# Lansing Community College

# Academic Senate Meeting

# January 29, 2021, 9-11 am, Virtual Via WebEx

**Present**: Kabeer Ahammad Sahib, Marvin Argersinger, Alandis Baker, Alex Azima, Mark Bathurst, Matt Boeve, Tim Deines, Monica Del Castillo, Michelle Curtin, Nancy Dietrich, Paige Dunckel, Bill Garlick, Courtney Geisel, Amalia Gonzales, Gerry Haddad, Dawn Hardin, Leslie Johnson, Heidi Jordan, Lyndia Klasko, Frances Krempasky, Eliza Lee, Melissa Lucken, James Luke, Tricia McKay, Ronda Miller, Joann Silsby, Tedd Sperling, Mark Stevens, Jon Tenbrink, Matt Van Cleave, Denise Warner, Nancy Weatherwax, Sally Welch, Kent Wieland, Veronica Wilkerson-Johnson, Richard Williams, Melinda Wilson

**Absent**: Joe Barberio, Mackenzie Caksackkar, Sarah Garcia-Linz, Megan Lin, Tamara McDiarmid, Vern Mesler, Leigh Szedlak, TeAnna Taphouse,

1. Call to order- 9:02AM
2. Roll call – 9:02AM
3. Approval of agenda
   1. Remove update on Milestones by Rafeeq McGiveron
   2. Addition of Update on DEI by Tonya Bailey to section XI
   3. Approved as Amended
4. Approval of minutes
   1. Approved without objection

## Public comments

* 1. Senator Rick Williams - Good morning academic Senate,  I wanted to start by asking Senator Mark Kelland to return as parliamentarian. One of the things I like about Mark and James Luke, is they will speak for an orderly process. And freedom of speech is what I wanted to bring here today. Recently our President, Steve Robinson, whom I think is my favorite president since Sykes, made a political commentary of the US Capitol riots.  I support this, but he needs to make a way to anonymously respond to his political commentary. He said he was: “denouncing these actions and the irresponsible and inflammatory rhetoric that gave rise to them.” My constituents are concerned that such biased political commentary, as I will delineate later, disenfranchises free thinkers, conservatives, and libertarians who may disagree with his commentary. As I told him, it looked like he was blaming Trump, and saying all his supporters were violent without distinction. Trump did nothing but ask for peaceful protest during a stolen election, which was what the massive rally was about. And it was peaceful, except a few hundred that broke off from the larger group. Trump supporters have rallied for months now, and each time with no violence. Can the left side say they were equally peaceful with all the burning down of cities and taking them hostage all year long? Even now, the liberal socialist democrats want an impeachment over someone who is no longer in office, which violates the US Constitution. They are making a mockery of our laws and further causing a divide among citizens. Will Robinson comment on that? Will he comment on the cancel-culture that is asking that Trump supports be punished and/or reprogramed? Finally, will Robinson, or any of you, speak out against the mayhem the preferred/chosen pro-noun agenda will cause this year at LCC?  The agenda wants control over thoughts, belief systems, and training. This is not just about a pronoun; this is about endorsing an ideology. I have told the senate repeatedly, that faculty of other areas [lost](https://www.forbes.com/sites/evangerstmann/2019/10/03/virginia-school-district-fires-teacher-who-wouldnt-refer-to-transgender-student-using-male-pronouns/) [positions](https://www.cnn.com/2019/10/02/us/virginia-teacher-says-wrongfully-fired-student-wrong-pronouns-trnd/index.html) over “misuse” of pronouns. Gender pronouns such as zie, zir, zim, zis, zieself etc. has been weaponized. There are now fines for pronoun misuse up to $250,000.  What we see here with the preferred/chosen pronoun is NOT free speech, granted to us by law, this is FORCED speech. You simply must comply or else. I have been told by several authorities at LCC, there is currently no protections for any who disagree with the preferred pronoun usage. Using the wrong pronoun, on purpose, will land you jobless at LCC.  In closing, here is why it a big deal here at LCC, and why I am writing to you for the need of exemptions:
     1. Our nursing students could be jeopardized because they cannot use the patient's biological sex in treatment. Some will be forced to do female evaluations on a biological male, such as a cervical pap smear to a man.
     2. A paramedic can give/get incorrect information about a transsexual’s 12 lead EKG. A 12 lead STEMI shows up differently for biological gender and age. This could cause death of the transsexual.
     3. Down the street, a public safety officer can be in hot water for describing a suspect by the wrong gender pronoun as a “he,” but the suspect identifies as “zie.”
     4. A LCC coach gets canned for not allowing a biological man to compete on a woman’s sporting event. Biological men may have an advantage over biological women. Ergo, the need to have sports after their own biological sex. Recently, Title IX would support the coach, it did define sex as what is born with. But LCC would not side with Title IX here, the conscientious coach is sent packing up their locker over their knowledge of science, experience, and biology.
     5. A LCC Biology/Anatomy professor would be shown the exit door because they teach their subject. They can only teach two biological genders as it has been since the beginning of time.
     6. A LCC History/English/Foreign Language (that have no other gender pronouns)/Religion professors told “adios” for teaching their subjects according to their professional understandings.
     7. A LCC faculty/staff fired over their religious objections despite trying to make reasonable accommodations of using the transsexuals preferred/chosen name but not chosen pronoun.

