



ACADEMIC • SENATE

Minutes

Thursday, March 13th, 2025

2:00 – 3:45 p.m.

Present: Karen Marrujo, Hanaa Alkassas, Fabienne Bouton, Bri Brown, Dan Curtis, Rita Ghazala, Moriah Gonzalez-Meeks, Karla Gutierrez, Debra Hills, Amy Huie, Raquel Jacob-Almeida, Raad Jerjis, Rachelle Panganiban, Joan Rettinger, Miriam Simpson, Jennifer Tomaschke, Asma Yassi

Absent: Sasha Carter, Sahar King

Guests: Annalinda Arroyo, Jeanie Machado Tyler, Jessica Robinson, Bryce Storm

Recorder: Aiden Lovewell

The Senate minutes are recorded and published in summary form. Readers of these minutes must understand that recorded comments in these minutes do not represent the official position of the Academic Senate. The Academic Senate expresses its official positions only through votes noted under "Action." In accordance with the Ralph M. Brown Act guidelines, Senators voting "nay" or abstaining will be identified. All other present members will be assumed to have voted "aye."

1. **Call to Order** – Karen Marrujo, the Academic Senate President, called the meeting to order at 2:04pm.

2. **Approval of Minutes: February 27th, 2025** – The Senate reviewed the minutes from February 27th, 2025. The senate motioned to approve the minutes. **Motion/Second:** Miriam Simpson/Dan Curtis. **Nays:** None. **Abstentions:** Christopher Torres. **Motion Passes.**

3. **Public Comments** –

None.

4. **Announcements** –

A. Academic Senate Election for Senate Officers Committee:

Karen Marrujo shared the details of the current Academic Senate election cycle. An email was sent from Bri Hays regarding this. You can read the candidate bios on the AS website and voting will be closing on March 17th at 5pm. There are two candidates for Part-Time Senate Officer-At-Large, Debra Hills and Wayne Ross. Rachel Polakoski is running for VP, Miriam Simpson is running for Full-Time

Faculty Officer-At-Large for Instruction, and Rachelle Panganiban is running for Full-Time Faculty Officer-At-Large for Student Services.

B. Faculty Handbook Revision Workgroup:

Karen shared an update on the Faculty Handbook Revision Workgroup. Two volunteers are needed, and stipends are available. The revisions look at what we have so far in the handbook and update the information. Mostly reaching out to folks to find the info and compiling it together.

C. Other:

Rita shared the open mic event coming up with the music department on Thursday, March 20th from 12:30pm to 2pm in front of the library.

5. Action Items –

None.

6. Information Items –

A. Updates from Cuyamaca College Presidents Jessica Robinson and Director of Campus Facilities, Operations & Maintenance Bryce Storm:

Jessica Robinson and Bryce Storm introduced themselves. Bryce has been in the position for a little over a month and Jessica wanted to make sure that the senators had an opportunity to meet him. Bryce shared that he is looking forward to meeting and working with everyone. He then gave some context to his experience which includes 20 years of facilities operation and management. Jessica noted one big goal of refining our processes and making them clear to everyone. She also highlighted how great Bryce has been already and how optimistic they are about FMO going forward on our campus. This position really focuses on maintaining this campus with a 5-year outlook to be better prepared when unexpected situations occur. The senators introduced themselves to Bryce and Karen explained what Academic Senate does and invited Bryce to come any time he needs or wants.

B. Curriculum April Board Packet:

Annalinda shared the Curriculum Board packet. The goal was not to have a packet for April but it couldn't be helped. The last two items on the list are the main reason for the board packet but a few additional items are being included as well to accompany them. Annalinda gave brief context to each item and shared that they didn't come to Curriculum until early March. Annalinda is asking to suspend the rules to the packet.

The senate motioned to suspend the rules. **Motion/Second:** Amy Huie/Debra Hills.
Nays: None. **Abstentions:** None. **Motion Passes.**

The senate motioned to approve the Curriculum April Board packet. **Motion/Second:** Dan Curtis/Rita Ghazala. **Nays:** None. **Abstentions:** None. **Motion Passes.**

C. Faculty Hiring Priorities Committee (FHPC) Goals:

Karen reviewed the updated goals for the FHPC. Goal three is not a goal that was carried over but instead is newly added. Karen encouraged senators to take a look at these and give any feedback they have.

