

Welcome to the Academic Senate

The Academic Senate is the voice for the faculty on all matters related to curriculum and academic standards. In its simplest form, the Academic Senate is the main source for faculty recommendations on anything related to our students. In technical terms, faculty have purview over any item related to the "The Ten Plus One," a detailed list of 10 items and a general "+1" which are outlined in Title 5 (state law) and shared on the next page of this agenda.

Purpose

The Academic Senate shall serve as the representation of faculty whenever consultation or interaction for making recommendations in the areas of curriculum and academic standards with the District or the college administration is necessary. Unless it is directly under the authority of the faculty bargaining agent, [SBCCDTA](#). This is in accordance with, [Education Code §70902 \(b\)\(7\)](#) "...the governing board of each community college district shall... ensure the right of academic senates to assume primary responsibility for making recommendations in the areas of curriculum and academic standards."

The local Academic Senate relies on the State-Wide Senate, [ASCCC \("A. S. triple C"\)](#), for recommendations and state-wide representation.

Primary Recommending Body

Academic Senate recommendations take precedence. California State Law, Title 5, gives the senate its powers. Please read the law in full here: [Title 5 § 53203 - Powers](#)

"[O]nly in exceptional circumstances and for compelling reasons will the recommendations [of the academic senate] not be accepted. If a recommendation is not accepted, the governing board or its designee, upon request of the academic senate, shall promptly communicate its reasons in writing to the academic senate."

[The Brown Act](#)

[Motions and Rules of Order](#)

[Meeting Norms](#)

Meeting Information

Date October 18, 2023

Time and Location

3-4:30 PM - LRC 226

Next Meeting

November 1, 2023
LRC 226 3-4:30 PM

Meeting Outline

- Announcements
- Kudos
- Public Comment
- Main Business
- Future Business and Updates
- Reports

APs and BPs

Please see the [Academic Senate pages](#) of the Crafton Hills College website for explanations of [Administrative Procedures and Board Policies](#), commonly called "APs and BPs".

Direction of Work

Faculty guide the work of implementing, when deemed pedagogically appropriate by faculty, Strategic Directions and Student Equity Goals in areas related to academics and curriculum. The Ten Plus One helps us ensure that faculty are the main source of recommendation for anything related to student support, instruction, and preparation. In short, the Ten Plus One lists everything for which faculty are responsible; the Strategic Directions and Student Equity Goals help organize our work based on the needs of the students.

The 10 + 1

Strategic Directions

1. Student Access & Success
2. Inclusiveness
3. Best Practices for Teaching & Learning
4. Enrollment Management
5. Community Value
6. Effective, Efficient, and Transparent Processes
7. Organizational Development
8. Effective Resource Use and Development

1. Curriculum, including establishing prerequisites.
2. Degree and certificate requirements.
3. Grading policies.
4. Educational program development.
5. Standards or policies regarding student preparation and success.
6. College governance structures, as related to faculty roles.
7. Faculty roles and involvement in accreditation processes.
8. Policies for faculty professional development activities.
9. Processes for program review.
10. Processes for institutional planning and budget development.
11. +1: Other academic and professional matters as mutually agreed upon.

Student Equity Goals

1. Create a research agenda to analyze and understand disproportionate impact.
2. Promote high engagement teaching, service, and support throughout the college
3. Create clear pathways to promote completion and success.
4. Create cohorts and student communities to promote learning and success.

*To ensure faculty guide the work of Academic Senate, comments and questions will be addressed in the following order **1) Senators** **2) Non-senator faculty**.*

Administration may be called upon to offer further context.

