

## **Academic Senate Election, Spring 2025, Associate Faculty Candidate Statements**

**For Coordinating Officer:**

**Robin N. Allyn**

Here is my statement for the CO position:

**Which committees have you served on and when? Which leadership roles have you held?**

I have served as a MiraCosta College Academic Senator since 2017 and as Coordinating Officer from 2021-2023. I was a member of the ASCCC Diversity, Equity, and Action Committee (2018-2019) and have been on the MiraCosta Service-Learning Advisory Board since 2014. My leadership includes curriculum development, faculty professional development, and workforce integration, with conference presentations on guided pathways, work-based learning, and student success initiatives.

**What do you think are the five most pressing issues facing the Academic Senate today, and how has your work shown commitment to these issues?**

1. AI & Higher Education – Advocating for ethical and creative AI use in teaching & learning.
2. Work-Based Learning – Supporting faculty in integrating career-focused learning into coursework.
3. Data-Driven Curriculum Development – Co-led course updates in Women's Studies, LGBT Studies, and Sociology for Statistics.
4. Shared Governance & Faculty Advocacy – Ensuring faculty voices shape institutional policies and budget decisions.
5. Adapting to Student Needs – Expanding experiential learning, student engagement, and creating inclusive spaces for optimal learning.

**How do you see your role as a Senate officer in relationship to the Administration and the faculty you represent?**

The Academic Senate is a faculty-led governing body, and my role is to amplify faculty voices. Ensuring that faculty expertise drives academic and institutional decisions, particularly in curriculum, student success policies, and institutional planning is critical to our charge.

**What would you do to ensure the Academic Senate's annual goals are realized?**

- Enhance transparency – Keep faculty informed and engaged in Senate initiatives.
- Strengthen professional development – Expand support for faculty in AI, cultivating belonging, and career-focused teaching & learning.
- Encourage participation – Create a welcoming, inclusive governance space.
- Advocate for faculty priorities – Ensure policies are data-driven, equitable, and student-centered.
- Uphold faculty voices – Protect academic freedom and shared governance in institutional planning.

## **For Coordinating Officer:**

### **Anastasia Zavodny**

Hi fellow Faculty!

I respectfully ask for your vote for the Coordinating Officer position on MiraCosta's Academic Senate. As a member of MiraCosta's Associate Faculty since 2017, I am a faculty in two departments (Business Administration and Economics). While my shared governance experience within MiraCosta thus far has been service in the union, I have extensive experience in academic and professional matters via statewide committee service, and both senate membership and extensive committee participation at another institution. I am eager to bring my knowledge and expertise to MiraCosta!

### **Committee and Leadership Service**

Here at MiraCosta I am currently serving as Secretary of the MiraCosta College Academic Associate Faculty union (MCCAFA) and Lead Negotiator. Previously I have held the position of Membership Chair for MCCAFA. For those of you who teach at multiple colleges, you may know me from my service at Palomar College. There, I have served on Faculty Senate since 2017 and have been serving as Chair of Committee on Committees since 2019 (a position overseeing all faculty positions on shared governance and very similar in scope to the duties of this Coordinating Officer position). I am currently filling the role of Past President at Palomar's Faculty Senate, where I help advise the Senate President and provide counsel for issues pertaining to the 10+1. Additionally, I co-chair Palomar's affordable textbook committee (since 2018). I am currently serving on the Academic Senate for California Community Colleges (ASCCC) Online Education Committee (in my second year) and have previously served two years on ASCCC's Part-Time Faculty committee.

### **Most Pressing Issues facing Academic Senate**

#### **Academic Integrity**

- Ensuring academic integrity is maintained, especially for online courses facing artificial intelligence misuse
- Creating guidance to help balance innovative classroom applications of artificial intelligence and maintain academic rigor

### Supporting Students

- Ensuring ALL students are supported throughout their academic journey
- Providing clarity for students with the implementation of CalGETC

### Transfer Pathways

- Implementing CalGETC
- Supporting faculty working on common course numbering

### Textbook Affordability

- Support the expansion of Zero Textbook Cost courses and degree pathways through current CCCCO grant and beyond

### Supporting Faculty

- Supporting equitable access to professional development
- Advancing standards of excellence for online courses

### **Relating to Faculty**

As a senate officer, my responsibility is to my faculty colleagues and ensuring we maintain our academic and professional areas of purview (10+1). I am available to my fellow faculty to help address questions and concerns and ensure germane questions and issues are brought to the Senate. Specifically as Coordinating Officer my responsibility is to ensure regular communication between Senate and our committees. In terms of my relationship with Administration via this position, I will build and maintain collegial relationships to help ensure faculty issues are addressed promptly and our purview over academic and professional matters is maintained.

