



Minutes of the  
MEETING OF THE FACULTY SENATE  
March 23, 2015

APPROVED

PRESENT: Richard Albistegui-Dubois, Sandra Andre, Melinda Carrillo, April Cunningham, Jenny Ferrero, Joel Glassman, Barb Kelber, Greg Larson, Lawrence Lawson, Shannon Lienhart, Jackie Martin, Patrick O'Brien, Lillian Payn, Travis Ritt, Diane Studinka, Fari Towfiq

ABSENT: Teresa Laughlin, Pam McDonough, Christina Moore, Rocco Versaci

GUESTS: Rosie Antonecchia, Kathleen Sheahan, Fern Menezes & Susan Whaley (Telescope)

CALL TO ORDER: The meeting was called to order by the President, Greg Larson, at 2:00 p.m. in Room SU-30.

Please note: All votes are presumed unanimous unless indicated otherwise.

Approval of Minutes:

Motion 1 MSC Glassman, Albistegui-Dubois: Faculty Senate approval of the minutes of March 9, 2015, as amended. The motion carried.

Public Comments: There were no public comments.

Announcements: Greg Larson announced that starting next week, the Agenda will include the addition of "Student Success and Equity Council" under Reports.

Greg Larson announced that he would be attending the Area D meeting on Saturday, March 28. Resolutions are available for review at the Academic Senate's website: <http://www.asccc.org/events/2015-04-09-070000-2015-04-11-070000/2015-spring-plenary-session-0>.

Fari Towfiq invited all to attend the Palomar College's annual Unity in Diversity event on Thursday, March 26, 2015, from 4:00 p.m. – 7:30 p.m. in the Student Union. This year's theme is *A Conversation on Injustice and Prejudice in Our Community*. Several events are scheduled and Professional Development growth opportunities are available for workshop attendees. More information is available at: [www.palomar.edu/hr/diversity](http://www.palomar.edu/hr/diversity).

Lawrence Lawson announced that he saw the movie, "The Hunting Grounds," over the weekend. He encouraged all to see the film, which addresses the issue of sexual assaults on college campuses.

Career Discovery Day/  
Student Lingo:

Rosie Antonecchia shared information with Senators on the college's use of the Student Lingo program, which assists students in finding their ideal career, as well as college success. The online interactive workshops are accessible from the Career Center website 24/7. The workshops cover career exploration, resumes, cover letters, and student success

skills. Workshops specifically for Spanish-speaking students are also available, focusing on college student success skills.

Faculty can learn more about the program and access the workshops by visiting <https://www.studentlingo.com/palomar>. If there are other Student Lingo workshops that appeal to our populations, faculty are encouraged to email Rosie and request that another workshop be added to Palomar's site.

Antonecchia also shared information on Career Discovery Day, an event to expose and familiarize new and current students to the variety of career pathways available at Palomar. Faculty, students, and industry representatives will be available to answer questions about the program of study, courses, and provide career information specific to their industry. This event will be in an informational table format for students to roam and interact with the participating representatives. It will be held on Wednesday, April 1 from 10:00 a.m. – 1:00 p.m. at the clock tower area.

Faculty Hiring  
Processes – Full and  
Part-Time Faculty:

Kathleen Sheahan talked to Senate members about a situation that recently arose when a current part-time faculty member submitted application materials for a full-time position. She was told that her application was not going to be considered because Equivalency information was not included with her application materials. As a current faculty member this information should not have been required. Sheahan asked for clarification on the college's process as well as some misinformation being shared about the timeline for submitting Equivalency documents.

Discussion followed on the ongoing challenges relating to hiring and inconsistencies with the application process for both full and part-time positions. Senators shared their frustration with contradictions when working with Human Resources staff and the lack of action taken to improve the current process. The Faculty Senate passed a Resolution requiring that HR release all applications to hiring committee chairs in an effort to provide consistency and diversity but no changes have been made to date. This item will be brought back for Faculty Senate Action at next week's meeting to assert the Senate's recent Resolution. It will also be shared with the Governing Board for assistance in its implementation. There was discussion about cultural and systemic problems in the Human Resources department that need to be resolved in conjunction with hiring the new Vice President who will supervise and manage that area.

Regarding this instance shared by Sheahan; Greg Larson and Equivalency Chair Fari Towfiq will go to Human Resources immediately at the close of this meeting in an attempt to resolve the issue. Senators were in agreement that HR's response to this hiring committee chair was unacceptable and not in the spirit of the established hiring process.

