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Curriculum ¥Degree Requirements ¥Grading Policies ¥Program Development ¥Student Prep & Success ¥Governance
Accreditation ¥Professional Development ¥Program Review ¥Planning & Budgeting Processes ¥Others as agreed

CCSF Academic Senate Executive Council Agenda FINAL MINUTES
Wednesday, March 14, 2018, 2:30-5:00p.m.
Ocean Campus, MUB 140

2017-18 Council Members Present: Jacques Arceneaux, Loren Bell, Monica Bosson, Neela Chatterjee, Kimiyoshi Inomata, Thomas Kennedy, Mandy Liang, Alexis Litzky, Danyelle Marshall, Sheila McFarland, Carole Meagher, Madeline Mueller, Antonio Martinez, Joseph Reyes, Mike Solow, Freda Marie LOKise Schubert, Coni Staff

Other Senate Members Present: Craig Kleinman, Simon Hanson, Andrea Niosi, Lisa Romano

Guests: Cynthia Dewar, Mark Rocha, Cherisa Yarkin

I. **Call to Order, 2:30**

II. **Adoption of Agenda**
Agenda adopted.

III. **OfficersÕ Reports**
President Liang briefly reported that:
- ¥ There is a lot of information in the most recent Academic Senate news email.
- ¥ 2nd VP Coni Staff can't join due to personal reasons.
- ¥ There are extra handouts for the meeting. One is a draft for the upcoming Academic Se for California Community Colleges Spring 2018 Plenary resolutions. Both President Li and First Vice President Teti plan to attend the ASCCC Area B Meeting at Santa Rosa College on Friday, March 23, 2018.
- ¥ Anyone that is a committee chair should submit their committee's feedback and sugges to improve the RRP handbook. The deadline for reporting is Friday, March 23, 2018. Individuals also have an opportunity to submit feedback and suggestions using the surv form sent out by President Liang and Accreditation Liaison Officer Charles on March 5

First Vice-President Teti provided a written report (Appendix B) and briefly reported th
- ¥ There will be a resolution on April 4th about student eligibility for participation in the graduation ceremony.

Secretary Litzky reported that:
- ¥ There is no recording equipment today, so only part of the meeting will be audio record and posted for review.

IX.　New Business
　　A.　Institutional Learning Outcome 1 Assessment Report and Outcome Revisions

Craig Kleinman, member of the SLO Committee, provided the Council with an update about the ILO 1 assessment report. This included a discussion of the some of the mapping issues from PSLO's to ILO's, and ways to strengthen that mapping.

Resolution 2018.03.14.03Institutional Learning Outcome #1 Assessment Report

Whereas, this ILO#1 Assessment report is an effect of the institutional
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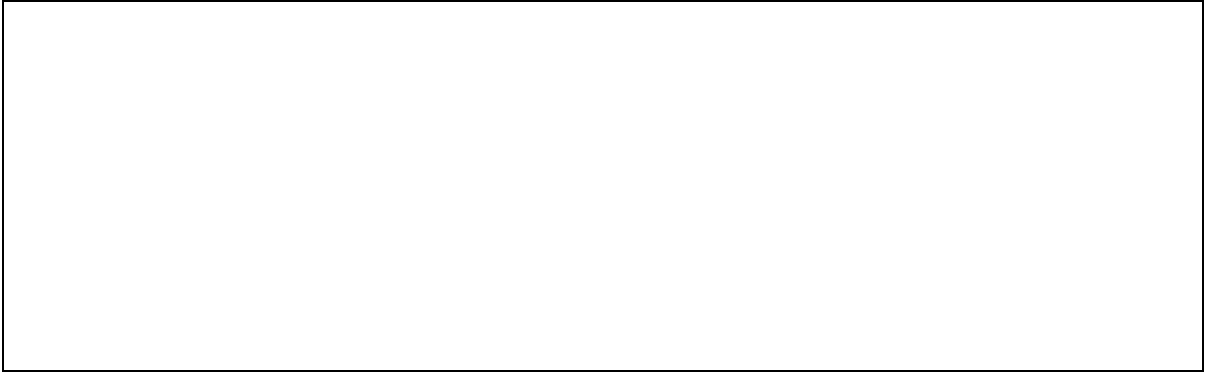
- ! A comment was made that this process is not necessary if this is for positions that already closed. Another comment was made that the closing date for these positions will change or have already been changed to "Open until Filled."

The Chancellor congratulated the Basketball team for their success this past weekend as State Champions and thanked the Council for their work on Guided Pathways. The Budget Committee has started to convene, and this revenue stream includes an additional 2500 FTES. The AFT negotiations are continuing to develop towards agreement. There is a Board study session on April 21 to go into detail about our IT migration to enable a 100% web-enabled student services for Spring 2019. There is also a study session on the Facilities Masterplan on May 4 to develop a path to build everything in the plan.

