CALBRIGHT
COLLEGE

Calbright College Academic Senate
Monthly Meeting Agenda

Meeting Locations: Zoom Link;

Senators: Elizabeth Biddlecome, Arjen Booy, Andrea Brewster, Cindy Carney, Kellie Corbisero, Mike Dudas, Michele Massio-Voelkert, Alex Mata, Ashley Odell, Tim Perez, Ben Ringgenberg, Jessica Schaid, Michael Stewart, Errin Sullivan Arcos, Denise Temal, Lauren VanTalia,
Guests: Brandy Weaver

March 20, 2025, 3-4 pm PST

1. Call to Order: 3:10 Biddlecome, in place of Stewart (who is presenting at a conference) until he can log in.
2. Approval of Agenda- Perez/Dudas. Approved
3. Meeting minutes from February- Dudas/Carney. Approved
4. Public Comments- No comment
5. Discussion Items (this includes first calls and first reads)
   5.1. Evaluation Criteria- When do we get to see the new criteria/process for the 25/26 evaluation cycle?
      5.1.1. Senate Leadership reached out to Union
      5.1.2. As far as evals go, we informally help one another by sharing our portfolios/experiences. Please reach out to your colleagues.
      5.1.3. Do we have a policy that sets a minimum amount of time for evaluees be notified of changes/updates to process or criteria?
      5.1.4. Some of the concerns from last cycle include-
         5.1.4.1. Evaluees having to submit exhibits instead of links to documents
         5.1.4.2. Evaluees having access to past submissions
         5.1.4.3. Criteria for classroom and non classroom faculty was ill-fitting
         5.1.4.4. Third-party committee members- Tenured Faculty, and current colleagues at Calbright should serve on committees. Third-party evaluators were not present in evaluation observations.
         5.1.4.5. Evaluation from ALL committee members was not shared (as is common practice at California Community Colleges)
         5.1.4.6. Evaluators could not access their answers to evaluation criteria after submission
         5.1.4.7. Last-minute decisions were made outside of the union
      5.1.5. The union has brought this forward.

5.1.5.1.   There is a suggestion to have it be included as language in the contract, as well as a Board Policy

5.2.   Grading, assessment, and instructional tools- 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. The process is opaque at this time.

5.2.1.   Do we have a vetting process? How do we utilize our SMEs to help in adoption?- This has come up as a consequence of rapid innovation. Sometimes tools are not adopted with faculty vetting.

5.2.2.   The process is opaque at this time. We would like to create a clear process to allow for Calbright faculty to be involved in these decisions. Should we create a committee to address this

5.2.3.   Procurement has not considered accessibility in the past. All 3rd party partners MUST be completely accessible by April 2026 or we will be on the hook for investing in ADA non compliant contracts.

5.3.   Union Negotiation Updates- Cindy, Ben, and Ashley- No bargaining since January.

5.3.1.   Faculty Workload- Let's work on language to propose for the contract

5.3.2.   Salary- No negotiating until budget is approved in June

5.3.3.   Benefits- No negotiating until budget is approved in June

5.3.4.   Evaluations- Let's work on language to propose for the contract

5.3.5.   SMEs in Course Builds- Let's work on language to propose for the contract

5.3.6.   Proposed new item to include in contract: "Working Conditions: Discipline Action Plan"

5.3.6.1.   We will maintain the Union meeting time and link for brainstorming (every other Thursday at 4pm). Look for an email from Carney.

6.   Constitution and By-Laws Rewrite

6.1.   Executive Team meeting over next two months to rewrite by-laws.

6.1.1.   Hope to have a draft to the Senate soon. This is taking longer than expected.

7.   Action Items (this includes second reads)

8.   Reports- Stewart logs in and runs meeting from here forward

8.1.   Executive Committee Reports

8.1.1.   President's Report- Department Chair of Business, job description has changed from original posting.

8.1.1.1.   Change job descriptions for others, inadvertently

8.1.1.2.   Weaken programs- job descriptions should be written with faculty consideration and vetting to ensure we maintain high academic standards at our institution (the same way CORs are).

8.1.1.3.   Create a precedent for us that we do not want. Do Administrators have the purview to change board-approved job description?

8.1.1.4.   Change important democratic process- Community Colleges elect Department Chairs. There is a call from multiple faculty members to push back on hiring Department Chairs (as opposed to electing them, as is standard practice in California Community Colleges).

8.1.2.   The Board of Trustees meeting is scheduled for the same day as the closing date for this position.

8.1.2.1.   There is a comment that an instructor would identify these changes as substantive, which is another reason why we should be vetting these at the Senate.

8.1.3.   Motion to hold an Emergency Vote: Odell/Carney. The body votes unanimously to hold an emergency vote.

8.1.3.1.   Motion to task our AS President with bringing forth a formal request that the job posting for the Department Chair of Business be taken down and that any changes to the original, board-approved position be vetted through the Senate and Board, per process. The body votes unanimously to uphold the motion.

8.1.4.   Concerns brought forward that adjuncts are not allowed to attend CIPs or other campus-affiliated meetings.

8.1.4.1.   The consensus is that, because it helps with student success and program alignment, ALL faculty should understand what is going on at the institution, and should be paid for it, as that is best practice among all other colleges. We want all of our faculty to feel like they are valued and wanted at the institution.

8.1.5.   Vice President's Report- None

8.2.   Senator Report Out

8.2.1.   Contract Member-at-Large (Felicia Harris Foster)- None

8.2.2.   Part-Time Member-at-Large (Mike Dudas)- None

8.2.3.   Curriculum Chair (Jessica Schaid)- None

8.2.4.   Committee Reports- None

9.   Announcements

10.   Adjournment- 4:02 pm

The next meeting will be on *April 10*, 3:00 pm on Zoom. Please submit agenda items to Michael Stewart and Alex Mata.