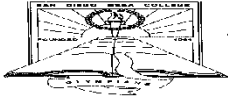




SAN DIEGO MESA COLLEGE ACADEMIC SENATE
7250 MESA COLLEGE DRIVE, SAN DIEGO, CA 92111-4908 (619) 368-2733 FAX (619) 368-2929

**SAN DIEGO MESA COLLEGE
ACADEMIC SENATE**
Virtual Meeting
March 15, 2020: 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:** February 8, 2021 (Please send your changes to Sue Saetia @ ssaetia@sdccd.edu)
- VI. GUEST:**
 - A. Vice President of Instruction (VPI) Isabel O'Connor:**
- VII. COMMITTEE REPORTS:**
 - A. Senate Executive Committees:**
 - 1. Academic Affairs Committee: Chair Oscar V. Torres (1 Minute)
 - 2. Professional Advancement Committee (PAC): Chair Janna Braun (1 Minute)
 - 3. Committee of Chairs (COC): Chair of Chairs Terry Kohlenberg (1 Minute)
 - 4. Curriculum Review Committee (CRC): Faculty Co-Chair Andrew Hoffman (1 Minute)
 - 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:** None
- IX. NEW BUSINESS:**
 - A. CDAIE 13 Point Strategic Plan for Racial and Social Justice on Campus:** Sundayo
 - B. Early Withdrawal Petition Requests – Vice Chancellor Topham:** Velez
- X. SENATE EXECUTIVE OFFICER REPORTS:**
 - A. President Elect:** John Crocitti (No Report)
 - B. Vice President:** Howard Eskew (1 Minute)
 - C. Secretary:** Holly Jagielinski (1 Minute)
 - 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 (10 Minutes)
- XI. ROUND TABLE TOPIC: Zoom Meeting Security** (Mesa Press Article: [LINK](#))
- XII. ANNOUNCEMENTS:**
 - A.** Please encourage your Students to participate in the 2021 Mesa College Research Conference: ([LINK](#))
 - B.** The next Academic Senate meeting is March 15, 2021 2:20PM – 4:20PM.
 - C.** The next Academic Affairs meeting is March 8, 2021 from 4:15PM – 5:30PM.
 - D.** The next Committee of Chairs (CoC) meeting is March 10, 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](#))
- XIII. ADJOURNMENT:**



SAN DIEGO MESA COLLEGE ACADEMIC SENATE
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**SAN DIEGO MESA COLLEGE
 ACADEMIC SENATE
 Virtual Meeting
 March 1, 2020: 2:20PM – 4:20PM
 AGENDA
 Draft**

Present:

Academic Senate President M. Velez C. Allbee, I. Arguelles-Ibarra, J. Braun, M. Brewer, J. Crocitti, N. Dougherty, H. Eskew, R. Fremland, V. Gerace, L. A. Gibson, A. Gurganus, M. Gwin, B. Hoefer, A. Hoffman, S. Hughes, C. Huynh, H. Jagielinski, G. Johnson, J. Johnson, I. Kanevsky, C. Katungi, J. Keller, G. Kim, T. Kohlenberg, K. Lacher, C. López, D. Miyoshi, K. Naimark, R. Nichols, A. Primoza, A. Reuss, R. Sanchez, J. Sardo, K. Secor, L. Seiger, J. Sundayo, G. Svoboda, O. V. Torres and K. Wait, W. Wesley and
Guests K. Choi, A. Moctezuma, T. Mayasa and A. Schougard

Absent:

E. Adelson, H. Browne, R. Escamilla (Proxy to R. Ramnali), S. Shi, I. Stojimirovic (Proxy to K. Naimark) and L. Wade

- I. CALL TO ORDER & WELCOME** by Academic Senate President Manuel Vélez @ 2:22PM.
 Parliamentarian – Veronica Gerace/Speaker Coordinator & Timekeeper – Veronica Gerace

II. APPROVAL OF DRAFT AGENDA:

A. President Manuel Vélez is removing the New Business item.

B. Mary Gwin requested moving the Round Table Topic "Zoom Meeting Security" to immediately following Old Business and moving Committee Reports to immediately following the Round Table Topic.

