

Learning Council Minutes

Friday, February 14th 1:15-2:45 pm, Board Room

Members: Jennifer Kepka (Faculty Council Co-Chair), Edward Earl (Classified, Chair), Laura Pelletier (Faculty), Phil Martinez (MSC), Karen Krumrey (Faculty), Ian Coronado (by position), Michael Gillette (Student Representative), Patrick Blaine (MSC), Paul Jarrell (VP ASA, Vice Chair), Tammy Salman (by position), Wendy Milbrat (Classified), Nancy Wood (Faculty) Adrienne Mitchell (LCCEA President), Jennifer Frei (AVP AA), Mindie Dieu (AVP SA)

- A. Robert's Rules of Order
- B. Admin tasks
 - 1. Review Agenda
 - 2. Review Minutes from last meeting
 - 1. <https://drive.google.com/open?id=1moZiYDu85gDGvCyi7Xuv7fi-PXp7ZbAbUGp535s-9wQ>
- C. Review Charter, RE: Need to Update Referenced Accrediting Standards
 - 1. Standards 2, 4, and 5 at time of charter were "Educational Program and its Effectiveness," "Faculty," and "Library and Information Resources"
 - 2. What standards do these correspond to in 2020?
- D. COPPS Check-In
 - 1. <https://drive.google.com/open?id=1MXAw2NDegPJrhLiND7cXRpMOmHbUBkLD>
 - 1. Credit For Prior Learning FC/LC Joint Sub Committee
 - 2. Instructor Hours on Campus
 - 3. Other Groups, Comments on COPPS
- E. Other Business
- F. Adjourn Official Meeting

Next Meeting: Friday February 28th , 2020 - Work Meeting

Talent, No Talent, Talent Show...

Minutes

Attendees: Laura, Ed, Phil, Paul, Jen, Patrick, Ian
tracy taking notes

No Quorum - Discussion only today...

Call to Order: 1:20pm

Ed is trying on Robert's Rules of Order, please do not take offense if I call you out of order...

Review Agenda - but we cannot formally endorse it
Does anyone have any comments on/additions to?

“Your Excellency... “
The chair recognizes Patrick
Patrick - let's move on

Minutes tabled until next meeting

Playing Catch Up

Learning Council Charter

Accrediting Standards

Sub-Committee Work Group to update charter - Paul, Patrick, Jen will help it get started but she may end up recruiting someone else...

Ed - Basic Plan is to read through 2020 standards (two compared to what # we used to use). Ed made a request to try to get the prior set of standards... to assist alignment on the new standards.. the only information he could find is the review (early 2000's) of the old standards which listed them as Educational Programs and its Effectiveness, Faculty, and Library and Information Resources. Ed can set up a meeting or maybe just an email chain, if we can read through those and kind of see what we think might work and then just run this up the food chain and get on with business..

COPPS Update(s)

Credit for Prior Learning

Jen Kepka - Subgroup has met twice now, we have a copy of a new policy.. at the first meeting we basically decided that we needed to throw out the old policy and rewrite... did research on other, similar policies in Oregon and basically pulled out the best parts to rebuild ours. There is a draft circulating among the subgroup right now... we intend to approve it at our next subgroup meeting and then would hope to do public comment and bring it to the councils for an up down (vote). In the meantime we are moving forward with looking at the procedure that is related and it seems likely that in this review we are going to sweep up a couple of other policies or procedures that are related which would be we don't have a Transfer Policy and a lot of other places we might combine these two.. and we would end up with a Credit for Prior Learning & Transfer Policy... and then there are a couple of procedures that seem unconnected but actually are connected like pre-requisite screening credit procedure...and there was another one... I think that I will be mentioning it at Faculty Council today but I don't anticipate** that there will be an issue with expanding the range for that group..

Jennifer Frei enters at 1:26pm**

Jen does not anticipate an issue with... no major pushback..

