Lansing Community College

Academic Senate Meeting

October 9, 2020, 9-11 am, Virtual Via WebEx

**Present**: Kabeer Ahammad Sahib, Marvin Argersinger, Alex Azima, Alandis Baker, Joe Barberio, Mark Bathurst, Mackenzie Caksackkar, Michelle Curtin, Tim Deines, Monica Del Castillo, Nancy Dietrich, Paige Dunckel, Sarah Garcia-Linz, Courtney Geisel, Gerry Haddad, Leslie Johnson, Heidi Jordan, Mark Kelland, Lyndia Klasko, Frances Krempasky, Eliza Lee, Megan Lin, Melissa Lucken, Tamara McDiarmid, Tricia McKay, Vern Mesler, Ronda Miller, Joann Silsby, Tedd Sperling, Mark Stevens, TeAnna Taphouse, Jon Tenbrink, Matt Van Cleave, Denise Warner, Nancy Weatherwax, Sally Welch, Veronica Wilkerson-Johnson, Kent Wieland, Melinda Wilson,

**Absent**: Matt Boeve, Bill Garlick, Amalia Gonzales, Dawn Hardin, Richard Williams,

1. Call to order- 9:00AM
2. Roll call – 9:00AM
3. Approval of agenda
   1. Remove Provost Report, Sally Welch is on vacation.
   2. Approved as amended.
4. Approval of minutes – 9:01AM
   1. Approved without objection
5. Public comments
   1. Senator Leslie Johnson: Sharing general comments from other constituents. People said they are exhausted and not up for another initiative. Believe in equity but don’t have the time. Offended that we need faculty buy in, need to be talking about faculty ownership. When things came down this summer, faculty were the ones that did things and admin are still talking. What faculty would like is admin support. Instead of paying to other companies, this should be a down payment for full timers to do their extra work. This should be a down payment for part time faculty to get paid for their efforts. Start listening to faculty and stop the assumption that faculty are lazy, apathetic and resistant to change. Don’t know any faculty that doesn’t want to remove the equity gap. Need admin who will help solve the problem. Stop “shoving data under our noses.” Listen to faculty presenting issues, they are not being resistant but instead are asking for help. Need to overcome it together. We don’t need outside consultants.
   2. Former Academic Senate President Jeff Janowick: As happy as anyone to talk about equity work for faculty. We are the front line about changing and learning. Let’s talk about pedagogy. We also have to talk about institutional responsibility. History of student success data, can point to where college policy changed. PQUIP, G2C, Operations 100%, when the college pulled Faculty institute, Accessibility initiative, etc. When we calculate the way we do reading and writing levels. What can the college do to support our efforts, not just what faculty can do to achieve this? We’ve been working on Equity for 10 years. PQUIP, Equity project, etc. Stop acting like our next step is our first step. We know that there is a lot of urgency from Board. But if we charge forward without reflection it is not going to work. If we are going to do it, then do it well.
6. President’s report – Michelle Curtin
   1. Budget Committee Charter team met last week. Focused on best way to form this committee. Second meeting next week and hoping to have draft of charter.
   2. Use of Chat option during Academic Senate meetings. Limit side conversation because it will not be reflected in the minutes.
   3. Chief Diversity Officer Dr. Tonya Bailey – Remind everyone they are invited to the Beyond the Book discussions. We have a few more books from the 4 books. Even if you don’t have the books, the conversations have been invigorating. Thanks everyone who is coming to the courageous conversations and continue to come. The second one is at the end of this month. Information session next week, make sure