Committee  
Appointments:

Motion 2

MSC O'Brien, Kelber: Faculty Senate approval of the following committee appointments:

Committee on Service Learning  
*(13-15) Languages and Literature*

Melissa Smith (PT)/Speech Communication/Forensics/ASL Department

Personnel Standards & Practices Committee  
(14-16) Jim Gilardi (FT)/Life Sciences

Sabbatical Leave Committee  
(14-17) Career, Technical, and Extended Education (at-large)  
Lily Glass (FT)/Arts, Media, Business and Computer Science-Art

Student Success and Equity Council  
(14-16) 1 faculty member from Math Department as appointed by the Faculty Senate  
Martha Martinez (FT)/Math

The motion carried.

Patrick O'Brien reminded Senate members that a Senator will be needed in the fall to serve as the Committee on Committees Chair. The position carries 20% release time.

Research Award: Greg Larson asked for additional Senate volunteers to review the Faculty Senate Award for Scholarly and Professional Achievement submissions. At the March 9 meeting, two Senators were appointed.

Motion 3 MSC Fererro, Lienhart: Faculty Senate approval of the appointment of April Cunningham, Barb Kelber, and Patrick O'Brien to the workgroup to review the submissions for the Faculty Senate Award for Scholarly and Professional Achievement. The motion carried.

Curriculum:

Motion 4 MSC Ritt, Lienhart: Faculty Senate ratification of the Curriculum Committee Actions dated March 4, 2015. The motion carried.

Palomar Faculty  
Federation (PFF):

Shannon Lienhart reported that recently distributed Executive Board ballots are due on April 8.

A negotiations session is scheduled with the district on March 26. Lienhart visited the board to request that the district appoint a new lead negotiator in order to facilitate the stalled negotiation process. Lienhart reiterated the need for a settled contract as Palomar strives to attract the best candidates for open administrative and faculty positions. Due to the large number of administrators who will be retiring, it is unlikely that interim replacements will negotiate a contract.

Senators briefly talked about the impact of the high number of retirees on current faculty. Faculty will be undoubtedly asked to take on an increased work load for the next few years as the transition occurs. A fair, equitable contract is a reasonable expectation for those who teach and work here.

Budget: Joel Glassman reported that the district is projecting a \$8.3 million fund balance but it has not been finalized.

Instructional  
Planning Council:

Jackie Martin stated that members of the Instructional Planning Council (IPC) formed workgroups at their last meeting. Those groups worked to prioritize staffing position requests within divisions. These were then forwarded to the deans who will make recommendations at the March 25 IPC meeting.

Academic Technology  
Committee:

Reporting on the Academic Technology Committee, Lillian Payn shared the Fall 2013/Spring 2014 Distance Education Statistics for Regional Colleges.

Brief discussion followed, with Payn providing clarification in several areas of the documents, which can be reviewed at: [http://www.palomar.edu/facultysenate/Copy\\_of\\_2013-14\\_\(Fall\\_Spring\)\\_DE\\_Credit\\_Data\\_Comparison\\_-\\_SDICCCA\\_CCCs\\_-2.xlsx](http://www.palomar.edu/facultysenate/Copy_of_2013-14_(Fall_Spring)_DE_Credit_Data_Comparison_-_SDICCCA_CCCs_-2.xlsx), and [http://www.palomar.edu/facultysenate/Copy\\_of\\_SDICCCA\\_Regional\\_DE\\_Data-Oct3-2014.xlsx](http://www.palomar.edu/facultysenate/Copy_of_SDICCCA_Regional_DE_Data-Oct3-2014.xlsx).

MOUs with Outside  
Colleges:

Senate members discussed the use of outside vendors utilizing Palomar College campus space for educational purposes. In this particular instance, Senate members referenced the recent Memorandum of Understanding (MOU) with Point Loma Nazarene University. Although the college is not affiliated in any way with the institution utilizing the space, there are some concerns because when full programs are held on this campus it implies an academic or philosophical relationship between the two institutions. Senators expressed concern with the lack of campus-wide discussion before a MOU was signed. Most faculty learned of the agreement when the Telescope reported on it after it was approved. Issues related to use of campus resources, conflicts between the institutional missions, and community perception about the branding of the programs were raised in discussion.

Senate members reiterated that their concerns in no way are a reflection on Palomar's Nursing faculty, or Point Loma Nazarene University as an educational institution, but rather how the process moved forward without widespread discussion about potential benefits and challenges. The conversation is relevant to other past and future partnerships as well.

ADJOURNMENT:

The meeting was adjourned at 3:30 p.m.

Respectfully submitted,

Jenny Ferrero, Secretary