Ed - that about covers it.. one of the things we were working on compared to our last one is expanding it to cover many different kinds of credit for prior learning, expanded to cover ... CBA, CDE, CLEP... Chemeketa had great language that we were going to use to cover that and they were also the ones who folded in transfer of credit... all forms of credit.. one nimble policy.. not as detailed ... a lot of very specific things... more nimble and reference the actual rules we have to follow per the Oregon Standards ... as those change we don't have to continually rewrite.

Paul - Do not know if you are aware, and it is probably my fault if you are not... Our CiA Council of Institutional group.. Council on Instructional Measures.. The push for us to be able to create courses or have courses that are recognized by transfer partners credit for credit in terms of what GE bucket they might count for .. and obviously a lot of that is out of our control ..something in our control, that we were encouraged to look at and we agreed to do, we agreed to recognize other designations for AAOT and the college's general ed requirements.. ie cultural literacy.. if Lane is generous... other CC's would recognize those/that number of credits...

Ed - CCWD requirement that created the AAOT.. I can get you the language.. Ed has a copy of everyone else's aaot list.. discrepancies between other college's lists... second year languages... discrepancies.. Ed had some very 'fun' conversations with members of the HECC at the Registrar's conference(s) over the last couple of years... State-level work about what is a 'discipline'... something to think about including in there..

Instructor Hours on Campus

Chair recognizes the distinguished faculty member..

Laura - (prefers goddess extraordinaire, but that works)... We are pretty close to having a completed document, we had a go around with faculty council members when we did this.. got pretty close then we got Adrienne's email today....who says we should actually NOT have this policy at all..., so..

Jen - we named this as one of our priorities at faculty council to work on, policy-wise, this year. We had everybody vote to accept that in the last week and we too were informed that this is a mandatory subject of Bargaining/bargaining issue... The process that was clarified for me was that both councils can work on it and come up with a policy, we are free to talk about it but at that point both the administration and the union would have to agree... we can do a lot of work but there is no guarantee moving forward... right now we have excluded it from the policies we are working on right now/this term... I don't think that precludes us from working on it in the future but to be honest the amount of time it would take to work through that process is daunting.

Ed - other comments?

Paul.. so, the way it would probably work... the contract is silent on the topic.. one could argue it is a working condition.. then in which case we are obligated to bargain that.. I think the way it could work if we pushed it is that we could produce a policy and then I think that then the association would/could indicate a desire to bargain the effects, right? So, we can either choose to not do anything and leave it status quo and just move forward or the groups (either) council

can work through the policy and put the policy in place and the association can demand to bargain the effects.. I don't really have a feeling either way.

Jen - I don't think we have taken it off the table.. anticipate an uphill battle.. other priorities...

1:33 pat steps out

(Jen continued) I don't want to stop working on it, or set a precedent to stop working on something when we are told it might require negotiations..

Laura - there is a policy there now in place... the group when we looked at it was looking at bringing that up to the 21st century and that how online teachers and should they be on campus, and those kinds of things..it falls under working conditions.. I don't know how that gets bargained.. and the fact that

Pat returns 134

Laura - she said it is No longer enforced RE Adrienne's email Requires negotiation not policy language.. mandatory subject of bargaining, no longer enforced as policy.. Language is inadequate... I don't know where that leaves us as there is an actual policy there/where we are at now.. if bargaining aims to remove the policy altogether..

Paul responds -.. deal with the impacts if they request to bargain it.. or we say eh, whatever.. but if we do changes then we move changes and if we vote to incorporate changes through governance... the problem with that is that it has been in there for a long time, there hasn't been an issue around it yet - it comes up now because we brought up the issue... what we have to do from that.. I don't think that should stop the work, we just have to deal with the impacts.

Jen - know there is no quorum but my inclination would be to table this for now and bring it back up in the spring. I think we could dedicate the time to work on this/the process then - WE don't have the bandwidth to handle this conversation at Faculty Council right now, so it would have to be Learning Council that does it.. and I anticipate that would cause more problems..

