

**COLLEGE OF MARIN**  
**ACADEMIC SENATE MEETING MINUTES**

**October 15, 2020**

12:45 – 2:00 pm via Zoom Meeting

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

**Senators Absent:** Shawn Purcell, Paul Cheney

**Guests:** NONE

**CALL TO ORDER: 12:45 PM – Zoom Meeting**

- I. Approval and Adoption of the Agenda – **ADOPTED (Robinson/Coulson) by all Senators present**
- II. Reading and Approval of the Minutes of October 8 – **APPROVED (Perrone/France) by all Senators present with Senator Mueller abstaining**
- III. Public Requests to Address the Senate on Non-Agenda Items - **NONE**
- IV. Officers' Reports
  - a. President (Meg Pasquel): President Pasquel reported that the Rice Award data was available from Nicole Cruz, not Holley Shafer as previously stated. President Pasquel then shared and explained much of the data. The full document will be posted with the minutes. Data indicates clearly that COM has moved the needle on equity and the Rice Award recognizes that. President Pasquel agreed to agendize the issue of hiring and invite Nekota Harris to an AS meeting to discuss the issue. President Pasquel also reported that currently there is a hiring freeze in place until Fall 2021. President Pasquel urged Senators to remind other faculty of the book order deadline. President Pasquel reported that she had met with Beth Patel and discussed the use of ProLearning as a platform to provide a faculty discussion as recommended in the Senate sponsored COMmunity Hour on October 5. ProLearning does have the capability to host but also requires active management. President Pasquel will add this item to the next AS meeting agenda.
  - b. Vice President (Maria Coulson): VP Coulson has prepared a presentation for discussion about using Proctorio for online testing. The discussion will take place Friday, October 16 at 11:00 am and any faculty who actually give tests in their classes should be encouraged to attend. If discussion participants agree, VP Coulson will record the presentation/discussion. VP Coulson reported that some faculty were having trouble with online access to Follett for textbook ordering because their Spring 2021 course shells were not yet available on their dashboards. For anyone encountering that issue, they can email their book order to [Ksheppard@follett.com](mailto:Ksheppard@follett.com).
- V. Committee Reports
  - a. Curriculum: **NONE**
  - b. Academic Standards: **NONE**
  - c. Other Senate Subcommittee and Governance Committee Reports
    - i. PRAC: Senator Perrone reported that PRAC has been discussing creating a definition for racism to incorporate into COM guiding principles. GRIT made some revisions to include anti-racism work and remove outdated language. Senator Perrone also reported that a timeline was being developed for Deans' presentations to PRAC on behalf of departments. Guidelines say Deans will consult faculty before developing department presentations. The timeline will be made available when developed.

PRAC meetings are open and faculty are encouraged to join PRAC meetings when the Dean is presenting.

d. UPM – **NOTHING TO REPORT**

VI. Consent Agenda **NONE**

VII. Invited Guests: **NONE**

VIII. Action Items: **NONE**

IX. Discussion

a. Institutional and systemic racism at COM:

- i. President Pasquel and other senators involved reported on two exciting projects getting off the ground. A Diversity Internship program is being developed by faculty leaders including Senators France, Perrone, Pasquel, and Cheney. IRD grants have been awarded for faculty to create a manual for the internship process and to establish recruiting and advertising strategies. Faculty mentors would be recruited and engaged in Summer 2021 and the goal would be to have mentees placed with Mentors in Fall 2021 for one year. Mentors will be eligible for reassigned units and Mentees will attend a workshop series and be awarded a stipend for participation. The mentoring will include an introduction of the Mentee to COM and our community and assistance to go through the part-time pool application process. Another IRD grant has been secured to engage faculty in a Cultural Curricular Audit. Senators Seery, Pasquel, and King will work to develop process and procedures for implementation in Fall 2021. The process would likely include COR review, a syllabus/assessment workshop, and a classroom activity review. Faculty could apply to participate in Cultural Curricular audit. Stipends will be available. A FLEX workshop is being planned to introduce faculty to the project.
- ii. Discussion of broadening the mission to racism and bias ensued. The consensus was that specific language is critical and racism is the biggest obstacle to dismantling white supremacy. Latinx students are connecting to the current social and racial justice movement and feel included in an anti-racism message.
- iii. ***Bottlenecks in the hiring process that may interfere with successful recruitment and hiring of faculty were discussed. It appears that very few candidates targeted for recruitment actually make it through the application process. Mentoring through the Diversity Internship Program should help make sure Interns actually apply for jobs at COM.***

b. ASCCC Resolutions for Plenary: President Pasquel had previously distributed the proposed ASCCC Resolutions that will be discussed at the Area B meeting and requested feedback from Senators. Feedback included:

- i. On 6.01 – support resolution and propose inclusion of language that individual and local senate advocacy may be necessary in support of the actions proposed in this resolution.
- ii. Discussion of 9.01 and explanation that reason for 2 separate no-cost designations is related to UC requirements for texts to be included in courses accepted for transfer.
- iii. 4.01 needs editing to correct the reference to Fall 2019.
- iv. Discussion of 18.0 included clarification of its relation to AB705 and some history behind the resolution.
- v. The AS discussed, the background of the 1998 document referenced and agreed that President Pasquel should support the update and dissemination of a report as written in 19.1

c. Policies: absentee Senators / President's communications – **DEFERRED**

d. AP Scores – **DEFERRED** - Life and Earth Sciences faculty coming next week for discussion.

X. New Business – Architects are coming to the AS on 10/29 to present latest information on the

new LRC.

XI. Adjournment: 2:00 pm

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