### **Ensuring Senate Goals are Realized**

In my role as Coordinating Officer I will work with senate leadership and senators to ensure the annual goals are being advanced throughout the academic year. For Academic Senate goals involving areas of oversight from our committees, I will maintain regular communications with committee chairs to communicate these goals and ensure the proper flow of updates and materials to Senate. I also look forward to bringing my

zany committee recruitment emails to the MiraCosta community to maintain faculty membership!

Thank you so much for reading this far, and I very much appreciate your support!

## **For Associate Faculty Senator (in Alphabetical Order):**

### **Julie Graboi**

Dear Associate Colleagues,

I ask for your vote to serve as your voice in the MiraCosta College Academic Senate.

Working in four different San Diego County districts, often simultaneously, over the past 37 years as an associate or adjunct instructor, I am acquainted with the issues of part-time faculty and the feeling of a lack of representation that many associates experience. While the role of Academic Senator is separate from issues of working conditions, which are normally handled by unions, there are areas of intersection between how working conditions can impact decisions made in Academic Senate.

While teaching in the MiraCosta College Noncredit ESL Department for the past nine years, I have also been a credit instructor for 16 years in two other San Diego County college districts and worked as a lecturer for graduate courses at the University of San Diego. Therefore, I am aware that there are different issues for credit and noncredit instructors as well as for instructors who teach upper level and graduate classes. If elected, I will work to improve the representation, needs and aspirations of ALL associate faculty and our students.

• What do you think are the five most pressing issues facing the Academic Senate today, and how has your work over the past three to five years shown your commitment to these issues?

Article II Section E of the MiraCosta Faculty Senate Bylaws states that the purpose of the Academic Senate is to “Assist the members of the faculty of MiraCosta College in exercising their voice in academic and professional matters.” Accordingly, below are listed what I believe are the five most pressing issues facing the Academic Senate:

1. Greater Representation of All Groups in Decision Making
2. An Increase in the Number of Full-time Faculty and Councilors Instead of a Replacement Number of Full-time Positions
3. Greater Recognition for the Outstanding Work that Associates Perform that Brings Distinction to Our College
4. Need for Clear Definitions of the Roles and Responsibilities Expected of Associates and Those Staff Who Support Us
5. Closer Working Relations Between Credit and Noncredit Faculty

Associate Faculty, the largest employee group at MiraCosta College, is currently the least represented group. I believe that the issues I have presented above fall under the

umbrella of “academic and professional matters” as stated above in the purpose of the Academic

Senate. Ultimately, the lack of parity in compensation and clear definitions of the roles and responsibilities expected of associates can have a great impact on the culture of our institution and the ability for all faculty to perform at their best.

1. While MiraCosta Associates comprise more than half of the employees, only three or four associates serve on the sixteen-member academic body. It would be meaningful to have a more equal distribution of full-time and associate representation to reflect the proportion of work done by these two groups. This suggestion to create greater equity between the two groups could result in better results for all concerned.

In the Spring, 2022 Governance Survey (Found on the College Data Dashboard), when MiraCosta employees were asked to agree or disagree with the statement, “All constituent groups are encouraged to participate in the governance structure,” two thirds (64%) of all associates disagreed with this statement and one half (53%) of all administrators agreed. These data indicate clear room for improvement in the ability of MiraCosta’s constituent groups to participate in its governance. Such increased participation could improve Mira Costa’s level of excellence.

