Attendance: Randy Abshier, Joan Ahrens, Marlene Barr, Liz Barrow, James Canady, Jennifer Carmean, Brian Carter, Zoe Close, Judd Curran, Gareth Davies-Morris, Marion de Koning, Nadra Farina-Hess, Angela Feres, Claudia Flores, Janet Gelb, Sue Gonda, Oralee Holder, Brian Keliher, Michael Lambe, Jeff Lehman, Helen Liesberg, Barbara Loveless, Lisa Maloy, David Milroy, David Mullen, Todd Myers, John Oakes, Shirley Pereira, Terry Reilly, Priscilla Rogers, Denise Schulmeyer, Scott Therkalsen, Renee Tuller, Christi Vicino, Paul Vincent, Cary Willard, Evan Wirig, Jessica Woods, Susan Working, Memorie Yasuda, Tina Young. **Guests:** Dave Dillon, Carl Fielden, Tim Flood, Michael Golden, Micah Jendian, Trishana Norquist, Katrina VanderWoude. **Recorder:** Tyler Dranguet.

I. **Call to Order**
   A. *Approval of Agenda*
      M/S/U Wirig/Willard

   B. *Approval of Minutes from April 6*
      M/S/U Willard/Lambe

II. **President's Report – Sue Gonda**
   A. *College President Candidate Forums*
      Forums will be held on Wednesday, April 29th and Thursday, April 30th for faculty to meet the four candidates applying for College President. While faculty and staff are encouraged to participate in person, each forum will be filmed and posted to the College Intranet for individuals with schedule conflicts. Watch for emails with info.

   B. *New Faculty Evaluation Forms*
      The new evaluation forms approved by the Senate are available on the Forms Depot. Evaluators should now use these new forms when conducting evaluations. Don't forget that there is a separate one for an online class. Evaluators will not be expected to assess a course's ADA compliance until they have undergone training. Online Evaluation training will be given in two, back-to-back parts on April 27th and May 4th from 11:00 to 12:20 in 38B-342.

   C. *Deletion of Old Blackboard Containers*
      Faculty will soon receive an email from Brian Nath regarding the deletion of old Blackboard containers. Only the last seven terms (including intersession and summer) will be retained. Since the statute on grades is five years, faculty members are strongly advised to download their grade centers and retain a copy of grades from each semester. You'll get instructions about how to do that.

   D. *New User Passwords*
      In order to comply with modern password and security standards, all faculty and staff are required to change their passwords before May 11th. After May 11th, individuals who have not yet changed their passwords will not be allowed to log into the College system until successfully changing their passwords. Once passwords are changed in the College system, faculty are reminded that they must also change their passwords on their mobile devices and email forwarding.

   E. *CCSSE Survey for Students and Faculty*
      Responses for the Faculty CCSSE survey are still needed. Student responses play one part in analyzing student engagement with their education, and it is important for the College to see what both faculty and students think. Chairs and coordinators are asked to email their faculty members and encourage them to take the survey before the deadline.

F. *Fall and Spring Schedules*
Deans are asking chairs and coordinators to balance schedules between fall and spring semesters. The College's spring schedule has becomes higher in sections over the years when we wanted to add FTES at the end of the school year. The irony is that we get more students during the fall semester—fewer students in Spring. So that means it costs us a lot more needless money to run a spring semester with more sections, fewer students. (we need that money!) To be more cost-effective and helpful for students, we need to front-load more classes during the fall, and then only if needed, add courses in spring to balance student needs.

G. *Safe Zones Training*
The College's second Safe Zones training will be held on Wednesday April 22 from 5:00 to 8:00pm in Room 41-117. It is our first with Grossmont trainers, who hope to include a large number of students in this event and encourage all interested individuals to attend.

H. *Curriculum Fiesta*
The Curriculum Fiesta will be held on Friday, May 1 from 8:00 to 3:00pm in Griffin Gate and will be a great opportunity for faculty members to see how they can be creative with certificates or changed curriculum to help students succeed at Grossmont College.

I. *Update on Senate Election*
The Senate Officers Election for Vice President, Senate Officers at Large, and Part-Time Senate Officer at Large will open today at 12:30pm. Voting will remain open until May 1st. All faculty will get an email to vote.

