

Minutes of the
SPECIAL MEETING OF THE FACULTY SENATE
May 18, 2009

APPROVED

PRESENT: Bruce Bishop, Monika Brannick, Valerie Chau, Ralph Ferges, Katy French, Marty Furch, Brent Gowen, Lawrence Hahn, Barb Kelber, Teresa Laughlin, Stan Levy, Jackie Martin-Klement, Roger Morrissette, Linda Morrow, Patrick O'Brien, Kathleen Sheahan, Perry Snyder, Fari Towfiq, Judy Wilson

ABSENT: Molly Faulkner, Richard Hishmeh, Sue Norton, Diane Studinka

GUESTS: Claudia Duran

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

Approval of Minutes:

Motion 1 MSC Chau, Gowen: Faculty Senate approval of the minutes of May 11, 2009, as amended. The motion carried.

Monika Brannick noted that there was an error in the wording under "TERB" in the May 4, 2009, minutes. The following change should be reflected:

Additional discussion occurred on the draft of the Standards of Performance for Library Faculty, and some minor changes were recommended. Senators agreed that the document should be reviewed by Library faculty ~~the Learning Outcomes Council (LOC)~~, particularly in consideration of the recommendations of the WASC Accreditation Team. After review ~~by the LOC~~, the document will return to the Senate for approval before being sent back to the Tenure & Evaluations Review Board.

Public Comments: Claudia Duran announced the results of the recent ASG elections. The new ASG President for the 2009-10 academic year is Andrew Bissell, and Ann Hong was elected as the Vice President.

Senators expressed their thanks to Claudia for her service to the students and for her weekly reports to the Senate on student activities and ASG matters.

Announcements: Monika Brannick asked those Senators who chair Faculty Senate committees to forward copies of their year-end reports to the Senate office as soon as possible.

Curriculum: Copies of Curriculum items were provided at last week's meeting.

Motion 2 MSC Levy, Gowen: Faculty Senate ratification of the Curriculum items dated May 6, 2009. The motion carried.

Monika Brannick responded to a question asked during the previous week's meeting, noting that program-level Student Learning Outcomes have been received for three programs: Dental Assisting, Geographic Information Systems, and Advanced Geographic Information Systems.

Committee
Appointments:

Motion 3 MSC O'Brien, Gowen: Faculty Senate approval of the following committee appointments:

Bookstore Subcommittee

(08-10) Bruce Fried – Emergency Medical Education

Distinguished Faculty Award Committee

(09-11) Judith Eckhart – Nursing

(09-11) Colleen Weldele, ESL

(09-11) Carl Lofthouse – Public Safety

Matriculation and Transfer Committee

(09-11) at-large (full-time)

Tony Smith - CSIS Dept, AMBCS Division

Transfer Counselor

(09-11) Renee Roth – Counseling

(08-10) at-large (part-time)

Lorie Bale - English

Professional Procedures Committee

(09-11) Marilee Nebelsick-Tagg – Nursing

(09-11) Lorie Bale - English

Tenure and Evaluations Review Board

(09-11) Arts, Media, Business and Computing Systems

Ellen Weller – Performing Arts

The motion carried.

Student Learning
Outcomes Council
Appointments:

One letter requesting consideration was received for each of the Student Learning Outcomes Council positions: one for the SLOAC Coordinator, and one for the Faculty Assistant Coordinator. The letters of interest were provided for Senate review.

Motion 4

MSC Laughlin, Towfiq: The Faculty Senate appoints Marty Furch as the SLOAC Coordinator. The motion carried.

Motion 5

MSC Laughlin, Gowen: The Faculty Senate appoints Judy Wilson as the Assistant Faculty Coordinator on the Learning Outcomes Council. The motion carried.

Evaluation of
Senior Administrators:

At last week's meeting, Senate members discussed the method utilized in recent years for the evaluation of Senior Administrators, acknowledging the need for a change in the process. Concerns relating to confidentiality have been discussed over several years' time, and, more recently, the Accreditation Team has recommended that the Senate should no longer orchestrate the process. Also discussed last week was a formal complaint filed by Vice President of Student Services, Joe Madrigal, regarding comments included in his evaluation. Mr. Madrigal has requested the following:

"I am asking for a formal, written letter of apology from the Faculty Senate's Personnel Standards and Practices Committee stating that the comments made in my evaluation are: Inappropriate, Unprofessional and Discriminatory. I am also asking that the comments be deleted from my evaluation by the Faculty Senate. The letter of apology should verify these deletions."