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Members (23-25)

(Bold = Present)

	SINS	LAAS	Career Ed & Human Dev.	Student Services & Counseling	Senators at Large	Part-Time Senators
Total Seats	9	8	5	4	4	4
Available Seats	1	1	1	3		3
	Bailes, Brandi	Andrews, Breanna	Clements, Kristen	Macamay, Mariana		Gonerig, Kyle
	Brink, TL	Diponio, Gwen	Grounds, John	Grabow, Jimmy		
	Estrada, Joshua		McLaren, Meridyth			
	Hellerman, Steve	Guevara, Andrew	Serrano, Thomas			
	Juan, Shirley	Jaques, Paul				
	Olivera, Chris	Lopez, Natalie				
	Rippy, Scott	Reichert, Nicholas				
	Robertson, Jillian					
	Williams, Gary					22/12

Guests:

Admin: Kristina Hannon, Kevin Horan, Delmy Spencer

Student Senate:

Agenda Items

Preliminary Business

Item	Start Time and Duration in Minutes	Content
Call to Order	3:00	AS President Meridyth McLaren called the meeting to order at PM
Administrative Reports	3:05 5 Minutes	<p>Kevin: A very positive change on district budgeting practices. In the past when positions were vacant we have had what we call salary saving and it would get swept up in the district budget via an admin hold. This means that we can track any salary savings. Phase 2 will be working with the district to hang on to salary savings to support the college goals. We will have money to allocate out to the Educational Master Plan, which will mostly be done through PPR. Part of this was increasing the budget to AS to be able to double our plenary attendance budget. This is a great thing for the college to address critical needs. Phase 3 is to carry over funds through fiscal years. This would allow a small local reserve.</p> <p>Project finding Dr. Sharron Fieldstone. Workforce wellness project, working with U or R and a regional wellness mental health group. We are looking for 25 volunteers to work for workforce wellness. This will be based on the 8 dimensions of wellness assessments. It's not therapy or career coaching, but it could lead to a referral or expansion into other areas. We are trying to find a way to better support our employees.</p> <p>Delmy: Closing the loop on students with preferred name in diploma, but not transcripts. Students can ask for a new copy with a new name but they would have to pay for it.</p> <p>Wurtz: Nothing.</p>

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Announcements (3 minutes)	3:10	<p>There were many instances of cheating during the last PD scavenger hunt. Jillian, Meridyth, and Andrew have all confirmed that they sabotaged the success of others, namely Brandi and Natalie. Thanks, Kashaunda for organizing it!</p> <p>There is a water polo game right now.</p> <p>We had the highest turn out of any production for the halloween show. There were over 300 people.</p> <p>OBOC - We have the date for the field trip on Saturday November 18th via Metrolink with lunch provided.</p>
Statements from the public 3 per speaker 15 minutes max	5 minutes	None.
Kudos and Comradery - Highlighting Faculty Work and Open Discussion	3:15 5 Minutes	Kudos to Paul for an awesome show! Ryan Harrold for helping us get a fire engine donated to us. Kudos to all of our safety services for coming down to the child dev center for safety week. Kudos for fire for supporting the girl scouts group tomorrow. Kudus to Jillian for getting art supplies. Kudos to Brandi's student for her awesome unit circle song.

Main Business

Item and Presenter	Approximate Start Time and Duration in Minutes	Prep Material	Goals and Notes	Examples of Actions	10+1, Strategic Directions, and Equity Goals Focus
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<p>Approval of Minutes - McLaren</p>	<p>Start 3:20 3 Minutes</p>	<p><input type="checkbox"/> Minutes October 4, 2023</p> <p>Note: Anyone can add a comment if something needs to be edited. Make sure the attendance record is accurate. Bylaws say senators will be dropped after 3 absences. Check to ensure motions are accurately reflected in minutes.</p>	<p>Assess the written record of our meeting to be sure it reflects the discussions and voting in the last meeting. Be sure to double-check your own votes, attendance, discussions, motions, etc.</p> <p><i>"They are amusing if nothing." - AS President, Meridyth McLaren</i></p>	<p>Motion: to approve the minutes (Jaques and Grounds) - Past unanimously</p>	<p>10+1: 7 SD: 6 EG: 1</p>
<p>EEO Updates - Hannon</p>	<p>Start 3:23 20 minutes</p>		<p>We will share EEO Updates from the State Chancellor' level:</p> <p><i>Kristina Hannon is here! YAY!</i></p> <p><i>There is going to be lots of talking (her words). Kristina is the Vice Chancellor of Human Resources, Payroll, Safety, and Police.</i></p> <p><i>We have to utilize this plan for our recruitment efforts. A lot of agencies have just copy and pasted plans and we have moved away from that toward making it a document that we can function with. It has taken a lot of time and conversations to align how we hire</i></p>		<p>10+1:6 SD: 6 EG: 2</p>