J. *Online Evaluation Training*
Online evaluation training will be held in two parts on Monday, April 27th and Monday, May 4th. Both Part One and Part Two of training will be held in 38B-342 from 11:00am to 12:20pm. Individuals such as chairs and coordinators and their designees who evaluate courses online are encouraged to attend.

III. Committees

A. *Diversity, Equity, and Inclusion Committee Report – Joan Ahrens*
Over the last year, DEI has hosted multiple speeches, discussions, and film screenings on campus regarding diversity and inclusion. It also hosted a book club and the faculty summer institute where faculty members could further their knowledge of diversity and inclusion on campus.   See the slide presentation showing the range of work to promote cultural awareness and increase understanding and knowledge.
DEI is an open committee meeting held from 2:00 to 3:30 on the third Thursday of the month.

B. *Professional Development Committee Needs Assessment Report – Micah Jendian*
The Professional Development Needs Assessment and report have been completed and is available on the Professional Development website. The goal of the Needs Assessment was to identify and prioritize the College's professional development needs so that future professional development opportunities could be shaped to faculty and staff members' needs. Respondents ranked five topics of greatest importance for professional development and the College's success: facilitating student academic success, faculty-student interaction/customer service, cultural competence, discipline-specific knowledge, and teaming with your unit. The majority of respondents also indicated that they preferred face-to-face professional development activities with 60-80% of those activities being on-campus. Individuals with questions about the Needs Assessment should contact Micah Jendian, Cindi Harris, or Rochelle Weiser.

IV. Information Items

A. *Proposal to Include a Statement of Inclusivity on Syllabi – Steve Davis*
The Program Review Committee is encouraging the Academic Senate to endorse an optional inclusionary statement for faculty syllabi to help all students feel more comfortable in the classroom. During focus groups conducted to help promote student success within minority groups on campus, students expressed that they felt more comfortable in the classroom when faculty members explicitly stated verbally

or in their syllabi that the classroom was an inclusive environment. An inclusivity statement would not allow students to engage "hate speech" in the classroom.

No singular inclusivity statement is being endorsed by the Committee, but the addition of some inclusivity statement to their syllabi for future semesters is encouraged. The majority of Senate members were positive about this idea, saying that having an inclusivity statement on the syllabus would be a good reminder for both students and staff that Grossmont College values diversity and respect on campus. However, it was agreed that this would not be mandated, especially since there was concern over various phrases found in the examples. There were recommendations for a statement that was most broad.

Faculty suggestions included a statement of inclusivity within the academic integrity policy that also expressly prohibited hate speech; posting signs on campus reinforcing the College's beliefs of respect, diversity and inclusion.

B. *Board Policy and Administrative Policy 3900 "Speech: Time, Place, Manner" – Sue Gonda*

Changes to AP & BP 3900 were discussed with Jim Mahler and the Union's attorneys to ensure individuals' freedom of speech without infringing upon anyone's rights. They also specifically address hate speech without interfering with any individuals' first amendment rights.

C. *Postponement of VPSS Search – Tim Flood*

Concern regarding the postponement of the VPSS search was expressed during the meeting. Members of the faculty and committee are frustrated with the lack of permanent leadership and have concerns that extending the Vice Presidential search could inadvertently cause current candidates put forward to the District level to leave the selection pool.

The sentiment was that the committee sent forward strong candidates. The extension of the search was not intended to upset anyone. Instead, the six-week delay was decided so that the new College President could play a role in the selection of a key colleague and cabinet member, the VPSS. Tim explained that is critical for the College President and his or her cabinet members to work together cohesively, so allowing the President an opportunity to meet the VPSS candidates and provide feedback is crucial.

Because the VPSS search has been delayed six weeks to accommodate the President search, the application period has been extended and new candidates will have an opportunity to apply for the position. It is possible that interested candidates who did not apply for the position originally because the College President was unknown, will do so now that the finalists are public and a president will be announced soon. Reopening the job listing may provide new and promising candidates. Chris Hill will continue to serve as the Interim Vice President of Student Services until a new individual has been selected for the position.

Upcoming Events:
College Planning Forum—Friday, April 17
Online Evaluation Training for Evaluators – Monday, April 27 (CCC) & Monday, May 4 (AS)
Senate Election Voting Deadline – Friday, May 1

Meeting adjourned at 12:30pm.
Next Meeting: Monday, May 4, 2015 in **38B-342.**