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Academic Senate Meeting

March 24th, 2023 at 9:10-11 Virtual Via WebEx­­­­

**Present:** Marvin Argersinger, Alandis Baker, Mark Bathurst, Brenda Brown, Cheryl Chase, Elizabeth Clifford, Nathaniel Colon, Nancy Dietrich, Lisa Dobson, Paige Dunckel, Bruce Farris, Sarah Garcia-Linz, Bill Garlick, Courtney Geisel, Gerry Haddad, Dawn Hardin, Jessica Hester, 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, Sally Welch, Richard Williams,

**Absent:** Josiah Beauchaine, Robyn Corey, Tim Deines, Melinda Hernandez, Andrea Sanchez, Nancy Weatherwax, Veronica Wilkerson-Johnson,

1. Call to order – 9:10AM
2. Roll Call
3. Approval of Agenda
   1. Approved without objection.
4. Approval of Minutes
   1. Senator Mark Kelland – Minor grammatical corrections.
   2. Approved as amended.

## Remarks – President Steve Robinson

* 1. Thank everyone for grace and understanding during network outage. It was a big deal. Appreciate faculty and staff for flexibility. Appreciate working with LCC when it was hard to communicate. Especially thank IT and cyber security specialist. Specifically Bill Garlick and Paul Schwartz. Thankful for amazing expertise. Great Emergency communications and protocols, thanks to marketing and public relation. Hundreds of people stepped up to help. Faculty doing extraordinary things to get students caught up. Was very impressed that Paul Schwartz suggested adopting a policy of transparency. Had to balance that with confidentiality due to legal reasons. But really impressed with communications. Inspiring to see people being so patient. Thank you to everyone. We know disruption isn’t over.

## President’s Report

* 1. Begin with a reading of the LCC Land Acknowledgement:

Lansing Community College occupies the ancestral, traditional and contemporary lands of the Anishnaabeg - Three Fires Confederacy of Ojibwe, Odawa, and Potawatomi peoples. In particular, the City of Lansing and LCC reside on land ceded in the 1819 Treaty of Saginaw.

* 1. THANK YOU to our IT staff for their tireless work getting us up and running again, and all those who assisted in resetting passwords and getting computers up and running again. This was a colossal task, and went as quickly and smoothly as possible. This has been the strangest, most interrupted semester of my career, Spring of 2020 included. Certainly feeling the strain of all the different interruptions, and wondering how I’ll get my students ready by the end of the semester.
  2. Director of the Office of Veteran and Military Affairs Andrew Cosgrove – Updates regarding student success items in Veterans Affairs. Numbers have increased in enrollment in Veterans Affairs. First time since Covid have seen increase in enrollment. Pre-Covid GPA was 2.8. For Fall 2022 GPA average was 3.06. Always wants to make sure students have a smooth transition to civilian life and Higher Ed.
     1. Update to Veterans Memorial in HHS building. Ran out of space on the glass panels. Will be replaced with LED screens to have infinite space to add names and imagery. Will add additional lighting to see memorial.
     2. Relaunching military medic to paramedic program.
  3. Executive Committee is looking for feedback on our effectiveness, and perceptions of overall health and direction of the Senate. Are we talking about the right things? Are we fulfilling our purpose? Are we missing anything? The answer to these questions will help us forge our future. Please see Survey in email.
  4. Per a senate resolution, this will require a vote at the prior meeting to the one proposed. Our meeting on April 21 will be the first with newly elected Senators, and a wonderful opportunity for us to welcome them and thank our outgoing Senators. In addition to meeting in person, we’d like an opportunity to have some networking and socializing after the meeting—with the best motivator of all to get together—food! Give it some thought, and we’ll talk about it at our next meeting in a more formal way.