Paul - I am okay with prioritizing something else with the knowledge that maybe we can come back to it..and maybe we can talk about it in the Labor Management meeting to figure out a way

Ed - I agree, priorities ... Other copps groups/policy groups, updates or meetings?

Pat - are you thinking of addressing the entire content of her (Adrienne) email, or?..because there is more to it..

Ed - if you would like to discuss that, I am happy to add it to the agenda ...if we all want to just do a very informal up down to indicate if we want to add that to other business?..

Pat? - there was a further reply (email thread) from Tammy too... the clock continues...

Ed - Shall we add it to E -other business on the agenda? (consensus approval)

Ian - out of a sense of guilt and maybe hoping to capitalize on what may be some newfound time for policy review or at least development - the distance learning policy we have mentioned, I have been unable to find...had we established who would be looking at/working on it? I feel like the scope of it (which needs to be determined, which it hasn't been) possibly extends outside the purview of this council and potentially into student affairs.. so, I guess what I am looking for are folks who can review it and help to throw everything out there that we would like to think should be reviewed and seeing if we need to be more inclusive in our circus tent.

Jen - we marked this as a second tier priority for Faculty Council... if you want, because we think it might take longer than the time we have .. I would be happy to get some faculty for you to help with and coordinate that effort with the other councils as well.. But we anticipate it extending through the spring, not something we could have finished this term.

Laura - the notes that I have in our prior document.. (drive).

Jen - I can do that today, if it's me for the next thing... we did approve some policies/Policy priorities from faculty council that we would like to work on this term and we would like to work with/partner with people from learning council who are interested in these policies as well as stakeholders beyond .. those include the Reserve Duty Release Time Policy *and* Procedure, Instructor Qualification and Certification (credit and non-credit, non adjacent issues), and A slice of Grades, Academic Degree Appeals. We mostly want to look at the piece identified by the registrar as a big problem, which is that the way that when you retake a class how does that impact your GPA - is not effective, so - if there are people who would like to work on any of those areas individually or all three, just let me know. I anticipate forming work groups today and then also reaching out to folks who are not in this room. Same models as we used for Credit for Prior Learning. Reserve Duty anybody? (Ian kinda raised hand).

Laura - Michael Gillette and I were going to work on that as well so I would be happy to do that and we also talked about how that might impact Jury Duty (policy) as well.

Jen - Clarify credit and non credit are separate issues... Anybody? 123 not it... and the Academic appeal slice?

Ed - happy to join that.. I deal with that issue and see its effects and also how other colleges handle it... maybe I can add a different perspective..

Ian - I need to express a concern. While I am always open to/like to err on the side of inclusivity and having as big a group of stakeholders as possible to discuss anything with policy.. What concerns me is what I am seeing now is kind of a pipeline being set up to say here is what we are going to work on (or not) and it's really work that is the purview of this council that is being held up by other stakeholders/councils...I would hope we find a way to do the work, that does not set up so many dependencies..

Pat - I have a very similar Process concern, where policy can be made ...who can approve it and when and how that happens...current council system will be changing.. not opposed to working on but seems to be an alternative process of decision making pathway is being set up here... if that is what happens...

Jen - I share that concern.. at our last Faculty Council meeting.. where we came to is that at the moment the discussion of the need to constantly assert authority over issues is counterproductive to actually doing the work. And so, as much as possible we want to takes some priorities and move forward in an attempt at collaboration... working on our sharing skills... in conversation.. hopeful that the governance redesign will address this as well.

Ed - "the college's best interest"...other comments on this particular topic?