There were a number of questions about the proposed Temporary Administrative Selection and Hiring Process:
- ! A Council member asked about the use of LinkedIn and only requiring a cover letter and resume.
    - " The Chancellor said that this was not an attempt to get around the EEOC requirements. What this does is that it expedites this process and allows us to fill more positions.
    - " The use of social media is an important way that we can expand the pool.
    - " There is no law that forces applicants to send in all this stuff at the outset but is a major hurdle for now.
- ! Clarification was requested about what paperwork would need to be submitted, who would vet those applications, and how many committees are convened for each of the positions. Is there a screening rubric that will be used to make these screening decisions? The following are the Chancellor's responses:
    - " There will be one central committee to select the candidates, and all of those participants will sit on all of the interviews for the candidates.
    - " The hiring official for the hire, likely the supervisor, will cull through the applications down to 12 to 20 applicants. Anyone on the committee is welcome to do that but is not required.
    - " There will be basic criteria for screening, but we should trust the committee and trust the process.
    - " One of the major values to this new process is diversity. When done in a silo, you are not aware of what other hiring committees are doing. And you may not know how those candidates will fit together.
- ! There has been some confusion about the screening committee.
    - " There will be a new version of this coming from Diana correcting and clarifying 2 things:
        - # There is not a separate screening and selection committee.
        - # The Academic Senate makes all the faculty appointments.
- ! A question was asked about which Vice Chancellors are on the committee.
    - " Only the Vice Chancellors associated with the specific administrative responsibilities.
- ! A comment was made about how there is some fear about how the faculty hiring process might be streamlined similarly.

- " There are huge differences between public agency administrators and 4-year university hiring.
- ! There was a concern about including interim Vice Chancellors on this committee because they may ultimately favor whatever the Chancellor favors in order to maintain their position in the college.
    - " This is about making good judgment calls and giving experts and leaders the appropriate amount of power in the process.
    - " The Chancellor acknowledged that this is not perfect, but he is trying to be transparent by bringing this out in public prior to implementing it.
- ! There was a question about using the same committee for all of the hiring interviews.
    - " Just like the Senate does not include every discipline on campus, we should trust our colleagues to make reasonable and helpful decisions.
- ! How will faculty find enough time to participate?
    - " That is an inherent part of the problem with hiring committees. There will be limited meetings, likely 3 meetings total:
        - # Screening committee
        - # Skype or Phone interview stage
        - # 3 live interviews
    - " One of the ways we will have to adapt over the next 5 years is only thinking about working 4 days a week for 24 weeks. We are just simply too big to manage this organization with that kind of limited timeframe. No organization can thrive with that little time to convene.
- ! Has shared governance been the problem you've noticed so far? You're proposing a process where shared governance is now put into a minority.
    - " That's not the point – but it has been reported to the Chancellor that this has been the problem.
- ! Does draft 1 include an evaluation process?
    - " Yes – there will be a review of the process in the Fall. This is not a permanent policy, and when it stops we will look-back and assess the merits of the process.

XII.   Adjournment, 5:30pm

<center>TGI !</center>

Past Meetings/Events include
- 2018.03.02: Faculty Professional Development Activities Committee
- 2018.03.07: Collegial Consultation
- 2018.03.08: Officers meeting
- 2018.03.08: Trustee Davila
- 2018.03.11: Enrollment Campaigning in the Mission
- 2018.03.12: Education Policies Committee

Upcoming Meetings/Events include
- 2018.03.15: Officers meeting
- 2018.03.21: Collegial Consultation
- 2018.03.22: Officers meeting
- 2018.03.23: Area B Meeting
- Dates TBA: Labor Studies Revitalization, Prerequisite Process, ASCCC MQRTF

Collegial Consultation Notes
¥ The Chancellor wants a streamlined procedure for hiring administrators. Sound familiar? Parts of it donÕt sound *too* bad (like shorter interviews) and he has increased the number of faculty reps to 3.
¥ He also pretty much told the officers that he does not consider our ÒPlus 1Ó draft resolutions to be important and so there has been no action taken on them in his Cabinet. Thus, we have no choice but to take our case directly to the Board. Trustee Davila now has copies of our Plus 1 draft resos.

Education Policies Committee Report
¥ We helped Deanna write Catalog language to describe the new EW symbol.
¥ Donna Hayes will approach the Registration & Enrollment Committee about allowing students with time -conflict -resolution forms to register during regular registration. (As it is now, students must wait for add/drop even if they have the signatures.)
¥ We will be proposing that students eligible for graduation in the immediately following summer be allowed to participate in Commencement.
¥ We made various suggestions to improve BP/AP 2.30, 2.31, and 2.32.
The last two items will be on the Senate's April 4 agenda.

Faculty ÔTravelÕ Update
Nothing new except that all the baggage (Banner entry, out-of-state stuff) has more than doubled the Travel Chair's workload. See item #4 below.

FPDAC Report
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<div align="right">Fred Teti, 1st Vice President</div>