



## Academic Senate Meeting

April 5th, 2024 at 9:10-11 via WebEx

**Present:** Marvin Argersinger, Brittany Barber, Laura Bishop, Brenda Brown, Elizabeth Clifford, Robyn Corey, Tim Deines, Keshava Demerath-Shanti, Nancy Dietrich, Lisa Dobson, Paige Dunckel, Bruce Farris, Sarah Garcia-Linz, Courtney Geisel, Gerry Haddad, Susan Hardie, Dawn Hardin, Melinda Hernandez, Lorin Honeysett, Heidi Jordan, Mark Kelland, Eliza Lee, Megan Lin, Tamara McDiarmid, Robin McGuire, Tricia McKay, Tracy Nothnagel, Charles Page, Scott Poe, Louise Rabidoux, Chris Richards, Joann Silsby, Tedd Sperling, Nancy Weatherwax, Sally Welch, Richard Williams, Jeff Janowick, Jon Ten Brink,

**Absent:** Cheryl Chase, Amber Denney, Bill Garlick, Jessica Hester, Susan Jepsen, Denise Warner,

- I. Call to Order – 9:10AM
- II. Land Acknowledgement
- III. Roll Call
- IV. Approval of Agenda
  - a. Approved without objections
- V. Approval of Minutes
  - a. Small grammatical errors
  - b. Approved as amended.
- VI. President's Report
  - a. Looking for one or two more volunteers to help form the Adjunct Advisory Committee.
  - b. Reminder Student Forum is next W April 10th, from 9am to 7pm in Gannon 221 and West Campus 11am-7pm.
  - c. Next meeting is Hybrid with the in-person portion on main campus in the Admin Board room. In person attendance strongly encouraged.
  - d. Summer meeting will be July 19<sup>th</sup> via WebEx.
- VII. Provost's Report
  - a. Achieving the Dream steering committee is now Student Success Committee.
  - b. Next week is [Take a Stand, Sit in](#). Theme: Investigating Incarceration: Artists and Activists for Healing and Reform
  - c. HLC is coming in Sept. Had a townhall last week about criterion 3 and 4. If you have any questions, check out the [website](#).
- VIII. Standing Committee Reports

- a. Engagement Committee – Senator Lisa Dobson
  - i. 4 orientation meetings after the next meetings for our new senators. Help new senators get off to a new senator.
  - ii. 3<sup>rd</sup> year senators will be mentors for the new senators.
  - iii. Working on promotional video for the Academic Senate.
- b. Technology Across the Curriculum (TAC) – Senator Bruce Farris and Senator Bill Garlick
  - i. Multifactor MFA implementation.
  - ii. Various tech issues or thoughts come up, discussing those like such as adjunct computers in departments. Getting IT information on what needs to be done.
  - iii. Its easy to fall into the trap of only calling the help desk only when there is a problem. Any way we can communicate and get that as a mindset across campus is good. For instance, names and the ways things are presented on the testing Services cover sheets.
  - iv. Formally and informally discussion AI in the discussion. How does it fit into academic honesty.
  - v. Student Webex access is coming. Students are going to be included on WebEx as far as the chat capabilities. Will be integrated into D2L. Can chat with students or let them chat with each other.

IX. Consent Agenda

- a. Curriculum Committee Report
- b. Approved without objection.

X. Elections Update – Senator Eliza Lee

- a. Incoming Senators
  - i. Advising – Dustin Abrego
  - ii. Communication, Media, and the Arts (CMA) – Steve Simonson
  - iii. Community Education and Workforce Development (CEWD) – Jennifer Muffet
  - iv. English – Ian Leighton
  - v. Learning Commons – Elizabeth Clifford
  - vi. Math and Computer Science (MCS) – Homa Ghaussi Mujtaba
  - vii. School of Business – Rick Caprario
  - viii. Science – Ed Kabara
  - ix. Social Science and Humanities (SSH) – Mark Kelland
  - x. Technical Careers – Evan Falk, Marc Fennell
  - xi. Member At-Large – Mel Hernandez
  - xii. Member At-Large, Part-Time Faculty – Ben Mepham
- b. Outgoing Senators
  - i. Advising – Lorin Honeysett
  - ii. Communication, Media, and the Arts (CMA) – Paige Dunkel
  - iii. Community Education and Workforce Development (CEWD) – Rick Williams

