# LCC Logo

Academic Senate Meeting

# August 26th, 9:10-11 Virtual Via WebEx

**Present:** Marvin Argersinger, Alandis Baker, Tonya Bailey, Joe Barberio, Mark Bathurst, Brenda Brown, Cheryl Chase, Elizabeth Clifford, Tim Deines, Nancy Dietrich, Lisa Dobson, Paige Dunckel, Bruce Farris, Sarah Garcia-Linz, Bill Garlick, Courtney Geisel, Gerry Haddad, Dawn Hardin, Melinda Hernandez, Jeff Janowick, Susan Jepsen, Heidi Jordan, Mark Kelland, Frances Krempasky, Eliza Lee, Megan Lin, Tamara McDiarmid, Robin McGuire, Tricia McKay, Tracy Nothnagel, Louise Rabidoux, Chris Richards, Danielle Savory, Joann Silsby, Tedd Sperling, Jon Ten Brink, Denise Warner, Nancy Weatherwax, Kent Wieland, Veronica Wilkerson-Johnson, Richard Williams,

**Absent:** Robyn Corey, Sally Welch,

1. Call to order – 9:10AM
2. Roll Call – 9:10AM
3. Approval of Agenda – 9:10AM
   1. Approved without objection
4. Approval of Minutes – 9:10AM
   1. Approved without objection

## President’s Report

* 1. Welcome to new Student Senator Kyle Cook. We are still looking for another Student Senator, so please make recommendations to the Executive Committee.
  2. If your standing committee is in need of members, please let the Executive Committee know ASAP so we can help find you some.
  3. If you are not yet involved in a Senate Standing Committee, please get in contact with the Executive Committee.
  4. The Mid-Michigan Red Cross Blood Drive will be happening at LCC in the Michigan room on September 1st and there are plenty of spots to fill. See this week’s Star for details.
  5. Finally, President Ten Brink will be hosting an open Senate Office Hour starting next week. Look for an email soon with the WebEx link.

## Provost’s Report

* 1. Given by Academic Affairs Project Manager Rafeeq McGiveron
  2. Academic Master Plan – Wyl McCully, Jon Ten Brink, Mark Kelland, and I worked on compiling all of the survey information and meeting notes into a draft document.  This draft was submitted to the Divisions for review and comment.  We will receive the division’s feedback this Friday.  Next steps, Mark will make sure the document is written in one voice, and then it will go to the Academic Senate and Executive Leadership Team for comments.  Upon completion of these steps, the plan will be set in motion.
  3. Achieving the Dream – In May, we gave you a brief update on the coordinated communication plan.  The intent of this plan is to remove redundant emails, and make sure the emails contain engaging and inclusive language and have a clear call to action.  Alyssa Andrews, new Associate Dean of Strategic Enrollment Management, has reviewed the emails, heat maps, and work by the committee.  She has identified some gaps in where we should email potential students and has a plan to improve our communication with students.  She has formed a new taskforce to do this work.  The goal is to have the revised communication plan in place for the fall 2023 incoming class.  On July 29th, ATD sponsored Dr. Amanda Propst Cuevas, Director of Appreciative Education, to give a training on Appreciative Education, also known as Appreciative Advising, to 83 different members of the College community.  Our goal is to connect this training to the work of the Academic Senate Culture of Care.  In this way, we can create a framework and common language for all to use.  The ATD website has been updated, and you will start seeing dedicated articles each month about ATD and the work this amazing team is doing.
  4. Credential pathway review – In May, we presented the credential pathway review process.  This process is to occur two years prior to program review.  At that meeting, we asked for volunteers to help us test the model and provide some input on the next steps after a program has gone through this process.  To date, I have Susan Jepsen and Tricia McKay interested in working on the metrics of the model and Tammy McDiarmid, Mel Hernandez, and Rick Williams helping on the next steps.  I would love to have some additional faculty on these two working teams.  If there are any additional academic senators who are faculty interested in being part of this, please send Sally an email.
  5. Reminders to do early alerts – As you know, enrollment is down this fall, so we need to do what we can to retain our students.  One way you can do this is to submit an early alert as soon as you notice a student struggling or not attending class.  This alert goes directly to the academic success coaches and tutoring, if you recommended that.  In this way, we can be proactive in helping the student stay in their classes.  Thank you for your attention to this.

