

## **Taft College Academic Senate Minutes**

Friday, August 18, 2023  
Cougar Room  
10:10 am-11:30 am

### **Call to Order**

Meeting was called to order at 10:10am.

### **Attendees**

Based on the sign-in sheets, the following faculty members attended: Abbott, A., Altenhofel, J., Bandy, K., Beasley, M., Berry, W., Blake, P. Bledsoe, A., Bogle, D., Cahoon, M., Cahoon, N., Chung-Wee, C., Clark, A., Devine, W., Duron, C., Dyer, G., Eigenauer, J., Eveland, S., Getty, S., Golling, G., Gonzalez, L., Jimenez Murguia, S., Kerr, D., Lytle, S., Martinez, M., Mayfield, M., Mendenhall, J., Mendoza, T., Mitchell, D., Nishiyama, W., Oja, M., Page, J., Payne, B., Payne, R., Polski, R., Raber, T., Reynolds, D., Reynolds, J., Richards, K., Rodenhauser, D., Rossi, M., Roth, R., Smith, K., Smith, T., Travis, L., Webster, K.

Additionally, the following administrators signed in: Daugherty, D. Lopez, J., Sundgren, L., and Valadez, J.

### **Public Comment**

There was no public commentary.

### **Office of Instruction**

- Introduction of New Managers

The following managers were introduced by Vice President of Instruction L. Minor: Devin Daugherty (Instruction and CTE), Jose Valadez (MESA program), Jaime Lopez (Instruction, which covers grants, dual enrollment, and new initiatives).

- Grant updates

Seven new grants were shared covering these topics:

- Regional K-16
- UPLIFT for ECE partnerships for second/multi-language learners.
- Teach preparation with Taft Union High School District
- CERF partners for economic development
- Partnerships for job growth, with our focus on allied health (EMT/paramedics)
- MESA to support STEM students
- West Kern Adult Education Network partnership

There are several grants that are in-progress, including: dual enrollment, Cal Medical college, UCSB partnership for sustainable agriculture, CalLaw.

J. Altenhofel asked about OER, and we do have a \$20k planning grant to consider applying for more funding.

M. Oja asked if all grants should be approved by the Academic Senate, and L. Minor said that they did and that the seven discussed (above) had been approved.

J. Lopez said that he is working on a grant funding form to standardize the process.

Someone asked if the grants are posted somewhere, and L. Minor said that they were not, but could be posted.

A. Abbott asked if the Office of Instruction would work on discipline-specific grants, and the answer was that the Office of Instruction will help with instructional grants.

For more information on the grants, see the Supplement added at the end of these Minutes that was provided by the Office of Instruction

## Action Items

Approval of the Minutes for May 1, 2023 Meeting

The minutes for the 5/1/23 Academic Senate of the Whole meeting were approved by consent.

New Business

- TC Academic Senate 2023-2024 Goals

The following goals for Academic Senate were suggested by the Academic Senate council:

- **Identify and Advance Local Policy Reform:**
  - AP 7120 Recruitment and Hiring Procedure
  - AP 7211 Faculty Service Areas Minimum Qualifications and Equivalencies
  - AP 4259 Probation
  - AP 5075 Course Adds and Drops
  - Creation of a BP & AP on work experience formerly a Cooperative Education Work Experience Plan
- **Support an Active Partnership with Associated Student Organization (ASO):**
  - Work towards having a student representative on all Academic Senate Subcommittees with the possibility of it being a student-worker position.
- **Work in consultation with the Faculty Association:**
  - Implementation of the Title 5 to include Diversity, Equity, Inclusion, and Accessibility Standards in the Evaluation and Tenure Review Process.
- **Work in collaboration with the Diversity, Equity, and Inclusion Committee:**
  - Make progress towards the Taft College Academic Senate Diversity Equity and Inclusion recommendation (2021\_01\_15):
  - The Taft College Academic Senate requests that the office of Institutional Research, Assessment, and Planning assist in surveying students, non-tenured faculty, adjunct faculty, and administration anonymously regarding inclusive and anti-racist classroom climate.
  - The Taft College Academic Senate recommends to the Faculty Professional Development Committee that anti-racism education related topics be included as flex opportunities, including in-service activities or individual flex activities, for TC faculty on an ongoing basis.
  - The Taft College Academic Senate requests an ASCCC visit on anti-racism education.
  - The Taft College Academic Senate recommends to the Strategic Planning Committee that a component of program review include aligning academic programs' mission statements to Taft College's mission to provide "an equitable learning environment defined by applied knowledge leading to students' achievement of their educational goals" and that this update be captured in the How-to Guide.