7. Election updates – Secretary Eliza Lee
   1. The Senate welcomes Leigh Szedlak as the second new HHS Senator.
   2. Elections for Business and Econ seat are finishing up and will be announced at the next Academic Senate meeting.
8. Perspective on joining a national student success network- President Dr. Steve Robinson
   1. Appreciated the opportunity to discuss experience. Do feel we would benefit from joining a national network. LCC has tremendous internal capacity for equity. We are not starting from scratch. We have a need to focus that activity around a consensus activity. More than any other time in our movement there is exciting momentum and energy on this issue nationally. With a new provost and new president and hopefully a new slate on issue, we’ve got a great opportunity to move forward. There is a false dichotomy between internal expertise/relying upon consultants and the experts. Background is that expertise internally exists because of our external engagement. “There is a world elsewhere,” written by Shakespeare. Approach as new president is with sensitivity. Been careful to not get too involved in the grassroots. Senators that spoke earlier are correct, don’t want buy in but consensus and grassroots. This was a live topic for a while. Leader colleges in all these networks also have great internal expertise. It’s not a function of having to go outside to get experts. These colleges have a lot of great things going on in house. Understand initiative fatigue, flavor of the month, etc. We need community, culture, and resources that come with a national resource. Why do we need to join? 1. We need national community, incredible energy going across the country currently 2. Joining a network would give us high impact practices on persistency, completion, food insecurity, homelessness, etc. 3. These networks that have research staff that can surpass ours, not run by washed up admin. 4. Access to faculty peer networks, particularly when they can give us different view points 5. Any of these networks will bring us tech support and see what is happening at other places 6. External accountability and benchmarking is important, would include coaches. 7. It would bring us a common framework, tools and language. “All models are wrong but some models are useful.” These national networks bring good models. Concede that these networks are expensive, but so is lack of student success. We have started and stopped things. We have a provost who really understands and wants to succeed. Have a new CEO that wants to be involved. Have excellent internal capacity, and there is a sense of urgency. Need to leverage that internal capacity by joining a national network. LCC would shine in any one of these networks. Would show our leadership and results. Classic both/and situation. We can have a great internal work and join a national network. We can move to action to improve student outcomes.
   2. Senator Mark Kelland – Are you willing to make a commitment that if we were to go with a national network, would you be proactive in involving the Academic Senate in any decisions involve the faculty?
      1. President Dr. Steve Robinson - This work would not be successful unless that kind of commitment can be made. When an initiative like this starts, have to engage existing processes like Academic Senate.
   3. Senator Matt Van Cleave – Said leveraging our internal faculty through national networks, you’re right to make the point about experts. We should always want to accept help outside of ourselves. Here is what it should not be: Faculty should do work on their own. We need focus and structure. That means we need to really think about how we enable faculty to do this work. Faculty that are already overburdened. Needs to be a both/and but what it shouldn’t be is putting the initiative on the faculty plate. Should not be a pissing contest about who is the most expert. Faculty will be the ones primarily doing this work, how can we support them? Something needs to be done? What does it mean to leverage our internal resources?
      1. President Dr. Steve Robinson – We are all working harder than we ever have. Acknowledge that. All that great activity is like pieces of machinery, we are exhausted at the end of the day. Need a drive train to unify these different pieces of activity. That can be really frustrating if you’re doing great work in your course or department and it isn’t moving forward. Needs to not be put all on 1 individual. Have to be a commitment institution wide. None of the networks are perfect, but there is a framework where we can combine together and move forward.
   4. Senator Leslie Johnson – Not that these organizations are bad, but we have bad history. Faculty are tired of not being supported by their admin. Work is discounted and not supported, that does not make it sustainable. What concrete steps will you take to prevent this? Also, elephant in the room, we want equity in classroom but we don’t have equity in our faculty.
      1. President Dr. Steve Robinson – Our past struggles still matter. We a hard look in the mirror of where we are and where are we going. We know we aren’t starting from scratch. I agree with premise that just because we have new people doesn’t mean that the history doesn’t matter.
   5. Senator Monica Del Castillo – Student Support is like the distant cousin. A lot of the work that happens is in the classroom, if it was not for student support a lot of success wouldn’t happen. As we talk about equity and equality, would like a commitment from president and provost that student success will not be an afterthought. If it were not for some of the work we do, enrollment and student success would be a lot worse. Be inclusive with student support area. Disconnect between equity and equality in our faculty. 80% of our faculty are adjunct. People don’t have the time to do these student retention or moral important causes. Faculty and staff need to reflect more on the diversity in our community. If someone of color sees someone of color as a faculty member or admin there is a connection that happens. Intentional effort for diversity in faculty needs to be continued.