## President’s report

* 1. Inaugural address. Set the tone and path moving forward. Monica is retiring this summer. When have an opportunity need to take it. Academic Senate funnels information to faculty. Enhance student experience and success. Health and vitality of LCC faculty can be measure through the senators. Senate is a microcosm of teaching faculty and academic professionals. Bumps in the road. Speaking for the dinosaurs in the college, leadership has felt like a revolving door. Reflective autocratic and bureaucratic leadership. Collateral damage to the college and the faculty. Result of incongruent managerial styles. Many faculty feel invisible, devalued, unheard. Underlying culture of senate. Some people have big emotions, which can be interpreted as anger when they actually feel pain. Feelings of helplessness are seen as apathy. Coping with trauma. We need to positive impact the culture at LCC. Great opportunity to grow. Transparent relationship. Signs of movement include Provost Welch’s meaningful engagement. Many have noticed and comment on how refreshing it is to have President Robinson at meetings. As we find our new way give each other grace. Focus on what can be!
  2. Met with older senators Jim Luke, Alex Azima, Jeff Janowick, and Eva Menefee the MAHE President to discuss the history of the Senate. The conversation of shared governance will be moved to SOAR so it can continue.
  3. Monica and Eliza met with Provost Sally Welch and President Steve Robinson.
  4. Academic Senate EAS team was formed under Michelle Curtin but has fallen to the wayside. However, asked Provost Sally Welch to add people to the bigger Retention/ EAS team.
  5. Provost will be looking for tri-chairs for the 6 strategic plan focus areas. Provost will be sending us job descriptions of what that entails. Encouraged to attend the Strategic Plan.
  6. Senator Sarah Garcia Linz, ASC will be taking on email support for students suggest by former student senator Dakeyia Scott.
  7. Electronic card for Michelle Curtin on all her hard work will be sent out soon.
  8. Meeting with various senators to grow leaders. Bring more voices to the table. Want to hear what they need.
  9. Senator Mark Bathurst has taken on parliamentarian.