Motion to approve to the new order for the agenda items:

M/S

Gwin/Kohlenberg

UNANIMOUS

Motion to approve with changes from President Manuel Vélez and Mary Gwin:

M/S

Crocitti/Hoffman

UNANIMOUS

III. PUBLIC PRESENTATIONS:

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

B. Classified Senate Representative: Vice President Eva Parill

As reported by Eva Parill:

1. At our most recent meeting, we invited Tasha Frankie to present about Competency Based Education. We're looking forward to learning more about how we can support this instructional strategy.
2. We also recently facilitated a workshop about our Classified Senate Scholarship, which is available to full-time and part-time employees. We hope you will spread the word, if you have any students who work part-time at Mesa, they are eligible to apply.
3. Looking forward, we're also looking at planning a fundraiser for spring, and some additional professional learning opportunities.

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.

V. APPROVAL OF DRAFT MINUTES: February 8, 2021

Motion to approve:

M/S

Gibson/Braun

UNANIMOUS

VI. GUEST(s): None

VII. OLD BUSINESS:

A. Administrative Policy (AP 5104) Contract Education: Hoffman (Vote - Second Revision)

1. Andrew Hoffman reported the document was updated to address concerns expressed by our union (American Federation of Teachers).
 - a. The revisions have been accepted by American Federation of Teachers (AFT).
 - b. It was approved by the Mesa College Curriculum Review Committee (CRC) last week.
2. Carlynne Allbee said this is not a new concept and Mesa College informed industry in the past that we can create a course for them and she is comfortable with the document.
3. Gloria Kim's Comments:
As reported by Gloria Kim:
"We are an academic institution, not a business, not a corporation where we have contractors that can be sent out for hire; our work, our content should not be treated as a product to be purchased by private enterprises, which is essentially what this resolution appears to proposes. As professors, our classroom space, comprised of folks from all walks of life is essential. The idea of having people come to our campus, and sit in classrooms with our students is to ensure they actually interact with a diverse population. Having our instructors be contracted out allows private entities to sit in their comfort zone, for their convenience. I know it was mentioned previously that there is precedent in continuing ed. If that is the case, that means its already in place for specific courses, and I don't see why we to open up all of our courses to this potentiality with AP 5104."
4. Katherine Naimark said her department would like to find out if AP 5104 can make it possible for Students with financial means to have access to a course at the expense of Students without financial means.
 - a. Andrew Hoffman said that is not part of the policy.

Motion to approve:

M/S

Kohlenberg/Eskew

31 Approved
2 Disapproved
3 Abstained

B. Competency Based Education (CBE) – Support for Mesa College Application for State Pilot Program: Vote

Dr. Tasha Frankie's PowerPoint Presentation: [LINK](#)

1. President Manuel Velez reported the CBE Pilot Application issue was presented to other shared governance groups and the Academic Senate for CA Colleges (ASCCC).
 - a. The ASCCC did not support CBE, but we do not need to have ASCCC's approval to apply to be part of the pilot.
2. Tasha Frankie:
 - a. CISC, GIS and Fashion have expressed an interest in CBE.
3. John Crocitti:
 - a. John asked how you would assess competency.
 - Will there be standardized competency evaluation and course syllabi.
 - b. Guided Pathways wants our Students to graduate or earn a certificate in two years.
 - CBE gives Students more time.
 - c. We need to stop chasing grant money.
4. Andrew Hoffman:
 - a. Andrew reported the American Federation of Teachers (AFT) does not support CBE and he supports AFT's position.
 - b. Andrew is concerned about the possible negative impact on the level of professionalism of our Faculty.
5. Mary Gwin:
 - a. Mary said there are so many unknown about CBE that were discussed at the AFT meeting and CBE will not work for all disciplines.
6. Ina Kanevsky:
 - a. Inna said the CBE model is very different from what we do and community colleges are not the appropriate institutions to adopt CBE.