2. In the past three years, there has been a small increase in the number of new contract positions opened for full-time instructors and counselors. However, we learned in the Senate that no new positions will be added for this year and that positions opened from retirement or other reasons will be replaced, but the number of full-time instructors will remain the same. The reason that this is important is because the college is proud of its record of hiring many associates for full-time positions when these jobs become available. The ability to promote people from within is motivating for all associates. The other aspect is that many of our full-time faculty are given more and more responsibilities, and they could benefit from more full-time instructors to help ease their load.

3. I believe in greater recognition of associate faculty who do amazing work that brings honor and distinction to our college. Enlisting the assistance of Kristen Huyck, Director of Government Relations, we obtained recognition from the office of Congressman Mike Levin for our long-serving citizenship instructor, Del Zimmerman. I have been involved in writing nominations for a number of associates who have been recognized with the Leon Baradat and other awards. Helping deserving colleagues receive recognition is important and motivates others to do their best work.

4. Many associates would wish to take a more active role in decision making and governance but feel hesitant to do so. When associates take the initiative to make suggestions about issues that they perceive are serious or important to students, concerns are too often not acknowledged. The model for academic process and for improvement in any organization should be based on an honest exchange of ideas substantiated by facts and data. I would like to see more acknowledgement given to

associates who wish to contribute to the general improvement of the college. In addition, it would be helpful to understand the role of colleagues who support teachers so that there can be greater coordination to provide the best results for students. One example is that we have an entire department and paid student ambassadors whose job it is to recruit students. As a wealthy district, we are extremely fortunate to have these resources. However, for a variety of reasons, enrollment in some programs has been decreasing over the years, which has resulted in associates losing their classes. Could more be done for instruction to coordinate with staff members to improve results for students and help to grow our student enrollment?

5. Over the years that I have worked at MiraCosta, I am grateful that many credit instructors have invited associate faculty to participate in projects which have provided compensation to associate faculty and noncredit faculty. This has allowed more associates and noncredit instructors to make time to become involved in governance and important college matters. An example of one collaborative effort might be to work towards developing more opportunities for noncredit students to transfer over to the credit side. Some noncredit instructors would like to share ideas regarding this possibility they believe would help students reach their greatest potential. This is an area that remains a constant source of conversation and concern.

- Which committees have you served on and when?

Along with two other associate faculty members and a union negotiator, I am currently working on a committee to negotiate with leadership to take advantage of a policy that could allow associate faculty, and possibly their families, to receive health, vision, and dental care for free or little cost. This opportunity has already been provided by other San Diego County College Districts to their adjuncts.

I also served on the Basic Needs Committee and played a minor role in the recent AI Fifth Friday Event.

- Which leadership roles have you held?

Over the past thirty years, I have been a mentor teacher, a teacher trainer to other professionals, and was a state level board member for professionals in my discipline at CATESOL (California Association of Teachers of English to Speakers of Other Languages) 1999-2001.

- What would you do to keep your constituents informed, and what would you do to elicit feedback on important issues from your constituents?

I would invite all associate faculty, both credit and noncredit, to contact me if they wish to place an item on the agenda for discussion. While the decision of which items may be placed on the agenda is not determined by an individual senator, I am interested in the



concerns of all associate faculty members and would like to represent constituents during the Oral Communications portion of Senate meetings. It is our duty to maintain confidentiality of constituents when requested as we share concerns from those we represent.

Conclusion:

Thank you for your consideration of my candidacy. I hope that you will support me so that I will be able to support the interests and concerns of all associate faculty as your representative on the Academic Senate.

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## **Genevieve Griffin**

VOTE Genevieve Griffin for Academic Senate

My MiraCosta Journey:

I'm Genevieve Griffin (she/her), and MiraCosta College has been my home since I first walked through its doors as a student. For the past 20 years (since 2003), I've had the privilege of serving as associate faculty in the Psychology Department. I bring both academic credentials and a deep connection to our students and our college:

Committee Service and Leadership:

Academic Senate - Associate Faculty Senator (2023)

Teaching and Learning Task Force - Member (2021-present)

Dual-Enrollment Committee - Faculty Representative (2022-present)

Psychology Department Assessment Team - Lead (2019-present)

Service-Learning Faculty Mentor (2009-present)

Honors Program Faculty (2015-present)

Five Most Pressing Issues Facing Our Senate:

1. Supporting Students Through AB 1705 Implementation

Eliminating most remedial courses requires thoughtful support systems for our diverse students. I've worked with colleagues to examine outcome data and develop strategies to ensure all students succeed in transfer-level courses, regardless of their starting point.