- The Taft College Academic Senate recommends that the Curriculum & General Education Committee include an evaluation and discussion of all courses' "diversity of representation and culturally responsive content" as part of regular curriculum review.
- The Taft College Academic Senate recommends to the Taft College Faculty Association that faculty evaluation procedures be reviewed to determine if cultural competency is adequately addressed in the existing faculty evaluation processes.
- The Taft College Academic Senate recommends that the Equal Employment Opportunity Committee in consultation with the Faculty Association to review the existing faculty evaluation process to determine if there are systematic barriers for continued employment (tenure or re-hiring adjunct faculty) that might apply to faculty of color.
- **Provide forums for faculty to discuss, debate, and formalize faculty opinions and resolutions**
  - Creation of an Academic Sub-committee for determining equivalencies.

During discussion, two more AP's were added to the first goal: AP 5520 on student discipline and AP 5500 on student conduct to consider adding artificial intelligence into the academic honesty policies.

Related to the second goal, T. Mendoza asked if student government positions are paid. It appears that student government officers are paid.

The third goal was discussed at length. There is concern about how faculty will be evaluated and lots of questions about definitions. In particular, J. Eigenauer asked what "cultural competency" meant. S. Eveland directed everyone to the taskforce(s) as the group(s) to decide that for Taft College, which was repeated by A. Bledsoe. G. Dyer found definitions of the term on Google, which were all fairly similar to each other. A. Abbott referred us to definitions provided by the Chancellor's Office (CCCCO) but our local DEIA committee had differing definitions. R. Payne read her notes from the January 2023 meeting. S. Eveland clarified that our taskforce was created before the current legislation, but in the meantime the ASCCC has been working with the Chancellor's Office. There is a cultural competency toolkit that has been approved by the ASCCC and CCCCCO. There was continued discussion about this goal and how it relates to faculty evaluation, which will be discussed in a Faculty Association sub-committee. G. Dyer reminded us that the committees or taskforces responsible for each part of the January 15, 2021 recommendation will provide clarification and guide the process.

S. Eveland moved, seconded by A. Abbott, that the five goals as presented be approved (the goals in bold, not the explanations under the goals). G. Dyer moved to amend Eveland's motion to change the fifth goal to "Determine whether or not the Academic Senate requires a sub-committee to determine equivalencies to faculty qualifications". The amendment was second by W. Devine. This amendment passed, and with this amendment the following goals were approved as Eveland's amended motion:

- Identify and Advance Local Policy Reform:
- Support an Active Partnership with Associated Student Organization (ASO)
- Work in consultation with the Faculty Association
  - While not approved as a goal, this was the context:  
Implementation of the Title 5 to include Diversity, Equity, Inclusion,

and Accessibility Standards in the Evaluation and Tenure Review Process.

- Work in collaboration with the Diversity, Equity, and Inclusion Committee:
  - While not approved as a goal, this was the context: Make progress towards the Taft College Academic Senate Diversity Equity and Inclusion recommendation (2021\_01\_15)
- Determine whether or not the Academic Senate requires a sub-committee to determine equivalencies to faculty qualifications.

- TC Academic Senate Resolution: ASR-05-01 Resolution in Support of Single User Restrooms, Infant Changing, Lactation Room, and First Aid Station Conversion of S-11

V. Jacobi withdrew this resolution. Jacobi may submit a new resolution focused on single-use restrooms in the future.

### Informational/Discussion Items

#### Membership

- Academic Senate Membership

Membership is automatic for full-time faculty. Adjunct faculty must notify the Academic Senate president within the first two weeks of school of their interest in being a voting Senator. C. Duron sent an email to all adjunct faculty inviting them, but also noting that we need Senators to attend the monthly meeting so that we can reach quorum. C. Duron also emailed all new full-time faculty.