Paul would you like a Governance Update? I see it is kind of relevant here..

all - yes

Governance Redesign Update

Paul - I do appreciate the comments and see the frustration on where does policy-making live and what is the process for that, and that really is kind of what stems a lot of the conversations around potential changes to our governance structure and the processes... College Council had a list of 11 or so recommendations to improve governance that was forwarded to President Hamilton, she incorporated the majority of that information and added her own, then she took it to BOE. The Board did vote approval on her recommendations as well. She tasked me with working on a plan to implement those, in a combination of recommendations that came forward... she had a few things that from her point of view was important for me to capture in implementation is that she wanted to see a reduction in the number of councils we have just for efficiency - there is a lot of overlap...and to be more clear on what the roles and responsibilities are within each of those Councils and in particular how those councils interact with whatever the highest level council is we have, currently College Council... Also in those recommendations she felt that it was awkward for the president to be a voting member on College Council since they make recommendations to the President.. she would like to see her role on CC to be exofficio.. Oh, and the third recommendation was that/To ensure continuity of decisions and the decision-making process, that whatever council structure we settle in on, that the chairs of all sub-councils, if you will, will sit on and serve on the (new) College Council to maintain some continuity.. There was cross-representation for the most part.. but it was not in any sort of formalized setting and (cough covered the title on audio) Council some voices were not heard all last year at College Council (CC).. ie Diversity Council. I got together a group outside of governance, or an ad-hoc committee for lack of a better term. I asked for members from a variety of different areas including the current CC, Union Representation, Management Association, Students, it is a group of about 15 of us. We had our first meeting about 2 weeks ago, we have our next meeting at the end of next week I think it is.. when we first started tackling what are some/how do we want to approach this to have something in place for Fall? We focused on priority which is structural changes, so those can be in place by fall and that we were going to review the current governance manual for process because there is probably a lot of good things that are in there, they just aren't currently being.. operationalized. So, those are the two areas that

we were looking at. The other is the overlap or adjacency in scope of work among different existing councils.. the councils we looked at were: Learning Council, Student Affairs Council, Facilities Council, Tech Council, Finance Council, and Diversity Council as the six recognized governance subcouncils plus/and then Faculty Council as well, although not formalized it is part of governance/is called out as having primacy in certain academic and professional matters... What we have settled in/on thus far, and this has not been formalized by a vote or whatever..my anticipation is that I will take this information that comes out of this committee and will pass it back through the governance structure for feedback and we might even have a forum for feedback on campus as well.. um, in terms of looking at Councils that have adjacent and overlapping responsibilities we thought Student Affairs and Learning Council have a lot of overlap and that maybe we could better serve students if we just focused on Student Success Council.. a lot of representation that are not just faculty.. We also know there is a lot of overlap between Learning Council and Faculty Council.. but the idea was that Faculty Council probably voting body is probably exclusively Faculty, so there are still some things that have to be worked out.. what would be the relationship between those two bodies in/and policies that impact each others group.. we will have to figure that piece out. Facilities Council and Tech Council... a lot of these councils a lot of the work they are doing looks like they are actually formalizing operational plans.. which seems to be beyond scope. Really not strategic planning right? That's operational planning, so we looked at ways to get council to look/focus at high(er) level policy and strategic planning perhaps..we were thinking that facilities and tech in particular might be able to be merged into/under an infrastructure council that deals with policies that effect/affect our infrastructure whether that be technology or physical infrastructure and also could also govern some of the work or shepherd some of the high-level work that facilities master plan and technology master plan.. things like that which are more strategic as opposed to operational plans. The group does not really see a need for finance council... a lot of the work they do is also, with exception of the long range financial plan, can probably be taken care of with/at BDS (budget development sub-committee of College Council).. lets have budgets be developed by people with the skills to develop budgets and then let's shepherd them through the governance process with vetting and overarching discussion that way.. Finance Council is duplicating work of BDS. Maybe there is room for a Budget Committee that works under/standing committee College Council again vetting and interacting with... We also saw the need for, even though Diversity Council work is incredibly important we are not at a place where we can say that it happens... there is a need for diversity and equity oversight in every/all the work that we do and since the Equity Lens is not formally implemented to the point that it becomes operational (yet).. we felt that we still have a need for the Diversity Council - there was discussion about name of that group, wishing it was a little bit more active, rather than passive.. but again looking at the fact that those are the influencers of policy development among all councils...