2. Making Education Affordable Through Zero-Textbook-Cost Initiatives (AB 1187)

Textbook costs remain a significant barrier for many students. I support expanding our Zero-Textbook-Cost program and have implemented OER materials in my courses, reducing financial barriers while maintaining academic quality.

3. Creating Clear Transfer Pathways (AB 928)

Students deserve seamless transfer opportunities. I've participated in discussions about aligning our curriculum with the new unified general education pattern, making transfer more straightforward for our students and satisfying CSU and UC requirements.

4. Integrating AI Tools Responsibly in Education

As AI tools transform education, we need guidelines that protect academic integrity while embracing innovation. I've been engaged in college-wide and department discussions on practical and ethical AI use in psychology courses and support the development of college-wide best practices.

## 5. Ensuring Associate Faculty Voices Are Heard

Associate faculty teach at least half of MiraCosta College's classes but often have limited representation in governance. I'm committed to ensuring our perspectives are included in all significant decisions, especially as we implement state mandates like Common Course Numbering (AB 1111).

My Commitment to MiraCosta College and our students

Beyond my Senate work, I actively contribute to our college community through:

Student Learning Outcomes assessment

Honors Program teaching

OMNI Showcase participation

Service-Learning involvement

Community outreach through the STREAM Festival and Annual Career Fair

Communication with Associate Faculty Constituents:

I am committed to open communication and responsiveness, ensuring faculty voices are heard through emails, surveys, and transparent discussions. It would be an honor to continue serving and advocating for associate faculty.

Why Your Vote Matters:

Experienced representation is essential as we navigate significant legislative changes in California community colleges. My background as a former student and a long-time credit faculty member gives me a unique perspective on how these changes affect our college community.

I'm deeply committed to student success and equity and ensuring all faculty voices are heard in decision-making. I would be honored to continue representing you on the Academic Senate.

I appreciate your support and your vote.

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## **Tony Hickman**

My name is Tony Hickman, and I am excited to run for a position on the MiraCosta College Academic Senate. Since 2018, I have taught Fine Arts and Creative Writing at MiraCosta's Adult High School and Lifelong Learners programs at the Community Learning Center. In Fall 2024, I joined the Letters Department as an English instructor. I have taught at the San Elijo, CLC, and Oceanside campuses, working with students ranging in age from sixteen to ninety-five, of all different backgrounds. My experience teaching across multiple departments and engaging with a diverse student and faculty community gives me a broad perspective that I believe will be valuable in this role.

I am deeply committed to fostering inclusivity, academic integrity, and forward-thinking policies that support both faculty and students. If elected, I will collaborate with my colleagues to address key challenges, promote faculty engagement, and uphold MiraCosta's mission of inclusive excellence. Most importantly, I will work to ensure that associate faculty voices are heard, valued, and represented in decisions that impact our teaching and students' learning experiences.

### **Which committees have you served on and when?**

I have been an active committee member at MiraCosta College since 2018. I serve on the Expressions Committee, which provides students with opportunities for artistic and written expression, and the Reading Festival Committee, which brings thought-provoking authors and discussions to our campus. Both roles have reinforced my commitment to student engagement and academic enrichment. I also take part in the AI Community of Practice Members at MiraCosta where we discuss the challenges and opportunities arising with our assessment practices given the presence of generative AI.

### **Which leadership roles have you held?**

Throughout my career, I have taken on leadership roles in education, business, and the arts. As an educator, I have developed and led courses across multiple disciplines, from English to Fine Arts, working with diverse student populations. Beyond academia, I spent ten years as the owner and president of a solar energy company, where I managed over 40 employees. I was responsible for hiring, training, operations, and navigating complex industry regulations. Leading a multimillion-dollar company required strategic planning, collaboration, and problem-solving—skills that directly translate to effective leadership in shared governance. I also wrote, produced and directed a feature film where I led an entire crew for a shared goal of making a great film.

