

COLLEGE OF MARIN
ACADEMIC SENATE MEETING MINUTES

September 10, 2020

12:45 – 2:00 pm via Zoom Meeting

Senators Present: Meg Pasquel, Karen Robinson, Joe Mueller, Peggy Dodge, Patricia Seery, Jeff Cady, Patricia France, Kevin Muller, Kofi Opong-Mensah, Kristin Perrone, Dave King, Paul Cheney, Maria Coulson

Senators Absent: Shawn Purcell

Guests: Rinetta Early

Minutes

- I. Approval and Adoption of the Agenda – **ADOPTED (Coulson/Perrone) by all Senators Present**
- II. A) Reading and Approval of the Minutes of August 13, 2020 – **APPROVED (Cheney/Perrone) by all Senators present with Dodge and Coulson abstaining**
B) Reading and Approval of the Minutes of September 3, 2020 – **Approved with corrections (Robinson/Cady) by all Senators present**
- III. Public Requests to Address the Senate on Non-Agenda Items - **NONE**
- IV. Officers' Reports
 - a. President (Meg Pasquel) - **NONE**
 - b. Vice President (Maria Coulson) - **NONE**
- V. Committee Reports
 - a. Curriculum: President Pasquel reported that Curriculum Committee is meeting today.
 - b. Academic Standards (Rinetta Early) – Committee Chair Early reported that AP4231: Grade Changes will be coming back to the AS for revision. A recent grade dispute exposed different interpretations of the procedure because of disputable wording. AP4231 is now in the hands of COM legal team. Chair Early will return to the AS on 9/24/2020 for discussion of suggested revisions to AP4231.
 - c. Other Senate Subcommittee and Governance Committee Reports
 - i. PRAC: Senator Perrone reported that \$250,000 has been earmarked for Antiracism initiatives. A process is being developed for departments to request funds from that source through PRAC. Senator Perrone reported that PRAC had a brief discussion of the Police Department funding and that the Police Department is funded through the general fund. Student parking permit fees contribute to funding of the Police Department. PRAC is anticipating a Program Review from the Police Department. Senator Perrone reported that departments are being invited to present proposals on budget allocations to PRAC. Senator Perrone also reported that the current hiring freeze has been relaxed relative to filling in positions vacated by retirement. Departments should talk to their area Dean regarding faculty retirement openings.
 - ii. Technology Committee: Senator Cheney reported that the Technology Committee is short 2 faculty representatives. Because the Committee is in the middle of completing a report, they have decided that those two positions should wait to be filled until the conclusion of the report and be filled for the Spring semester.

- d. UPM (Joe Mueller): Senator Mueller reported that UPM did not meet since the last AS meeting. Bi-weekly UPM Executive Committee meetings begin this week.

VI. Consent Agenda – **NO ITEMS**

VII. Invited Guests: **NONE**

VIII. Action Items

- a. AP 7120 (deferred) – President Pasquel presented a document (see attachments) with proposed wording based on last week’s discussion regarding hiring committee procedures relative to faculty hires. After discussion and proposed revisions, President Pasquel will put this wording into the AP for a Senate vote on the whole AP. President Pasquel presented a document from HR that lays out the tasks of hiring committee chairs with portions highlighted that could be delegated to hiring committee members other than the Hiring Manager. The AS discussed further revisions to AP7120 regarding chair/facilitator roles and tasks, training, and institutional racism. Issues raised included:
- Confidentiality restrictions on delegation of specific tasks
 - Could more than one person split the duties that can be delegated?
 - Could Committee co-chairs be designated for facilitating hiring committee meetings at the table with the Hiring Manager still having the administrative responsibilities?
 - i. If that were the case, would there always need to be co-chairs of faculty hiring committees?
 - ii. A description would be needed in the AP on how to proceed if no co-chair volunteers. Can it be up to the committee to decide if co-chair is desired?
 - Need to identify specific training required to co-chair a hiring committee and easy, accessible ways (convocation? COMMunity Hour?) for faculty to become trained
 - AP7321 needs a statement regarding institutional racism
- b. Faculty Led Instructional Committee- **DEFERRED**

IX. Discussion

- a) Response to COVID Emergency – Zoom Protocol guideline document from AS will be an action item next week as per the 9/3/2020 motion (Muller/France) to approve the Zoom Protocols document for publication on the AS webpage. Senators will come to the next meeting prepared to discuss the protocols in preparation for a vote.
- b) Advanced Placement Scores – Senator Mueller requested a statement relative to the equity concerns regarding the current AP Biology score acceptance policy. Senators Robinson and Perrone agreed to write up specific equity concerns relative to this issue.
- c) Institutional and systemic racism at COM- Concerns were discussed regarding elements of systemic racism in hiring that are not in the purview of AP7321. Before an applicant even comes before a hiring committee, institutional racism may prevent individuals from even being considered as interview candidates.

X. New Business - **NONE**

XI. Adjournment: 2:08 pm

Future Business: Recycling program/Building design

For questions or information concerning the Academic Senate Minutes, please contact: Peggy Dodge, Acting AS Secretary: pdodge@marin.edu