## Provost’s Report

* 1. First and foremost, a big thank you to our amazing IT team.  Not only did they identify some anomalies they also worked tirelessly for a week to get us back up and running.  Next, big thanks to the communication, PR team, Incident Command Team and Dr. Samuel, they had the huge task of trying to figure out how to communicate to all of us and how to create concise messages in the constraints of the systems we could use.  Would also like to thank the deans and their leadership teams for quickly setting up text trees to communicate information out and in.  Big thanks to payroll and everyone who brought food in.  Finally, a big thank you to all the faculty and staff. You handle this situation with grace and patience.  Appreciate all the additional work and adjustments you are doing to help ensure that the remaining days of the semester for our students goes well.
  2. Just a couple updates on projects – thank you for submitting your culture of care homework.  I hope to bring this to the senate soon for discussion.  We have almost completed the internationalization of the campus strategic plan.  ATD’s building capacity for change in teaching and learning cohort phase 1 work is almost complete.  You will hear about this work and how you can participate during the May PA days.
  3. I have a couple more Office hours coming up.  Please come by and say hi and let me know what is on your mind.  A number of us are going to the HLC conference this weekend.  We will share any changes that we hear with you.  Remember HLC is coming in 2024
  4. Senator Mark Kelland – “Good morning, Senators. As we continue looking ahead to our HLC Comprehensive Site Visit, the Provost asked me to address an important issue. One of the most important aspects of teaching that the Peer Reviewers will look at is consistency. They want to be sure that every student in a course gets the same education, regardless of the modality or the instructor. As a Peer Reviewer myself, I have asked for syllabi from the same course as it is offered f2f, online, and for dual enrollment. Any significant difference between them is a serious red flag, and reviewers will dig deeper. I have personally called a focus session on the consistency of syllabi, and that meeting got off to a rough start.

This issue is often largely addressed by moving to a standardized syllabus template – like Concourse. This ensures the proper scheduling of course time in a f2f section, which is key for Federal Compliance, and allows the College to lock the learning outcomes. Herein, however, lies a problem. It is essential that faculty do NOT add learning outcomes by putting them in an area of Concourse such as Course Policies. This is not simply a decision by the College. Theoretically, and this should also be an actual point, but certainly theoretically, the credit hours assigned to a course are based on the expectation that they directly correspond to the time necessary to teach and assess the learning outcomes, and this comes from expectations within Federal law and our accrediting body.

Thus, if you suggest that you don’t need the allotted time to teach the learning outcomes that the program has determined, then it brings into question whether the course needs the assigned credit hours, as well as whether students with different instructors are getting a somewhat different course.

Directly related, and simply unacceptable, is telling your students that your actual syllabus is in D2L, not Concourse, and then changing and/or adding to the learning outcomes on that alternative syllabus. It is the program that determines the learning outcomes for a course, they are reviewed by the Director of Assessment, and then by the Curriculum Committee. So, they must be considered sacrosanct.

This does not, of course, preclude offering your students additional instructions or guidelines in writing that go beyond the syllabus. But it must be clear that those guidelines are not an alternative syllabus, and they must not have alternative learning outcomes.”

## Committee Reports

* 1. Curriculum Committee – Senator Tamara McDiarmid
     1. Working to streamline the process of looking at course proposals to eliminate the email tree that was turning out to be confusing.
     2. Reminded faculty that if they had any questions about changes that they wanted to make to courses they should contact their CIMT reps to answer any questions.
  2. Engagement Committee – Senator Lisa Dobson
     1. Vice chair is Sarah Garcia-Linz.
     2. Looking for more members of the committee, especially non-senators. Looking for members for Budget committee.
     3. Want to advertise elections
     4. Want to advertise the Academic Senate as a whole.

## Consent Agenda

* 1. Curriculum Committee Report
  2. Approved without objection.

## Elections – Senator Eliza Lee

* 1. Ballots available March 13th through March 31st. All faculty and academic professionals should receive at least one ballot.
  2. Areas that have open seats:
     1. Advising
     2. Communication, Media, and the Arts
     3. Health and Human Services - 2 three-year Division At-Large
     4. Library Instruction
     5. Technical Careers – 2 three-year Division At-Large positions, 1 one-year Division At-Large position
     6. Member At-Large

## A Moment of Teaching and Learning – Academic Success Coach Frank Taylor

* 1. See PowerPoint.
  2. ADHD, Chronic Mental Health, Autism, Specific Learning Disabilities, etc. Comes with strengths as well as weaknesses.
  3. Neurodiversity describes the idea that people experience and interact with the world around them in different ways. There is no “right” way of thinking. Many different aspects: Autism spectrum, dysgraphia, dyscalculia, mood disorders, learning disabilities, etc.
  4. Neurodiversity puts barriers in the way of students trying to learn, but is not an intellectual limitation.
  5. Have a conversation with the student. If you are seeing a particular pattern or behavior that seems to be a barrier for a student or others around the student, it is ok to address that barrier directly.
  6. Always can refer students to the Center for Student Access. Nationally, only 20% of students with disabilities request formal accommodations.
  7. Students who identify as neurodiverse often expend large amounts of time and effort to mask symptoms of their neurodiversity and to attempt to fit into the neurotypical world.
     1. Senator Louise Rabidoux - Neurodiverse students may also benefit from counseling support to help develop coping skills and strategies. All support services help connect students to a team of support (CSA, counseling, coaching, ARC, Advising, Learning commons, etc)

## Communications Website – Senator Tamara McDiarmid

* 1. [The Star](https://employee.lcc.edu/thestar/index.html)
  2. Launching of website to take the place of The Star email. Place we can go as faculty, staff and admin to get information. Links from the email are now on the webpage. Also includes things that are happening around campus and people that will be focused on.
  3. Events Calendar will also be included. Can look at it as calendar or per event.
  4. Karen Tommasulo is the contact person.