7. Dina Miyoshi:
 - a. If we are voting on whether to participate in the pilot, it's important to focus on the CCC pilot application and documents.
 - b. The second part of the pilot is focused on selecting the program for the pilot and there is no mention of program faculty involvement in this process. This also indicates the program is not preselected.
 - c. The first part of the pilot requires Academic Senate to pass a resolution supporting the development of CBE programs. The CCC documents do not state that this resolution pertains only to this pilot. This seems backwards to me. This should be coming at the end of the pilot if we deem it to be successful, not at the beginning.
 - d. The last part of the pilot is labeled, "Successfully launch a CBE program", implying this pilot is already deemed successful before it has even begun. My concern is that this is more of an implementation plan rather than just a pilot.
 - e. The application requires a CBE implementation committee charter be established prior to applying and the Academic Senate should be involved in and informed of the creation and composition of this committee, as indicated in the CCC documents.
8. Oscar V. Torres:
 - a. Oscar said we need to ask the question should our institution be used to experiment with our Students' education.
9. Rob Fremland:
 - a. Rob asked if this obligates us to adopt the CBE's grading model.
 - President Manuel Velez said being part of the pilot does not obligate us to adopt the CBE grading system.
10. Walter "Duane" Wesley:
 - a. Duane said the more I read about CBE, the more potential I can see.
 - It reimagines grading, which can be arbitrary, and create an obstacle to our Students' abilities to succeed.
 - CISC will start using the CBE model for some of our classes.
 - San Diego Unified School District (SDUSD) has adopted CBE and their Students may be expecting it at Mesa College.
 - They are trying to find out which programs would be the best fit.
 - This is an experiment and all the questions and answers about CBE are not known yet.
 - It dials in on flexibility that can give our Students flexibility.

Motion to approve:

M/S

Eskew/Seiger

14 Approved
19 Disapproved
3 Abstained

C. Resolution 2021.2.1 - Proposed Academic Senate Constitutional Changes for Bringing Issues Forward:

Academic Affairs Committee Chair Oscar V. Torres (Discussion & Vote) Tabled on February 8th due to time constraints.

1. The Academic Senate Exec Committee asked Academic Affairs to review the constitutional inconsistencies in the process that Faculty Members need to follow to bring issues forward to the Academic Senate.
 - a. Carlyne Allbee said the City College Academic Senate Exec Committee now has an Adjunct Faculty Representative and she would like the Mesa Academic Senate Exec to also have an Adjunct Faculty Representative.

Motion to approve:

M/S

Torres/Gwin

1 Abstained
 Primoza

VIII. NEW BUSINESS: None

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

A. President Manuel Velez:

1. Asian Pacific Islander and Blacks Studies Zoom events were attacked.
2. We are in the process of reactivating the Faculty Assessment Committee on Threats (FACT) partly in response to the Zoom Attacks.

B. Brian Weston - San Diego Community College District (SDCCD) Online:

1. Brian reported the district will try to encourage Faculty to use the current Zoom Security Features.
2. You can allow only invited attendees to unmute and speak during a meeting.

3. Instructional Security Features:
 - a. Faculty can use the Zoom feature to not allow Non Students to enter the Zoom classroom.
 - b. You can designate that only registered Students can chat with the Faculty Member.
 - c. One of the Webinar features will allow Faculty to restrict Zoom classroom attendance to only attendees with sdccd email accounts.
- C. Candace Katungi:
 1. I was present during both attacks.
 - a. The attacks were Anti-Asian, Anti-Black and Anti-Semitic.
 - b. The attacks were triggering for me in the moment and I am still impacted by it.
 2. We have to address real incidents of hate in the district as they are happening.
 3. How do we come together and respond together after a similar incident?
 4. It was outrageous and we had to immediately figure out how to shut it down.
 - a. This was a serious attack.
 5. All disciplines and all members of our community need to come together and figure out how to stop it and how to respond as a community.
- D. Katlin Choi:
 1. Katlin was present during both attacks.
 2. It was an attempt to stop the education of our Students about minority communities that are not currently taught in the K-12 system.
 3. We identified at least four (4) attackers who were using different Zoom Bombing attack methods before we were able to suspend the activity.
 4. We invest a lot of emotional labor into creating these events for our Students.
 5. We need to make sure we address this and determine how we can support our Students in the moment.
- E. Alessandra Moctezuma:
 1. This was not just a prank.
 - a. It was a racist hate crime that must be reported to the City Attorney and the Anti-Defamation League.
 2. Alessandra reported she was personally attacked in the past in response to a Mesa College Art Gallery sponsored Black History Month event.
 - a. They said these events indoctrinate our Students.
- F. Cesar Lopez:
 1. The attacks happened in a way that really impact Instruction.
 2. The attacks were Anti-Asian, Anti-Black and Anti-Semitic.
 3. The attacks were coordinated with multiple assailants.
 4. This is an Instructional issue.
 5. We do not have the capacity to deal with it.
 6. This is happening in specific classes with an agenda.
 7. Can Hate Crimes Statutes that allow agencies beyond our district College Police to investigate be part of the investigation?
 8. White supremacist fliers were posted outside the Mesa College Academic Senate Office, inside the Black Studies and Chicano/a G103 Office and around campus prior to the pandemic.
- G. Thekima Mayasa:
 1. The attacks were multi-faceted and at least five (5) methods were used.
 2. We notified College Police.
 - a. College Police said it was a hoax.
 3. We were able to review the meeting recording.
 - a. The suicide video was used before.
 4. We do not have the capacity/tools to identify the IP addresses of the assailants.
 5. Attackers can find out who we are.
 6. Attackers can change their names online.
 7. The names the attackers displayed are not the names of Student who are part of our database.
 8. We need to have serious conversations and be committed to immediate action.
 9. The attacks were targeted to Ethnic Studies, but anyone can be attacked and attacks can expand beyond the Zoom environment.