Pat stepped out to take a call 153

Paul - settling on a student success council, infrastructure council, faculty council, diversity council of some sort, so we have taken seven and whittled it down to 4 but we still have to figure out ... that is kinda the work there. We meet again on 2/21 9am in 2/213.

Phil - if this is now a topic of discussion today.. if I followed all that right, as to where we are landing.. Where do the academic policies and procedures fall? It seems like the only possible

place would be Student Success which is more broad, or the faculty council, which is not formally part of the governance structure, and it is a bargained entity? And just from a public policy/policy process..that is extremely risky and I am wondering is that even legal?

Paul - that is the pickle we are in..bargained ...language of primacy over academic policy.. there would have to be conversations about removing the 38.2 article at faculty council.. because as soon as it gets recognized as this part of the Governance structure, it has no .. it is not a bargaining/not representing the interest of individuals in that body, you are representing the interest of the institution.. so.. it is messy and it is going to stay messy unless we try to piece it out..

Phil - I am worried this will make it worse...rather than it being confused and there being a tug of war and a discussion about where it goes, advocating that all that .. Faculty Council

Paul - I think that is a possibility..

Pat - representative body without full representation..

Ed - violates standards of accreditation re: shared governance..

Paul - well, in some way.. it's a model that exists in # colleges in cali I don't disagree with you..

Phil - but not as a bargained unit..

Paul - I agree with that piece, it is a legislative .. in cali, not a bargained.. in fact.. (anecdote) interest of bargaining unit from the faculty center..they do represent separate issues.. that piece we need to figure that out aside from/regardless of the governance council structure..Otherwise we will be having the same issues we had when we did the instructor hours on campus policy - we've got one group that feels.. contract, they have a contractual right to the language which are not part of Policy making structures on campus..

Ed - if the chair may step in.. I think many of us would agree there is a catch 22 between the contract and the governance system which has resulting in us not having up to date, current or even existing academic policies. Can I get some head shakes if that is about right? "fair assessment" ... I am curious, if I can derail us just a little bit, have we talked about a senate model, or are we very married the council model? This will be a several-parter.. there used to be a body on this campus that was called the Academic Council it went away when the current structure was put in place. Now with the current structure and names it makes the authority less clear.. I would stress, and I agree with Phil, that a Student Success council is not the same thing because there is a tension between strong academic standards and student success to some degree that has to be acknowledged... a lot of this should be institutionalized ... overlap... I am curious what the department chair model could bring to this as well, just as a forum for discussing academic matters amongst faculty because without that we haven't had a body... COCC has something called the Chair Moot, which I thoroughly enjoy... as a way to get a representative democracy. I really appreciate that this is being worked on, because the catch 22 - I think last time I said I was 'Mad as Hell' because we find ourselves in a situation where the work has been paused for far too long.

Paul - open to any and all ways to move this forward, not my passion to deal with...I think we are going to have to figure out a way to dissolve/resolve the 'ownership' of/over academic policies, otherwise they will not move forward..

Phil - can I make one other point...Jen had mentioned that Faculty Council realized that too much assertion of authority is getting in the way of actual work getting done. If there was going to be more and more work, relying on faculty - as faculty chairs... we are trying to squeeze more and more work through smaller and smaller pipes... Faculty by definition already have a position, they already have an assignment, so any additional work that is being done in addition and/or compensated additionally... we have a whole bureaucracy.. with experienced and expert involvement.. at classified level and division level and management levels...and the idea that all these decisions have got to first flow through faculty - it is mind boggling that anybody has not already figured this out... so I just have no idea how we are going down this path. It's almost a physical impossibility to construct this in a way that works if everything starts and flows through Faculty first.