The above is coming directly out of Joe's Unlawful Discrimination Complaint.

Motion 6

MSC Kelber, O'Brien: To remove the amended Motion 13, of the Faculty Senate meeting of May 11, 2009, from the table. The motion carried.

Motion 13

Amended Motion

MS Kelber, Laughlin: In respectful response to Vice President Madrigal's concerns about derogatory and offensive remarks which were included in the evaluation of senior administrators in 2007/08, the Faculty Senate will discontinue its current process for evaluating senior administrators in favor of developing a new policy and procedure. The motion was not voted on as presented.

Motion 13

Amended Motion

Final Version

MSC Bishop, Kelber: As a result of a myriad of concerns, including concerns about derogatory and offensive remarks which were included in the evaluation of Vice President Joe Madrigal in 2007/08, the Faculty Senate will discontinue its current process for evaluating senior administrators in favor of the college developing a new policy and procedure. The motion carried.

Motion 7

MS Gowen, Sheahan: Faculty Senate support of the following letter to Vice President Joe Madrigal: We are writing on behalf of the Faculty Senate to apologize for including in the transcript of the Spring 2008 faculty evaluations of senior administrators an offensive remark written about you. We are embarrassed by the remark's very existence and regret that it appears under the auspices of collegial review. In Fall 2008, the Senate directed its Personnel Standards and Practices Committee to discontinue the practice of soliciting from faculty members anonymous evaluations of the deans, vice-presidents, and president. At present, the Senate is working with Human Resources to develop a new policy and procedure for faculty review of administrators, which will ensure that spurious remarks do not appear among the professional, formative contributions. Thank you for calling this matter to our attention so that we can attempt to right this wrong. The motion was not voted on as presented.

Monika Brannick read the following statement to the members of the Senate:

In February of this year, this body sent out a statement to all members of the Palomar community addressing the issue of "hate speech" on campus. In this statement, we clearly said that we value our differences and advocate civil rights and safety of all members of our community. We further agreed that we are committed to create a safe and secure environment for all.

Although there is no law prohibiting "hate speech," we as academics in a college setting, have a duty to educate in order to fight against such hate speech, discrimination, and bigotry.

And while we as faculty consider our own evaluations as a constructive tool to better ourselves, we must do so in evaluating administrators. We cannot censor comments made by students, but we as professionals can censor ourselves in what we write about administrators. We must hold ourselves to a high level of professionalism.

The process of administrator evaluations, which the Faculty Senate has conducted for many years, has created a forum for anonymous hate speech to be directed at employees of Palomar College. It doesn't really matter that this was not the intent of the evaluations: what matters is that the process made possible nameless (and therefore sanction-free) attacks, which violate the statements above. When an administrator complained to the Faculty Senate, he was ridiculed and further maligned as weak and overly sensitive.

In the issue before us, the anonymous evaluations have been used to make unsubstantiated, discriminating, and hurtful remarks, which are not worthy of a faculty member.

We, the Senate, must take responsibility and apologize to anyone who was affected by this.
Linda Morrow, Senator.

Lengthy discussion followed concerning Vice President Madrigal's request to receive a formal apology from the Senate. Senators questioned the idea that the Senate might be held responsible for comments received from anonymous faculty members; they asked what level of culpability, if any, the Faculty Senate has as the vehicle overseeing the distribution of these evaluations. Issues such as free speech, hate speech, and censorship, were also discussed. While there was agreement that the comments included in Mr. Madrigal's evaluation were offensive, and it is unfortunate that a faculty member or faculty members exercised unprofessionalism in writing such comments, the Senate cannot, or should not, censure comments regardless of their nature. Many Senators did agree that it was fitting for the Senate to apologize for the lack of an appropriate procedure, as the absence of procedure resulted in those evaluation comments becoming public.

The following motion was offered as an amendment to Motion 7:

Motion 7
Amended

MSC Gowen, Sheahan: The Faculty Senate will forward the following letter to Vice-President Joe Madrigal:

In response to your recent formal complaint with regard to discriminatory and derogatory comments in the 2007-08 faculty evaluation of senior administrators, the Faculty Senate, after much discussion, concludes:

1. The comments you cite are clearly derogatory, discriminatory, and offensive.
2. The Faculty Senate is embarrassed by these remarks' very existence and finds them unprofessional.
3. The Faculty Senate will no longer evaluate administrators by means of the traditional process, due to lack of confidentiality.
4. The Faculty Senate will work with Human Resources to develop a new college policy and procedure for future use in the faculty evaluation of senior administrators.