**What do you think are the five most pressing issues facing the Academic Senate today, and how has your work over the past three to five years shown your commitment to these issues?**

- **AI in Education:** The need to establish clear guidelines on AI usage while maintaining academic integrity. I have actively integrated discussions on AI into my courses and worked to ensure students understand both its potential and ethical concerns.
- **Inclusivity & Equity:** Ensuring that faculty policies reflect a commitment to all students is essential. I have completed multiple equity and inclusion trainings, am an ally, and actively implement these principles in my teaching. I am dedicated to fostering an inclusive learning environment where all students feel valued and supported.
- **Faculty Advocacy:** Protecting faculty rights and ensuring professional development opportunities. I have been involved in faculty discussions on workload, academic freedom, and policy development.
- **Student Engagement & Success:** Strengthening curriculum and student support services. My experience designing culturally relevant courses reflects my dedication to student-centered learning.
- **Institutional Transparency & Communication:** Ensuring open communication between faculty and administration. My leadership experience in business and education has prepared me to advocate for transparency and collaboration at MiraCosta.

**What would you do to keep your constituents informed, and what would you do to elicit feedback on important issues from your constituents?**

Clear and open communication is essential. As an associate faculty member working across multiple districts, I understand how overwhelming the daily flood of emails can be. My goal is to streamline important information into a concise monthly update whenever possible, ensuring that faculty stay informed without added stress. I also want to create opportunities for open forums and discussions, providing a space where all voices are heard and valued.

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## **Amber Kae Niutoa**

My name is Amber Kae Niutoa, and I am honored to be nominated by a colleague for the Academic Senate Associate Faculty seat. I have been an Associate Faculty member in the Sociology Department for over eight years, balancing my involvement between our institution and the broader community.

My priorities have always included supporting inclusivity and diversity within our student population. In 2017, I contributed to establishing our first Asian Pacific Islander Heritage Month celebration at MiraCosta. Within the Sociology Department, I have served on committees organizing our Social Justice Symposiums and have participated in developing OER resources and Work-Based Learning initiatives. Additionally, I was among the first professors to teach in our dual enrollment program, both at Cathedral Catholic and through the summer GEAR UP program.

More recently, my leadership has been focused directly on students. I have mentored nearly a dozen Sociology interns and served as a Faculty Advisor for both the MiraCosta Gym Club and the Democratic Club. Beyond campus, I recently ran for city council in Oceanside. Although I did not win the election, I gained valuable experience, and I look forward to applying this knowledge as a member of the MiraCosta College Academic Senate.

There are many important issues the Academic Senate must confront. The five most pressing issues facing the Academic Senate today (in my opinion) include:

1. **Prioritizing and adjusting to meet student needs.** As a faculty mentor for interns, I am interested in expanding experiential learning and student engagement with internships and Service Learning opportunities. These programs help enhance the student experience in the classroom and professionally. I am also interested in the campus climate and creating inclusive spaces for optimal learning and professional development. It is crucial that we continue to recognize and address the need for student support services like our food pantry, showers, and mental health support.
2. **AI & Higher Education-** I am interested in advocating for responsible AI use in teaching & learning. This includes resources and workshops to help teachers, staff, and students use AI in ethical and relevant ways.
3. **Standards or policies regarding student preparation and success** via programs like Work-Based Learning, Internships, and Academic and Career

Pathways. How can MiraCosta support faculty in integrating career-focused learning into coursework?

4. **Shared Governance & Faculty Advocacy.** It is vital to have a campus where faculty voices are considered in shaping institutional policies and budget decisions. As an Associate Faculty member, I believe Associate Faculty need greater representation. Despite making up half of the teaching faculty, Associates are not eligible to serve as President or Vice President of the Academic Senate. Therefore, this senator position is critical to ensuring that non-FT faculty members' voices are heard.
5. **Educational Program Development-** The landscape is constantly changing. Therefore, relevant curricula and programs that support student educational and career goals are needed.