- Academic Senate Council Representatives

C. Duron shared the AS Council members:

- President: Candace Duron
- Vice President: Vicki Jacobi
- Secretary: Michelle Oja
- Past President: Sharyn Eveland
- Learning Support Division: Darcy Bogle
- English: Chris Chung-Wee
- Social Sciences: Salvador Jimenez Murguia
- Business, Arts and Humanities: Lori Travis
- Allied Health and Applied Technology: Kanoe Bandy
- Science and Mathematics: Nathan Cahoon
- Career and Technical Education:
  - D. Bogle nominated B. Payne, and K. Bandy seconded. B. Payne accepted. Membership is an Informational item, so no actions can be taken at this time.
- Adjunct: Vacant

- Academic Senate Subcommittees

C. Duron shared the AS Council members:

- Academic Development Committee (ADC): Danielle Kerr
- Academic Policies & Procedures (AP&P): ~~Michelle Beasley~~ vacant
- Career Technical Education (CTE): Darcy Bogle
- Curriculum and General Education: Vicki Jacobi
- Distance Learning & Education Committee: Vacant
- Dual Enrollment: Greg Golling
- Faculty Professional Development: Ruby Payne

- Student Learning Outcomes Assessment Steering Committee (SLOASC): Tina Mendoza

C. Duron shared that the two subcommittees without AS faculty chairs do have clerical support.

- Academic Senate Liaisons

C. Duron shared the ASCCC liaisons:

- Legislative: Candace Duron
- Career and Technical Education: Michelle Beasley
- Guided Pathways: Vicki Jacobi
- Open Education Resources: Michelle Oja
- Part-time/Adjunct: Vacant
- Rising Scholars: Vacant

#### Unfinished Business

- Student Equity Plan

C. Duron noted that a new coordinator position was included in this plan. Later, A. Abbott, who is on the DEIAA committee, said that the committee requested a dedicated person. M. Beasley added that most members of the DEIAA committee were not trained in equity work as a dedicated coordinator would be. Beasley also stated that she wants someone who is invested in equity, not just employees who are checking off boxes.

J. Altenhofel noted that the data that the report was based on was not provided, and what she did find conflicted with statistics in the report. C. Duron noted that the Student Equity and Achievement steering committee had discussion about the data, but she (Duron) will ask Institutional Research for the specific data.

G. Dyer referred back to our January 15, 2021 recommendation and how that listed different groups. Dyer also reinforced that anything in the 10+1 should have faculty input (at the least), especially curriculum.

R. Payne asked if one of the current or new deans cover equity, and L. Minor said that none of the deans' job descriptions specifically focus on DEI. If hired, this position would report directly to the president of the college.

This was only an informational item; the report was already approved.

- Guided Pathways Plan

There was no discussion on this informational item, but C. Duron suggests that we review the report for areas related to 10+1.

- New Full-time Faculty Position Updates

C. Duron updated everyone on the faculty positions approved last academic year:

- History: Ken Smith
- Physical Education/Softball Coach: Amanda Clark
- Political Science: Wesley Nishiyama
- Communications: Deborah Zipnick
  - This faculty member withdrew their employment.
- Librarian: Postponed

- Education Master Plan Request for Proposal

The Request for Proposal failed. There will be a new attempt.

#### CCCCO Vision 2030

C. Duron suggests everyone review the PowerPoint on the AS website.

#### Open Forum

Abbott mentioned that DEI training is upcoming. The DEIAA committee has been working on it.

#### Adjournment

S. Eveland moves to adjourn at 11:30am. D. Bogle seconded. The motion passed.

## Office of Instruction Grants Update Supplemental Information



### Awarded: K-16 Collaborative

- State collaboration for community colleges, K-12, CSU, and local employers to create education and career preparation pathways.
- Focus is on health care, education, business management, engineering, or computing.
- The focus for Taft College is Health Care, with development of a Medical Assisting Program, to train front office (clerical) and back office (clinical) medical assistants.
- Potential local partners include West Side Health Care District and other health facilities, along with the college district's K-12 schools.
- Grant allocation of \$165,000 for TC is earmarked for program development (e.g., a director).



