Senators Present: John Polagruto, Steve James, Patrick McDonald, Grace Austin, Bonnie Clark, Heather Hayashi, Mark Boguski, Joshua Roberts, Tanya Rodriguez, Brian Pogue, Dominic Cerri, Linda Myers, Toni Newman, Norman Walker, Timothy Quandt, Halsey Boyd, Jamil Malik, Shane Logan, Diane Belair, Sheley Little, Shantra Muther, Holly Davatz, Dan White, Debbie Blair, Suzanne DeMey, Binh Dao, Brandon Youngblood.

Senators Absent: Mauricio Gonzalez, Ken Fitzpatrick, Tyffani Upton Benton, Scott Thompson, Marcia Bonawitz, David Pacheco, Tonya Atkins, Florence Lemoine, Laura Leek

Officers Present: Gayle Pitman, Lori Petite, Sandra Guzman, Troy Myers.

Non-voting guests: Dawna DiMartini, Debra Crumpton, Craig Davis, Nich Miler, Allan Keys, Belinda Lum, Annette Barfield, Kandace Knudson, Albert Garcia, Renee Medina.

Preliminaries
1. Call to Order @ 12:03 pm
2. Agenda approved
3. Minutes approved
4. Welcome/Introductions
5. Announcements
   a. IBA will occur on 1/14/19 between Senate and Chancellor King.
   b. Conversations happening across district regarding online education, specifically regarding CVC OEI. Some concerns have emerged regarding students “jumping ship”. More information to share in early Spring semester.

Decision Items
1. Faculty hiring manual - 4th reading
   a. We are scheduled to discuss this as a discussion item on December 18th.
   b. Review of formerly shared concerns and timeline of discussions thus far.
   c. Review of committee task, timeline, and sharing of information with SCC A.S.
   d. Discussion about ongoing equity work and representation of ideas and opinions
      i. Motion to approve, Second.
      ii. Discussion-
         1. More inquiries about the formation of a diverse committee in departments where there is not representation. Examples provided previously in writing, and discussion.
         2. Inquiries regarding the definition of diversity, then provides more narrow definition of ethnic diversity.
3. Inquiries regarding efforts at diversifying the overall candidate pool (i.e. change recruitment/advertising efforts). There are indeed efforts to change overall process to increase recruitment and diversify.

4. No other process has changed (i.e. questions have not been changed). This will be co

   iii. YES- Grace Austin, Bonnie Clark, Heather Hayashi, Mark Boguski, Joshua Roberts, Tanya Rodriguez, Brian Pogue, Linda Myers, Toni Newman, Timothy Quandt, Halsey Boyd, Jamil Malik, Diane Belair, Shely Little, Shantra Muther, Holly Davatz, Dan White, Debbie Blair, Suzanne DeMey, Binh Dao, Brandon Youngblood.

   iv. NO- Shane Logan, John Polagruto, Steve James, Dominic Cerri, Norm Walker, Patrick McDonald.

   v. ABSTENTION- Shely Little

   vi. MOTION PASSES

Information Items

1. Hiring rankings—A. Garcia
   a. List of ranking(s) shared with Senators.
   b. Process shared with senators, including past practice. President Gutierrez, Gayle Pitman and Albert Garcia reviewed and discussed list. Senate was therefore actively involved in helping to make priority decisions.
   c. Notice of 23 positions being offered to SCC. There will be a lot of hiring committees in Spring 2019.

2. Student Success Metrics/Strategic planning—G. Pitman
   a. Local Goal Alignment Steering Committee (proposed meeting dates shared)
      i. All LRCCD colleges will have to align their “vision for success”
      ii. District will create a steering committee.
   b. “Vision for Success” document discussed and will be shared with Academic Senate.
      i. District goals don’t vary much from college goals, but must align.
      ii. Will share more about college level process in Spring 2019
      iii. Examples of goals shared as they pertain to the ‘vision’
         1. Decrease number of units accumulated
         2. Increase AA degree attainment
         3. Increase transfers by 24%
      iv. Local research office should be involved in the forming of metrics, etc. Would like these adjusted to reflect how they are achieved, and how we are held accountable, for example.
      v. Will be formally presented to A.S. in March/April, have goals aligned in May and then proceed. More information is needed from the Chancellor’s Office.

3. Flex week and convocation—G. Pitman
   a. “Spring 2019 Flex & Convocation Schedule” shared with Senators
      i. Friday to remain as scheduled day.
      ii. There is still uncertainty about our Chancellor’s participation, or level of participation, in convocation.
      iii. Cross-disciplinary afternoon group activity in lieu of department meetings.
1. Faculty will be randomly assigned to rooms for workshops
2. Goal is to build community, include all constituency groups, and encourage all to participate as much as possible.
   a. Classified, Administrators, managers and faculty will all be represented in each group/classroom.
   b. Big Paper activity described: Image provided, silent discussion on paper, followed by verbal conversation. This is all based around the equity framework that has been provided.
   c. Asking for senators, and campus leaders to encourage participation and have the courage to try something different.
   d. Initial concern shared regarding department meetings. Encourage ongoing conversations within departments now to plan for this.
   e. Purpose is to include follow up conversations regarding ideas, strategies and institutional responsiveness as a campus versus going to “business as usual” instead of discussion amongst SCC.
   f. Concern about chairs not having been part of the process, because of work needing to be done in January. Concerns about making up the time for meetings. Divisions are encouraged to be flexible about scheduling of meetings, and/or rescheduling.
   g. This work is being done in an effort to shift the culture and be more effective with our efforts with students. Equity coordinators have been tasked with these efforts, and communicating said efforts to all. SCC President has tasked the equity coordinators with these efforts. Convocation changes are a result of these efforts.
   h. Thursday morning- Academic Senate will participate in a workshop together. Senators are asked to attend and participate during Flex week. More details to come.

Discussion Items

Committee Reports

Faculty committee chairs: Please provide a written report (when possible) and send to Gayle or Sandra to be included in the minutes. If you would like discussion on a report item, please send a request to Gayle to agendize for a future meeting.

Upcoming Meetings

Senate: Meets 1st, 2nd, 3rd, 4th Tuesdays at noon in RHN 258
Next meeting: Thursday, January 17, 2019 (flex workshop)

Future Agenda Items:

1.
To place items on future agendas, email Gayle Pitman at pitmang@scc.losrios.edu