My work in the past three to five years has shown my commitment to these issues in numerous ways. From always being eager to be on the leading edge of programs like dual enrollment and OER/ZTC to understanding student needs as a faculty mentor or club advisor. The opportunity to take on the role of Academic Senator will allow me to advocate for faculty and students at the policy level.

As a new member of the Academic Senate, I will seek guidance from experienced members to determine the best approach for keeping my constituents informed and gathering feedback on important issues.

I look forward to the upcoming election.

In solidarity.

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## Katrina Tamura

### **Previous Committee Service**

With 20 years of experience in California Community Colleges, I have served on multiple committees dedicated to student success, institutional development, and professional growth. At MiraCosta, I coordinate the *Expressions* Committee, an equity-driven initiative that provides Continuing Education students with a platform for creative and academic expression. Over eight years, I have collaborated across disciplines to foster student engagement and visibility.

I was appointed by Palomar College's Faculty Senate to serve on the **Student Equity and Success Committee** (2020-2021), contributing to discussions on equitable student outcomes. Beyond institutional service, I have been active in **CATESOL (California Association of Teachers of English to Speakers of Other Languages)** and **TESOL International leadership**, supporting faculty professional development. With your vote, I will be an engaged, collaborative, and effective representative on the Academic Senate.

### **Recent Leadership Roles**

- **Expressions Committee Coordinator** – Oversee an annual publication showcasing student voices and achievements across MiraCosta's Continuing Education programs.
- **Program Coordinator, Evening ESL Program (Palomar College)** – Managed scheduling, staffing, and curriculum implementation, advocating for department needs.
- **CATESOL Online Teaching Interest Group Leader** – Led professional development initiatives in online ESL instruction.
- **TESOL25 Local Leaders Committee** – Coordinated hospitality and local engagement for the TESOL 2025 conference.
- **CATESOL Conference Roles:**
  - **Program Co-chair** – Structured sessions for high-quality professional development.
  - **Volunteer Coordinator** – Recruited and managed conference volunteers.
  - **Professional Development Leader** – Designed and facilitated faculty training presentations and workshops.

### **Five Pressing Issues Facing the Academic Senate and My Commitment to Addressing Them**

#### **1. Student Success and Pathways to Higher Learning**

Ensuring clear, equitable pathways for students transitioning from noncredit to credit courses, workforce training, and higher education is critical. My work with *Expressions* fosters student confidence and engagement, while my leadership in the Evening ESL Program at Palomar ensured course offerings aligned with student needs. My experience on the Student Equity and Success



Committee reflects my commitment to institutional improvement and student advocacy.

## **2. Curriculum Development and Alignment with Statewide Norms**

The Academic Senate plays a crucial role in ensuring that curriculum remains relevant and aligned with state policies, including AB 705 and AB 1705. I have contributed to curriculum discussions at MiraCosta and Palomar, advocating for thoughtful course design that supports noncredit-to-credit transitions. Additionally, my work in CATESOL and TESOL has focused on best practices in language instruction and curriculum development, equipping faculty with tools to navigate policy changes effectively.

## **3. Representation and Equity for Faculty**

Both full-time and part-time faculty must be equitably represented in decision-making. As a long-time adjunct faculty member, I understand the challenges of workload balance, professional development access, and equitable resource allocation. As a program coordinator, I have actively addressed scheduling, classroom resource distribution, and assignment load issues to ensure that faculty concerns are acknowledged and acted upon.

I am committed to advocating for policies that foster a more equitable teaching environment, ultimately benefiting both faculty and students. My experience gives me the perspective needed to represent and support faculty at all levels within the Academic Senate.

## **4. Inclusivity and Accessibility in Online and HyFlex Education**

HyFlex and online education provide essential access for diverse student populations but require intentional design to ensure engagement and equity. My leadership in CATESOL's Online Teaching Interest Group has helped faculty implement inclusive online teaching strategies. Additionally, my certificate in Online Teaching and Design and training in HyFlex instruction support my commitment to improving digital learning environments.

These learning modalities need strong advocacy from experienced educators who have used them effectively—I am prepared to be that voice in the Academic Senate.

