee for Diversity Action, Inclusion & Equity (CDAIE): Chair Judy Sundayo
As reported by Judy Sundayo:
 - Encourages everyone to attend and refer students to attend the Women's History Month events at Mesa, e.g. Divine Feminine in African Art, Shattering Gender Bias Against Women in the Workplace, Mar. 16 @11:10 am, in addition to the many other events. Please see the Mesa College events calendar for complete listing.
 - The 10th Annual Gracia Molina de Pick Feminist Lecture Series was rescheduled for It has been rescheduled for Monday, April 12th at 9:30 am.
 - Co-hosted the internationally recognized speaker Dr. Joy DeGruy on Post-Traumatic Slave Syndrome on Monday, March 8th.
 - Presented on the 13 Point Strategic Action plan for Racial and Social Justice to the AS, a PIE Taskforce and the District CDAC Committee.

- Members spent a lot of time discussing the ZOOM Hate Crime Bombings at our last meeting. A subcommittee was formed to develop a position paper regarding this matter.
- Co-sponsored event, "Knowing Your Rights When Approached by Police" is in the process of being re-scheduled due to the e-mail problem of last week.
- Co-sponsored event, "Protecting Your Rights" is scheduled for March 25th from 11 am - 12:30 pm
- Co-sponsored Propelled By Protests FLEX on "Best Practices in Developing and Delivering Intentional Equity-Minded Assignments and Effective Student -Faculty Interactions" will be taking place in early May.
- Will meet next on Friday, April 23rd, from 11 am - 1 pm. Anyone wanting to attend as a guest may send an e-mail to jsundayo@sdccd.edu for the Zoom link

2. Mesa Pathways Committee (MPC): Co-Coordinators Marisa Alioto/Howard Eskew/Toni Parsons (5 Minutes)
As reported by Marisa Alioto:

Pathways Project Funding:

- Application process closes March 15, 2021
- 12 proposals received
- The Leadership Team and MPC will be reviewing proposals
- Award recipients will be notified April 5, 2021

Mesa Pathways Mixers:

- Mixers provide an opportunity to sort Mesa's 191 degrees and certificates programs into Meta-Majors* (**name change TBD*)
- A total of 9 Mixers will have taken place by the end of March
 - 6 instructional faculty mixers
 - 2 classified professionals mixers
 - 1 mixer for Deans Council
 - Remaining Mixers:
 - March 18, 3:00pm - 4:30pm
 - March 22, 8:00am - 9:30am
- NOTE: The Mesa Pathways Fellows have been in attendance and have contributed to these conversations. They have developed their own student-centered framework to add to the list of frameworks that have been presented. If you have participated in a mixer, Ian Duckles has sent out a follow up email and has asked attendees to please provide input on this new framework.

COMS 170 + Pathways Collaboration:

Howard Eskew and Toni Parsons met with Communication Studies professor Dr. Veronica Gerace. Her spring semester COMS 170 students are working on a Pathways-related project; as such, the leadership team is eager to see the results and have collectively put together project objectives. We hope to provide a future presentation highlighting the amazing student work at the end of the semester.

Mesa Pathways Fellows:

- Under the leadership of Trina Larson and Lead Fellow Dani Perez Padilla, our 12 Mesa Pathways Fellows are hard at work to obtain and provide the student voice for our Pathways work and have been actively involved in MPC, workgroups, and the mixers. Additionally, the Fellows plan to attend additional governance groups to get a feel for the Mesa experience.
- The Fellows are currently participating in one of three Interest Groups, each of which have specific projects for the semester:
 - Outreach: Fellows in this interest group are working on a video that will introduce the Fellows to students around campus. In the video, they will respond to thoughts and questions students have shared via a questionnaire that is in development.
 - Research: Mesa has received a grant to encourage student participation in Pathways. The Fellows Research Team, Research Office, and campus leaders have developed a longitudinal study to understand the ongoing experiences that support and undermine Black / African American student success. The study comprises five surveys that will be administered every two weeks through the end of the semester.
 - Social Media: Social Media is working with the Communications Office to develop a Facebook group for Pathways dialogue. The team is focusing on Facebook because of the tools available on that platform; however, this will be promoted on other college platforms like Instagram. To support their efforts, the Research Team has launched a social media survey.