- iv. English – Denise Warner
- v. Health and Human Services (HHS) – Heidi Jordan, Cheryl Chase
- vi. Math and Computer Science (MCS) – Dawn Hardin
- vii. School of Business – Brenda Brown
- viii. Science – Bruce Farris
- ix. Technical Careers – Scott Poe

XI. Credential Review Process – Market Research Analyst Wyl Cully, Project Coordinator Penny Tucker, Provost Sally Welch

- a. See PowerPoint.
- b. This is for pathways, degrees and certificates. Credential review happens 2 years before program review. What Wyl has set up is a process that has been tested. Get a number and based on your number you may do nothing or have to go through a process. Ran a test with various people.
- c. Academic affairs will email the credential review profess reports two years prior to the next program review cycle. Meets baseline (2.0 and above), no additional steps needed. Does not meet baseline (below 2.0), program lead will complete credential review worksheet, meet with dean and associate dean to discuss findings and make a plan, dean brings plan forward to provost cabinet for review and feedback.
- d. Credential Review kick off will be September, December will be due date for plans to be approved. Programs going through it in fall are the ones going through program review in 2026-2027. But if you want to see your score, any area can see their score at any time.
- e. Senator Rick Williams – Is CEWD part of this?
  - i. Provost Sally Welch – No because it is non-credit. Non-credit programs will be a part of a different review that will be starting soon. E-learning is piloting this, and will be piloting that eventually.
- f. Faculty Martine Rife - I just would like to suggest as we move forward, that we use some type of language or labeling to distinguish "credential review" from "faculty credential review" which the latter is what we've been hearing about for umpteen million years.

XII. Student Friendly Syllabi Language – Faculty Martine Rife

- a. In 2013, changed over the concourse. Had a student drop a different course because the syllabi were too intimidating.
  - i. Is student friendly syllabus language important to the senate?
    1. Senator Mark Kelland – Might want to reread your syllabi and think “is this how the student will read it?”
    2. Senator Keshava Demerath-Shanti– Often is how its said. Syllabi are the first impression of the professor. Could post a video to get an individual introduction to the student. If the first impression is harsh, students aren’t going to come to you when there is a problem. Remember “Is this the first impression I want for the student?” Phrasing is important.
    3. Senator Rick Williams – How much input does the faculty have on the syllabus?
      - a. Faculty Martine Rife – The college has various parts that we cannot revise that are institutional requirements, but the rest is up to us. We can put a bio, we can put that we want to work with different learning styles, etc.
    4. Senator Mark Kelland – Caution offering alternatives to college language. When college language is being added, it is brought to academic affairs. Are our syllabi readable at the right level? We are looking at the college wide language. Make sure it is readable and student friendly. A lot that we can add in.
    5. Project Coordinator Penny Tucker – Finishing degree so sees syllabi from student standpoint, it is very intimidating when its “this is what’s required, this is what you can’t do.” Also hear that faculty don’t get syllabi fast enough, but if you copy over from previous semesters then its frustrating when dates aren’t changed. Frustrating when receive something that is not complete or you’re talking down to me. If a student is being required to review the Syllabi at the beginning and take a quiz, or check a box confirming their review, then I think the instructor needs to fully review and post an accurate Syllabi.
    6. Senator Keshava Demerath-Shanti – Legalistic language doesn’t tell me anything about accommodations. Something that is personal to the professor saying they accept accommodations is helpful.
  - ii. How could the senate sustainably and collegially —in an ongoing fashion, help support the creation and use of student-friendly syllabus language across the college?
    1. Faculty Martine Rife – Audit doesn’t catch qualitative issues. Only checks surface issues. Doesn’t check if it’s appropriate for the audience.
    2. Senator Tricia McKay – what training does faculty receive in writing syllabi and making it student friendly?