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			<p><i>to this template. We updated our AP for hiring to be less prescriptive and more helpful to the process. The EEO document is what sets our standard but does not prevent us from being able to adapt for a specific recruitment.</i></p> <p><i>In May, we were notified that we would implement a new EEO plan. We are still waiting for the plan to come back from CCCCCO. Since October 2nd our plan has been posted. It will come back to the EEO committee and go to board for possible adoption in January.</i></p> <p><i>We are still looking at documents to guide how we hire. We will be attempting to use the same process when we recruit for all positions. This will include a process for hiring our part-time faculty. One of the things we have gotten via feedback was that the questions were unexpected based on desirable qualifications.</i></p> <p><i>We looked at models and went to conferences. We are looking at a model that looks at the assessment component of the process. We have created different groups of raters, rather than a screening committee. The first group would be SMEs. And</i></p>		
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			<p><i>now there will be more groups and vested groups and there will be documents detailing this coming soon. We are already implementing this for some manager hirings such as the VPAS at Valley college. This allows for more human conversations. The candidates were receptive to the experiences, The last group was constituencies, Senates and Unions. They were able to talk about the issues that matter most to them. No more trying to get in just one question for each group.</i></p> <p><i>The last group was the leadership group. They were also able to focus on their questions.</i></p> <p><i>No candidate that didn't pass any one group, would be able to move forward.</i></p> <p><i>The process was checked for lessons learned with both raters and candidates and the general feedback was very positive. There was feedback about having more conversations between groups, and the dangers of groupthink and power dynamics were discussed.</i></p> <p><i>The raters never got to see the applications, as viewing the</i></p>		
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			<p><i>applications has been shown to create bias.</i></p> <p><i>Kristina really likes the Broncos, so does Jillian. This may lead to bias which she acknowledges and this is the type of bias we are trying to address: Jillian is clearly a good person for liking the Broncos - Brandi disagrees and is taking the minutes so she can make that known. Kristina is not a fan of KC or Tay Swift. All of this is a light humor way to describe biases. But they are real and we are making adjustments to our process to address that.</i></p> <p><i>More to come!</i></p> <p><i>Question: How long did the first level take?</i> <i>Answer: Two days. First, in person. Second, on Zoom.</i></p> <p><i>Statement: Love the feedback from candidates.</i> <i>Response: Yes, Kristina spoke to each candidate personally and is creating a candidate survey.</i></p> <p><i>Question: This is the most exciting from HR in a long time. Do you envision this new process to require more training? If so, can we do the</i></p>		
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			<p><i>training asynchronously and online?</i> <i>Response: Yes, and thank you for volunteering to help.</i></p> <p><i>Question: Is this the process for all managers now?</i> <i>Answer: We are going to pilot it for one manager. Sometime next year we will be able to expand this. The HR DIEAA committee will be trained as diversity monitors.</i></p>		
Faculty Ethics Statement -	Start 3:43 15 Minutes	Draft Ethics Statement	<p>Second/Final Review</p> <p><i>Edits are on the document</i></p>	Motion: (Guavera/Clements) passed unanimously	10+1:6 SD: 6 EG: 2
Professional Development - Kashanda Harris/Meridyth McLaren	Start 3:58 10 Minutes	Possible PD Format Update	<p><i>Discussion on mandatory training that might be used. To be sent to MOPED for updates.</i></p> <p><i>Mer: There has been feedback that inservice is not working the way it should. We are not moving toward completing work for the semester. This was partly due to the timing of the new layout of the days.</i></p> <p><i>We should be completing more mandatory training, such as anti-sexual harassment, EEO, or being a peer evaluator.. This would move us away from the flex day</i></p>	<p>Feedback: There is always a column for departmental work. Leaving it at a column can make it hard to organize a meeting because many faculty are attending or leading other training.</p> <p>Question: Does this include Canvas? Answer: Yes, kind of. Maybe.</p> <p>Statement: Committee chair training and ally</p>	10+1: 8 SD: 3 EG: 2

