

# **The De Anza Academic Senate**

## **Approved Notes of the meeting of December 1st, 2014**

**Senators and Officers present:** Alexander, Anderson, Bryant, Buchanan, Cruz, Delas, Dolen, Donahue, Freeman, Hertler, Hunter, Leonard, Lucas, McCart, Pape, and Setziol

**Senators and Officers Absent:** Benney, Blanchette, Lilly, Liu, Nakase, and Schaffer,

**DASB:** Pedro Enriquez   **FA Liaison:** Don Nickel

**Classified Senate:** Lorna Maynard   **Curriculum Co Chair:**

**Administrative Liaison:** Rowena Tomaneng

**Director of Diversity, Social Justice, and Multicultural Ed.:** Veronica Neal

**Guests:** Susan Cheu and Kevin Glapion

**Faculty and Staff Development:**

[NOTE: Item numbers are reflective of agenda numbers in the order they are actually taken up at the meeting.]

**The meeting was called to order at 2:34, a quorum being present.**

**I. Approval of Notes and Agenda:** The agenda was approved as distributed with the removal of Item IV due to illness. The notes of the meeting of November 24th meeting were approved with a change in the attendance roster and the addition of a clarifying footnote to the material in item V : Associate Degree for Transfer.

**II. Needs and Confirmations:** Carmen Lizardi-Foley, Jeff Schinske (biology), and Veronica Acevedo-Avila were confirmed for the Spanish Language faculty Search and Selection Committee. Schinske's addition to the committee was unusual and was for the purpose of gender and ethnic balance. The group was reminded that the discipline faculty nucleus of Search and Selection Committees is to be formed first with the result taken to Veronica Neal for review with the officers for gender and ethnic balance and for the assignment of an Equal Opportunity (EO) representative. Neal issued a plea for more volunteers to do EO work.

**III. Committee Reports:**

- Glapion reported on the work of the Student Services Planning and Budgeting Team (SSPBT). The group is reviewing the progress of its working sub committees. The assessment sub committee looked at sample assessments and their scoring, focusing on determining whether or not there is a substantial difference between assessments made on one date versus another. There is a large

concern about the reliability of scores. Another group is looking at student probation processes and yet another is looking at technology tools that support various functions across student service

- Cruz reported on the Academic Senate – Classified Senate social event held November 24<sup>th</sup> and pointed to it as the beginning of what she hoped would be an ongoing effort to have good working relations and facilitate collaboration where warranted. She mentioned that there would be other events including a joint meeting with an agenda set by both groups.

- Cruz next reported from the General Education Review Steering Committee about the General Education vote. She reported that all three proposals passed. When asked about the concerns raised at the November 24<sup>th</sup> meeting, the officers said that there was no evidence that those choosing not to vote due to identity security concerns were likely to vote one way or another. The General Education Review Steering Committee will meet to examine the concerns and to work on next steps regarding implementation of the newly approved requirement.

- Finally, Cruz reported for the District Budget Committee about the District budget relative to the 2014-2015 budget adopted in August. The revenue from non resident tuition is now projected to be significantly higher than the adopted budget estimate. No cuts by the State are anticipated. The promised .85% CoLA is already in hand. State allocations for 3SP and Equity are on track as well. Changes in the CalPERS and CalSTRS match are being phased in but, even being phased in, represent a serious budgeting problem.

There was a discussion of the five factors determining growth funding and a new State funding formula.

**VI. Equity Plan Allocation:** Susan Cheu, Cruz, and Rowena Tomaneng presented. The college was able to count the cost of Mallory Newell’s position towards the match required to receive Equity funding. Cheu and Cruz took the group through the various categories of funding within the Equity allocation and explained differences between the presented version and the one previously distributed. Questions raised focused on 1) what positions will or might be funded, 2) coordinating all the large institutional efforts getting underway, and 3) understanding the formulas driving the overall allocation. Susan reported that the Campus Budget Team approved the Equity Plan funding recommendation.

**V. Senate Equity Work – Introduction to the Equity Cognitive Frame:** Cruz and Veronica Neal began by immediately equating the term Equity Cognitive Frame with the term Equity mindfulness and contrasting those with the “deficit model” which is the very prevalent model used to approach the achievement gap portion of Equity more broadly defined. The term “diversity” as an approach to dealing with the achievement gap mostly refers to adding something to an otherwise undisturbed curriculum. The Equity Cognitive Frame asks us to instead reformulate and reconsider everything from an equity perspective. A key element

in the idea of the Equity Cognitive Frame is institutional responsibility. Cruz projected a visual aid grouping the kinds of things associated with the deficit model on the one hand and the equity cognitive frame on the other. “How to learn” (grouped on the screen with the deficit model components) was said to be meant in the context of “Learn how I learn” which implies that there is only one way to learn. We need to get over the deficit model in part to get beyond blaming K-12 for inadequate preparation so that we can deal successfully with students however they come to us. A structured exercise completed the item wherein the Senators paired off and conjured up a deficit model statement and then changed the frame of reference to an Equity Cognitive frame. The exercise appeared to generate considerable energy and enthusiasm and it was suggested that the group might like to pick up in January where it left off at this meeting.

**VII. Senate Work : Project work group reports:** The item was held over.

**VIII. Recap and Appreciations:** Appreciation was expressed about the social gathering with classified staff. Appreciation was also expressed about the work of the officers.

**IX. Good of the Order:** - Cruz encouraged the Senators to redouble their efforts in communicating with division colleagues.

- DASB will be sponsoring end of the quarter study sessions in various rooms of the campus center in an effort to respond to a need brought about by the library being remodeled.
- A conversation in the campus center about the situation in Ferguson Missouri was announced.

**The meeting was adjourned at 4:32**