## Provost’s report

* 1. Last senate meeting had a comment from Jim Luke. Stephanie Decator noticed we had a problem recording and distributing ORT class sessions. Working with potential issue. The first method shared with the senate and dean was to not share your recordings outside of D2L. The second was to place the media policy in the syllabus. Apologize for not notifying senate. It is not new, just placed in a second place. Having students in ORT signing FERPA seemed too complex. Easiest way to do this was to place it in the syllabus.
  2. Having Strategic Planning meetings starting next Friday. Moving into the building of the next Strategic Plan. Themes will stay the same. In addition to the 5 themes we added DEI as well. Looking for 6 senators to be the tri leaders for each area. Encouraged to attend! WebEx has a limit so if there are more than 200 people there will be a YouTube attachment. There will be breakout rooms but not for YouTube. [strategicplanning@star.lcc.edu](mailto:strategicplanning@star.lcc.edu) Tri leads will design projects and ideas in each area.
     1. 9-10 a.m. Friday, Feb. 5 – [Celebration and Kick-Off Event](https://lcc.us3.list-manage.com/track/click?u=c4bb7d7de86106a97b6669f16&id=e7e4da4faa&e=66bc11fffc) ([YouTube Live for overflow](https://lcc.us3.list-manage.com/track/click?u=c4bb7d7de86106a97b6669f16&id=bb3257a2b8&e=66bc11fffc))
     2. 10 a.m.-noon Friday, Feb. 5 – [Community Engagement](https://lcc.us3.list-manage.com/track/click?u=c4bb7d7de86106a97b6669f16&id=668878992c&e=66bc11fffc) ([YouTube Live for overflow](https://lcc.us3.list-manage.com/track/click?u=c4bb7d7de86106a97b6669f16&id=cfb643fd94&e=66bc11fffc))
     3. 1-3 p.m. Friday, Feb. 5 – [Leadership, Culture & Communication](https://lcc.us3.list-manage.com/track/click?u=c4bb7d7de86106a97b6669f16&id=5b65ec7be1&e=66bc11fffc) ([YouTube Live for overflow](https://lcc.us3.list-manage.com/track/click?u=c4bb7d7de86106a97b6669f16&id=dfa9352511&e=66bc11fffc))
     4. 1-3 p.m. Friday, Feb. 12 – [Engaged Learning & Student Success](https://lcc.us3.list-manage.com/track/click?u=c4bb7d7de86106a97b6669f16&id=a1d379b91b&e=66bc11fffc) ([YouTube Live for overflow](https://lcc.us3.list-manage.com/track/click?u=c4bb7d7de86106a97b6669f16&id=e6da8a3eba&e=66bc11fffc))
     5. 10 a.m.-noon Friday, Feb. 19 – [Competitiveness & Innovation](https://lcc.us3.list-manage.com/track/click?u=c4bb7d7de86106a97b6669f16&id=bb71be09a4&e=66bc11fffc) ([YouTube Live for overflow](https://lcc.us3.list-manage.com/track/click?u=c4bb7d7de86106a97b6669f16&id=b22d73415d&e=66bc11fffc))
     6. 1-3 p.m. Friday, Feb. 19 – [Resource Management & Fiscal Responsibility](https://lcc.us3.list-manage.com/track/click?u=c4bb7d7de86106a97b6669f16&id=b9b51ac196&e=66bc11fffc) ([YouTube Live for overflow](https://lcc.us3.list-manage.com/track/click?u=c4bb7d7de86106a97b6669f16&id=fed850b26a&e=66bc11fffc))
     7. 1-3 p.m. Friday, Feb. 26 – [Diversity, Equity & Inclusion](https://lcc.us3.list-manage.com/track/click?u=c4bb7d7de86106a97b6669f16&id=64c86cbd7c&e=66bc11fffc) ([YouTube Live for overflow](https://lcc.us3.list-manage.com/track/click?u=c4bb7d7de86106a97b6669f16&id=9887069e9f&e=66bc11fffc))
  3. Academic Master Plan was discussed during PA days. Tentative process on what one would look like. Delaying process for ATD and Strategic Plan so we don’t have an overwhelming amount of projects. Questionnaire. Faculty will play critical role in this plan. Will work with executive leadership team of the senate.
  4. ATD Steering Committee met this week. Had a passionate discussion about charge and purpose. Will work on making a charter. We will bring this to the senate so we are all on agreement of where we want to go.