## **5. Navigating State and Federal Policy Changes**

Policy shifts impact faculty workload, funding, and student success. I have actively engaged in discussions on noncredit faculty workload adjustments and the implementation of AB 705 and AB 1705. Through CATESOL and TESOL, I have helped faculty adapt to evolving policies by promoting best practices. I will bring this knowledge and advocacy to the Senate to support informed decision-making.

## **Communication with Constituents**

Transparency and engagement are essential to effective representation. I will provide regular updates and meeting summaries to keep faculty informed on key

developments and will actively seek feedback through surveys, direct outreach, and discussions.

I am committed to open dialogue and collaboration, ensuring that faculty voices shape Senate decisions. I will be accessible through email, Pronto, and in-person/virtual discussions to address concerns and advocate for faculty needs.



## **Krista Warren**

Krista Warren, Associate Faculty Representative for Academic Senate

Dear MiraCosta College Colleagues,

I respectfully ask for your vote to continue serving as your Associate Faculty representative on the MiraCosta College Academic Senate. As a member of the MiraCosta community for over 32 years, I have extensive experience and institutional knowledge that allows me to advocate for the needs of students and faculty effectively. It is an honor to serve on the Academic Senate; I continue to be eager to learn, think critically, and am committed to upholding MiraCosta's mission, vision, and values.

### **Committee Service & Leadership Roles**

- Academic Senate - Associate Faculty Representative (2012-present)
- President, MiraCosta College Academic Associate Faculty (2014-present)
- Students Accessibility Services Committee (SAS) (2020-present)
- Disaster Preparedness Committee - Appointing AF representation (2014-present)
- ACCJC Accreditation - Associate Faculty Representative for MiraCosta's accreditation visit (2016)
- Academic Senate Awards Committee (2016-2018)
- Noncredit Adult Education Honor Society Committee (2016-2018, 2025)
- Various Academic Senate Task Force Committees
- Served on multiple high impact hiring committees:
- Presidential Search Committee (Associate Faculty Representative, 2014)
- Vice President of Student Services Hiring Committee (Associate Faculty Representative 2015)
- Dean of History, Behavioral Sciences, and Continuing Ed Hiring Committee (2015)
- Adult Education Director (2016)
- Noncredit Career Services Specialist Hiring Committee (2017)

### **Most Pressing Issues Facing the Academic Senate**

#### **Transfer & Curriculum Alignment**

- Implementing the unified CalGETC transfer pathway (AB 928)
- Continuing to support CPC and faculty who are diligently working on common course numbering (AB 1111)

#### **Affordability & Access**

- Expanding Zero-Textbook-Cost degree programs (AB 1187)
- Developing more OER materials to reduce student financial barriers

#### **Technology & Teaching Innovation**

- Establishing AI guidelines that balance innovation with academic integrity

- Ensuring AI tools enhance rather than diminish student learning
- Creating ethical frameworks for AI use in assessment and instruction

### **Online Education Excellence**

- Advancing quality standards for online and hybrid course design
- Advocating for equitable faculty access to professional development
- Supporting participation in the California Virtual Campus (CVC-OEI)
- Developing best practices for engaging remote learners

The work we are doing at Senate aligns with the CCCCO Vision 2030 through several key initiatives:

1. Expanding equitable access and success for all students, with particular attention to closing persistent achievement gaps
  2. Strengthening the transfer pipeline to four-year institutions while also enhancing career education pathways that lead directly to employment
  3. Advancing digital transformation across the system, including modernized technology infrastructure and expanded online learning opportunities
  4. Fostering collaborative partnerships with industry, community organizations, and other educational sectors
  5. Building more sustainable funding models and resource allocation systems
- Vision 2030 emphasizes data-informed decision-making, regional collaboration, and responsive programming that meets student and workforce needs. It represents the system's commitment to serving as an engine of economic mobility and social equity for California's diverse communities.