H. John Crocitti:

1. Do we know if the assailants are Students or Non Students?
2. Were there face to face attacks before the pandemic?
3. These attackers can find ways to overcome Zoom security features.

I. Leslie Seiger:

1. We have to include Faculty Members too.
 - a. I have heard Faculty make Anti-Muslim comments.

J. Inna Kanevsky:

1. Those being attacked cannot defend themselves alone and they need everyone's support.

K. Oscar V. Torres:

1. Negative Zoom events are an inherent part of online classes.

L. Judy Sundayo:

1. These attacks need to be called hate crimes.
2. I support Candace Katungi and the other victims.
3. We will work together to minimize the impact of these attacks.

M. Veronica Gerace:

1. Mesa College needs to have an internal component.
 - a. We need to have people assigned to maintaining the security of events, while the event hosts lead the events.

N. Ramnali Rodrigo:

1. The assailants are using Zoom's current features to conduct attacks.
 - a. For example, they are playing sound to allow their screens to be shared on the main screen.

Motion to extend the discussion 10 additional minutes:

M/S

Katungi/Gwin

UNANIMOUS

Motion to extend the discussion five (5) additional minutes:

M/S

Gwin/Lacher

**4 Opposed
1 Abstained**

X.**COMMITTEE REPORTS:****A. Senate Executive Committees:**

1. Academic Affairs Committee: Chair Oscar V. Torres
 - a. The committee met last Monday and we discussed the next constitutional item we need to review and update.
 - We have a group of committee members who will work on the project.
 - b. Another group of committee members are working on a position paper on Academic Integrity & Honesty in the Virtual Environment and developing strategies to minimize cheating.
 - c. Please feel free to contact an Academic Affairs Committee member if you want an issue to be addressed.
2. Professional Advancement Committee (PAC): Chair Janna Braun
 - a. The last spring 2021 salary advancement deadline is March 10th.
 - b. The spring 2021 sabbatical application deadline is March 3rd @ 5:00PM.
 - You must email your application directly to jbrown@sdccd.edu.
3. Committee of Chairs (COC): Chair of Chairs Terry Kohlenberg
 - a. We held a joint meeting with the Administrators last Wednesday.
 - We discussed Enrollment Management.
 - We also shared creative and flexible class scheduling that some programs have developed to try to meet the needs of Students.
 - We also discussed possible strategies for bringing classes back on campus.
 - * Department Chairs will work with their School Deans to determine which classes need to return to campus and how to bring classes back on campus.
 - * We will need to coordinate with Facilities Services.
 - * Please contact your Department Chair if you have recommendations regarding which classes need to return campus first.
 - Full return to campus will most likely not occur in fall 2021 or spring 2022.
 - We should receive fall 2020 roll forwards in about a week.

4. Curriculum Review Committee (CRC): Faculty Co-Chair Andrew Hoffman

As reported by Andrew Hoffman:

- Please see Juliette Parker, Mesa's Articulation Officer, at the start of any curriculum project, but especially for ADT revisions. Any ADT revision must conform to the latest TMC, and these come out without notice. You may wind up putting in a lot of work on curriculum that will be wasted time if you don't have the current template.
- Spring is the ideal time for faculty to start working on curriculum. Don't wait until late September or October as the catalogue deadline comes quickly then.
- A key problem that adds to the time required to work curriculum is a change in policy statewide. The 7th edition of PCAH -- which governs how curriculum is written and approved -- has removed the distinction between substantial and non-substantial program changes. This means that any and all changes to programs are treated as substantial. Changes to non-CTE programs will need a new narrative before approval, no matter how slight the change. Changes to CTE programs will not only need narratives, but a Centers of Excellence report, advisory committee minutes showing approval, and Region X approval. These changes work against innovation and responsiveness to student need; this is a statewide problem. We're lobbying for the 8th edition of PCAH to return to the substantial/non-substantial change distinctions.
- Continuing Ed has changed its name to the San Diego College of Continuing Education. I consider this false advertising as, with only rare exceptions, CE courses are non-credit and do not articulate or transfer. I am afraid that this will cause a lot of confusion for students who may think they're enrolling in a real college when it's not. Nothing can be done now though as this has been approved by the Chancellor and the Board of Trustees. I will also be on the lookout for "mission creep" by Continuing Education.

5. Program Review Committee (PRC): Acting Faculty Co-Chair Dina Miyoshi

- a. 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:

- CDAIE collaborated with the Diversity Committees at Miramar, City, CE and the District Office to host the internationally recognized speaker **Dr. Joy DeGruy** on Post-Traumatic Slave Syndrome on Monday, March 8th.
- ZOOM Bombings plagued a number of events sponsored by our campus, notably recent Black Studies and Asian-Pacific Islander events. CDAIE chair facilitated a follow-up discussion
- The Committee submitted the updated multiple-measures report to the District for inclusion in the annual **District EEO Report**, which in part determines EEO funding to our District from the State.
- **The 13 Point Strategic Action Plan for Racial and Social Justice at Mesa College** was presented to the President's Cabinet on Feb. 16; was discussed at the Senate's BLM Taskforce, will be discussed at PIEC on March 3rd, and will be presented to Senate soon
- CDAIE co-sponsored a **Propelled by Protests** event last week on **"Empowering the Black Family"** and focused on resources available to students, through our LRC; upcoming **"Knowing Your Rights When Approached by Police"** on March 11th from 11 am -12:30 pm and **"Protecting Your Rights"** on March 25th from 11 am - 12:30 pm
- CDAIE is also co-sponsoring a Propelled By Protests FLEX on-going workgroup this spring on **"Best Practices in Developing and Delivering Intentional Equity-Minded Assignments and Effective Student -Faculty Interactions"**
- CDAIE will meet for the second time this spring, on **Friday, March 5th**, from 9 - 11 am. 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

As reported by Marisa Alioto:

FLEX Meta-majors Activity 1/27/21

- In this workshop, we looked at data, shared ideas via a jamboard activity, and in small group discussions, we:
 - Created a shared understanding of what meta-majors are/are not and discussed the benefits for the campus and our students
 - Shared next steps and communication plan for completion of the meta-majors by the end of Spring 2021
 - The information collected will be analyzed in our next MPC meeting
- Video of the FLEX activity is available online: <https://sites.google.com/view/spring21convocation/take-action/mesa-pathways?authuser=0>

MPC Retreat 2/5/21

- Attendees: MPC + our new Mesa Pathways Fellows
- As an activity, we broke into small groups to create a picture of what we envision the student's journey can look like through a Pathways lens. We then came back together and examined the commonalities, what wasn't captured, and what the priorities of MPC and the campus should be, and will be discussed at our next MPC meeting.

Mesa Mixers: Meta-Major Explorations (ongoing)

Led by Ian Duckles and Cynthia Rico from the Guided Majors and Mapping Workgroup, mixers focused on meta-majors will continue to be offered on a weekly basis through March. So far, mixers have occurred on February 16 and 22, with a total of 19 faculty from 14 disciplines, as well as 3 counseling faculty present at the mixers. Pathways Fellows have also been actively participating and providing the student voice in these discussions.

We invite faculty to participate in our upcoming **Mesa Mixers: Meta-Major Explorations**

- March 3, 2:00 - 3:30pm
- March 12, 11:10am-12:40pm
- March 18, 3:00pm - 4:30pm
- March 22, 8:00am - 9:30am

SOAA Submitted - The Guided Pathways Self-Assessment has circulated through all of the governance groups, was approved by the President's Cabinet, and was submitted to the Chancellor's Office prior to today's (March 1st, 2021) deadline. Thanks to all who participated in this important process and many thanks to Howard Eskew for coordinating this effort.