  5. Push out the Fall schedule. Students will be able to see the schedule on April 19th and register May 10th. Working on communicating with students. Summer schedule has not changed. For the summer, planning to have the same type of courses as now. Online, ORT, PRT, Hybrid. For Fall, CIMT is working on F2F courses while keeping social distancing: may include lecture capture, having courses split into two classes, lots of ideas.
  6. Two important committees to help students. Retention Committee and now moved EAS into Retention Committee. Would love more faculty on this committee.
  7. Collaboration or lack of collaboration was a hot topic. Have had a number of different conversations. Understand the hurt people feel from past administration. Understand we need to learn from this. Build trust over time. Respect the past, look at the work we are doing now, and move to future. Hopefully, you are seeing the changes from the last year and half. Sometimes it might not go as smoothly as we would like. As we learn to work together, please go to the leadership of the senate or directly to Sally. We will work to together. This is everyone’s job. Everyone is working hard.
  8. Places where Senate has been involved.
     1. Last year, the senate worked on 3 resolutions on grade book, timely and meaningful feedback and timely response
     2. COVID Planning - Although it wasn’t that the senate was forgotten there was just a lot going on at the time. To make sure the senate was involved and had a voice, former President Curtin asked about having a voice. We made some quick and necessary adjustments to get President Curtin connected to a number of COVID related committees and we started a weekly quick check in call.
     3. Closing the educational gap – (ATD) Last summer, asked former President Curtin to have the senate recommend a national network to me that would help the college address the equity gap challenge were seeing. The SOAR quickly convened, looked at a few initiatives, talked to members about initiatives and recommended to me that we look at joining ATD.
     4. EAP Academic Presentation - The BOT last summer passed a resolution requiring the college to develop an equity action plan. This plan had to focus on 4 specific areas. The college used an approach of where we were, where we are and where we are going to explain where each of the four focus areas. In a very creative way the college used each of the board meetings in the fall to present a different aspect of the plan. The videos that were presented to the board were created through collaboration with tech careers faculty, the police and fire academy, the CTE, student affairs, human resources, faculty involved in the prior initiatives and doing great work now, etc. It was a very creative way to take a hard look at where we were, where we are now and where we are going. Ancillary to this Dr. Robinson held to faculty conversations with people associated with the great work that we done before and the challenges to getting that work done.
     5. Senators and faculty were instrumental in the discussions about ESOL and Foundations which lead to the reinstatement of the funds to support these programs.
     6. Today’s topic of milestones is also another way in which we, faculty and administrators, have worked together for the benefit of our students. Happy birthday Rafeeq.
     7. Currently we are working on a way that make sense and will provide the senate an opportunity to have input into the budget process.