### **How I'll Keep You Informed and Gather Your Feedback**

- Regular Email Updates: in partnership with AF Senators, I will collaborate to provide timely email summaries of Senate actions and upcoming votes
- Direct Accessibility: I am available by email and mobile phone, and I respond quickly to all messages
- Active Representation: I will always bring your questions and concerns directly to Academic Senate meetings
- Bold Advocacy: I am committed to speaking up about issues that affect our students, faculty and our work

As a voice for associate faculty, I will continue to represent your interests in the most effective way possible. My work over these past many years demonstrates my commitment to meaningful engagement across our campus. I believe associate faculty perspectives are essential in governance work, especially as we implement significant legislative changes that affect how we teach and serve students.

Thank you for your support and your vote!

~Krista

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## For President-Elect:

**Jim Sullivan**

Dear Colleagues:

As someone who came to MiraCosta because I wanted to ground my teaching career in social justice and community, shared governance has always struck me as both profoundly important and excruciatingly difficult: a view that has become only more solidified for me in our current political climate.

But as I share these thoughts with you, I do not think any of us need to read another inventory of the things that make governance and our work at a community college extraordinarily difficult right now

Instead, I would like to point out three (among many possible!) examples of outstanding faculty leadership at MiraCosta and think about what we can learn from these experiences as we move forward together.

### **Making Progress on an Enduring Challenge**

Watching curry lead us through the calendar change process last year – with strong support from Denee and many other faculty and classified professionals – taught me that when we invest **sustained and focused attention** to a challenge, we can make important changes together. I think the calendar process highlighted some other important governance ideas: 1) **building from the foundations of our community up** with authentic discussions rather than simply ratifying decisions made from above and sent back to “the people” for buy in and validation, 2) **researching what other institutions and faculty are doing**, and 3) **recognizing that perfect is never really an option but better always is** (and that no choice will make everyone happy, but difficult choices can often jump start progress).

### **Department Led Teaching and Learning Growth**

In my work as Joyful Teacher in Residence, I have been learning much about the wonderful work our Biology department has been doing to explore and implement a wide variety of pedagogical innovations that have resulted in not only higher student success rates but learning experiences that cultivate our students' agency and humanity. From what I can tell, this has occurred because of a departmentally driven **initiative to investigate and experiment with new ideas and approaches, an authentically collaborative approach with a dean**, and a **commitment to sustained follow up** conversations and ongoing redesign efforts. Similar work is happening in disciplines and schools all over campus.

## Improving a Process

For the past four years, I have had the privilege of being part of the Tenure Review and Evaluation Committee and have been profoundly impressed by how under Chad Tsuyuki's leadership, the faculty serving on that committee have **balanced responding to the everyday challenges and crises of the tenure process with continuing to think big picture about the future**. Our tenure process is by no means where we want it to be yet, but this committee's **focused and sustained work** has made our process more human, inclusive, and growth centered. We are moving in the right direction.

I think this progress has come because Chad has worked diligently to **research** what other institutions are doing, **test ideas** with student focus groups and faculty workshops and **bring a wider range of faculty perspectives and experiences** onto the committee. Above all, Chad has facilitated **an environment where colleagues care about each other, learn from each other, disagree productively and respectfully, and embrace the challenges of implementing and refining a process** that is constantly being complicated by contract negotiations and the realities of implementation.

I have also learned from Chad and this committee that **grounding ourselves in principles and values** that we review each year and keep returning to as we explore our options results in better decision making. The inevitable unexpected issues, conflicts, and agendas that emerge each year have not sidetracked the steady progress of this committee – have not muted our faculty voices and leadership – because we have been able to return to those values and principles.

The kind of faculty leadership I have described here – principles and practices already fueling change at MiraCosta – are what I would like to **celebrate, cultivate, and connect** if I serve as Academic Senate President.

As top down, capitalist, market driven, just-in-time models of educational decision making, management, and professional development continue to proliferate, our students and our communities urgently need the kind of from the ground up faculty leadership I have described here: focused, sustained (and sustainable), inclusive, creative, research-informed, transparent, values-driven, and change-generating.

I hope we can explore and implement these ideas, principles, and practices in the years ahead as we work together at a crucial moment in the history of higher education in our country.

Please feel free to call, text, or email if you would like to talk about any of this: [jimsullivan@miracosta.edu](mailto:jimsullivan@miracosta.edu) / 951-505-2232

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