



SANTA ANA COLLEGE MISSION STATEMENT

Santa Ana College inspires, transforms, and empowers a diverse community of learners.

**Academic Senate
Business Meeting Agenda**

Name (Original Name)	User Email	Name (Original Name)	User Email
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		Annie Knight (she/her)	knight_annie@sac.edu
		Martha Uriarte - Kiwanis	

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Date: **Tuesday, November 24th, 2020**

Time: **1:30-3:30pm**

Location: **Zoom Webinar Location**

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Meeting Location: <https://cccconfer.zoom.us/j/96274327789>

Agenda:

1. **Call to Order** – Roy Shahbazian
 - a. Roy requested a moment of silence in memory of professor George Wright, former senate president and inspiration to many.
2. **Approval of Additions or Corrections to Agenda**
 - a. Reyna Cummings to be added to item 7 on the agenda.
 - b. Brian Sos moved to approve agenda with edits, Gabe Shweiri seconded. Approved unanimously.
3. **Public Comments** (3 minute limit)
4. **Reports**
 - a. ASG – Martha Uriarte – not present at start of meeting.
 - b. SCC – Randy Scott
 1. SCC Senate passed resolution approving BP 3245 on Credit for Prior Learning. He also wanted to wish everyone a happy Thanksgiving!
5. **Action Item: Guided Pathways SOAA – 1st Read** (15 mins) – Stephanie Clark
 - a. Ensure learning pillar was not discussed at length, but Jarek will share a newsletter that addresses some of the issues within 4th pillar.
 - b. Scaling in progress is the best case for 4th pillar at this time.
 - c. Support & PD activities, as well as SLO Coordinators, are employed to address the issue.
 - d. Jarek also agreed that under ‘Student Learning’ scaling is in process for SLO alignment to programs.
6. **Action Item: Credit for Prior Learning BP/AR (2nd Reading, see amendments)** – Brian Sos

- a. CPL Resolution 2nd read resolution
 - b. Brian Sos shared his answers to the 5 questions from the previous conversation.
 - c. Brian Sos moved to approve the language as presented for the Resolution on Credit for Prior Learning. Luis Pedroza seconded. Approved unanimously. Roll Call vote was as depicted:
7. **Discussion: Gender/Racial Tensions in Senate and other spaces at Santa Ana College** – Maria Aguilar Beltran, Maria Estrada, Cara Pierce, Susan Hoang, Rebecca Ortiz, Stephanie Clark, Reyna Cummings
- a. Maria shared that the Sept. 22nd meeting concerned the women. No opportunity to discuss what happened or how it happened. Roy mentioned that this group has been meeting to develop a plan in having Academic Senate address this.
 - b. Shared the 4 demands/points for Academic Senate. Establish denouncing the silencing of voice and support towards a public resolution to dismantling any forms of oppression.
 - c. Immediately establish a workgroup that provides short-term and long-term recommendations for dismantling this system and develop diverse spaces of inclusiveness.
 - d. Activate our community.
 - e. Reyna wasn't in the executive meeting but has been in the group addressing these serious concerns. She wanted to speak her discomfort to what happened in the meeting that occurred on September 22nd.
 - f. Reyna Cummings apologized to Stephanie Clark for the meeting and what took place and her not speaking up because it is scary. She, first and foremost, would like to hold people accountable. Reyna expects to lead by example as the Academic Senate.
 - g. Luis Pedroza thanked the group for bringing this forward. He said obviously to him this is something the Academic Senate should do and lead by example. Unfortunately, once somebody says something then that person is one of those people where 'you said it, you do it.' Think about what it means to them, this affects us one way or another, we know somebody, we are somebody, or we are causing this. He thinks it's definitely something that AS should be at the forefront of. Luis shared his disappointment that there isn't a male name as part of the group that came forward with concerns.
 - h. Maria 'Lupe' Estrada wants to add to what Luis just said, she just wants to remind the senate that the workgroup is not doing all the work. It needs to be the Senate and lead by example. Advisory role.
 - i. Cherylee is disappointed that this is a topic we need to address in this meeting. She feels this workgroup will be the assistance parties need when they do face faculty or campus issues. Cherylee believes it is wise for Academic Senate to support this and have a place for faculty to have these conversations.
 - j. Michael Taylor wanted to chime in on what can we (Academic Senate) can do in terms of the direction we can go. There's a slow creep, it can be hard to define sexism and these things. It is hard for people to speak up. He's seen it and he's discussed it with colleagues before. He would like this workgroup to address avenues to remedy these problems. Where can people go to be heard. He'd like to volunteer to be on the workgroup.

