

Academic Senate Report  
MPC Board Meeting  
May 23, 2018

The Academic Senate has been busy of late.

We approved a resolution on the use of gender-neutral language on our campus. And our new LGBTQIA+ Diversity Committee has provided guidelines for this language. Today, I have provided you with a copy of these.

I am also providing you with copies of five draft resolutions that we hope to approve this week:

1. Resolution on the Use of the Funds and the Leadership of the Guided Pathways Project at Monterey Peninsula College
2. Resolution on the Staffing and Evaluation of High School Dual Enrollment Courses
3. Resolution on Use of Upper Division Units Toward MPC Transfer and Non-Transfer Degrees and Certificates
4. Resolution on the Use of BA/BS toward MPC Transfer and Non-Transfer Degrees and Certificates
5. Resolution on Current Process for Choosing P/NP or Letter Grade at Registration

We are in the midst of conversations and will be continuing work into the fall on:

1. The vetting or hiring and the subsequent evaluation of faculty teaching in our high school dual enrollment programs.
2. The faculty leadership and role in the guided pathways movement on our campus.
3. The clarifying and streamlining of curriculum and of curriculum processes.
4. Academic support across our campus starting from a pedagogical view and reaching out to students to collaborate to develop a common goal.
5. The support and development of our adjunct faculty who now out number full time faculty us 3 to 1.

Our last meeting will be an emergency meeting tomorrow at 3pm where we hope to approve 4 draft resolutions, our flex day schedule, the annual report and, to discuss the appointment a potential GP faculty leader should the administrations allow us to have one. We encourage you to come to our meetings to better understand our role on the campus as has been suggested in one of our accreditation recommendations. Although tomorrow's meeting will be only an hour and likely will have limited discussion, it may still be a good one to attend as there will be refreshments provided ... on me.

Respectfully submitted by Heather Craig on behalf of Academic Senate.

## Senate Resolution on behalf of the LGBTQIA+ & Diversity Advocacy Committee

### MPC Inclusive Language Use

Whereas language can promote inclusiveness among constituencies within any society, structure, organization, or institution;

And whereas MPC's Mission Statement advocates being "...an open-access institution that fosters student learning and achievement within its diverse community;"

Be it resolved, that MPC's Academic Senate recommends that the LGBTQIA+ & Diversity Advocacy Committee establishes and disseminates standards for inclusive language, and that all areas, divisions, departments, faculty, and staff use inclusive language in materials disseminated to students, staff, faculty, or the public at large.



Monterey Peninsula College's LGBTQIA+ & Diversity Advocacy Committee has developed these recommendations for using inclusive language in any documents or materials to be disseminated to students, staff, faculty, or the public at large. These policies reflect the inclusive culture and policies at MPC.

Inclusive language is language that avoids bias toward a particular sex or gender.

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**1. Avoid gendered pronouns such as *he/she, him/her, himself/herself, or his/her*:**

**Example:** Each instructor is encouraged to submit *his* or *her* grades on time.

- **Revision:** Each instructor is encouraged to submit *their* grades on time.
- **Revision:** Instructors are encouraged to submit *their* grades on time.
- **Revision:** Each instructor is encouraged to submit grades on time.

**Example:** If an employee is sick, *he* or *she* is required to notify a supervisor in a timely manner of *his* or *her* absence.

- **Revision:** If an employee is sick, *they* are required to notify a supervisor in a timely manner of *their* absence.
- **Revision:** If an employee is sick, *the employee* is required to notify a supervisor in a timely manner of absence.

**Example:** Each student is allowed 4 absences; at the 5<sup>th</sup> absence, *he* or *she* will be dropped from the course.

- **Revision:** Each student is allowed 4 absences; at the 5<sup>th</sup> absence, *they* will be dropped from the course.
- **Revision:** Each student is allowed 4 absences; at the 5<sup>th</sup> absence, *the student* will be dropped from the course.

**2. Avoid gender-based nouns, occupations, or expressions when gender is unknown or gender identification unnecessary. For example:**

<b>Gendered</b>	<b>Inclusive</b>
man	person, individual
to man	to operate, to staff
mankind	people, humanity, humankind
man-made	machine-made, synthetic, artificial
the common man	the average person
chairman	chair, chairperson
spokesman	spokesperson, speaker
freshman	first-year student
guys, ladies, gentlemen	students, class, folks, everyone, you all
husband, wife, boyfriend, girlfriend	partner, spouse, significant other
Mr., Mrs., Ms.	Professor, Dr., Mx., the person's full name
Dear Sir, Madam, Mam	Dear Committee Members, To Whom It May Concern
Latino/Latina	Latinx

*\*Never assume a person's gender or preferred manner of address; instead, ask for their preferences or use inclusive terms like those listed above.*

## **Draft Resolution on Use of the Funds and the Leadership of the Guided Pathways Project at Monterey Peninsula College**

Whereas, the development, design and implementation of guided pathways frameworks include review and redesign of curriculum, educational programs, instruction, and student services which are 10+1 academic and professional matters; and

Whereas, the Monterey Peninsula College administration has appointed an administrator as the primary leadership for the guided pathways work at Monterey Peninsula College; and

Whereas, the Chancellor's office requires support and agreement of local Academic Senates for the application for guided pathways grant monies; and