Pathways Project Funding

The **Mesa Pathways Committee** is making up to **\$50,000** available to fund projects related to advancing our Mesa Pathways efforts here on campus!

- Projects must relate to Mesa Pathways efforts by identifying which of the four pillars of Pathways it relates to (Clarify the Path, Enter the Path, Staying on the Path and Ensure Learning).
- Funding will not be granted for food, travel, or events.
- The maximum award amount will be \$5,000.
- Recipients do not have to have funds spent by the end of spring 2021 semester.

Deadlines:

- Proposals must be submitted by **March 15, 2021.**
- Recipients will be announced and notified on **April 5, 2021.**

MPC Funding Form, Application Rubric, Timeline, and additional information can be found on our website:
<http://www.sdmesa.edu/mesa-pathways/pathways-projects.shtml>

Next MPC Meeting: Wednesday, March 10th from 12:45pm - 2:15pm

3. Other Committee Reports:

- a. Ethnic Studies Task Force: Cesar Lopez
 As reported by Cesar Lopez:
 "Good afternoon Senators and guests:

- The 2nd CCC Ethnic Studies Summit was hosted on Friday, January 8, 2021 by the San Diego Mesa College Black Studies and Chicana/o Studies Departments. We had 232 people register and over 70 CA community colleges represented at the ES Summit. The goal of the ES Summit was to continue the regional and statewide work of the CCC ES Faculty Council to expand the networks and institutional support for Ethnic Studies across the California community colleges. The ethnic studies faculty from across the state are working to support the recommendations of the ASCCC in support of ethnic studies.
- The Mesa College ESTF provided a recorded video presentation for the Mesa College spring 2021 convocation. This presentation is available for the campus community to view in the spring 2021 Convocation website.
- On Friday, February 26, members of the ESTF attended a statewide C-ID meeting held to discuss the creation of a TMC (Transfer Model Curriculum) in Ethnic Studies. The meeting was well attended and a second meeting has been scheduled. The discipline faculty in ethnic studies from across the CCCs are in favor of moving forward in creating a TMC in Ethnic Studies."

- b. Black Lives Matter Task Force: John Crocitti
February 26th meeting report by John Crocitti:
 - Reviewed CDAIE's 13-Point Plan; attendees suggested changes; Judy Sundayo recorded the suggestions and will try to incorporate them into the plan; the 13-Point Plan took up almost the entire meeting.
 - There was a brief discussion of what happened during recent Zoom bombs; a Security/Threats Senate Committee is being restarted to address uptick in hateful behavior in Zoom meetings and in classes.

XI. SENATE EXECUTIVE OFFICER REPORTS:

A. President Elect: John Crocitti

1. Carlynne Allbee shared a flier being circulated around the neighborhood surrounding Mesa College expressing concern about housing in the neighborhood for Mesa College Students before the last Academic Senate meeting.
 - a. John Crocitti said this flier is an overreaction.
 - John Crocitti reported the Mesa College 2030 Project/10 Year Plan is looking at ideas to ensure our Students have access to housing.
 - * We may consider entering into contracts with apartment complexes in the area for Student Housing, but we are not considering creating mini dorms in houses near campus at this time.

B. Vice President: Howard Eskew (No Report)

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. Districtwide Policing Task Force:
 - a. The task force met during fall 2020 and developed the following recommendations:
 - Continue the Districtwide Hiring Freeze that includes College Police Officers.
 - * The district hired four (4) new Police Officers because we were spending more to pay for overtime than we will for hiring new officers.
 - b. Explore the creation of a Crises Responder Position who does not carry a gun.
2. Chegg:
 - a. Our Students are using Chegg to cheat.
 - b. Manuel apologized for inadvertently encouraging Faculty to send their syllabi to Chegg.
3. Reviving the Faculty Assessment Committee on Threats (FACT):
 - a. Thank you to Kim Lacher for the suggestion.
 - b. We will be looking for committee members to serve.
4. Academic Senate Elections:
 - a. Please vote online next week.