3. Other Committee Reports:

- a. Adjunct Report concerning Academic Senate for CA Community Colleges Part Time Symposium and Faculty Association CA Community College March 2021 Workshop:
As reported by Carlynne Allbee:
 - "I attended both of these events and found a common thread that I want to share with you today:
 - As you know, both organizations include Faculty from all over California
 - The focus for both was Racial Equality as can be expected
 - There was another common thread, under the general subject of Equity and that had to do with Adjunct Instructors and how Overload has affected Adjuncts
 - Overload assignments given to Contract Faculty, even when it is a priority in the scheme of assignments in our union contracts
 - Take classes away from Adjuncts
 - In this period of time when so many Adjuncts have been laid off due to budget constraints statewide, Adjuncts have already lost many if not all of their classes.
 - It was reported by the participants at these two events that:
 - Many of the colleges have eliminated Overload assignments totally
 - Many have banned overload assignments for any Contract Faculty that are
 - Department Chairs or
 - Receive release time for any other reason
 - Summer School is considered Overload at some colleges since Contract Faculty already are being paid for a full year and at those colleges:
 - NO Contract Faculty get Summer School Assignments since they are taking income away from Adjuncts
 - If they do get Summer School assignments, they are being paid Overload and meantime, the Adjuncts are getting paid for Unemployment
 - When Faculty are being paid Overload and Adjuncts are getting paid Unemployment, in essence two employees are being paid for the same job.
 - When the subject of eliminating Overload assignments have been brought up for discussion at various colleges, reactions from the Contract Faculty ranged from:
 - Yes, it is the thing to do
 - Laughter – You cannot expect us to give up OUR classes can you?
 - Yes, it is a situation that is negotiable by the union. However, as was pointed out, just because it is in a union contract does not mean departments cannot choose not to give overload assignments"
- b. Alison Primoza asked what can Contract Faculty members do to effectively support Adjunct Faculty.
- c. Manuel Velez and Andrew Hoffman reported the American Federation of Teachers held a vote on Priority of Assignments (POAs) for Adjunct Faculty and it was rejected by the majority of Contract Faculty.
- d. John Crocitti reported the majority of his Contract Faculty Members gave up their overload in order for Adjunct Faculty In his department to have an assignment.
 - John said Contract Faculty with reassigned time should not accept an overload assignment if the overload assignment prevents them from completing their reassigned time work.

VIII. OLD BUSINESS: None

IX. NEW BUSINESS:

A. CDAIE 13 Point Strategic Plan for Racial and Social Justice on Campus: Sundayo

1. CDAIE Chair Judy Sundayo presented an overview of the plan.
2. Rob Fremland said some items in the plan will require the passage of Academic Senate resolutions.
3. Please send your questions to Judy Sundayo.

Motion to move the item to the April 5th meeting for discussion and potential vote:

M/S

Fremland/Eskew`

UNANIMOUS

B. Excused Withdrawal Petition Requests – Vice Chancellor Topham: Velez

1. President Manuel Velez reported Vice Chancellor Topham is trying to streamline the process and reduce paperwork for Faculty.
 - a. Andrew Hoffman reported this was an agenda item for the district Curriculum Instructional Council (CIC) and he supports it.
 - b. President Manuel Velez said the process will be more centralized and he believes San Diego State University (SDSU) has adopted the same process and it is working well for them.

Motion to move the item to the April 5th meeting for discussion and potential vote:

M/S

Hoffman/Sundayo

1 Opposed

X. SENATE EXECUTIVE OFFICER REPORTS:

A. President Elect: John Crocitti (No Report)

B. Vice President. Howard Eskew

1. Please send your Faculty Representative nominations for the Faculty Assessment Committee on Threats (FACT) to Howard by next Friday.

