

## Meeting Minutes

### Location:

- HSS261 (Academic Senate Office)
- Zoom (<https://us06web.zoom.us/j/95534437834>)

**Date:** November 22nd

**Time:** 12-1:15pm PST (Pacific Standard Time)

**Members Present:** Steph Anderson, Sara Brewer, Vicenta Arrizon, Tram Dang, Kat Olvey (Bri Brickley and Mark Tomasic attended via Zoom)

**Invited Guests:** Jamar London, Peter Morse (arrival 12:45pm)

- I. **Call to Order:** 12:12pm
- II. **Approval of Agenda:** Motion made by Vicenta Arrizon. Seconded by Cat Olvey. The motion passed unanimously
- III. **Mindfulness Moment:** led by Mark Tomasic
- IV. **Public Comments:** None
- V. **Announcements:** None
- VI. **Approval of Minutes from November 8th, Meeting:** Motion made by Vicenta Arrizon. Seconded by Sara Brewer. The motion passed unanimously.
- VII. **Action Items:** None
- VIII. **Discussion Items:**
  - Brown Act & Committee Procedures: Per Brown Act, all official committee business must happen during committee meetings.
  - Gender Inclusive Statement: Include examples of pronouns so students know what pronouns are and what pronoun options they have to choose from. Include more student friendly language and directions on how students can change their preferred name online at SMC.
  - Equitizing Syllabi: Kat Olvey and Bri Brickley presented various articles on equitable syllabi for the committee's review and to use as a foundation for future presentations by our committee. The committee will review the material before our next meeting.
  - [ASR Centering Equity in Instructional Evaluation](#) (with invited Guests P. Morse & J. London):

- Jamar noted that revising evaluation processes was a conversation at the CCC Fall plenary and compared what we are trying to do to what other colleges are trying to do.
- Peter's concerns about the Equity and Diversity Committee resolution include the administration using this issue to potentially sow division between the FA and Senate and the use of evaluations to undercut the most vulnerable (i.e., part-time faculty). How can SMC help faculty improve classroom and counseling practices without exposing us to lawsuits and get the best outcome? How do we support faculty at getting better at what they do in the classroom? How do we have well-prepared evaluators? And how can the District be held accountable for supporting us?
- Jamar suggested that a certain number of our flex hours be dedicated to equity work. Peter noted that flex hours are based upon what faculty members believe in good faith they should be doing to improve their practices.
- Peter noted that the PERB (Public Employment Relations Board) includes 7 areas that are mandatory subjects of bargaining and one of them is evaluating processes, procedures, and criteria. The union already negotiates these items with input from the Senate.
- Peter noted that there are several groups that should be engaged from the Senate on what the evaluation process should be – the conversation must be broad enough that everyone feels like they are being heard including adjunct faculty.
- Jamar suggested the original ad-hoc committee from the FA who revised the self-evaluation form could invite all groups that advised them and share their results and provide context on their revisions. Peter will bring this back to the FA and will see how that committee can/will set up a space. Perhaps this follow up meeting could take place during an Executive Senate meeting.

**IX. Adjournment: 1:26pm.** Motion to adjourn made by Vicenta Arrizon. Seconded by Tram Dang. The motion passed unanimously.

#### **Upcoming Meetings**

- December 6<sup>th</sup>