Calbright College Academic Senate
Monthly Meeting Agenda

Meeting Locations: [Zoom Link](#);

Senators: Arjen Booy, Andrea Brewster, Cindy Carney, Kellie Corbisol, Gus Demoner, Mike Dudas, Felicia Harris Foster, Antoinette Magee, Cornelius Mason II, Alex Mata, Ashley Odell, Tim Perez, Ben Ringgenberg, Jessica Schaid, Michael Stewart, Diana Temal, Lauren VanTalia

Guests: Brandy Weaver

January 16, 2024, 3-4 pm PST

1. Call to Order: 3:33
2. Approval of Agenda- Biddlecome/Ringgenberg
   2.1. Meeting minutes from December- Perez/Carney
3. Public Comments-
   3.1. There is a concern that students are receiving a "P" when they do not deserve it. Stewart shared that we have a solution for this, for now.
   3.2. Biddlecome shares some more work being done to address the concern of "student progress indicators that are unclear to both students and faculty" Particularly as this pertains to faculty who are not yet tenured (protected) as they navigate these matters.
4. Discussion Items (this includes first calls and first reads)-
   4.1. Skillways- Stewart announces that administrators have assured Senate leadership that they are working with Skillways to implement urgent improvements to functionality and usability.
      4.1.1. 10+1- Any tools implemented in courseware or assessment tools fall under the purview of the Senate. Therefore, the Senate should be a consulted governing body for such matters before adoption.
      4.1.2. Update regarding faculty feedback- Universal feedback shows that faculty did not want to use Skillways when it was first introduced. How do we formalize documenting the democratic process of adopting policies, tools, or any other matters under the 10+1? Hoping to create a culture of open discussions with our fellow constituency groups (students/administration) in future tool adoptions.
      4.1.3. President Menon Update- Meeting was postponed to tomorrow. Stewart will be discussing feedback from faculty.

4.2.   Union Negotiation Updates- Cindy and Ben

     4.2.1.   Counseling Workload- 4.3.1 agreement surrounding workload

     4.2.2.   Salary- Union proposed a 4% on schedule, 5% off schedule, increase each year, beginning July 2025. Salary schedule is of key importance to

     4.2.3.   Benefits- College did not rebut the union's annual increase for benefits proposal.

         4.2.3.1.   Carney advises all colleagues- Check your pay stubs to make sure you are paying the CORRECT premium plan.

         4.2.3.2.   Some are concerned that there is no transparency about the funding formula at this stage of negotiations.

         4.2.3.3.   Faculty need to show up to bargaining meetings to help these efforts.

         4.2.3.4.   When do we call bad-faith negotiating?

         4.2.3.5.   Data Analysis has over 1,300 students without a full time faculty member.

             4.2.3.5.1.   Faculty shared that Project Management has the same problem.

             4.2.3.5.2.   There is a call for the union to ask for caps, and to ensure that there is at least one full time faculty per program. The Senate will bring this up as well on behalf of the Senate. Please share your comments with Ringgenberg and Carney to bring to the next negotiations 2/11. Please look for an email for more information.

     4.2.4.   Evaluation- Previous evaluation packets should be accessible to faculty (without having to request it). Evaluees should be able to see comments and rubrics from all evaluators on committee. The Senate will follow up with Union and report back.

     4.2.5.   Committee- Decisions about who is selected as an evaluator, that composition of the evaluation committees should include a higher number of faculty peers to ensure that evaluation is a faculty-led process, and third-party evaluators. The Senate will follow up with Union and report.

     4.2.6.   Tenure Track for Hires in 2024- This is for those who went through tenure evals in 2024 year but are told will not count towards their tenure. The Senate will follow up and report back in February.

     4.2.7.   SMEs- Faculty feel frustrated with the SME-created content that students continuously complain about and faculty need to work with/stand behind.

4.2.7.1. Many of these constraints are due to timeline. There is a call from faculty for quality over quantity. There is an ask for the Senate to advocate for timelines that allow for the build of quality courses.

4.2.7.2. Push for a solid course design template that will be consistent, usable, and accessible.

4.3. Curriculum Committee- Jessica Schaid

4.3.1. Call out for members- We need members! These are Senate appointed members.

4.3.2. Andrea Brewster appointed to 2025 Curriculum Committee as Member: Curriculum and Assessment Expert

4.3.3. Tim Perez appointed to 2025 Curriculum Committee as Member: Department Chair, Information Technology

4.3.4. Ben Ringgenberg appointed to 2025 Curriculum Committee as Member: Instructional Faculty

4.3.5. Michael Dudas, Corneius Mason II, Brandy Weaver all volunteered to serve as Member: Adjunct Instructor Faculty role

4.3.5.1. Michael Dudas appointed to 2025 Curriculum Committee as Member: Adjunct Instructor Faculty role

4.3.5.2. Brandy Weaver appointed to 2025 Curriculum Committee as Member: Instructional Faculty role

4.3.5.3. Ashley Odell appointed to 2025 Curriculum Committee as Member: Instructional Faculty role pending her improvement. Ashley Odell was absent from today's meeting, but President Stewart and Vice President Biddlecome advocated to ensure that the incumbent faculty member has the option to retain her role. Cornelius Mason II will fulfill the role if Ashley Odell declines the Senate appointment to remain in the role. Curriculum Committee Chair Schaid agreed.

4.3.5.3.1. The Curriculum Committee may retain Cornelius Mason II as a substitute member, a role intended to attend meetings and trainings and be ready to substitute if other members are absent during voting.

4.3.5.4. Student member to be appointed. Brandy Weaver to approach Student Senate to recruit student representative members

4.3.5.5. Kellie Corbisero appointed to 2025 Curriculum Committee as Member: Counseling Faculty role

4.3.5.6. Errin Sullivan Arcos appointed to 2025 Curriculum Committee as Member: Disability Services Counseling Faculty role

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4.3.5.6.1. Curriculum Committee Chair Schaid to codify Counseling Faculty role and Disability Services Counseling Faculty role during impending revisions of Curriculum Committee bylaws and organizational procedures

4.3.6. Rewrite Charter- Will be discussed at future Curriculum Committee meetings.

5. By-Laws Rewrite

5.1. Executive Team meeting over next two months

5.1.1. Hope to have a draft to Senate by March meeting

6. Action Items (this includes second reads)

7. Reports

7.1. Executive Committee Reports

7.1.1. President's Report

7.1.1.1. Michael is currently working on a Senate Budget

7.1.2. Vice President's Report- None

7.2. Senator Report Out

7.2.1. Contract Member-at-Large (no report at this time)

7.2.2. Part-Time Member-at-Large (no report at this time)

7.2.3. Curriculum Chair (no report at this time)

7.2.4. Committee Reports

7.2.4.1. Teaching Excellence Academy (Formerly Center for Teaching Excellence)- Lauren Van Talia (no report at this time)

7.2.4.2. Professional Development (no report at this time)

8. Announcements - no announcements today

9. Adjournment: 4:20 pm

The next meeting will be on *February 13th*, 3:00 pm on Zoom. Please submit agenda items to Michael Stewart and Alex Mata.