## Consent Agenda

* 1. Curriculum Committee Report
  2. Approved without objection

## Potential Hybrid Voting/Bylaws Team – Senator Jon Ten Brink

* 1. “Whereas the Bylaws Team currently has only 2 members, the Executive Committee has identified ways voting could proceed in a hybrid meeting format, and the straw poll indicated a majority preference for online meetings, the Executive Committee moves to rescind the motion from the meeting on July 15th requiring the Bylaws Team investigate voting in a hybrid setting before a full Senate vote on meeting modality moving forward, allowing the Senate to decide meeting modality before empowering the Bylaws Team to wordsmith a voting mechanism, should it be asked of them.”
  2. Motion is approved. Will move forward with discussion on what format we want for the Senate.
  3. Senator Mark Kelland – Motion to return to face-to-face meetings.
     1. Second by Mark Bathurst.
     2. Motion denied by vote.
  4. Senator Lisa Dobson – Make sure technology would be up to date.
  5. Senator Gerard Haddad – Would be important to know when hybrid or face-to-face meetings would be (such as officer elections). Space availability in Board room would be an issue.
  6. Senator Veronica Wilkerson Johnson – Would do the online but have the hybrid options when we need to come online.
  7. Senator Joe Barberio – What about flipped. Meet once a month or once every other month.
  8. Senator Bruce Farris – Some disadvantages. Efficiency issues (such as getting through agenda), need to make sure people on WebEx are equally represented.
  9. Senator Megan Lin – Need to make distinction between hybrid (online meetings with some face-to-face meetings) and HyFlex (online meetings at the same time as face to face).
  10. Senator Susan Jepsen – Just voted no on face to face, should discuss if going to require any face-to-face meetings, even once a semester.
  11. Patrick Butcher – Hybrid in the tech world means people in a classroom and some people online. Think we should continue calling it hybrid.
  12. Senator Mark Kelland – Motion that future regular senate meetings be facilitated with a combination of face-to-face and online real time attendance.
      1. Senator Heidi Jordan – Second
      2. Senator Eliza Lee – Executive Committee doesn’t mind doing ORT and face to face but make sure when you’re voting that you aren’t voting for this format and then going to stay online the majority of the time.
      3. Senator Jon Ten Brink – Poll to see who would attend regularly in person if given the option. 10 out of 37 voting senators.
      4. Motion to withdraw the motion.
         1. Approved without objection.
  13. Senator Jon Ten Brink – Further investigation by Executive Committee is warranted.

## Program Review Timeline – Director of Academic Quality Cheryl Garayta and Dean Andrea Hoagland

* 1. See timeline provided. Changed so can make budget requests in time. Academic Senate Budget Committee made this recommendation. Programs will review as one umbrella as well. Revised cycle to include everyone in one umbrella in the same cohort.
  2. One of strategic plan projects is to review our DEI in Program Review. This will be in the revised question 7. Clear guidelines.
  3. Pedagogy of equity course will be programs or departments will send representatives to take this course. Idea is to implement improvement plans before its time for program review. Can be full or part time faculty. Those representatives would then work with the program or department to implement things before program review.
     1. Pedagogy of Equity begins Sept. 1 and ends Nov. 3. We will meet ORT on Thursdays from 2-3pm. [Registration link](https://www.lcc.edu/cte/workshops/pedagogy-of-equity.html)

## Potential Committee Changes – Senator Jon Ten Brink

* 1. “Whereas there are a myriad of activities, committees, and work groups across campus where faculty representation is requested, and facilitating that participation would help fulfil the Scope of the Senate related to “input” “collaboration,” “communication” as described in its Charter. And whereas there is need to engage the broader campus community regarding the activities of the Senate, the Executive Committee moves to create a Work Group to further investigate the feasibility of forming a new Standing Committee of the Senate focused on cross campus engagement, writing a Charter should it be warranted.”
     1. Purpose would be to:
        1. Recruit faculty members to run for both at-large and department positions
        2. Promote Academic Senate engagement with constituencies across the college
        3. Seek input from college faculty and staff to shape Academic Senate priorities.
        4. Seek input from college faculty and staff to keep Executive Committee informed of issues as they arise.
        5. Identify opportunities for the Academic Senate to engage in academic leadership, and advice the Academic Senate and its leadership accordingly.
     2. Senator Mark Kelland – Motion to change wording to “standing committee or team” since there may not be need to a continuous standing committee.
        1. Senator Tricia McKay second.
        2. Approved as amended.
     3. Senator Wilkerson Johnson – need to think who spearheads this committee. Probably need someone from exec committee.
     4. Senator Sarah Garcia-Linz – Great idea. Hard to keep all things organized. Hard to know what is happening. Good challenge is making sure there are opportunities for all people to participate.
     5. Motion approved as amended by vote.
  2. “Whereas staggered terms of the Executive Committee have been established to lend stability in leadership, multiple Past Presidents and Historian being available to provide institutional memory, there being overlap between the work of the Executive Committee and SOAR, elements of SOAR’s charge able to be continued via a new Engagement Team/Committee, and the ability of any Senator to remind the Senate of issues needing to be addressed, the Executive Committee moves to terminate the SOAR committee.”
     1. Senator Alex Azima – Let’s rethink what it is about versus eliminating it completely. Historical perspective but really concentrate on it in the future.
     2. Further discussion and vote at the next meeting.

