

Officers:

President – George Tedder
Presiding Officer – Diana Matthews
Secretary – Laurel Woolsey

Committee Chairs and Co-Chairs:

Professional – Ritsa Mallous, Melanie Roberti
Salary & Benefits – Nick McMillen, David Price
Curriculum (LAS) – Karim Diff, Alexis Dirienzo
Curriculum (CTE) – Brian Fox, Brittany Williams
Curriculum (Baccalaureate) – Kezia Awadzi

SANTA FE COLLEGE SENATE
EXECUTIVE COUNCIL MEETING
April 9, 2024

Attendance:

The Executive Council attendance roster is available on the Senate website.

Call To Order/Quorum Call

The meeting was called to order by Senate Presiding Officer Diana Matthews at 3:31 p.m. There was a quorum of 20.

Approval of the Minutes

Presiding Officer Matthews announced the minutes from the March 26, 2024 meeting. Motion made (Nick McMillan) and seconded (Chris Mortimer) to accept the minutes. Minutes were accepted and approved by consent.

Communication from the President of the College

- Next BOT meeting April 16th
- Legislative Update: Still awaiting the governor's signature on budget; details and timelines regarding (possible) move to State's health plan will be sent out
- Student Engagement Center to open in S building
- Going Gator MOU
 - Monday, April 1, at 10 a.m. in the lobby of the Fine Arts Hall, we had a ceremonial signing of the MOU that guarantees students in our Liberal Arts programs into UF's College of Liberal Arts and Sciences. This is a first of its kind agreement between UF and a Florida College System school.
 - The MOU is already in effect, Monday's event was just to publicize and celebrate it even more.
- Thank you to Lela and Leslie for successful Professional Development Day

The following is a transcription of Dr. Broadie's commentary with edits for clarity.

“And, I really applaud our speaker [from Professional Development Day]. But there's one thing that struck me and I've said this to this body before. That as we talk about student belonging and

creating a sense of belonging among our students, we can't lose sight of creating that same sense of belonging among one another.

“And, that brings me to something very important that I want to say. In our values, there's one item in there, and I think this body just needs to really embrace given some of the things that I've seen over the past two years. This is a very important body, and together we move the College forward. Negative distractions take us away from that good work, and we have to stay on course and on track. We have to have those courageous conversations. You have to get into vigorous debates, but we have to do it in a respectful way. And right in our values, it's respectful discourse.

“So, we need to make sure that we're maintaining that and that we're respecting one another, and that we're not creating an environment where people feel the need to step away from Senate because they don't feel they belong, or they have some negative feelings.

“I'm going to say it again. This is a very important body, and I encourage the courageous conversations. I encourage the vigorous debate. But, let's make sure it stays respectful. Let's make sure it stays true to our values as an institution. And let's make sure that we're celebrating one another and creating that sense of belonging among one another.

“I know that Senate leadership, who has, in my opinion, done an amazing job done, outstanding, has a proposal or discussion topic on Senate decorum, and I think that just holds us true to our values. And, I do support this conversation and whatever the outcome or the outgrowth of the conversation is because I think it is an important conversation for us to have.”

Communication from Senate President:

- IT Minute: Ulysses Fann
 - Critical update to system affected numerous SF accounts
 - IT is addressing all issues as quickly as possible, but some students may not be able to access their Canvas courses.
 - Call IT Helpdesk x5999 for assistance
- “I would like to start with a moment of silence for Neil Weinstein. Chemistry Lab Manager, Neil Weinstein, had a medical episode during Professional Development Day, and despite the efforts of college staff, members of the SFPD and EMS First Responders attempting life-saving care, Neil passed away shortly after being transported to the hospital. Neil has been a part of the Santa Fe family since he started as an adjunct instructor in 1989. We are saddened by the tremendous loss of a colleague and our condolences go out to his family.”
- Congratulations: faculty excellence awards at Professional Development Day
 - Herman Ramos (dance)
 - Lee Starling (Health Information Technology)
- Internal Job Opening updates on the SF News feed
 - Periodic internal job postings specifically for internal candidates
 - Five internal postings for positions have been done since revised procedure was implemented