XII. ANNOUNCEMENTS:

- A.** The next Academic Senate meeting is March 15, 2021 from 2:20PM – 4:20PM.
- B.** The next Academic Affairs meeting is March 8, 2021 from 4:15PM – 5:30PM.
- C.** The next Committee of Chairs (CoC) meeting is March 10, 2021 from 2:30PM – 4:00PM.
- D.** The next Professional Advancement meeting is March 3, 2021 @ 2:30PM.
- E.** Please donate to the Resiliency Fund to keep the dream of a higher education alive for our Students. ([LINK](#))
- F.** Please donate to the Stand and help our Students succeed. ([LINK](#))

XIII. ADJOURNMENT @ 4:21PM.

Motion to adjourn:

M/S

Fremland/Allbee

UNANIMOUS

Submitted by: Sue Saetia

CDAIE

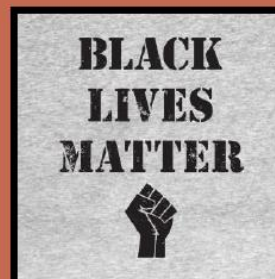
Committee for Diversity Action, Inclusion & Equity

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

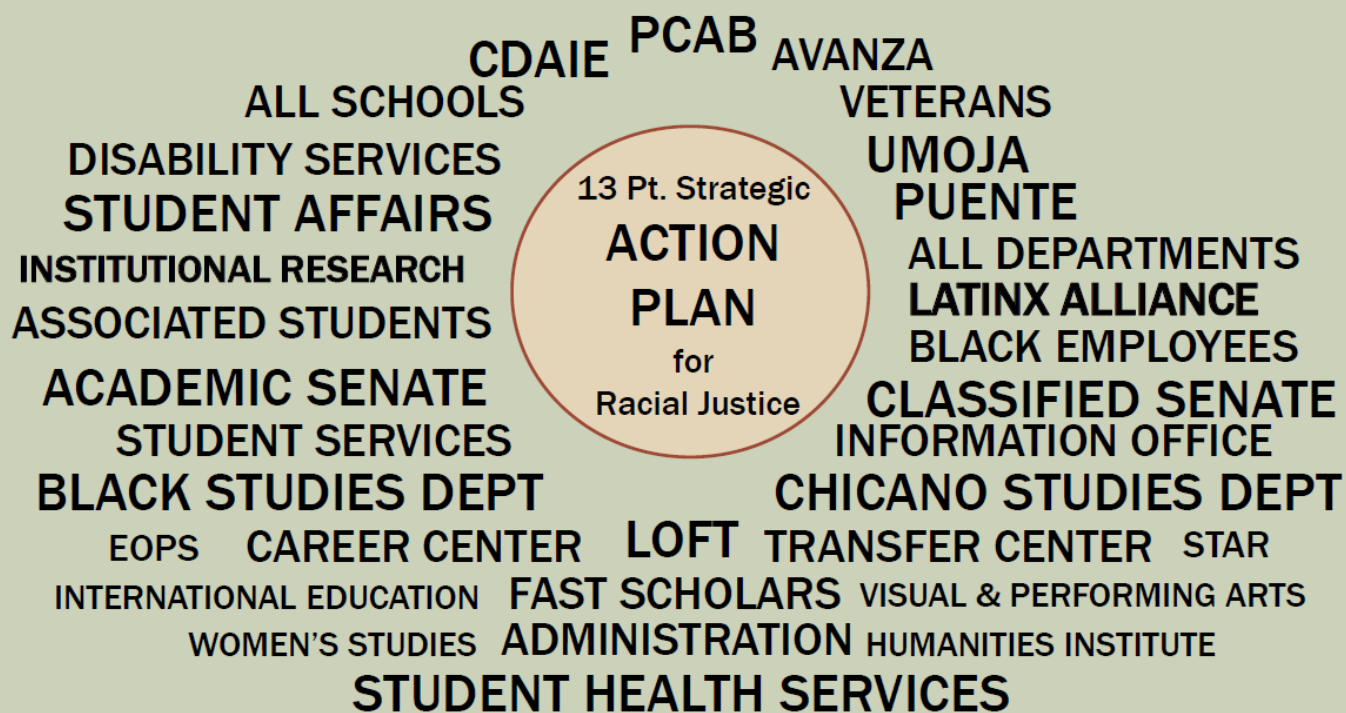
- Include Intra-Campus DEI Evaluations by Students, Faculty, Classified Professional Staff & Administrators
- Include DEI Classroom, Department, School & Administrative Audits or Score-Cards
- Include the Campus-wide Campus Climate Survey Results
- Include Independent (*External*) DEI Evaluation Results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



EARLY 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.