The motion carried.

Equivalency:

Fari Towfiq provided the following report of the Equivalency Committee:

After the Equivalency Committee gathered information from other colleges that only grant discipline-wide equivalency (see attachment #1), reviewed the questionnaires that were completed by the Department Chairs and Directors at Palomar College (see attachment #2), and identified the Departments that would be affected the most by eliminating single course equivalency (see attachment #3), the Committee decided to continue the same process (granting discipline-wide equivalency and single-course equivalency only when absolutely necessary) until the System Office directs us otherwise.

College	Response	Grants Single-Course Equivalencies	Contact Person	Comments
Mt. SAC	Yes	No	Michelle Grimes-Hillman, Academic Senate President	Sent link to their Equivalency Database http://elearn.mtsac.edu/senate/equiv They do have trouble finding Yoga Instructors
Southwestern College	Yes	No	Ron Vess, Equivalency Committee Chair	
Santa Rosa College	Yes	No	Jerry Miller, Equivalency Committee Chair	We still look at a dance instructor as an educator within physical education and a photographer or jeweler as an artist...separating instructors into single subjeccies has too many pitfalls in comparison to advantages.
Santa Barbara City College	Yes	No	Ignacio Alarco, Academic Senate President	There has been difficulty getting large applicant pools, but they insist on broad minimum quals.
Riverside City College	Yes	No	Dr. Richard Mahon, Academic Senate President	There has been pressure from Administration of Justice to grant single-course equivalencies
Cabrillo College	Yes	No	Steve Hodges, Senate President	
Chaffey College	No			
Cerritos College	Yes	No	Antonio Arce, Equivalency Committee Chair	
San Joaquin Delta College	Yes	No	Janice Takashashi, Senate President	
Long Beach City College	Yes	No	Kristin Hartford, Equivalency Committee Chair	No problems have arisen in her 9 years service. LBCC also has fewer course offerings, esp. in dance and PE
Santa Monica College	No			
Rio Hondo College	No			
Pasadena City College	No			
Glendale College	Yes	No	Dr. John Queen, Senate VP, who oversees Equivalency confirms no single-course equivalencies	Yes, at times it does present a problem for very specialized classes but for dance at least we can consider performance experience as equivalent to the required degree. In art we cannot. So, our approach there is to list courses under the 'commercial art' disciplines where the minimum quals are lower. For example, what we just did with our photo courses. They are now listed under 'commercial photo.'

Questionnaire for Chairs & Directors:

Attachment#2

The Equivalency Committee is researching its policy on single-course versus discipline-wide equivalency. The California Community Colleges System office has published a legal opinion stating that single-course equivalency should not be granted.

On occasion Palomar's Equivalency Committee grants single-course equivalency to part-time faculty members. For example, we might grant single-course equivalency to a faculty member to teach a glass glowing course. However, they may be denied discipline-wide equivalency and therefore would not be able to teach other courses in the discipline of art.

We would like to get input from you on how your department or program may be affected if we eliminate single-course equivalency to part-time faculty.

- 1) What department/program do you represent?
- 2) Have you ever sent an application to the equivalency committee?
- 3) How would the elimination of single course equivalency affect part-time hiring in your department or program?
- 4) Do you think the College should grant single course equivalency to part-time faculty members? Why or why not?
- 5) Any additional comments:

Name: _____

Results:

*Distribution of Questionnaire to Chairs and Directors: April 10, 2009

* Questionnaires completed and returned to the Equivalency Committee: 22

Responded yes to question #4: 16

Responded no to question #4: 3

Felt they could not give a definitive answer: 3

Attachment#3

If we eliminate Single-Course Equivalency, the following Departments and programs will be affected:

American Indian Studies Department
Athletics Program
Business Administration Department
Behavioral Sciences Department
Communications Department
Computer Science and Information Systems Department
Emergency Medical Education Department
English as a Second Language Department
Graphic Communications Department
Occupational Noncredit Programs
Performing Arts Department
Public Safety Programs

Palomar Faculty
Federation:

Jackie Martin-Klement announced that financials for the Palomar Faculty Federation (PFF) union are posted each month on the PFF website.

Strategic Planning
Council:

Brent Gowen invited all to a special meeting of the Strategic Planning Council to be held on Thursday, May 21, from 1:00 – 4:00 p.m., where the group will work on a model to align planning, budget, and resource allocation.

ADJOURNMENT:

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

Respectfully submitted,

Barb Neault Kelber