C. Secretary: Holly Jagielinski (No Report)

D. Treasurer: Mary Gwin (No Report)

E. Senator at Large (1): Alison Gurganus (No Report)

F. Senator at Large (2): Leslie Seiger (No Report)

G. President: Manuel Vélez

1. Virtual 2021 ASCCC Spring Plenary Session: April 15, 2021 – April 17, 2021 ([LINK](#))
 - a. The theme is "Transforming & Decolonizing Institutions".
 - The Academic Senate can cover the registration for approximately 10 Faculty members.
 - * Please contact Manuel if you would like to attend.
 - * There are events throughout the day and only Delegates have to attend the events on Saturday.
2. The Faculty Assessment Committee on Threats (FACT):
 - a. FACT originally started in response to safety concerns in the classroom.
 - b. Vice President Howard Eskew has already sent out the call for Faculty committee members.
 - c. Manuel has sent a call to Classified Professionals President Charlie Lieu for a Classified committee member.
 - d. Rob Fremland suggested checking with City College, Miramar College and the District Office.
 - Manuel will put the item on the District Governance Council (DGC) agenda.
3. Chicano/a Studies Department Chair/Senator Cesar Lopez will be at the Sharp Hospital Rehabilitation Center for 3-4 weeks after suffering a massive stroke.
 - a. His wife reported that Cesar is improving every day.
 - b. Please send your get well wishes to:
Cesar Lopez/co Sharp Rehabilitation Center
2999 Health Center Drive – Room 150
San Diego, CA 92123
 - c. Thekima Mayasa reported Cesar's wife is reading his messages to him.
 - We are working on an electronic card for Cesar. ([LINK](#))
 - His doctors say positive messages and videos will help Cesar in his recovery.

XI. ROUND TABLE TOPIC: Zoom Meeting Security (Mesa Press Article: [LINK](#))

- A.** President Manuel Velez reported Vice President of Instruction Isabel O'Connor already created a task force to address the Zoom attacks and she created a Zoom Meeting Security Response Team with Candace Katungi and Thekima Mayasa.
- B.** President Manuel Velez would like the Senate to have concrete ideas on how to address the issue by the end of today's discussion.
- C.** A Zoom attack can happen to anyone and attacks have emotional tolls.
- D.** Thekima Mayasa said we need to purchase software to identify attackers.

- E.** Candace Katungi said she believes that Vice President O'Connor has made a call out to the Mesa College community to join the task force.
 - 1. The task force has shared our ideas on how to systematically respond to Zoom attacks as a campus.
 - a. Alison Primoza suggested that Candace shares the ideas from the brainstorming session.
 - Candace said a lot of voices need to be part of the solution.
 - 2. We will support the work of the Committee for Diversity Action, Inclusion & Equity (CDAIE) by continuing to think about how we can support CDAIE by doing the work ourselves.
- F.** Judy Sundayo reported CDAIE discussed the Zoom attacks during their last meeting.
 - 1. We created a subcommittee with Thekima Mayasa and seven (7) other Faculty Members to address the issue.
 - a. The entire district needs to look at this issue.
- G.** Rob Fremland asked if the attacks were reported to the media and the other campuses in the district,
 - 1. Judy Sundayo said we need to look at what is happening on other campuses we should receive press coverage about what we are doing to address the attacks.
- H.** Mary Gwin reported two (2) City College community members reported Zoom Bombing incidents.
 - 1. Mary will present an Academic Senate resolution in support our effort to address Zoom attacks to the Senate Exec by their next meeting.
 - a. President Manuel Velez will take to the resolution forward to the District Governance Council (DCG).