- a. Provost Sally Welch - In concourse there are guides. In LMS there is a training I believe.
- 3. Historian Jeff Janowick – Part of what the senate can do, many faculty don't like concourse. Many do as little as possible and then have a first day handout. Concourse needs a PR or rebranding. Maybe at PD days we could have a session on what concourse can do. Include the student friendly syllabi conversation there.
- 4. Faculty Martine Rife – Students are looking at syllabi and choosing instructors based on that. Will make it joyful and include videos an friendly language until told can't.
- 5. Senator Keshava Demerath-Shanti – Syllabi are not legal contracts. It is an informal contract. First day isn't the first time student engage with the course. First contact is with the syllabus. Throw in on April 10<sup>th</sup> about how students interact with the syllabus.
- 6. Senator Megan Lin - Coming in fall in the CTE - Mini self-paced learning modules on topics like Inclusive Syllabus

XIII. Pathway Review Discussion – Provost Sally Welch

- a. There is concern about pathway reviews. A&S talks about annual changes are your course revisions and your path changes. What Sally was talking about was certificate or degree changes. We would review pathways every other year. Rationale was to give people more time to do work.
- b. Fall of 2026 look at pathways, break Fall of 2027, Fall Of 2028 look at pathways, Fall of 2029 break, etc. Can look at courses every year, that work doesn't change. Only looking at pathways every other year. The only exception is accreditation.
- c. Faculty Jon Tenbrink – Is there anything preventing a program from reviewing their pathway on an “off” year?
  - i. Provost Sally Welch – No but can only submit during the on year?
  - ii. Senator Bruce Farris – Does this mean changes can only happen during the on years?
    - 1. Provost Sally Welch – Only exception is accreditation.
  - iii. Faculty Ann – What about new courses that we want to propose, it won't go on until the next on year?
    - 1. Will go on the next year unless its for accreditation.

XIV. Public Comments - These public comments reflect the thoughts and opinions of their speaker and are not endorsed by the LCC Academic Senate or LCC.

- a. Counselor Jim Owens – April is Counseling Awareness Month! Mental health counselor at LCC. [LCC Counseling webpage](#)
  - i. According to a 2021 report from the CDC, 42% of teenagers indicate that they feel persistently sad and hopeless. According to a 2023 study from the NEA, 44% of college students say they experience symptoms of

depression, 37% symptoms of anxiety, and 15% say they have contemplated suicide.

- ii. Thank you, faculty and senators, for your continued support of referring students to LCC's free mental health counseling services. Many of our students indicate that they learned about our services from their professors and tutors, etc.
  - iii. LCC has 4 full-time Licensed Mental Health counselors who provide free personal, confidential counseling to LCC students. We offer Planned Care where students can schedule regular and ongoing appointments, and we offer Urgent Care for students who are in crisis (when a counselor is not otherwise occupied in a session).
  - iv. We can help students with Test-Taking Anxiety, as well as general anxiety and depression, addiction, social adjustment challenges, and a wide variety of other issues. We can also visit classes and programs to talk about mental health strategies.
  - v. We are holding a Substance Use Awareness event on April 24<sup>th</sup> on Campus in the mall outside of Gannon from 11-1 where students can learn and dialogue about the risks of using substances to self-medicate mental health challenges.
- b. Senator Rick Williams – “My internet is acting up, sorry about that. I’m speaking about the American Psychological Association (APA) Language Guide for today’s meeting. It does have some helpful suggestions. But I found it to be deeply biased and prejudiced against white people. In particular, white, male, Christians. I performed a search of the document and found 37 occurrences of the word containing the word "white." And all of them put them in an unfairly different light compared to other races or ethnicities. For example, several entries have white as "privileged," "colonized," "domination," and "empire building." The solution, they say, is the process of "undoing" all that by some sort of reciprocity such as giving "land-back" and other forms of "economic and cultural justice (4)." I wonder what that means. The guide offers their version of Land Acknowledgement I might add (p.25). It goes on with more anti-white or reverse racism sentiments who are getting ahead by "oppression" and "violent" acculturation (p.21). Whites, as it says, have advantages "favoring White people in earning and wealth...." And the whites have set up racism in culture, institutional structures, and are bigots because they "maintain white supremacy" (p. 28). But wait, there is more! The APA guide gets worse: The only reason an "all-white company may hire a token Black employee (is) to give the appearance of organizational parity as opposed to actually eliminating racial inequality in the workplace" (p. 28). That is a really sad statement. The guide dares to define "racism," "prejudice," and "stereotype" while committing them against whites wholesale. I think this is a very serious problem to come up in the Senate. Finally, I remember one former DEI director telling a story about how they did not have a shower at 12 years of age. I think they were trying to say they were in poverty because of her minority status. But I lived in a house that didn't have a shower either. I think we might do well if the stereotyping, prejudice, and racism

that this guide shows is thrown out the window, don't you think? Let's treat everyone fairly. Thank you!"