- New search beginning for the VP of Institutional Advancement; anticipated to take 6-8 weeks.
- Santa Fe Connections
 - next lunch April 18th from 12-pm in S-329
 - Limited meals available for \$10; pay at the door with cash or check; brown bags welcome, too
 - Contact HR to reserve a seat no later than 4:30 pm on April 12th
- Food trucks T & W in the Oak Grove
 - Weather permitting 11am- 3pm
 - April 9th Mayflower and DonutNV
 - April 10th Tropical Eatz and Rastafar Ice
- “La Tour” John Henry sculpture
 - Construction work continues
 - Be cautious in the area.
- St. Bernard (student newspaper)
 - Meets Mondays 3:30- 4:30pm in L-003
 - Needed: student writers, editors and layout designers
- Spring Arts Festival April 13th & 14th
- SF’s Construction Management Student Builders Association
 - Fourth annual potluck dinner and cornhole competition Thursday April 11th in O-bldg.
 - QR codes in the O-Building; signing-up not necessary
- Advanced registration for Summer and Fall began Friday March 29th
- Phase 3 salary adjustments were in March 31st paychecks for people receiving adjustments
- Schedule of commencement ceremonies
 - Nurses Pinning (A.S. 3303/3313, B.S. 5400) Thursday, May 2nd 3pm
 - Bachelor's, A.S., A.A.S., and Certificates Friday, May 3rd 3pm
 - All A.A. degrees Friday, May 3rd 7pm
- Calendar Committee
 - Meets April 12th
 - Alignment of Spring Break with ACPS and UF was discussed and tentatively put forward along with other minor changes to the calendar to facilitate the alignment.
 - A new draft was developed and includes aligning with ACPS and UF for Spring Break and closing the College the Wednesday before Thanksgiving as a travel day for students. These recommendations will be read for the second time and if approved will be presented to the BOT at their next meeting.
- RPC
 - Met March 28th
 - Agenda: budget presentations reviewed this calendar year with goal of connecting various groups’ strategic needs, proposals, and requests with outcomes and resources
 - Needed: one faculty member to work on editorial team to craft language for Strategic Plan; Work takes place over the summer ≈3 hrs per week; Interested faculty members may [click here](#) for more information
- Cabinet
 - Met April 8th

- O-Building parking lot changes due to upcoming construction of the Cellon Institute
 - Financial aid
 - Number of new and existing grants and scholarships available for SF students; contact Financial Aid Office for details
 - Financial Aid is clarifying language to be in line with state and federal deferment policies related to loans, cancellation, and deferment.
 - Gainesville Housing Authority will pay for classes for students living in public housing.
- Rule and Procedure 3.23 moves to CSC for input; 3.24 mirrors 3.23
- New 12-step checklist for College employees texting guidelines/rules with students
- AFC
 - Regional meeting April 22nd
 - Legislative update April 26th from 11-12pm in Library Y-130
- Career Service
 - STAR nominations open until April 12th
 - CSC Picnic on May 8th from 11-1pm
 - CSC nominations for officers for next year open now until June 17th
- SG
 - Final meeting of the academic year April 24th
 - Final budgets for clubs heard on April 8th
- Course Catalog Changes
 - Courses not offered in past five years being purged from the catalog
 - Courses not offered in past three years also slated to be removed from the catalog (now not needing to wait for the 5-year mark in a new action initiated by Dr. Southerland's office)
- Facilities just completed their Safety Inspection with very good results.
- Other items

The following is a transcription of George Tedder's message.

"I want to close my communication with the following statement and then open the floor to discussion regarding the statement that Diana, Laurel, and I sent to you last week. Just a quick reminder, we will be following Robert's Rules of Order in our discourse and order of business.

"I do not see this item as a solution searching for a problem.

"The words collegiality and colleague both have their roots in the word "college". College is a place of higher learning, mentoring, and guidance. We prepare our students for the world outside of our doors; teaching them how to learn, process information, develop into leaders, and behave. We are the guardians of the galaxy (to steal the name of a movie title).

"The behavior I expect and that we all must demand from staff and from professors who are masters and philosopher doctors of their disciplines is of utmost importance. Dr. Broadie asked me to look at my first address to this Body. I went back to review my meeting notes from August

2023 where I said, and I quote, ‘We are all on the same team, please be civil to each other and respectful of others’ opinions.’

“We are the mentors of our students and the beacons of knowledge guiding their way; we are their examples. We set the foundation on which their current and future professional and academic behavior lies. If we teach them that uncivil discourse, threats, and bullying are norms that are acceptable, then I question how we can expect anything other than that behavior from them.

“Diana, Laurel, and I are not asking for any action at this time toward any individual member of the Executive Council of the College Senate. We do, however, see gaps in our policies and procedures that need to be addressed to define the boundaries of reasonableness “of conduct becoming an Executive Council representative”; so that we can ensure a more civil and respectful atmosphere going forward.

“The College has also identified a lack of policy and procedure of employee conduct. The College administration (through HR, Legal, and BIT) is open to working with College Senate and Career Service Council to address that shortcoming. Today, however, we are addressing the lack of a policy and procedure in the College Senate’s Constitution and Bylaws.

“The Executive Council may choose to use revised Bylaws as policy and procedure in the future. Use of possible College rules or procedure or possible revised bylaws is a separate issue and not one that is appropriate for discussion at this time. Revised Bylaws and future College Rule and Procedure do not currently exist. As one representative stated regarding our statement, ‘The allegations of threatening and harassing behavior by a member of the Executive Council are indeed intolerable. We are not the kind of people who threaten violence to get our way. We are also not yet fully Soviet in our parliamentary means and methods. While...we are not a judicial body, dismissal from the body on the strength only of accusation is beyond the pale.’