## Introduction of Academic Advisors – Director of Academic Advising Chelsea Brandon

* 1. See PowerPoint.
  2. Senator Alandis Baker, Lorin Honeysett, Aaron Martin Green.
  3. Advisors and students work tougher to attain student educational, career, and life goals.
  4. Appreciative Advising is “intentional collaborative practice of asking positive, open ended questions that help students optimize their educational experiences and achieve their dreams, goals and potentials.” Disarm, Discover, Dream, Design, Deliver, Don’t Settle.
  5. Advisors are Master’s level professionals, curriculum experts, and specialists within Career Communities.
  6. Advising available at all campuses.
     1. Appointments: in person, phone and virtual
     2. Express advising
     3. E-advising
     4. Classroom visits
     5. Orientation
     6. Pop-up advising
  7. Senator Paige Dunckel – Want to talk more about program advisors?
     1. Director of Academic Advising Chelsea Brandon – Program advisors are coming. Will be training and working with them as career communities come next year.

## D2L Course Design for Instructors – Provost Sally Welch

* 1. Postponed.

## CC/CASL Chair Elect – Senator Jon Ten Brink

* 1. See Appendix I
  2. See Appendix II
  3. First read. Vote will be at next meeting.

## Making Up Lost Learning Hours – Senator Jon Ten Brink

* 1. Provost Sally Welch – We have to demonstrate or document how we are meeting the learning outcomes when we’ve lost 6.5 days of classes. We will be asking areas to fill out a chart or table. Should be easy. Mark will put it in evidence incase HLC asks. Will be program decisions. Somethings people can do is drop an exam and add lecture, see if students will take a little extra time (extra 15 min), way to do incompletes for a couple days like labs or clinicals. Wide range of ideas. Trying to give as much time as possible. Asking for spreadsheet by CIMT member by April 7th.

## Public Comments

* 1. Senator Sarah Garcia-Linz - First, on behalf of Student Life as a representative of Student Affairs, student clubs and organizations have always been one avenue to help create a sense of community and belonging. There are currently 15 registered student organizations at LCC; most are academic in nature such as the Math/Computer Science club and Sign Language club. Others bring students together based on interest such as the Cru Club based on the Christian faith and Board game club which is exactly what it sounds like (and meeting today at 3pm in the Gannon Commons). As we heard from Frank, Disability Club gives students a place to connect and share experiences. This can be powerful. I also wanted to give recognition to Phi Theta Kappa or PTK our honors society. They recently nominated Dr. Robinson for the national Paragon President Award which he is receiving. This says a lot, certainly about our college president, but also about the enthusiasm that our students have for LCC. My intention today is simply to remind folks that these clubs can be powerful tools for students to get involved with and connect with their peers and if there is not a club that interests them, they can start their own. Secondly, on behalf of the Prism Alliance, we are an affinity group by employees for employees with the purpose of bringing together people within the LGBTQ+ communities and that of course includes our wonderful allies. We have done many things in the past including educational events and programs, but currently are focused simply on building community. We are hosting a networking event on Wednesday April 12th from 4:30-6 in the Adult Resource Center/Student Life space in Gannon; with an after hours social off campus. This is open to all employees; information will be in the Star on April 6th but please share with anyone who may be interested. Link here: [The Prism](https://mailchi.mp/46aab1f35f70/this-is-prism-networking-event)
  2. Senator Mark Kelland – “Good morning Senators and guests. Since the Board meeting earlier this week wasn’t on Webex, I’m not sure there were any faculty present other than myself and President Ten Brink. So, I wanted to share with you some thoughts on a public comment made at the Board meeting by a student who I’ve had the pleasure of knowing, somewhat.

This student is visually impaired, and had an instructor this semester who, if even a portion of what the student said was accurate, and I have no reason to doubt her, was nothing less than despicable. As a member of the faculty at LCC, and as someone who has a disability, it is disappointing and disheartening to hear about a colleague whose behavior is both utterly unprofessional and, given the Americans with Disabilities Act, a clear violation of Federal Law.