- k. Rebecca Ortiz, firstly, she wanted to mention that she is grateful and thankful for leadership stepping into this space. She is taking an online equity course and, in that series, she is learning the technique of serial testimony. After which it became so clear that so many of us have experienced this situation where we don't have the confidence, or the opportunity based on who we are. As a person who comes from psychology, Rebecca confirmed that we don't have to feel badly about embracing anti-racism or anti-sexism. Often people get upset or triggered if they hear these terms. Systematically marginalized. Embrace anti-sexism and anti-racism, she challenges academic senate to think of it as empowerment.
- l. Quynh Mayer, would like to contribute to what Rebecca said. She likes what Rebecca mentioned that we shouldn't penalize faculty who engage in racist or sexist actions. Re-mediate or re-introduce healthy actions back into their repertoire. Support not only for people who feel oppressed but for those who may have been the aggressors or engaged in those experiences. We do need a community of support and not have isolated cases or leave to a department or HR to deal with.
- m. Susan Hoang wants to delve into what has been said; Susan agrees that the Senate needs to make this a priority, and that with these conversations we consider our positionality in our systems and how we are perpetuators of some of these systems of oppression. We need to be reflective to be anti-racist or anti-sexist. More inclusive and transparent culture.
- n. Cara Pierce wants to add a little bit, when a lot of us were sharing, they had experiences going through the tenure process. How can we support our faculty going through the tenure process? She feels we should allow non-tenured faculty to question things. Strengthen the new faculty coming in and lending them a voice.
- o. Lupe would like to propose diversity happening in our leadership. Equity Coordinator.
- p. Kelvin Leeds, one thought is that when these things happen it comes from people disagreeing. Not all of us are taught how to do that well.
- q. Leo Pastrana feels it is important to have this group to create a place to heal, place of forgiveness.
- r. Steve Bautista appreciates the work that comes forward and the importance of these conversations. This is a new time and day and we need to acknowledge our positionality as faculty members and the culture we create for ourselves. Unfortunately, our system is built around oppressing based on positionality (chair, tenure, senior, etc) this is how we lead our peers and all of our areas of campus. Honor everyone's role and not get caught up in the layers of the system that we have designed. Steve would also like support this work and contribute his time. This in addition to be anti-racist and anti-sexist.
- s. Rebecca shared that these things happened while Martha was here as well. Don't want our students to feel this is appropriate, they are always watching us.
- t. Martha appreciates getting first choice to give her report, she will be ready to give her report. She never feels like she is in the way or not taken into consideration. She is here to learn and adapt. If she can promote or adapt.

- u. Monica Zarske shared that she wasn't at the last meeting but in hearing everything that has been shared so far she is full support of this. She is hopeful that with the resolution and the stance that the senate voice is going to take she would like the Administration to be part of this conversation to hear what has been happening. The ideas of hierarchy that our system put there are board policies, and she would like to see these policies being upheld if we are entering this discussion. Administration is part of this issue. Faculty can't police faculty. What is the consequence of this type of behavior? She hopes the administration would be participants in this work.
- v. Dr. Flores was able to meet with folks regarding their concern. This is not the first group that has come to her about racial or gender tensions. When she arrived that's why she focused on the call-to-action and book club to start this change. She would like to provide the support that Monica is talking about, this is an institutional change, she sees us as a collaborative team. It will take these efforts and spaces to change these. IF we are not creating structures that do not address these, she is worried this behavior is bleeding into the classroom and into leadership. She'd like to elevate this to a SAC commitment. Start with what our institution should look like in an environment where everyone is heard or welcomed. She does have her meetings with Roy as well. She looks forward to input and feedback to bring to her management council to work together and not perpetuate same behavior.
- w. Lupe motioned, seconded by Luis. Motion to develop a resolution related to these items and this discussion. Rebecca would like to add to the idea that we are here as academic senate we can invite others into the workgroup. Motion to develop resolution related to items discussed today which could cover a workgroup.
- x. Chantal would also like to join the workgroup. Luis would like to help.

8. **Reports:**

- a. President – Roy Shahbazian
 - 1. Faculty Hiring
- b. Secretary/Treasurer – Stephanie Clark
- c. Curriculum – Brian Sos
- d. Planning & Budget – William Nguyen
- e. SACTAC – Susan Hoang
- f. Guided Pathways – Stephanie Clark
- g. Accreditation – Monica Zarske
- h. Outcomes/Assessment – Jarek Janio
- i. Student Success & Equity – Maria Aguilar Beltran
- j. Faculty Professional Development – Amberly Chamberlain
 - 1. Report attached to materials.

9. **Announcements**

10. **Adjournment**