## Why are we here? – Senator Jon Ten Brink

* 1. Postponed

## Public Comments

* 1. Senator Chris Richards – Reminders e-learning is on campus and fully staffed. Students have come in a lot which is great. Also, D2L courses there is a widget for early alerts on the front page.
  2. Senator Tricia McKay - **New Perkins V Grant Resources and Information** During Divisional Fall 2022 Kick-Offs, Tricia McKay and Penny Tucker presented information and updates on Perkins V to Arts & Science (Business, Communication & the Arts), Health and Human Services, and Tech Careers. A PowerPoint was shared during the presentations that included general Perkins V information, updates, and a timeline. View the [Perkins V Kick-Off PowerPoint](https://lansingcc.sharepoint.com/:b:/s/Interdivisional/lcc-perkins-grant/EaP2vEMoD85PsRgfaiMRQa4BKeCJ4u4ZMa081OIlt7d3cQ?e=GaBUjh).  In addition to the Fall Kick-Off presentations, a new [Perkins V webpage](https://www.lcc.edu/aa/perkins-grant/index.html) has launched on LCC’s website that includes:
* An overview with general information about Perkins V and contact information
* Information for Students
* A List of Occupational Programs at LCC
* Core Performance Indicators (CPI)
* Resources and History

The new webpage also includes links to the [Perkins V Grant Guidebook](https://www.lcc.edu/aa/perkins-grant/index.html/#perkinsguidebook) and the [Perkins V Grant SharePoint](https://lansingcc.sharepoint.com/sites/Interdivisional/lcc-perkins-grant). Both of these resources provide LCC faculty, staff, and administrators with information essential to the oversight, monitoring, review, and compliance of the Perkins V grant. Users will find easy access to the College’s vision for Perkins V, dates and timelines, contacts of crucial personnel, links to LCC Perkins V forms and documents, and answers to frequently asked questions about Perkins V. If you should have any questions, please contact [Tricia McKay](mailto:lcc-perkins-application@star.lcc.edu?subject=22/23%20Perkins%20Inquiry).

* 1. Senator Rick Williams – “Hello there, It's good to be here and I think you are all great. In previous meetings, a couple of fellow senators have presumably taken aim at my criticism of LCC’s Diversity, Equity, and Inclusion (DEI) Update given on the 22nd of April this year. I think they did not understand what I said or the content of the DEI Update. Both senators said they did not “feel” oppressed as white men and cited a few examples of other white men on campus. Herein is the problem: This is not about feelings or how one feels about DEI. It is about the fact our DEI program fails to be diverse and continues to do so. Just look at our marketing campaigns to see what I mean. You must really look for any evidence of white men in our publications, despite our own demographic studies showing approximately 80% of LCC’s population being identified as white. The DEI Update ironically claims to cherish “variety of human difference” and those “not limited to race” and goes on to list other non-discriminating statuses, while omitting being white. It also excludes a bullet point for “Asian Americans and Pacific Islanders,” as the other protected statuses enjoyed on page 7. These are the facts. And our DEI publications support my assertion white people, specifically white men, do not belong here. Why do that? Why does the senate yawn when I point this out? It's easy to see. Meanwhile, it is nationally reported there is a decline of enrolled white young men. According to Forbes, “Today only 41 percent of students enrolled in college are men.” This is not about feelings; it is about facts. In my opinion, based on the evidence, our DEI department does not serve all LCC students. It outright excludes and discriminates against its own major demographic. Diversity to them, in our publications at least, all are belong--except white men. Thank you.”

## Potential Future Agenda Items

* 1. Senator Bruce Farris – First, Academic Calendar in the summer. Summer semester starts on a Saturday. They didn’t have any support on campus because nothing was open. Second, course offers and course delivery as we transition. College has a goal of getting faculty back to campus. Policy was made for number of classes taught on campus. Best serving students by having expanding offerings. Item of discussion, how do we best address needs of faculty and students back to campus and give students what they need in course offerings.

***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.