D. Cuyamaca Space Utilization Study Final Report:

Karen shared the 110-page report from the DLR group. There were slides from the meeting last Tuesday as well as the F-building plans that we were still waiting for. Karen noted that these are just suggestions and nothing is final yet. Scheduling patterns and balancing of spaces will be a broader conversation. Our college President emphasized the collaborative nature this project will need. Joan noted the need for faculty to be involved in this process from the beginning and Academic Senate would like to build a task force to keep focus on this. Moriah, our next step should be to come up with a plan to come up with the substantial data that was missing from this presentation to help reinforce the needs of the faculty and to ensure we are making decisions that are data informed. There are some gaps in data, some data is missing, the wrong people are being consulted at times, and the DLR group was provided with bad or outdated information to create their reports. Karla shared frustration with this process. Miriam noted that we need a centralized faculty group for this issue to create recommendations. JT also noted that the data from this report is missing information or contains incorrect information. Moriah noted that this report was needed because the district will be taking back \$4 million in funds for their own buildings and that means there are no longer funds to remodel the A building. Miriam noted that lab space are being removed from the new building and that is one of the biggest concerns. She also noted that the data from the district is not being validated properly, and it is not accurate. A data governance manager position would be extremely useful. Moriah noted that this is not an issue with the DLR group but rather an issue with our data. Moriah also shared notes from the meeting that are shareable to all. Building A has been vacant since 2022 and that causes concerns for the infrastructure including electrical and plumbing.

E. Update on Digital Art Lab Resource Request:

Jeanie Machado Tyler shared an update on the Digital Art Lab resource request. There was a meeting this past Monday and there were some good discussions. CTC allocation remains their allocation and is not being taken, combined, or used elsewhere. We do like them to be used in the fiscal year it is granted but this is a unique situation, and this will be held for them until it is ready.

Jeanie also gave a brief review of the F-Building migration plan. The lab spaces were designated as multipurpose spaces instead of designated spaces which causes issues. The Building A renovations are also changing drastically from what we thought they would be. A lot of spaces on campus are being looked at now to review program spaces for use. No decisions have been made yet even though the DLR group's work is done. Anytime you are in a space that needs changing, there should be a conversation with the dean, then fill out a facilities request form. The short part of it is that there needs to be a clearer, codified process for these things. Repurposing a

space requires working at a campus and district level that is then reported to the state chancellor's office.

F. Resolution in Support of Improving Employee Retention and Recruitment through Flexible Work Scheduling Practices:

Karen reviewed the resolution with the Senate. A decision was made by the district to take the remote work option away from counselors. This affects not only those faculty members but also has implications for everyone else in the district. My-Linh presented data and pictures to the Board. In response, we have worked on a resolution to potentially present at the next board meeting. We need to advocate for what is right. Rachelle thanked everyone that showed up and expressed gratitude for this resolution as this addresses a lot of concerns around the issue. Karen noted that we are the lowest paid district, we are very under-resourced, and the counselors are being mistreated for the amazing work that they do with what little they are provided. We need to continue to advocate for this issue. Rachelle noted that students choose remote options a significant amount of the time and this change would only negatively impact students. The resolution is a collective statement and request to the district. There have been two adjunct counselors that have already resigned due to this. Moriah, this is a pattern of behavior from the district to try and remove remote options broadly that will impact retention and recruitment of employees. Debra noted that we talk about the financial issues that we have as a district, but remote work would contribute to less overhead and reduced costs for the district as well as the employee. Miriam noted that there hasn't been a feedback survey in a long time. Running a feedback survey at the Teaching and Learning Committee concerning this specifically. Bri emphasized that setting aside time to administer time for feedback in committee and meeting spaces is important. Asma noted that in EOPS and CalWorks, this will create space issues bringing everyone back together in-person at all times and would further create confidentiality issues as well.

G. Building F Migration Plan Update:
Tabled

7. Committee Reports –

A. Updates from Curriculum:

Annalinda shared updates from Curriculum. We are waiting for Phase 2 of CCN. She also shared the local GE area descriptions for each area and what courses would be going into those areas. Julie Kahler helped to highlight the priority courses for the 5-year review cycle so that faculty were aware of courses that could potentially be pulled if they aren't updated.

B. Additional Committee Updates:
None.

8. President's Report –

- A. ASCCC President's Update for March 2025:
Tabled
- B. District-Level Participatory Governance Updates:
Tabled
- C. Calendar Committee Updates:
Tabled
- D. Evaluations Task Force Update:
Tabled
- E. Accessibility Capability Maturity Model (ACMM) Implementation Updates:
Tabled
- F. Faculty Representatives for Hiring Committees:
Tabled
- G. Organizing Faculty Advocacy Efforts on 10+1 Matters:
Tabled
- H. Reflections on Program Review:
Tabled
- I. Other:
None

9. Vice President's Report –

Rachel share the need for representatives on committees and highly encouraged people to join if they are able.

10. Part-time Faculty Report –

None.

11. Adjourn – Karen Marrujo adjourned the meeting at 3:45pm.