## Consent agenda

* 1. Curriculum committee
     1. Prop Proposed New Program(s) of Study:
        1. None
     2. Proposed New Courses:
        1. None
     3. Proposed Course Revisions:
        1. BIOL 276 – Molecular Biology II
        2. CHDV 111 – Child Guidance/Communication
        3. CHDV 225 – Families and Inclusion
        4. CHDV 230 – Early Childhood Program Admin
        5. THEA 171 – Play Analysis
     4. Proposed Expedited Course Revisions:
        1. ARTS 179 – Web Design II
        2. BIOL 275 – Molecular Biology I
        3. CHSE 235 – Pharmacy Technician
        4. CPSC 230 – Algorithms and Computing w/ C++
        5. CPSC 231 – Computing and Data Structures
     5. Proposed Program of Study Discontinuations:
        1. None
     6. Proposed Course Discontinuations:
        1. CHDV 184 – Children and Stress
        2. CHDV 186 – Child Self-Esteem/Positive Dis
        3. HSCD 080 – CCRESA Child Development
     7. Other Business:
        1. None
  2. Approved without objection.

## Update Dissemination of Information – Senator Eliza Lee

* 1. Goal is transparency. All Academic Senate meetings and information are shared in The Star along with directions on how to access the information.
  2. Senate Website to be updated by Spring Break.
  3. O Drive will hopefully be organized by end of March.
  4. Hope to organize SharePoint by end of the semester.

## Preferred/Chosen Name and Pronoun Update – Senator Bill Garlick

* 1. Past month spent a significant amount of time completing tasks for preferred name. Completed inventory of integrations and processes that include a name. Anywhere that might include a particular name we figured out what name had to be included (legal or preferred). What level of control do we have. Can we provide both. Required a little bit of redesign of system changes. Provides us the capability to roll out some of these requested changes sooner. Getting it into some of the other areas beyond just D2L.
  2. Work that Team has identified and done will wrap up soon. Pushing out changed necessary for chosen name to appear in more systems. Will have flexibility on where a system might get a name. Anything were a legal name is required we cannot do a chosen name. Anywhere that is not a legal need, we have choice to given chosen name or not. There might be a process where student/employee might not want that chosen name displayed so might chose against it.
  3. Next steps after big collaborative after. Teams are working three dozen plus tasks. Going to come back together in February. Completion of that will start rolling out other areas that are identified. In the resolution that was passed, the list of systems and integrations was identified. D2L, CRM are done. Take list of name areas that senate provided but also all the other recommendations across campus. Slotting those projects in.
  4. Human Resources has trainings for chosen name/ preferred name. First iteration will be going out.
  5. Adding to landing page for faculty and staff to request training and provide additional information. Can come to department meetings for one on one training.
  6. Going to do focus groups and surveys of students to hear what areas they want their name changed.

## Update on DEI – Chief Diversity Officer Tonya Bailey

* 1. New Staff. Had some vacancies and things were put on hold from COVID.
  2. Laura Orta added to the Office of Diversity and Inclusion. Announced pronouns. Comes from CMU. Handled assessment there. Also served as program director. Comes with varied experience. Looking forward to working with everyone.
  3. Sandra Johnson is new coordinator for Cesar Chavez learning center. She brings wealth of information and experience. Will be doing virtual tours.

## Bylaws Team – Senator Eliza Lee

* 1. Update: Working on lineage of presidency when vacated. Need to formally define regular elections versus special elections. Should have first draft read available at next Senate meeting.

## Budget Committee Charter – Sally Pierce and Senator Denise Warner

* 1. Charter sent out. Language needs to be tweaked. Have had good discussion with administrative leadership. Charter language has not yet been finalized. Sally Welch has allowed us to move forward with work of the committee so we don’t lose time while working on charter.
  2. Sally Pierce – Embedded people in A&S. What are we going to do with other divisions? Contact Denise if have ideas. If we are going to talk about culture change, budget transparency is a big part of that.
  3. Attending budget meetings in A&S. Hope to bring back charter in near future.

## Potential future agenda items

* 1. Explore exceptions to pronouns. Pronoun usage can cause problems if a biological subject or foreign language. Faculty could be jeopardized for not using correct pronouns.
  2. Senator elections coming up.
  3. Open discussion of follow up of Strategic Plan meetings. Conversation can continue.
  4. Feedback from PA days. Feels like maybe we are missing the mark. Is CTE not providing what people need? Discussion. What can we do differently? Maybe can take back to own areas and programs
  5. Vision of the CTE

## Motion to Adjourn

* 1. Motion by Senator Jim Luke
  2. Second by Eliza Lee
  3. Adjourn 10:22AM

***Purpose****: The purpose of the Academic Senate will be to provide faculty input and advice to the administration concerning issues of College-wide educational philosophy, College-wide academic policy, and priorities in the College-wide deployment of capital or financial resources, except as covered by the scope of collective bargaining. The Senate will be proactive and collaborative in its approach, seeking consensus whenever possible, and will foster and support effective and transparent communication with the college community. Student learning is the ultimate goal of this body.*

Respectfully submitted by Academic Senate Secretary, Eliza Lee.