“Diana, Laurel, and I collectively believe that our words, deeds, and actions must be based on civility and acceptable rules of discourse, whether perceived or actual. Other peoples’ perception is their reality. The statement we sent out last week asks you to begin the work of establishing appropriate policy and procedure so that we can hold each other accountable regarding the inappropriate behavior of anyone connected with College Senate.

“While I do care about behavior which is not directly associated with College Senate, it is beyond our purview. We must attend to Senate business and leave other matters to the appropriate people. I don’t want to say I don’t care about your behavior if you aren’t connected with College Senate, but I am reminded that it is “not my lane.”

“I am also reminded of something I learned in kindergarten: I don’t want to play with you if you are going to be mean to me.”

Discussion followed regarding whether Robert’s Rules covered these areas, where the line is that separates behavior/actions governed by Senate versus behavior/actions governed by a Chair/Director/Supervisor since an employee is acting in both roles in Senate; clarification was also asked for regarding the motions and whether they could be separated.

David Price: Motion “To create and charge an ad hoc committee to look at our own bylaws and constitution for behavior and decorum for interactions within College Senate and Senate-related activities along with possible consequences.”

Second: Mark Thomas

Discussion

Questions about HR involvement came up.

Lela’s response: HR does not have supervisory authority over employees. HR helps supervisors and the College administer rules, procedures, guidelines, and processes. HR’s role is to assist in the application of an existing policy. When a person is acting in his/her role in the Senate it should be within this body's discretion to develop their guidelines for expected decorum and operations. We (Senate) follow Robert's Rules, but it sounds like there is a desire to possibly add to that. Chairs AVPs, managers, supervisors, directors are not responsible for monitoring people's behavior and interaction in Senate and (potentially) censoring people's behavior or responding to things that people are bringing to Senate. The work of Senate and shared governance is independent in many ways. We don't want to blur those lines between being an active member of the Senate and engaging and bringing things forward and having that monitor control by the administration.

Discussion next focused on BIT reporting and conversation began to center on one representative. *Due to the sensitive nature of the topic, the College Senate Secretary declines to provide details of this part of the meeting. Interested parties may consult their Senate representatives for information.*

Vote Yea: 23
 Nay: 0
 Abstain: 0
 Motion passed.

Diana: We will form the ad hoc committee. They will need to meet during the summer and present recommendations to the Body when we all return in August.

David Price: Motion “That we refer back to our constituents to determine if the Executive Committee will initiate a shared committee with appropriate stakeholders to create an employee conduct code.”

Second: Chris Mortimer

Discussion centered around what we intend to accomplish with this motion.

David Price clarified: “One is totally internal to the Executive Council of the time. The other would be us essentially asking the administration to create a code of conduct and kind of insisting that we have a not insignificant part in the process of creating that.”

Further discussion involved whether the first ad hoc committee should finish its work on the Senate's internal processes before addressing the need for a College code of conduct.

Vote Yea:24

Nay: 0

Abstain: 1

Motion passed.

Item added to April 23rd agenda.

Announcements:

- None

Committee Reports:

- Salary and Benefits Committee Nick McMillen & David Price
 - David Price made the following statement: "I will say that having spoken with my co-chair, we both feel that the last email depiction of the committee's work was slanderous. I presented a great deal of evidence. Charges had been levied prior to the last meeting. I presented a great deal of evidence last time as to the falsehood expressed inside email. [The evidence is] in the appropriate section of the Senate website, in PowerPoint form."
 - Senate S&B Committee 2023 Recommendations PowerPoint shared with Senate and available on Canvas

Motion to endorse recommendations: Karim Diff

Second: Tina Beck

Vote Yea: 23

Nay: 1

Abstain: 0

Motion passed.

- New members are encouraged to join S&B; meetings on non-Senate Thursdays in B-001 at 3:30; A&P representatives needed, especially; Teams meeting is an option (not Zoom)
- LAS Curriculum Committee Karim Diff & Alexis DiRienzo
 - No report
- CTE Curriculum Committee Brittany Williams & Brian Fox
 - No report
- Baccalaureate Curriculum Committee Kezia Awadzi & James Nichols
 - No report
- Professional Committee Ritsa Mallous & Melanie Roberti
 - Student Opinion Surveys: Bobby Hom
 - PowerPoint shared with Senate and is available on Senate's Canvas page
 - Please invite feedback from constituents for discussion/endorsement at the next meeting.

Ongoing Business

- None

New Business:

- None

Non-Member Requests: none

Adjournment:

Motion to adjourn: Kimberley Smith

Second: Nick McMillan

Meeting adjourned at 5:30 p.m.