We talk about a culture of care. But I have to ask, is it just talk? I know that most of the faculty at LCC do care. However, if even one student has faced discrimination of this or any type, it impugns the character of us all! Further, it makes a mockery of the pretense that we are being guided by a culture of care.

Thankfully, Dean Miller was talking with the student before I even had a chance to introduce them. But honestly, it seems the damage was already done, and other students with disabilities were involved who were not present at the Board meeting.

I’m not sure what our next step might be, but somehow we need to be more proactive in sending a clear message to those whose conduct in relation to students is, simply put, unacceptable. If you don’t care about *ALL* students, then you don’t belong at LCC! However, if the problem stems from your own psychological challenges, then please, give us the opportunity to afford some care for you. Thank you for your attention.”

* 1. Senator Rick Williams – “Hello fellow Academic Senators and friends,  
     I believe we all got an email on the 15th of March titled: “Equal Pay Day event today.” The campus-wide email went on with misleading information regarding the alleged gender-pay-gap that somehow culminated on March 14 this year. These sorts of allegations have been widely debunked by anyone caring to look. One source, Time magazine, states the gender pay gap to have been “decisively refuted by economists.” And that the gap is simply the difference between the sexes working full-time without factoring in choices of “occupations, positions, education, job tenure or hours worked per week.” Women tend to choose careers that pay less such as “childhood education and psychology” verses the higher paying professions in engineering. The supposed wage gap narrows significantly when considering those variables.

I do not have a problem with receiving emails confronting issues the campus faces. I have a problem with emails that perpetuate false narratives, and I am bothered that it goes unanswered by such learned public that LCC has. Are they suggesting LCC is guilty of this pay gap? The only pay gap I am aware of was in Hilary Clinton’s organizations. But more to the point, I am bothered that such emails over these false narratives say nothing about the abuse of biological men competing on biological women’s sports. Where is equality there? That is what we need to be concerned about. But we often react to situations rather than be proactive on those fronts.   
I wish LCC’s DEI would actually do what it was created to do. It seems to me and my constituents that the DEI office has made things worse. I can see why some institutions have eliminated it. The first thing the last DEI leader said to the senate was that it was not diverse enough. My questions of how much of what would make it equitable went unanswered. It used to be that whoever was more qualified got the position. I fear it is whoever fits the lens of diversity who gets the position. I think LCC would be better served by refusing fables and misleading information such as the pay gap or LCC is not diverse enough. Thank you!”

* 1. Senator Denise Warner – Budget Committee wanted to raise the level of visibility of POPs forms. Many departments are updating POPs by end of the semester. If your area has a well done POP, please share with Denise so can provide some examples to others.
  2. Senator Megan Lin - [CTE Spring 2023 Workshops](https://www.lcc.edu/cte/workshops/index.html), [PA Days Concurrent Sessions Proposal Form](https://docs.google.com/forms/d/e/1FAIpQLSdS-MIJ4YlPQ9dF2Gqc-VUpmHANwY9h89EySTy3O530yNqblA/viewform): Debuting a series called Food for Thought.

PA Days May 10th and May 11th

* 1. MAHE President Eva Menefee – Appreciate the opening with the Land Acknowledgement. IPAC committee has a couple of events coming up. March 29, 4:00 HHS 005 – Dr. Suzanne Cross and she is speaking on the effects of Native American Boarding Schools sponsored by the Indigenous Peoples Awareness Committee. April 14, 11:30- 3:00 Celebration of Earth Day sponsored by the Indigenous Peoples Awareness Committee.  Includes Lunch and a service opportunity to work in local gardens.
  2. Academic And Arts Outreach Coordinator Melissa Kaplan – Next Wednesday is Global Fest in Gannon 2214. Focusing on Global interdependent during global crisis. Three speakers.

## Potential Future Agenda Items

* 1. None

## Adjourn

* 1. 11:00AM

***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.

Appendix I

Curriculum Committee Chair Elect

The Chair and Chair Elect will be faculty members who at the time of appointment are Academic Senators. A Vice-Chair will be appointed by the Academic Senate Executive Committee from among the membership of the committee. The Chair Elect will be chosen and serve for the final year of the Chair’s term. A Chair serves a 3-year term.

Appendix II

Committee for Assessing Student Learning Chair Elect

**The Chair and Chair Elect will be faculty members who at the time of appointment are Academic Senators. A Vice-Chair will be appointed by the Academic Senate Executive Committee from among the membership of the committee.  The Chair Elect will be chosen and serve for the final year of the Chair’s term.  A Chair serves a 3-year term.**