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			<p><i>style training that we are currently doing.</i></p> <p><i>We can keep the games and scavenger hunt or popsicles and those won't be mandatory because then we get more popsicles.</i></p>	<p>training could be done as all campus training. Response: Yes.</p> <p><i>Recommendation: Update the format to reduce the number of options for the equivalent of one day so that mandated training can be added.</i></p>	
AP/BPs	Start 4:08 12 minutes	3560 - Alcoholic Beverages 2410 - Board Policies & Admin Procedures	<p>Feedback needed</p> <p>Second/Final Review - previous suggestions/changes have been included</p> <p><i>Add: Zymurgy to 3560</i></p>	Motion:	10+1:6 SD: 6 EG: 2
Good of the Order	- no scheduled meeting time -		<p>Feedback for AS in general and items that should be added to a future agenda</p> <p><i>Nothing. Our order is good.</i></p>	Request agenda items for future meetings or comment on board reports, ASCCC updates, or other 10+1 items.	10+1: 7
Did you know?	- no meeting time -	 CHC Outreach...	<p><i>Make sure you check this sometime. The girl scouts are missing.</i></p>		10+1: 8 SD: 1,2,6 EG: 2,4

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Reports

Item	Start Time and Duration in Minutes	Materials	Content
President's Report			Sabbatical Applications DUE November 1 Area D Meeting - October 27 *the crowd hushes - It really did!* <i>Fill these out if you would like to do this.</i> Area D meetings mean resolutions are coming, so be ready to prepare.
1 st meeting of the month. External: <ul style="list-style-type: none"> A. Student Senate Report (Brock) B. CTA Report (McKee) C. API Association (DiPonio) D. Professional Dev Lead (Harris) Leads and Sub-committees: <ul style="list-style-type: none"> A. Chairs (Andrews) 			View Written Reports Here <i>Brock: Club rush event had two food trucks and over 30 clubs and a lot of students. We had a DJ and costume competition. We have added a student to the. The costume funds have not been awarded. We are also waiting on the booth winner as well. We are working on Spring event dates.</i>

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B. Honors Steering (Cannon) C. Curriculum (Di Ponio) D. FSEA (de los Reyes)			
2nd meeting of the month: External: A. Classified Senate - 5 minutes (Peterson) B. Treasurer's Report (DiPonio) C. LFSAAA (Zepeda) D. BFSA (Vacant) Leads and Sub-committees: A. Educational Technology (Hamlett) B. Review Workgroup (McLaren) C. Guided Pathways (Scott) D. MOPED (Chivera & Xayaphanthong)			View Written Reports Here

Adjournment - 4:12 pm.

Mission, Vision, & Values

Mission Statement

The Crafton Hills College mission is to change lives. We seek to inspire our students, support our colleagues, and embrace our community through a learning environment that is transformational. Crafton Hills College welcomes everyone and is committed to working with students

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from diverse backgrounds. The College has an exceptional learning environment built on a tradition of excellence, a talented faculty, a driven student body, a committed staff, with passionate leadership and community support.

Vision Statement

To empower the people who study here, the people who work here, and the people who live in our community through education, engagement and innovation.

Institutional Values

We rely on the following values to support our vision and mission:

Respect: To champion active listening and open dialogue within our community.

- *Integrity:* To uphold honesty in our interactions and academic pursuits and maintain community collaboration.
- *Diversity & Inclusion:* To promote a welcoming environment through equitable and antiracist practices in all aspects of our work.

Innovation: To actively grow and adapt to support our mission and vision through a willingness to embrace new perspectives and new ideas.

Leadership: To develop and inspire current and future leaders through professional development, mentorship, education and experience.

Sustainability: To be a leader in our community by reducing environmental impact with practices that meet the needs of the present without compromising the future.