XII. Proposed April 5th Round Table Topic: Alison Primoza

- A.** We need to develop a response to Students who report they feel discriminated against by the use of Equity Signature Tags that support Black Lives Matter, Dreamers, LBGQT Students and other marginalized groups.
 - 1. The Mesa College Academic Senate needs to clarify what our response should be when Students express opposition to Signature Tags.
 - 2. Inna Kanevsky asked if Students' Preferred Pronouns should be part of the same discussion.
 - a. President Manuel Velez said that is a different topic.
 - Judy Sundayo said she agrees with Manuel.

XIII. ANNOUNCEMENTS:

- A.** Please encourage your Students to participate in the 2021 Mesa College Research Conference: ([LINK](#))
- B.** The next Academic Senate meeting is April 5, 2021 from 2:20PM – 4:20PM.
- C.** The next Academic Affairs meeting is March 22, 2021 from 4:15PM – 5:30PM.
- D.** The next Committee of Chairs (CoC) meeting is March 24, 2021 from 2:30PM – 4:00PM.
- E.** The next Professional Advancement meeting is March 17, 2021 @ 2:30PM.
- F.** Please donate to the Resiliency Fund to keep the dream of a higher education alive for our Students. ([LINK](#))
- G.** Please donate to The Stand and help our Students succeed. ([LINK](#))

XIV. ADJOURNMENT @ 4:21PM.
Motion to adjourn:
M/S

Allbee/Sundayo

UNANIMOUS

CDAIE

Committee for Diversity Action, Inclusion & Equity

13 Point Strategic Action Plan for Racial & Social Justice

At San Diego Mesa College

Presented to the President's Cabinet

February 2021





COMMITMENT 1

DIVERSITY, EQUITY & INCLUSION

- Compliance with Campus & District Policies
- Compliance with Campus & District Procedures
- Support for DEI Initiatives (*Campus, District & State*)
- Broad Interpretation to Include Equity in Labor Issues and Diversity in Representation in terms of Academic Planning and Shared Governance



COMMITMENT 2

COMMUNITY INVOLVEMENT

- **Responsiveness to Community Issues/Concerns**
- **Collaboration with other Educational Institutions**
- **Collaboration with Local Businesses & CBOs**
- **Toward Student Academic & Career Success**
- **Toward Employee Training & Involvement in Issues of Social Justice**



COMMITMENT 3

ACCOUNTABILITY & TRANSPARENCY

- In all DEI Planning & Evaluation Efforts at the Classroom, Department, School & Campus Levels
- In Outreach To All Shared Governance Constituents
- In Participation Among All Shared Governance Constituents
- In Clear & Comprehensive Communication & Reporting to All Shared Governance Constituents & to the Entire Campus



COMMITMENT 4

RESTORATIVE JUSTICE

- **Appropriate Response to Breaches of Campus or District DEI Policies or Procedures**
- **Support for Victim and Offender Deliberations**
- **Support for Conflict Resolution**
- **Support for Reparation of Harm**
- **Support for Restitution if Appropriate**
- **Support for Restoration of Harmony within the Entire Campus Community**

ACTION PLAN 1

DEVELOP A PROACTIVE HIRING PLAN

- **Create and Enact a Proactive Hiring Plan**
- **Toward a Diverse & Competent Workforce**
- **Toward a Workforce Reflective of the Student Population & Local Community**
- **Include Training in Cultural Competency / Proficiency as a Prerequisite for Employment**
- **Conduct DEI Review of Advertising, Screening & Interviewing Processes**

ACTION PLAN 2

PROVIDE CAMPUS DEI TRAININGS

- Incentivize DEI Trainings for Employees
- Include DEI Trainings in New Faculty Institute
- Incentivize DEI Trainings for Students
- Include DEI Trainings in Student Orientation
- Recognize Equivalent Trainings from other Districts Completed by Adjunct Faculty
- Compensate Adjunct Faculty for Attendance
- Create a Campus Culture Where DEI Trainings are not only Welcomed, but Expected by our Colleagues/Peers