Whereas, the first allocation of one-time funds has been provided to MPC to be spent on a "roll over" basis anytime in the next five years to complete the transformation of the campus to a guided pathways framework;

Resolved, that the Monterey Peninsula College Academic Senate urges its administrative colleagues to recognize, collaborate with, and offer appropriate financial and administrative support to a faculty co-chair appointed by the Academic Senate in order to effect this change;

Resolved, the Academic Senate insist that the guided pathways funds allocated to salaries be specifically for guided pathways work and not used to pay for salaries for day to day workings of the college;

Resolved, that the Academic Senate urges the administration and the Board of Trustees **not** to approve the use of guided pathways grant funds to contract external consultants unless there is delineation of a clear scope of work, a clear timeline for this work, and agreement of the faculty leadership upon the need for said contract;

Resolved, that the Academic Senate would be unable to support allocation of guided pathways funds if said funds are not being used to complete the transformation of the campus to a guided pathways framework.

Submitted to Academic Senate: May 17, 2018

Approved by Academic Senate: *pending*

**Draft Academic Senate Resolution on the Staffing and Evaluation of High School Dual Enrollment Courses**

**Spring 2018**

Whereas, development, design and implementation of high school dual enrollment pathways constitutes “educational program development” and “standards and policies regarding student preparation and success,” which are 10+1 academic and professional matters; and

Whereas, Monterey Peninsula College has been collaborating with local high schools to staff dual enrollment program classes with either high school or MPC faculty; and

Whereas, issues of parity, quality, and sensitivity to diversity are continuous challenges had by all educational institutions; and

Whereas, meeting minimum qualifications for a discipline does not constitute a hiring process;

Be it resolved, that Monterey Peninsula College Academic Senate urges its administrative colleagues to collaborate with the Academic Senate and the Monterey Peninsula College Teachers Association to jointly develop a vetting process for faculty assignments in the high school dual enrollment program; and

Be it resolved, that Monterey Peninsula College Academic Senate urges its administrative colleagues to collaborate with the Academic Senate and the Monterey Peninsula College Teachers Association to jointly develop a process for the evaluation of MPC faculty in the high school dual enrollment program; and

Be it resolved, that Monterey Peninsula College Academic Senate urges its administrative colleagues to collaborate with the Academic Senate and the Monterey Peninsula College Teachers Association to jointly develop a process for the evaluation of courses taught by high school faculty in the dual enrollment program; and

Be it resolved, that Monterey Peninsula College discipline faculty retain the right to withdraw a course from the dual enrollment program if the above criteria have not been met, or if deemed necessary for pedagogical reasons.

Submitted to Academic Senate: May 17, 2018

Approved by Academic Senate: *pending*

DRAFT

**Senate Resolution on Behalf of the Students First Committee**

**MPC Use of Upper Division Units toward MPC Transfer and Non-Transfer Degrees and Certificates**

Whereas the use of upper-division coursework to fulfill graduation requirements has been identified by the Chancellor's Office as a local decision;

And whereas MPC's Institutional Goal 1 is to "Help students achieve their educational goals" and Objective 1.1 is to "Create, delete and/or revise programs and curriculum to help students transfer or build job-related skills. [Meet SB 1440 and 440 requirements];"

And whereas when possible, the institution should honor the hard work that students have put into achieving their educational goals;

Be it resolved, that MPC's Academic Senate recommends that the institution accept the use of upper division units from regionally accredited institutions to fulfill MPC transfer and non-transfer degrees and certificate requirements.

DRAFT

## **Senate Resolution on Behalf of the Students First Committee**

### **MPC Use of BA/BS toward MPC Transfer and Non-Transfer Degrees and Certificates**

Whereas the possession of a BA/BS or higher degree from a regionally accredited college or university to fulfill graduation requirements has been identified by the Chancellor's Office as a local decision; and

Whereas MPC's Institutional Goal 1 is to "Help students achieve their educational goals" and Objective 1.1 is to "Create, delete and/or revise programs and curriculum to help students transfer or build job-related skills. [Meet SB 1440 and 440 requirements]"; and

Whereas when possible, the institution should honor the hard work that students have put into achieving their educational goals;

Be it resolved, that MPC's Academic Senate recommends that the institution accept the possession of a BA/BS from a regionally accredited college or university as evidence that the student has fulfilled all lower division general education requirements, with the exception of the Intercultural Studies requirement for the AS degree. Academic Senate recommends this action for MPC transfer and non-transfer degrees and certificates.

Submitted to Academic Senate: May 17, 2018

Approved by Academic Senate: *pending*



## **Draft Senate Resolution on Behalf of the Students First Committee**

### **Pass/No Pass Grading Option**

Whereas, the current process for selecting a Pass/No Pass or letter grade when registering for courses does not highlight the possible consequences of the choice to students when they register;

And whereas, students can be ineligible for graduation, transfer, or degree/certificate completion as a result of taking too many courses for which a Pass/No Pass grade has been assigned;

And whereas, it is not current practice to allow for a grade change after the deadline, even if the instructor for the course has a letter grade recorded and is willing to make the change;

Be it resolved, that MPC's Academic Senate recommends that the process for selecting a Pass/No Pass or letter grade when registering for courses be assessed and revised as necessary in order to better inform students about the decision and possible consequences.

Submitted to Academic Senate: May 17, 2018

Revised: May 24, 2018

Approved by Academic Senate: *pending*