      1. President Dr. Steve Robinson – The Board called out diversity in faculty. If do a little scan of networks we talk about, most involved structures outside the classroom. The ones that really moved the needle on persistence and diversity usually have a strong support system beyond pedagogy. Another place where we can be open to learning.
   6. Faculty Jim Luke – Right up front, heard the same 7 points from previous provosts and presidents. Almost to the letter. Say they are going to involve people. Ended up throwing out things and not involving people. Networking was listed as Why has this not happened already? Can you name the faculty that are working? Can the provost or chief diversity officer? We were on the path in 2013 and it got thrown away. If we are going to do this new, need to see evidence of what is happening that means we will actually involve people. Our faculty are involved in peer networks. How many faculty were asked to report to the Board? It’s largely a top down planning that we are going to get told. Recognizing that its expensive doesn’t answer the questions of how this reconciles cuts we’ve made in the last years.
      1. President Dr. Steve Robinson – Budgets are tough. We all know Lucy and the football with Charlie Brown. Unaware that predecessor said close to what was said. Coming at it from a genuine and decades long commitment. Realize there is plenty years of frustration. Doesn’t change that something needs to happen. The gaps are there and we have not made the progress we need to. Interested in what we can do and how we can come together to make it happen.
   7. Faculty Martine Rife – It is so unfair some of these things that are being said. For G2C there was a huge team of faculty working on that project for 6 years. Did an inventory of everything at the college in respect to policy and procedures and syllabus. People are denying the work that faculty did. So many faculty leaders developed. Wished those individuals would have been included and invited to this conversation. Adjunct were generously compensated and so were full time faculty on reassign time. Want to make sure it’s clear that the reason G2C was faculty led because unlike any other college, our college was the only one that was exceptional in letting faculty lead the project. If you honestly think we can honestly do this one our own, why don’t we send out student to the library to learn content. That is basically what you’re doing. G2C was supposed to be turned over to a dean but the ball was dropped.
      1. President Dr. Steve Robinson – Heard of the great work that faculty did.
   8. Senator Veronica Wilkerson-Johnson – If we buy in and we do educational connectivity in what ways can we ensure that we sustain it? Long term commitment will be necessary.
      1. President Dr. Steve Robinson – The hard part will be focusing and sustaining. The easy part is picking one. You have my commitment and commitment of team that this is a top priority to the institute. It is probably the most important thing we can work on. Will be very engaged. We are all tired, we are all working harder than we ever have because this is in our heart. This is why we are having a great discussion, because it matters. Where we are right now isn’t good enough, and the students we are leaving behind is not acceptable. This work has to come from everyone. His roll is to bring consensus and help it stay sustained. We need to do this work and have this conversation.
   9. Director of Academic Quality Cheryl Garayta – Was part of G2C and ATD. Second what Martine said, faculty did a tremendous amount of work. Don’t think the ball has been dropped, but it’s been delayed. That G2C work has been rolled into Program Review. Faculty have to look at gateway courses. One of the biggest problems is people don’t understand the work that went on with G2C and ATD and EAS teams. That why things are hidden. Creating a communication plan and letting people know how they fit in is critical.
      1. President Dr. Steve Robinson – Understand being frustrated in past experiences. We should look at accomplishments.
   10. President Dr. Steve Robinson – Loved the dialog. Especially the parts where people have differing views. We get challenged when people have different points of view.
9. Joining a national student success network - Discussion
   1. Discussion was continued without Dr. Steve Robinson
      1. Senator Veronica Wilkerson-Johnson – What will be different this time? How can we maintain and assess what we are doing?
      2. Senator Mark Kelland - See this as a way Academic Senate can show some real leadership on this process. If the academic senate becomes very actively involved in this process, we can ensure it becomes long term. The other roll senate can play is that all the things people are expected to be able to do these things. Real conversations about how programs can focus on some division of labor. So some faculty can focus on HLC requirements and others can focus on working with our outside network. Senate can be a go between admin, find reasonable ways to do each type of work. Senate can make sure this is succe4ss short and long term.