ACTION PLAN 3

PROVIDE EVIDENCE OF DEI TRAINING FOR EMPLOYEE EVALUATION & ADVANCEMENT

- For Faculty
- For Classified Professional Staff
- For Administrators
- Expand Options for On and Off-Campus Trainings

ACTION PLAN 4

EVALUATE & IMPROVE DEI IN CLASSROOMS

- **Comprehensive and Routine Audits of Classroom Environments (*Classroom Climate*)**
- **Add DEI evaluative statements to regular classroom/instructor evaluations**
- **Utilize Feedback to Design Inclusive Classrooms**
- **Utilize Feedback to Design Anti-Racist Curricula**
- **Equitable Focus on the Success of Marginalized Students**
- **Create an Action Plan for Improvement**

ACTION PLAN 5

EVALUATE & IMPROVE DEI in DEPARTMENTS

- Comprehensive and Routine DEI Audits of Departments (*Department Climate*)
- Utilize Feedback to Plan for More Diverse & Equitable Departments
- Equitable Focus on Marginalized Faculty and Classified Professional Staff for Inclusion in Departmental Committees / Programs & Support for Leadership Development
- Create an Action Plan for Improvement

ACTION PLAN 6

EVALUATE & IMPROVE DEI in SCHOOLS

- **Comprehensive and Routine DEI Audits of Schools**
(School Climate)
- **Utilize Feedback to Plan for More Diverse & Equitable Schools**
- **Equitable Focus on Marginalized Faculty and Classified Professional Staff for Inclusion in School Planning & Evaluation & Support for Leadership Development**
- **Create an Action Plan for Improvement**

ACTION PLAN 7

EVALUATE & IMPROVE DEI in ADMINISTRATION

- Comprehensive and Routine DEI Audits of Administration (*Administrative Climate*)
- Utilize Feedback to Plan for More Diverse & Equitable Administrative Practices
- Equitable Focus on Marginalized Individuals for Inclusion in Administrative Input, Planning & Evaluation & in Support for Leadership Development
- Report on Status of Districtwide Review of Law Enforcement Officers
- Create an Action Plan for Improvement

ACTION PLAN 8

PROVIDE SENSE OF BELONGING *Via* **SERVICES, ACTIVITIES & SPACES**

- Equitable Focus on Marginalized Groups
- Provide Specialized Services & Spaces to Support Students and Employees of Color, Adjunct Faculty, Veterans, the Differently Abled, Individuals who are LGBTQA, Women, Lactating Mothers, and those Needing a Quiet Space to Pray or Meditate
- Provide Cultural Lectures, Events & Heritage Celebrations
- Recognition of Adjuncts involvement on Campus

ACTION PLAN 9

PROVIDE SENSE OF BELONGING *Via* **ETHNIC STUDIES CURRICULA & PROGRAMS**

- **Equitable Focus on Marginalized Groups**
- **Learning Communities (*PUENTE; UMOJA*)**
- **Asian Pacific Islander Curricula & Programs**
- **Black Studies Curricula & Programs**
- **Chicano Studies Curricula & Programs**
- **Native American Curricula & Programs**

ACTION PLAN 10

SENSE OF BELONGING: Campus Climate

- Annual Campus Climate Survey Prefacing an Open Campus Dialogue
- An Inclusive Campus Open Dialogue Between Students, Faculty, Classified Professional Staff, and Administrators on Campus Climate
- Focus on Building Community By Developing and/or Expanding Safe & Inclusive Learning and Work Environments

ACTION PLAN 11

EXPAND DEI POSITIONS & INFLUENCE

- Reclassify CDAIE as a Shared Governance *Council*
- Empower CDAIE with the Development and Oversight of DEI Evaluations /Audits and Reporting for the Campus
- Assign CDAIE with the Development, Operationalization & Evaluation of the 13 Point Strategic Action Plan
- Institutionalize CDAIE Chair as a Voting Entity on PCAB
- Provide CDAIE Chair Reassign Time for Expanded Duties
- Create a Campus Ombudsman Position to Augment DEI Efforts