Paul - I don't think that is the idea.. anything that would flow through.. vetting... trying to resolve..broader representation.. current system is obstructionist in some ways.. I don't think we are going to progress by just saying ..audio

Ed - I would like to address that, I have a different perspective - raised on stories of the faculty role in college governance of institutions, I don't think that is most peoples experience, but it was mine... the respect that I have the respect for faculty.. other schools get that done with faculty. I understand that Faculty members are strained.. .incentivised by things not available to us.. at the center of this enterprise are the faculty...I don't know if I disagree, but I have a different interpretation of that..

Jen - I think there is opportunity for faculty chair (release time). Whatever structure we have, if Agenda setting can happen at the beginning of the year, dealing with planned priorities instead of being constantly reactive to whatever's happening - that you would see more faculty willing to engage with it because there would be a product at the end of it... instead of at the end of the year all I've got are the friends I made.. I share some of your concerns, but I am a little more optimistic about next year..

Phil - I don't disagree with this, I am in this position because the union membership came to me repeatedly...we want *you* to be the interim dean..I don't necessarily disagree with that..I am just talking about the bodies and the hours and the level of expertise that needs to be engaged...we will see what happens.. broad misunderstanding of a faculty chair model and what it would take to put that into operation... points of contact.. Operational expertise has to inform the policy.. and if THOSE folks aren't involved..I am just REAL concerned.. I feel like it's ... I would prefer a faculty senate...maybe let's just engage that negotiation, the bargaining issue. If we are going to go there, let's just do it. Let's start that discussion and see where/what the reaction is..

Paul - I think that's the idea... if that flows out that is the idea...I think also that we have to delineate the responsibility of the work that occurs in the governance structure/system is very different than the operational work that is going to occur at the department level and chairs or whatever will be engaged... I see it as two levels of involvement, I realize they are all related.. but if we are focusing on Policy development.. the current structure calls out Policy AND

planning... The amount of work that will come through is a manageable amount of work through a governance structure...

Pat - In the context of the email...If we had a faculty senate model the actual development of proposals and the vetting of things cannot effectively happen in a group that big... one way to distribute some of those things.. it cannot happen in a meeting of that size.. we need to read debate and vote on as a deliberative body..

Ed - Part of what Tammy's email speaks to.. other academic bodies on campus, like the curriculum committee, which are not tied to governance in a specific way.. other organizations/institutions do have that... one of the issues, if I may, about the current governance system - is that we did not include charters in the system itself. As if we created the constitution (example)...did not delineate the responsibilities in the actual document... that stuff should be done up front...I am a believer in putting in the right work to create a good system, rather than rush through. Do the work upfront, instead of something we bargain and argue over. Committee on committees.. THANK everyone in this room - Thank You for participating... showing up matters. I just want to thank you all for being here.
Do we have any other business or further discussion?

Ian - One thing to check in with/on, as I am also on Tech council... relay some of the work on what is happening there... some discussion on filtering software.. three layers of filtering

1. firewall hardware appliance...
2. web filter which sites are approved..
3. Rules applied based on content... known threats and phishing gambling and other things.. Rules are applied..rule for pornography.. put in place by IT, unknown if they discussed it with anyone... is not clear who is establishing what is pornography ... research areas (art and human sexuality).. other filters...another uncategorized filter being applied... web authoring courses... blocked by filter from even showing the student-built site to their instructor.. IT says that you can click through - I have seen that take over a day, student and teacher/teaching waiting for the site to load

To report sites that are being blocked

...https://www.google.com/url?q=https://docs.google.com/forms/d/e/1FAIpQLSchTZiDDw6oZ-fg7OChTkUVDXPvqIBNN_68wbnpvhusHxSftg/viewform&sa=D&ust=1583855133885000&usg=AFQjCNHJm_2E9rtRJ-R8JsLmU2VnBjV29A

Jen - we have a blog Faculty Council Blog (<https://blogs.lanec.edu/faculty-council/>)

2:16pm adjournment by fiat.

[end notes tw]