- c. Senator Elizabeth Clifford – In SAC meeting on Wednesday and in previous meetings, the idea of public comment was brought up and how difficult it is to hear a Senate meeting ending with some of the rhetoric that we have heard. How intensely passionate the students are in supporting equity, diversity and inclusion. Hearing that generations deep understanding of unfortunate events in history, they really do appreciate the land acknowledgement.
- d. Historian Jeff Janowick – I wanted to remind everyone that [StarScapes](#) is April 24-25. Please encourage your students to share their work either online or in person. They can submit proposals through next week (but late proposals are fine), or submit their project online.
- e. Program and Office Specialist Annesia Dillard – [Professional Activity Days](#) Concurrent Session Proposals are due next week on 4/12. Great ideas, please reach out to the CTE if you would like to submit a proposal and we will work with you!

#### XV. Potential Future Agenda Items

- a. Senator Aral Gribble – What is the criteria for an agenda item? Submitted agenda item but it was not accepted.
  - i. Senator Eliza Lee – Not all topics fall under the purview of the Academic Senate. The Academic Senate represents faculty and administrative professionals in topics dealing with academics.
- b. Senator Keshava Demerath-Shanti – Should have a discussion on how the agenda is actually decided. We do have a vote on the agenda which means that it's the senate that approves the agenda. People are under the impression that they are being censored by the executive committee. From my understanding you can propose an agenda item and that can be approved by the senate. So we should have a clarification on that.
- c. Senator Mark Kelland - Motion to dispense with public comment until such time as the senate addresses and resolves the issue.
  - i. Second Tamara McDiarmid
  - ii. Senator Lisa Dobson – Be very specific on what we mean by “the issue.”
    1. Senator Mark Kelland – Reword motion. Move to dispense with public comment until the Senate debates and determines whether to continue with public comment or present an alternative process for agenda items, comments, and/or announcements.
    2. Second Tamara McDiarmid
    3. Senator Rick Williams – Public comments are an essential part of our meetings. Without it we will resemble another country we went to war with.
    4. Senator Mark Kelland – Reminder that the bylaws have a process that allows a democratically determined group of senators to

compel a special meeting, propose we modify it to allow an agenda item and would be happy to work on this for a future recommendation.

5. Senator Louise Rabidoux – Agree there needs to be significant clarification on our process especially in regards to our public comments. Never quite been clear versus what we are practicing. Concern, if we were to suspend until such a time as that could go on for a quite a while. Important and timely issue.
6. Faculty Kevin Brown – If you get rid of public comment, it the only way for non-senators to weigh in on what the body is doing. We already have the provision that you have to be a senate meeting out to comment on a public comment.
7. Senator Tamara McDiarmid – Discussion needs to keep in mind the bylaws and what the parameters of the public comments. We are not meant to be exclusionary. Public comments need to be faculty and student centered. Recent public comments have not been. Set some parameters and not be exclusionary.
8. Faculty Jeff Janowick – Encourage people to vote against this issue. We can say we need to clarify. Important way people need to raise issues. We can put more qualifications on them but recommend not closing them entirely.
9. Senator Keshava Demerath-Shanti – Agree with most of the criticisms. Move to motion to add the word senators so senators cannot make public comment at this time but the public can. Leaves it open to the community.
  - a. Second Mark Kelland.
  - b. Amendment approved without objection.

iii. Motion approved as voted.

XVI. Adjourn 10:55AM

***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.*

***LCC Mission Statement:*** *Lansing Community College provides high-quality education ensuring that all students successfully complete their educational goals while developing life skills necessary for them to enrich and support themselves, their families, and their community as engaged global citizens.*

***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.*

Respectfully submitted by the Academic Senate Secretary, Eliza Lee.