ACTION PLAN 12

CONDUCT ANNUAL DEI EVALUATIONS

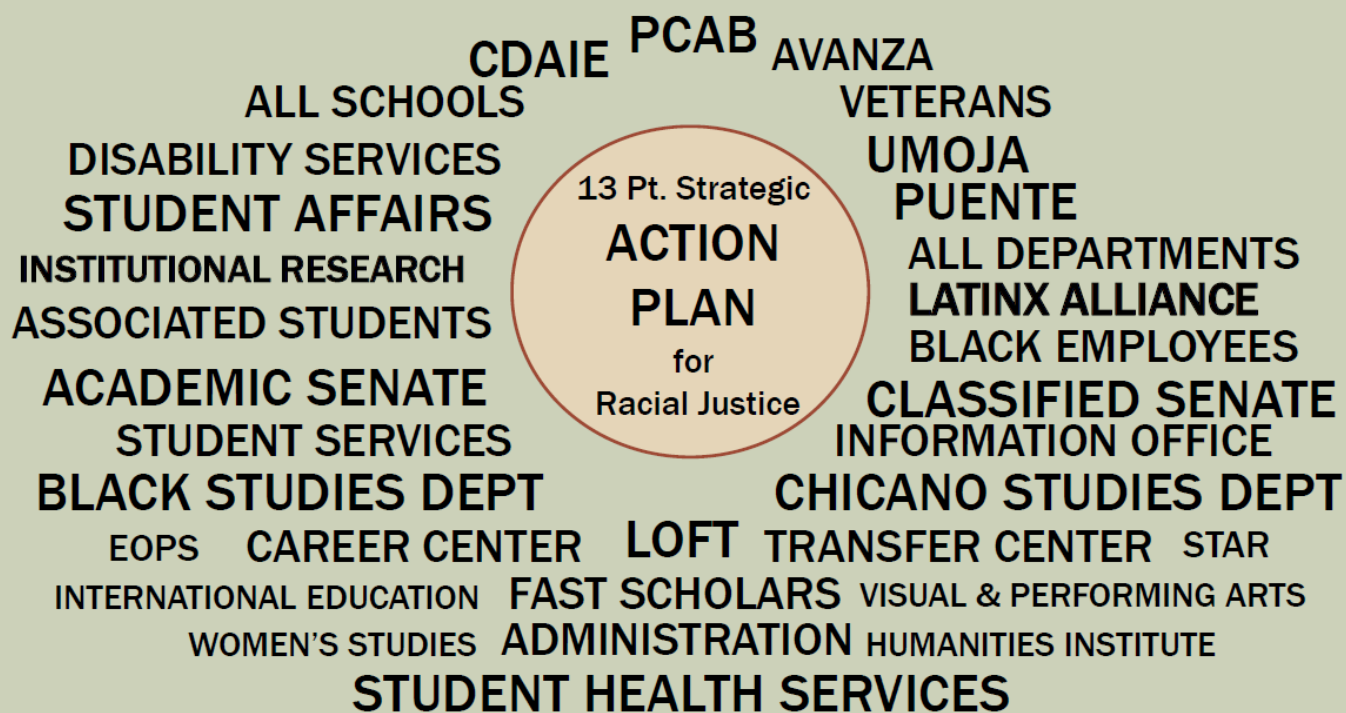
- Include Intra-Campus DEI Evaluations by Students, Faculty, Classified Professional Staff & Administrators
- Include DEI Classroom, Department, School & Administrative Audits or Score-Cards
- Include the Campus-wide Campus Climate Survey Results
- Include Independent (*External*) DEI Evaluation Results
- Publish an Overall Campus DEI Scorecard from all Evaluation Data