      3. Senator Nancy Dietrich – As part of SOAR team, because we’ve been ATD in the past, we can do a network relaunch. Can build on what we’ve done. 3 year engagement, custom coaching, pathways, data technical services, etc. Roll of Academic Senate is to guide that thinking and what it is we are agreeing to.
      4. Senator Paige Dunckel – How do the networks get implemented and how involved are the faculty?
         1. Senator Mark Kelland – In past, concerns from earlier, is that things were top down. There wasn’t a lot of faculty buy in because many things were already being done. Provost is very pro faculty and senate, so is the president. We have a chance to really change the culture, time to embrace and not resist.
      5. MAHE President Eva Menefee – We need to get all the faculty involved. Need to look at faculty teaching and learning. Number one in our mind. Not only are full time faculty but part time faculty involved in these initiatives. Part time faculty need to be compensated. Faculty need to have buy in but faculty need to be treated well. Not good for only full time faculty to do all the work. Only way to be successful is to have the entire campus involved. Everybody needs to be compensated.
      6. Senator Tim Deines – We have our work cut out for us for faculty involvement. This is where Academic Senate can be helpful. As an adjunct, when we had AQUIP and other initiatives it felt very foreign. Over time we need to educated ourselves on the history of initiatives likes G2C or ATD. What’s worked and what hasn’t worked. How can we take that understanding to our constituents. Using the Senate’s position and the structure of things is just educating ourselves on the history of the institution. So many insiders here, sling around acronyms and people don’t know.
      7. Senator Megan Lin – Senate has a strong roll in what is happening. Acknowledge that a lot of people did a lot of hard work, especially faculty. Senate could take a strong roll in what its going to do. We do have this data, what worked and what wasn’t really helpful.
      8. Senator Leslie Johnson – We talked about faculty expertise, who is on the SOAR group and who has been consulted?
         1. President, Past presidents, Nancy Dietrich, Chief Diversity Officer Dr. Tonya Bailey, additional senator Mindy Wilson. Representative of the senate.
         2. SOAR does not make decisions, advisory only.
      9. Senator Eliza Lee – Motion to recommend ATD to provost
         1. Mark Kelland – Second
         2. Senator Monica Del Castillo – If you want a different outcome, something different has to happen. This is an opportunity for us to be on the forefront. We’ve had a revolving door or leadership. First time we’ve had a new president, newish provost, new vice president for finance. Top leaders are all new. They all seem to respect the Academic Senate. In a unique place, clean slate.
         3. Senator Nancy Dietrich – Can be convinced about being involved, and about being engaged on the ground floor.
         4. Senator Veronica Wilkerson-Johnson – ATD focused in 4 areas before. Think about the areas we want to be focused on.
         5. Call to vote by voice
            1. Only 1 nay
            2. Motion is approved.
         6. Next meeting could come with list of concerns for the ATD.
10. DEI initiatives - Breakout session continued
    1. Postponed as first point of next meeting to give extra time.
11. Optional questions for IDEA survey - Tim Deines, CASL chair
    1. Conversation in Senate to change IDEA to help with COVID question. CASL has come up with optional questions. Still in Draft form but would like feedback. This is last semester for IDEA.
    2. Senator Michelle Curtin – Everyone has option of adding questions, these questions would be ideal. Wanted to take some work off your plate.
12. Program pathways milestones - Academic Affairs Project Manager Rafeeq McGiveron
    1. See PowerPoint.
    2. 4 components is AAC&U pathways. Need to mark Milestones on pathways. AAC&U does not have definition of milestones, so it is up to us to decide. Bringing it to the Senate to discuss. What kind of terms and milestones can we use for students? Input from Program areas is needed as we move forward?
    3. Senators are asked to take to constituents. Not an incredible rush. Thoughts in another one or two Senate Meetings would be appreciated. One issue is terminology, second issue is what should the milestones be, third issue is for individual programs what do you want to identify.
13. Potential future agenda items
    1. Discussion on DEI Efforts discussion.
    2. Follow up on Milestones.
    3. Follow up on ATD motion
14. Motion to Adjourn
    1. Motioned by Senator Mark Kelland
    2. Second by Senator Eliza Lee
    3. Approved without objection (10:59AM)

***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.