### Awarded: UPLIFT CA (Universities & Partners Learning, Innovating, Fostering Equity, Transforming California ECE Degrees)

- Brings together CSU, community colleges, state agencies, and ECE providers to strengthen competency-based curriculum in early childhood education.
- Aligns college pathways from community college to bachelor's degree for students who want to be early childhood providers and teachers.
- Focus is preparing teachers to work with dual-language learners and increase diversity in the pool of early childhood educators, helping to close equity gaps in education.
- Grant money (2021-2024 with some flexibility) provides professional development for instructors, and compensation for instructors to develop a consistent curriculum.



Taft Union High School District

### Awarded: TUHS Creating Educators Through Education

- Part of the state K-12 Strong Workforce grant to create career pathways and partnerships between K-12, community colleges, adult education, and four-year colleges.
- Goal: To address the teacher shortage in the region and the state.

- High school students who identify an interest in this career pathway can take dual enrollment classes, shadow teachers at TUHS or TC, or participate in work-based learning through a summer enrichment program (these are suggested activities still in the planning phase).
- Grant money will help develop and fund these programs, including outreach and in-reach.



## In process: Community Economic Resilience Fund (CERF)

- State effort across 13 regions, supported by SB 115, to create sustainable economic development programs in the regions.
- Networking and “listening” sessions held across the region, including at TC.
- Goal: to help with economic recovery after COVID, to diversify and strengthen local economies, and create high quality jobs for Californians.
- Partners must include stakeholders such as labor, business, community groups, local governments, metropolitan planning organizations, economic development entities, education institutions, and other key groups in the region.
- Grant money will support planning and program development for these goals, 2022-2026.



## In process: Regional Equity and Recovery Partnerships (RERP)

- Partnership between state and local workforce boards and community college regional consortia.
- Goals: Improve job quality and job access, including for women and people from underserved and underrepresented populations; meet the skill and profitability needs of employers; meet the economic, social, and environmental needs of the community.
- Grant money will develop paramedic program and update EMT. Term: 2022-2025.



## In the planning process: California Medical Scholars Program

- A collaboration by Central Valley Higher Education Consortium (CVHEC) partners and Sen. Hurtado, under SB 40. CVHEC includes 30 higher education partners across nine counties.
- Paves the pathway to medical school for community college students to help meet the shortage of physicians in the valley and increase the numbers of underrepresented minority physicians.
- Grant money would strengthen and support biology/life science classes and pathways.
- First phase opened with other CVHEC partners, we will apply next phase with KCCD partners.



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## In planning and preparing to launch: Education, Innovation, Research (EIR) Math Bridge

- In planning, for a launch soon with partners Central Valley Higher Education Consortium (CVHEC), College Bridge, U.S. Dept. of Education, and TUHS.
- EIR Math Bridge, to develop effective math dual enrollment curriculum and course delivery.
- Goal: to close the math equity gap through dual enrollment.



## Awarded and launched: MESA – Math, Engineering, Science Achievement

- New to TC! Support program for STEM students, 5-year grant 2022-2027. New director hired has begun recruiting students in fall 2023.
- Support services include tutoring, counseling, field trips, lounge area, study area, and more.
- Physically located in ETEC, in ENGR lab/classroom. Space will be shared for lab activities.





## Awarded to our educational partner: California Adult Education Program (CAEP)

- Collaborating on adult education projects to promote student success with intakes, assessments, counseling, and placement processes into adult education pathways and workforce services and training.
- Consortium for CAEP: WKAEN, Taft College, Kern Co. Office of Education, Maricopa Unified School District, Taft Union High School. Three-year plan.



## Awarded and additional grant in the planning process: Open Educational Resources (OER)

- All CCCs received a \$20,000 planning grant for OER. We are in early stages of planning for ongoing OER work. We also received \$180,000 for ongoing OER work.
- An additional ZTC (zero textbook cost) grant is available for application, we plan to apply pending process approvals.



## In planning: UCSB – NSF

- The University of California at Santa Barbara (UCSB) has asked us to be their community college partner for a National Science Foundation (NSF) grant.
- Application in process for Regional Innovation Engines. Focus: sustainable agriculture.



## In planning for the next round: Cal LAW

- Community colleges pathway to law school for students interested in a career in law.
- Provides support services, exposure to law offices, and supports implementation of partnerships with transfer schools and law schools to prepare students to successfully progress through their academic program and to their careers in the legal profession.
- We applied for the first round but were not accepted, we plan to apply for a later round.