ACTION PLAN 13

DEI DATA ANALYSIS, REPORT & INTEGRATION

- Host Open Dialogue on DEI Data and Campus DEI Scorecard & Obtain Feedback from Campus
- Make Recommendations Based on Data for Integration into College and/or District Systems
- Make Recommendations Based on Data for Changes
- Make Recommendations for the Benefit of Students
- Make Recommendations for Community Collaborations
- Integrate Findings with College Equity Plan
- Make Suggestions to Update/Improve 13 Point Plan

SYSTEMS OF COLLABORATION FOR RACIAL & SOCIAL JUSTICE ON CAMPUS



EXCUSED WITHDRAWAL PETITION REQUESTS

We are reviewing our petition process for EW and have identified some areas where we can simplify the processes. As you are aware, for approved Excused Withdrawal Petitions that have an assigned grade by faculty, District Student Services must obtain a signed grade change form from the faculty prior to changing the grade to an EW.

I would like to propose the following for consideration:

If a grade has been issued, and the Excused Withdrawal Petition has been approved can we establish a "written agreement" with faculty to permit changing of the assigned grade to an EW (regardless of grade).

Justification:

1. This will expedite the processing of EW petitions. (We currently still have petitions from Spring 2020 pending signed grade change form)
2. This is a common practice among other California Community Colleges
3. Reduces paperwork for faculty

Would you be willing to take this to your Senate's for review and approval? Is additional information or discussion needed?

Thank you in advance for your consideration.

Respectfully,

Susan

Susan Topham, Ed.D.



Resolution 2021.3.1 – Proposed Constitutional Changes for Committee on Elections: Oscar V. Torres, Ph.D.

Move:

Second

Whereas, Duties of the Academic Senate Executive Committee include proposing amendments to the Senate Constitution, Bylaws or the Senate Rules in accordance with State and local governance as appropriate; and

Whereas, The Academic Affairs Committee reviews, considers and comments on standards established by State and local governance policies under the purview of the Senate; and

Whereas, Amendments to Senate Constitution may be adopted during regular Senate meetings, by two-thirds (2/3) vote of Senators present at that regular meeting, given that the proposed amendments have been previously presented; be it therefore

Resolved that the following Senate Constitution amendments be ratified:

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SECTION 13 – FACULTY CHAIR OF THE COMMITTEE ON ELECTIONS

It shall be the duty of the Chair of the Committee on Elections to:

- A. Chair the Committee on Elections and serve a two-year rotation term as outlined by Article I, Section 5. Subsection D.
- B. Provide assistance in the recruitment of faculty to serve on the Committee on Elections
- C. Report election results to the Senate Executive Committee in a timely manner
- D. Report opinion poll results to the Senate Executive Committee as outlined by Article VI, Section 8. Subsection C.

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SECTION 7 - COMMITTEE ON ELECTIONS:

A. Composition:

The Committee shall consist of:

1. A Chair who is not part of the Senate Executive Committee and at least two (2) Faculty members. Selection of the Chair shall be voted on by standing members of the committee and ratified by the Senate Executive Committee, as outlined by Article I, Section 5. Subsection D. Standing members shall be appointed by the Committee on Committees. The total number of committee members, including the Chair, shall be an odd number representing a variety of departments.
2. If any member of the Committee on Elections wishes to be a candidate for a Senate Executive position, then that member must vacate their seat on the Committee on Elections prior to announcing their candidacy.

B. Duties:

The Committee shall be responsible for:

1. Establishing election procedures.
2. Identifying vacancies, election procedures and recruitment strategies for filling Senate vacancies.
3. Conducting all opinion polls that are initiated by the Senate.
- ~~4. Reporting election results to the Senate Executive Committee in a timely manner.~~
4. Resolving cases when there is doubt regarding election results, the eligibility of a candidate to run for office, membership in the Senate or membership status of the electorate.
5. Supervising and administering elections for all Senate offices

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ARTICLE VII PROFESSIONAL DUES

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SECTION 1 – PARLIAMENTARIAN:

There shall be a Parliamentarian appointed by the Senate President serving at the pleasure of the President, in alignment with the Academic Senate for California Community College (ASCCC) bylaws and policies. The Parliamentarian's role shall be to give advice on parliamentary procedure to the Senate President, Senate Officers, Senate standing committees, and Senate members. The Parliamentarian may not serve while in non-faculty administrative roles, on a Leave of Absence, or on Sabbatical. If a senator is appointed to the Parliamentarian position, then the senator vacates their seat.

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SECTION 1 – PARLIAMENTARY PROCEDURES:

Parliamentary procedure that is not covered by these Senate Rules shall be determined according to the latest edition of "Robert's Rules of Order" in accordance with the "Brown Act."

Presented to the Academic Senate: April 5, 2021

Approved by the Academic Senate:



SAN DIEGO MESA COLLEGE ACADEMIC SENATE
7250 MESA COLLEGE DRIVE, SAN DIEGO, CA 92111-4995 (619) 566-2753 FAX (619) 566-2929

Resolution 2021.3.2 – Proposed Changes to the Program and Course Approval Handbook (PCAH): Andrew Hoffman

Move:

Second

Whereas, the 7th Edition of the Program and Course Approval Handbook (PCAH) eliminated the category of non-substantive revisions to programs, thus treating any revision, no matter how minor, as a substantive revision; and,

Whereas, minor changes to a single course (e.g., title change or unit count) or program may trigger changes to dozens of programs, each program's re-application consisting of three to five documents, including:

- The proposed revision itself (previously the only required document for non-substantive revisions)
- Program application narrative
- Articulation documentation (for transfer programs)
- Minutes of approval from industry advisory committees (for CTE programs)
- Labor market data (LMI) studies (for CTE programs)
- Regional Consortium recommendations (for CTE programs);

and,

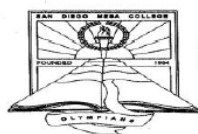
Whereas, minor changes to a single course may result in required documents to be produced and vetted by organizations external to the college, thus often adding several months to the approval process; and,

Whereas, the extended time and administrative burden associated with generating these documents effectively prevents or strongly dissuades the faculty from updating curriculum to assist equity efforts and meet the educational needs of students, industry, and transfer institutions; be it therefore

Resolved, that the Mesa College Academic Senate work with the other academic senates in the SDCCD to voice their support for the immediate reinstatement of the non-substantive revisions category to the 8th edition of the PCAH and to develop a resolution urging the ASCCC Senate Executive Committee to work with the Chancellor's office in order to implement this reinstatement.

Present to the Academic Senate: April 5, 2021

Approved by the Academic Senate:



SAN DIEGO MESA COLLEGE ACADEMIC SENATE
 7250 MESA COLLEGE DRIVE, SAN DIEGO, CA 92111-4998 (619) 388-2733 FAX (619) 388-2929

Resolution 2021.3.3 – Academic Senate Support for Including the Green Revolving Fund in the Mesa 2030 Plan: Mary Gwin

Move:

Second:

Whereas, San Diego Mesa College as the Leading College of Equity and Excellence is committed to sustainability and equity as crucial values recognizing that sustainability is an equity issue; and

Whereas, San Diego Mesa College Academic Senate recognizes that effective climate action will require impactful changes to be made in every greenhouse gas emitting institution, including San Diego Mesa College; and

Whereas, San Diego Mesa College Academic Senate recognizes a need for student involvement within the implementation and development of Mesa's long term goals and mission; and

Whereas the San Diego Mesa College Academic Senate recognizes the importance of the Green Revolving Fund as a vehicle for campus sustainability and student empowerment to address the climate crisis, and

Resolved that, the San Diego Mesa College Academic Senate advocates for the inclusion of the development and implementation of the Green Revolving Fund in all applicable campus initiatives as a way to support the inclusion of student-led projects focused on addressing sustainability issues.

Presented to the Academic Senate: April 5, 2021

Approved by the Academic Senate: