



MEETING

2026-05-04

EXHIBITS 1-8

Agenda 2026-05-04

Faculty Senate Community Agreements

We agree to: Be visible and stay engaged • Commit to open, honest conversation • Listen respectfully and actively to learn and to understand others' views • Share airtime and be conscious of time • Lean into discomfort and be brave • Critique ideas, not people • Consider our own identities and make no assumptions • Not ask individuals to speak for their (perceived) social group • Actively combat racism, discrimination, and microaggressions • Act in solidarity with marginalized communities

MEETING OF THE FACULTY SENATE

Date: Monday, May 4, 2026

Time: 2:30-3:50pm

Location: LRC-116 and Zoom

MEMBERSHIP

Adams, Ben
Backman, Russell
Brooks, Mary Ellen
Dalrymple, William
Doyle Bauer, Alexandra
Elliott Pham, Heather
Falcone, Kelly
Gushansky, Gene
Jarvinen, Jason
Klinger, Scott
Lawson, Lawrence
Martinez, Melissa
Mellos, Vickie
Miller, Naomi (ASG)
Mufson, Michael
Pearson, Beth
Sanchez, Tanessa
Seiler, Karl
Sheaffer, Russell
Shmorhun, Nina
Siminski, Nicole
Wolters, Ashley
Vafaei, Alyssa
Zavodny, Anastasia

AGENDA

1. Opening

- a. Call to Order
- b. Public Comment
- c. Announcements
- d. Agenda Changes
- e. Approval of Minutes – 04-27-2026

2. Action

- a. Committee on Committees - (Exhibit 1), Zavodny
- b. Faculty Senate Discussion regarding updates to Faculty Senate Constitution- (Exhibit 2.1, 2.2, & 2.3), Shmorhun, Dalrymple, Martinez
 - Constitutional changes including wording i.e. position titles, grammar, and a change in eligibility for Senate Council Vice-President Position Consideration for changing eligibility to all faculty (PT and FT).

3. Information – (Max 5 min each)

- a. ASG Report – Miller
- b. Great Committee Call – (Exhibit 3), Zavodny
 - Call to fill Fall 2026 Faculty Senate committee term/seats
- c. Call for New Senators – (Exhibit 4), Pearson
 - Call to fill seats for open seats for Faculty Senate terms
- d. Notice of Council Position up-coming Elections - (Exhibit 5), Pearson
 - Vice President, Secretary, Past President

4. Discussion - (Max 7 min each)

- a. President/Superintendent Hiring Committee - (Exhibit 6), Zavodny
 - Discussion of volunteer form questions
- b. AI Syllabus Policy statement recommendations - (Exhibit 7), Shmorhun
 - drafts for Senate review
- c. Eligible subsidiary bodies of Senate- (Exhibit 8), Zavodny
 - Discussion of the possibility of identifying subcommittees that would qualify as eligible subsidiary bodies for purposes of teleconferencing Brown Act requirements
- d. College Hour, Pearson
 - Discuss ideas for Fall 2026

5. Adjournment

Academic & Professional Matters: The 10+1+1

Pursuant to rules adopted by the Board of Governors of the California Community Colleges, the Palomar College Governing Board elects to rely primarily on the advice and judgment of Faculty Senate on academic and professional matters. 1) Curriculum including establishing prerequisites and placing courses within disciplines. 2) Degree and certificate requirements. 3) Grading policies. 4) Educational program development. 5) Standards or policies regarding student preparation and success. 6) District and college governance structures, as related to faculty roles. 7) Faculty roles and involvement in accreditation processes, including self-study and annual reports. 8) Policies for faculty professional development activities. 9) Processes for program review. 10) Processes for institutional planning and budget development. 11) Faculty hiring policy, faculty hiring criteria, and faculty hiring procedure. 12) Other academic and professional matters as are mutually agreed upon between the governing board and the academic senate.



MINUTES OF THE MEETING OF THE FACULTY SENATE

April 27, 2026

APPROVED

ATTENDANCE

PRESENT: Ben Adams, Russell Backman, Elijah Barnes (ASG), Mary Ellen Brooks, Alexandra Doyle Bauer, William Dalrymple, Heather Elliott Pham, Kelly Falcone, Gene Gushansky, Jason Jarvinen, Scott Klinger Lawrence Lawson, Melissa Martinez, Michael Mufson, Beth Pearson, Russell Sheaffer, Tanessa Sanchez, Karl Seiler, Nina Shmorhun, Nicole Siminski (Zoom), Alyssa Vafaei, Ashley Wolters, Anastasia Zavodny

ABSENT: Vickie Mellos

GUESTS: Marquesa Cook-Whearty, Matt Grills, Taneisha Hellon, Sherehe Hollins, Bill Jahnel, Ben Mudgett, Elena Villa Fernandez de Castro

All votes are presumed unanimous unless indicated otherwise.

CALL TO ORDER

The meeting was called to order by Faculty Senate President, Elizabeth Pearson, in LRC-116 at 2:31 p.m. The meeting was also streamed live on ZOOM.

PUBLIC COMMENTS

Carrie Espinoza Villanueva, a faculty advocate of 27 years, provided a detailed comment regarding her candidacy for Assembly District 76, which covers several communities including Escondido, San Marcos, and Poway. She expressed significant concern over California's current financial state, leading her to name the upcoming year the "year of the big squeeze". Drawing from state controller data, she noted that education and Medi-Cal consume 2.3 times the expenditures of all other state categories combined, with education alone taking up two-thirds of that portion. She cautioned the Senate that education would likely be the primary target for budget cuts and criticized the institution for being "top-heavy" with administrators while faculty remain underpaid. Furthermore, she raised alarms about a projected change in the district's pay structure for the fall semester, moving from hourly pay to unit-based pay. She argued that this change could effectively cut pay substantially for certain lab classes and called for greater transparency and written documentation, as she found no mention of the change in the PFF contract or instructional guidelines.

Minutes 2026-04-27 - Approved

Elena Villa Fernandez de Castro announced that a celebration of cultural and linguistic diversity would take place the following day from 12:00 p.m. to 2:00 p.m.. She highlighted that students from her Spanish for Spanish speakers classes would be running a stand and encouraged faculty and staff to attend, interact with the students, and celebrate their identities.

ANNOUNCEMENTS

Senator Mufson announced that the theatre department's production of *Dracula*, a "feminist punk revenge fantasy," would open on Friday.

Senator Adams announced that both softball and baseball had concluded their most successful regular seasons in program history with a combined record of 74-6. Both teams are entering the playoffs as number one seed in California, with games beginning Friday morning.

Dr. Ben Mudgett reminded the Senate of the Pride Festival scheduled for April 30th from 11:00 a.m. to 2:00 p.m., featuring 50 community partners. He highlighted an Afrofuturism lecture being held in partnership with the PBFSa in the Student Union and noted that lunch service would begin at noon, with a priority on keeping the event student-focused.

Senator Lawson shared that the Solidarity and Strength Community Festival, sponsored by PFF and CCE, would take place on Saturday in the old main lot from 11:00 a.m. to 3:00 p.m., featuring food vendors and music.

President Pearson informed the Senate that the College Council had approved "College Hour" for the Fall 2026 semester on a Tuesday-Wednesday pattern. This initiative is intended to create a dedicated space for student clubs and activities, though the possibility of moving committee meetings to that hour may be explored in the future.

President Pearson reported that five new faculty members would be hired for the fall in the areas of Medical-Surgical Nursing, Fire Academy, American Indian Studies, Paramedic Program Coordination, and Architecture.

President Pearson announced the Faculty Senate award winners, including Betsi Little for Scholarly and Professional Achievement, Marquesa Cook-Whearty for Faculty Service, and both Mary Ellen Brooks and Candace Rose for the Margie Ruzich Gift of Time Award.

Senator Dalrymple announced that it was "One Faculty Week," with a successful opening gathering already held in the EDGE center.

AGENDA CHANGES

Minutes 2026-04-27 - Approved

None.

APPROVAL OF MINUTES

MSC: Sanchez/Adams

Faculty Senate to approve the minutes for April 20, 2026.

The motion carried.

ACTION

A. DE Third-Party Publisher Resolution – (Exhibit 1.1 & 1.2), Sanchez

MSC: Sanchez/Brooks

Faculty Senate to approve the third draft of the third party Publisher Platforms resolution.

The Motion Carried.

Amendments included: changing "whenever possible" to "whenever appropriate" to emphasize faculty expertise in making the determination. Senator Sanchez accepted the friendly amendments to include "high-quality" and "whenever appropriate" in the final language.

B. TERB – Non-Instructional Questions (Exhibit 2), Cook-Whearty

MSC: Mufson/Dalrymple

Faculty Senate to approve the TERB – Non-instructional forms.

The Motion Carried.

C. Brown Act Committee Training- (Exhibit 3), Zavodny

MSC: Zavodny/Dalrymple

Faculty Senate to approve the Committee Chair training as proposed.

The Motion Carried.

Abstentions 1: Senator Lawson

D. Committee Volunteer Form – Questions Update – (Exhibit 4), Zavodny

Minutes 2026-04-27 - Approved

MSC: Zavodny/Shmorhun

Faculty Senate to approve the changes to the Committee Volunteer form.

The Motion Carried.

INFORMATION

A. ASG Report, Barnes

Elijah Barnes, ASG representative to the Senate, reported that the student government had officially adopted a position concerning the creation of GE 7 Lifelong Learning, though further discussion on the matter would remain within the curriculum committee.

B. District Requirements Vote from May 15, 2024, and next steps –(Exhibit 5), Pearson

President Pearson provided a historical overview of the district requirements vote from May 15, 2024, to clarify current misunderstandings.

It was explained that while the curriculum committee and Faculty Senate had voted to keep the requirements, they had also specifically voted to continue discussing the content of those requirements rather than keep them as-is in the subsequent academic year.

Pearson outlined the next steps, noting that the GE Subcommittee is currently developing a proposal and that town halls will be scheduled to solicit faculty feedback before any proposal moves from curriculum to the Senate for a final vote. .

C. AI Syllabus Policy statement recommendations: drafts for Senate review - (Exhibit 6), Shmorhun

Senator Shmorhun presented draft AI syllabus policy recommendations developed by the Academic Standards and Practices committee and the AI Special Projects Coordinator.

She clarified that these are optional templates intended to help faculty be transparent with students regarding AI use. During the presentation, it was noted that under the current AP 5505 policy, the use of generative AI is treated as assistance from another person if a faculty member does not have a clear syllabus statement.

Shmorhun emphasized that an Academic Integrity Workgroup is currently working to update this policy, as it has become outdated since its creation in 2024.

DISCUSSION

Minutes 2026-04-27 - Approved

A. Faculty Senate Discussion regarding updates to Faculty Senate Constitution- (Exhibit 7.1, 7.2, & 7.3), Shmorhun, Dalrymple, Martinez

The Senate then engaged in an extensive discussion regarding the Faculty Constitution, focusing on whether to expand eligibility for Senate leadership positions, such as Vice President, to include part-time faculty.

A senator opened the debate by expressing support of part-time parity, yet believing leadership roles should remain filled by full-time faculty because they are specifically hired and tenured with the expectation of providing institutional leadership and shared governance.

Some senate members respectfully disagreed, arguing that part-time faculty voices are equally valid and that students do not distinguish between faculty statuses.

A senator cited a statewide ASCCC resolution that encourages local senates to develop leadership pipelines for part-time faculty and to eliminate "gatekeeping" practices. It was also added that having part-time faculty in leadership could improve communication with the large proportion of the faculty who work part-time, ensuring critical information regarding accreditation and accessibility is disseminated effectively.

A senator expressed frustration, around debating the rights of colleagues who work alongside them and noting that the Senate had just awarded a "Gift of Time" to a part-time member, acknowledging they already perform unpaid institutional work.

Other senators suggested a focus on institutional knowledge, noting that long-serving part-time faculty often possess more institutional insight than new full-time hires.

Also highlighted was the success of the union's co-leadership model, suggesting that attaining "prioritization" could serve as a qualification to ensure part-time candidates have sufficient institutional investment.

The Senate decided to bring this item to action the following week.

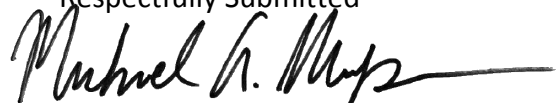
B. Eligible subsidiary bodies of Senate- (Exhibit 8), Zavodny

Tabled.

ADJOURNMENT:

The meeting was adjourned at 3:48 pm.

Respectfully Submitted



Michael A. Mufson, Secretary

Exhibit 1 2025_05_04_Hiring-Committee-ballots

May 4, 2026						
Hiring Committee: Manager Tutoring Services						
Name	Division	Department	Position:	Why are you interested in serving on this committee?	How will you utilize an Equity and Antiracism lens in your work with this committee, or in what ways will you commit to learning about Diversity, Equity, Inclusion, and Antiracism and how will that influence your role on the committee?	Action
					Vote for One (1)	
Yuan-Lin (Annie) Lee	MSE	Mathematics	Manager, Tutoring Services	I am interested in serving on this committee because my current role as Director of the Math & Science Learning Center places me at the intersection of academic support, student success, and institutional collaboration. As part of tutoring services, I work closely with the manager of tutoring and have a strong understanding of the day-to-day operations, student needs, and systemic challenges that impact equitable access to learning support. Through this work, I regularly engage with a diverse student population, including those who are disproportionately impacted by barriers in STEM education. This has strengthened my commitment to ensuring that our support structures are not only effective, but also inclusive and responsive. I am particularly interested in contributing to conversations and decisions that shape how tutoring and academic support services can better serve all students. I bring strong collaboration skills, program coordination experience, and a data-informed approach to decision-making. I am also experienced in working across departments and value clear communication, shared governance, and continuous improvement. My goal is to contribute thoughtfully and constructively to the committee's work while aligning with the Faculty Senate's commitment to advancing equity, diversity, and inclusion.	In alignment with the Faculty Senate Antiracism Statement, I approach my work with a commitment to advancing equity, diversity, inclusion, and antiracism in both practice and decision-making. In the Math & Science Learning Center, I see firsthand how systemic inequities can affect students' confidence, access to resources, and academic outcomes—particularly in STEM disciplines. I utilize an equity lens by examining who is being served, who may be underserved, and what barriers may exist within our structures and processes. This includes reflecting on tutoring practices, hiring and training of tutors, accessibility of services, and outreach efforts to ensure they are inclusive and culturally responsive. I advocate for strategies that reduce opportunity gaps, such as targeted support, inclusive learning environments, and removing unnecessary barriers to access. I am also committed to ongoing learning in the areas of diversity, equity, inclusion, and antiracism. This includes engaging in professional development, listening to student experiences, and collaborating with colleagues to identify and implement equitable practices. I view this work as continuous and evolving, and I strive to remain reflective and accountable. Through this committee, I will contribute by asking critical questions, supporting data-informed equity initiatives, and ensuring that decisions align with our shared responsibility to create an inclusive and equitable educational environment for all students.	
Clare Rolens	L&L	English	Manager, Tutoring Services	I serve as the faculty Writing Center Coordinator, and thus I work alongside the Manager of Tutoring Services. Writing tutoring has only relatively recently been combined with other tutoring services, and we are still managing the transition after the colocation from the H building to the LRC. Colocation means that whoever is hired as the Manager of Tutoring Services will have a direct and daily impact on writing tutoring. I am therefore heavily invested in who is selected. Furthermore, I have worked alongside the current Manager of Tutoring Services, and so I understand what the position requires in terms of long-term overall vision and day-to-day responsibilities. I have served on hiring committees at both UCSD and here at Palomar, and I am in the process of hiring the very tutors that the Manager of Tutoring Services will oversee. This is why I bring both a great deal of aptitude for the hiring committee process, and a deep understanding of the complexity of the position, to the table. I feel that it is especially important that a representative from writing tutoring is present, because writing tutoring comprises the substantial majority of tutoring services.	I am a passionate community college educator. I want to work in a space that is inclusive and functions as an engine of social mobility for under-served and under-represented students. To these ends, I know that the same emphasis on equity and antiracism that instructors like myself work to bring to their courses and to student-centered spaces, is what is also needed in the hiring of faculty and staff. This is particularly important in a tutoring center, where it is vital that all students, no matter their background, identity, or education preparedness, feel comfortable, welcome, and supported. That is the job of a tutoring center—it exists to provide a space outside the classroom where all students can find guidance and safety. As the Writing Center Coordinator, I have experience both providing a welcoming and inclusive space for all students who come for tutoring, as well as the same level of welcoming and inclusivity for the diverse writing tutors themselves. As an educator, I have worked to structure my courses around mindful and purposeful revisions of canonical curriculum to celebrate diverse and often marginal voices. I believe my educational and professional commitment to equity and my demonstration of this commitment in my work makes me a good candidate for this committee.	
Hiring Committee: Director of Information Services						
Name	Division	Department	Position:	Why are you interested in serving on this committee?	How will you utilize an Equity and Antiracism lens in your work with this committee, or in what ways will you commit to learning about Diversity, Equity, Inclusion, and Antiracism and how will that influence your role on the committee?	Action
					Vote for One (1)	
Jason Jarvinen	CTE	Workforce Development	Director Information Services	I am interested in serving on the Director of IS Hiring Committee because I understand the critical role that the Information Services Department plays at the college. I have worked with IS on a number of projects. Most significantly, we worked together on Handshake, the college's platform for job and internship opportunities (Handshake is comparable to LinkedIn for current students and recent graduates). We coordinated to incorporate Handshake into Single Sign On. We also needed to create a synchronization between PeopleSoft and Handshake so that Handshake accounts would be created for students automatically.	I will utilize an equity and antiracism lens on this hiring committee. I always pay careful attention to how candidates respond to the written diversity question on the college's application. I will also review the applicants' cover letters, resumes, and responses to interview questions. I will look for specific examples of how the applicants have worked to address systemic barriers and/or participated in efforts to advocate for improved diversity, equity, inclusion, antiracism, and belonging.	
Michael Mufson	AMBA	Performing Arts	Director of Information Services	Information services is a vital part of the College's operations and effects the working conditions of all employees and the student experience. I have had a lot of interactions with Information Systems over the years and can bring a valuable perspective to the hiring process	I have been a college leader in DEIAA work at the college for many years. I also am active in antiracism work in my personal commitments outside the college. I have a strong awareness of my own inherent biases and am attuned to the dynamics that can obstruct historically marginalized groups from inclusion.	
Hiring Committee: Dean Mathematics, Science and Engineering (MSE)						
Name	Division	Department	Position:	Why are you interested in serving on this committee?	How will you utilize an Equity and Antiracism lens in your work with this committee, or in what ways will you commit to learning about Diversity, Equity, Inclusion, and Antiracism and how will that influence your role on the committee?	Action
					Vote for One (1)	
Julie Van Houten	MSE	Nursing	Dean Math, Science and Engineering	I am interested in serving on the MSE Dean search committee because I am committed to Palomar College and the Nursing Department. As a full-time faculty member since 2008, I have developed a strong understanding of our programs, our students, and the high standards we maintain. The Nursing Department works closely with the Dean of MSE, especially with ensuring that accreditation standards are consistently met. Through my experience serving on multiple hiring committees and collaborating directly with the Dean, I have knowledge of the qualities needed for effective leadership in the Dean role of MSE. I understand the importance of selecting a Dean who not only meets institutional expectations but also demonstrates the ability to support accreditation requirements. I am committed to helping find a Dean who will provide longevity with stable leadership, uphold our high academic and professional standards, and contribute to the long-term success of our division. I believe my experience and knowledge of Palomar as an Institution will allow me to collaborate with the hiring committee and contribute meaningfully to the search process.	I will approach the search with an equity and antiracism lens by supporting a fair, inclusive, and transparent hiring process. I will be mindful of my own biases and strive for a fair evaluation of candidates who can support Palomar's commitment to diversity, equity, inclusion, and antiracism. I have worked with a diverse student population where equity in student outcomes is essential. While teaching in the Nursing Program and through committee work, I try to create inclusive environments and support students from varied backgrounds. My experience on hiring committees has reinforced the importance of representation and culturally responsive leadership. I am committed to ongoing learning in DEI and I will bring that commitment to this committee as we seek a Dean who will uphold both excellence and equity.	

Constitution of the Faculty of Palomar College

In order to promote the effective exercise of the rights, duties, privileges, and responsibilities that are placed in their trust by their profession, their society, their state, and their local district, and conscious of the high nature of that trust as it is shared by all other institutions of higher learning in the State of California and in the United States, and in order that they or the instruments of their creation may perform such academic duties as are appropriate to teaching faculties of community colleges, the academic faculty members of Palomar College, as defined below, have adopted this Constitution.

ARTICLE I: DEFINITION OF ACADEMIC FACULTY

A member of the faculty of Palomar College is an academic employee who is employed in a position that is not designated as administrative, managerial, or classified, and falls under one of the following categories:

- I. FULL-TIME FACULTY are those faculty members who are employed in regular tenured positions.
- II. ~~PROBATIONARY-TENURE-TRACK~~ FACULTY are those faculty members who are employed in tenure-track faculty positions and who have not yet been granted tenure by the college.
- III. TEMPORARY FACULTY are non-tenure track faculty with an assignment greater than 67% and who are employed for a designated period of time. For voting purposes, temporary faculty are included with full-time, tenured and probationary faculty.
- IV. EMERITUS FACULTY are those faculty members who, upon retirement, were granted Emeritus status by virtue of their years of service. Emeritus faculty may vote with part-time faculty during any semester in which they teach part-time after retiring.
- V. PART-TIME FACULTY are those non-tenure track faculty members whose assignments are no more than 67% of a full-time load.

ARTICLE 2: THE FACULTY SENATE OF PALOMAR COLLEGE

SECTION I: NATURE AND POWER

The faculty members of Palomar College hereby establish the Faculty Senate as the primary legislative and executive body representing the faculty on all Academic and Professional Matters, which include the governance and committee structure at Palomar College. By legislation, the Faculty Senate is represented on the Statewide Academic Senate and, through it, on the California Community College Board of Governors. Regular meetings of the Faculty Senate shall be held every teaching Monday at

Exhibit 2.1 - FacultySenate_Constitution_v1

2:30 p.m. during the academic year. All other meetings shall be considered special meetings.

Senators shall retain all the rights, duties, privileges, and responsibilities normal to faculty membership.

Actions taken at an official meeting of the Senate shall be deemed to be “approved action” and shall be effective for immediate implementation. All such approved action shall be published and distributed to the faculty within three school days. The official minutes of the meeting in which they are approved shall follow within ten school days.

Approved actions are actions which have been approved by a majority of members present at an official regular or special meeting of the Senate; or,

A majority of votes cast by full-time and ~~probationarytenure-track~~ faculty in an official electronic or mail ballot.

Members of the faculty reserve the right to protest any approved action of the Senate. Protest shall be submitted in writing to the Senate President and shall bear the signature(s) of the protester(s).

If within ten teaching days after publication and distribution of any approved action protests are received from at least twenty percent of the full-time and ~~probationarytenure-track~~ faculty, a special meeting of the Faculty Senate shall be called for the purpose of reviewing said approved action. The meeting shall be scheduled no later than ten teaching days after receipt of the minimum required number of four protests and shall be set for a time and a place convenient to the membership. Two separate notices of the meeting shall be distributed to the membership.

Following reasonable and adequate discussion of the issue(s), the full-time and ~~probationarytenure-track~~ faculty shall have an opportunity to vote either to reaffirm the approved action or to rescind it. Voting shall be conducted by electronic or mail ballot beginning within five teaching days after the special meeting. Notice of the results shall be published and distributed to the Governing Board and all academic employees within fifteen teaching days after the special meeting.

SECTION 2: SENATE DUTIES

The Faculty Senate:

- I. Shall formulate policies on Academic and Professional Matters as specified in state legislation and supported by Governing Board policy.
- II. The term “Academic and Professional Matters” refers to the following twelve matters:
 1. Curriculum, including establishing prerequisites and placing courses within disciplines;
 2. Degree and certificate requirements;
 3. Grading policies;
 4. Educational program development;

Exhibit 2.1 - FacultySenate_Constitution_v1

5. Standards or policies regarding student preparation and success;
 6. Governance structures, as related to faculty roles;
 7. Faculty roles and involvement in accreditation processes, including self-study and annual reports;
 8. Policies for faculty professional development activities;
 9. Processes for program review;
 10. Processes for institutional planning and budget development;
 11. Faculty hiring policy, faculty hiring criteria, and faculty hiring procedures; and
 12. Other academic matters as mutually agreed upon between the Governing Board and the Faculty Senate.
- III. May also function in an advisory capacity to the College Council in such matters.
- IV. Shall promote the understanding and practice of professional standards and conduct and of democratic policies and procedures.
- V. Shall concern itself especially with the consideration of any policy or procedure that affects the status and morale of the faculty of the college.
- VI. Shall advise the Superintendent/President of the College and/or the Governing Board in the selection of administrative personnel. The Senate shall be responsible for the appointment of all faculty members to selection committees other than those faculty appointed by the bargaining unit.
- VII. Shall maintain a continuing study of proposed legislation affecting schools and the faculty, and shall keep the faculty informed regarding such proposed legislation and its progress.
- VIII. Shall obtain information and inform the faculty regarding the records and opinions of candidates for public office where such records and opinions clearly affect the welfare of schools and faculty.
- IX. Shall ~~through the committee on Committees,~~ nominate the faculty personnel who serve on college committees other than those appointed by the bargaining unit. Unless the committee position requires a ballot of the full-time or ~~probationary~~ tenure-track faculty, or some portion thereof, the Senate may confirm the nominees at any regular Senate meeting.
- X. May serve the President of the College as an Advisory Council and may meet with them upon request.

Commented [DW1]: Might be worth including all strikethroughs in red, too, so solo ones like this aren't missed

ARTICLE 3: RIGHT OF PETITION OF THE FACULTY BODY

Ten percent of the Full-Time, ~~ProbationaryTenure-Track~~, and Temporary Faculty may, upon the presentation of a signed petition to the Faculty Council, call for proceedings of review, referendum, initiative, censure, or recall in the context of any issue, policy, question, or person elected by the Full-Time, ~~ProbationaryTenure-Track~~, and Temporary Faculty.

Ten percent of the Part-Time and Emeritus Faculty may, upon the presentation of a signed petition to the Faculty Council, call for proceedings of review, referendum, initiative, censure, or recall in the context of any issue, policy, question, or person elected by the Part-Time and Emeritus Faculty.

If the determination is made that such proceedings are necessary, a request for such proceedings must be included on the agenda of the next regular meeting or special meeting of the Senate and shall precede other new business. The Senate shall appoint a task force of three faculty members (two Senators and one non-Senator) to conduct proceedings in an open meeting to address the matter stated in the petition. Any action taken as a result of the proceedings shall require a simple majority of the appropriate faculty group on matters of review, referendum, or initiative, and a two-thirds (2/3) majority in matters of censure or recall.

ARTICLE 4: THE FACULTY COUNCIL

SECTION I: COMPOSITION & DUTIES

- I. The Faculty Council consists of five members: the Faculty Senate President, ~~the Faculty Senate Vice President, the Faculty Senate Secretary, the Past President of the Senate~~Historian, and one ~~At-Large~~ Senator who is appointed by the Senate body ~~for a term of one year on Council.~~
- II. The Faculty Council shall have weekly meetings during the academic year at a time determined by the Council and shall meet with Senate and Governance Committees as it sees fit or as directed by the Senate or the governance structure.
- III. The Faculty Council duties include:
 - a) Advising the Faculty Senate President on matters coming before the Senate and reviewing the agenda prior to each meeting.
 - b) Planning for the presentation and selection of Faculty Senate Awards (Faculty Service Award, Margie Ruzich Gift of Time Award, Scholarly and Professional Achievement Award, etc.)
 - c) Planning a Faculty Senate retreat each year.
 - d) ~~Planning for faculty social events (examples include the Faculty Achievement Celebration of Excellence, joint events with PFF, new faculty orientations, etc.)~~

Commented [PB2]: this should be removed

Exhibit 2.1 - FacultySenate_Constitution_v1

- e) Reviewing ~~release~~reassigned time available to the Senate under the CBA and bringing suggestions for distribution to the Senate. Decisions about ~~release~~reassigned time will be discussed in the spring of each year to be effective for the following school year. No one Senator can make unilateral decisions about distribution or allocation of ~~release~~reassigned time.
- f) Reviewing petitions for review, referendum, initiative, censure, or recall (see Constitution Article 3).
- g) Calling for additional meetings of the Senate (see Bylaws Article 2, Section 4).
- h) Polling the faculty and gathering information on issues relevant to the Senate (see Bylaws Article 2, Section 7).

SECTION 2: OFFICERS

- I. Shall be elected from among the Senators.
- II. The Senate shall elect its own Vice-President, ~~and~~ Secretary, Historian, and At-Large Senator as the first item of business on the day that newly-elected Senators are seated in the Senate or at the next regular meeting after a permanent vacancy shall occur in any office.
- III. The Senate shall elect its own President-Elect at the second regular meeting of the spring semester during the last year of the active President's term. The individual elected shall be expected to serve through the remainder of the spring semester as the President-Elect, then shall take office as President for the subsequent two academic years.
- IV. Nominations for each position (President, Vice-President, ~~and~~ Secretary, Historian, and At-Large Senator) shall be solicited from the floor. Current officers may be nominated for subsequent terms as defined below for each position.
- V. Newly-elected officers (Vice President and Secretary) shall take office immediately following their election.
- VI. The Faculty Senate President ~~and Vice-President~~ positions must be held by a permanent, tenured faculty member.

President

- I. Shall serve a two-year term and may not be elected to serve more than two consecutive terms.
- II. Shall not publicly vote on any issue before the Senate unless a tie vote exists, or to create a tie.
- III. Shall function as Faculty Senate liaison with the Administration and the Governing Board in relation to college policy.

Exhibit 2.1 - FacultySenate_Constitution_v1

- IV. Shall serve as the representative of the Senate to the College Council and shall attend all regular meetings of the Governing Board. In emergency situations, a designee can serve in the President's place for no more than one consecutive council or committee meeting and no more than three per school year. The preference of the Senate is for the President to attend all Governing Board meetings, but in the event of special meetings of the Governing Board, the President may elect to send a designee. When there is no scheduled open session, the President may use their discretion about whether to attend. The Senate President shall also serve as Tri-Chair of the Equity, Education, and Student Success Council (EESSC), ~~a member of the Guided Pathways Task Force~~, Co-Chair of the Institutional Program Review and Planning Committee, and a member of the Budget Committee.
- V. Shall, with the approval of the Senate, together with the Superintendent/President and in accordance with Academic Standards and Practices, identify issues as they relate to Academic and Professional Matters, designate the appropriate committee or task force, and establish the membership of that committee or task force.
- VI. Shall further preside at all regular and special meetings of the Senate and meetings of the Faculty Council.
- VII. Shall ensure that all meetings are conducted in accordance with rules formulated by the Senate, except that no Senate rules shall violate any provision of the Constitution, the Bylaws, or The Brown Act, nor shall any revision in the Senate rules take effect until the meeting following its approval. For the regular conduct of meetings, Robert's Rules of Order, Newly Revised shall be employed.

Commented [PB3]: need to add co-chair of Institutional Program Review and Planning Committee

Vice President

- I. Shall serve a one-year term. May not be elected to serve more than four consecutive terms.
- II. Shall serve as Assistant to the President and fulfill the duties of the President in the President's absence or when that office shall fall vacant.
- III. Shall require that the President-Elect be elevated to President by the Senate at the next scheduled meeting of the Faculty Senate should a vacancy occur in the office of President of the Faculty Senate.
- IV. Shall require that a new President-Elect be elected by the Senate at the next scheduled meeting of the Faculty Senate should a vacancy occur in the office of President-Elect of the Faculty Senate.
- V. Shall serve as liaison to the Administrative Association, the Council of Classified Employees (CCE), the Confidential and Supervisory Team (CAST), the Palomar Faculty Federation (PFF), and the Associated Student Government (ASG).
- VI. Shall serve as a member on the Budget Committee.
- VII. Shall require that a new President be elected by the Senate at the next scheduled meeting of the Faculty Senate should a vacancy occur in the office of President of the Faculty Senate and if the President-Elect office is not held.

Exhibit 2.1 - FacultySenate_Constitution_v1

Secretary

- I. Shall serve a one-year term. May not be elected to serve more than four consecutive terms.
- II. Shall see that a permanent record of the proceedings of minutes is maintained.
- III. Shall provide for distribution of the minutes to members of the faculty.
- IV. Shall verify that a quorum is present at all meetings.
- V. Shall verify attendance of Senators and notify Senators if they are approaching the limitations in Article 2, Section 3, subsection III of the Bylaws.
- VI. Shall conduct correspondence as directed by the President.
- VII. Shall bring to each meeting a complete record of the proceedings of the current academic year, a copy of the Constitution, a copy of Robert's Rules of Order, Newly Revised, a copy of The Brown Act, and a copy of the Senate's formal actions.
- VIII. Shall keep a record of the term of office of each Senator and when it expires.
- IX. Shall keep a separate up-to-date list of all formal actions approved by the Senate.
- X. Shall keep a voting roster.
- XI. Shall keep a record of those faculty granted Emeritus ~~S~~status.
- XII. Shall serve as a member on the Budget Committee.

~~Past-President~~Historian

- I. Shall serve on the Faculty Council, and as a member of the Faculty Senate, for the term of the succeeding ~~p~~President.
- II. Shall serve a one-year term. May not be elected to serve more than four consecutive terms.
- III. Shall serve to help the President transition into their position.
- IV. May serve as a designee for the President when mutually agreeable.
- V. If the Past-President is unable or unwilling to continue in that role, the Faculty Senate shall elect a replacement from among the Senators who shall serve as the Past- President Designee to the Faculty Council. In the event that one-third or less of the term is remaining, the Senate may choose to not fill the vacated position.

Commented [PB4]: we need a term here

Exhibit 2.1 - FacultySenate_Constitution_v1

VI. Shall serve as a member on the Budget Committee.

President-Elect

- I. Shall be elected from the Senators.
- II. Shall maintain all regular rights and privileges as a regular member of the Senate.
- III. Shall work with the current Senate President to train for the position of President and establish working relationships with other constituent bodies.
- IV. If the President-Elect is unable or unwilling to continue in that role, the Faculty Senate shall elect a replacement from among the Senators who shall serve the remainder of the term and subsequently assume the role of President.

At-Large Senator

- I. Shall serve a one-year term. May not be elected to serve more than four consecutive terms.
- II. Shall be elected from the Senate body.
- III. Shall serve on Faculty Council.
- IV. Shall maintain all regular rights and privileges as a regular member of the Senate.

Faculty Senate Discussion: Vice-President, Faculty Council Eligibility

Current language

Faculty Senate Constitution

Article 4: The Faculty Council, Section 2: Officers

“President and Vice-President positions must be held by permanent, tenured faculty.”

Discussion

Consideration to remove the restriction of Faculty Senate Council Vice-President position eligibility of permanent, tenured faculty senators only and open position eligibility to all senators (full-time and part-time).

Faculty Senate Survey Results (*all results exhibited Fall 2024*)

Vice-President Eligibility

Full-time (<i>tenured faculty</i>) only:	<u>34%</u> (n=47)
Full-time (<i>tenured or probationary faculty</i>) only:	<u>9%</u> (n=12)
Part-time faculty only:	<u>1%</u> (n=2)
All Faculty (FT or PT):	<u>56%</u> (n=77)

Exhibit 3 - Great Committee Call (2026-2027)

Great Committee Call

2026 - 2027

All open committee positions are listed below. After the initial two calls, open positions will become at-large and open to all faculty (unless specified as Part-Time Faculty or Full-Time Faculty / Tenured). Additional off-cycle positions which are currently open are *italicised*.

Current membership and meeting information: <http://tinyurl.com/PALgovernance> (click on the tab **on the bottom** labeled “*Full List of Committees/Councils*” ← *note, location of tab changed Summer 2025!*)

★ **Volunteer** [here for all ongoing committees](#)

(for Faculty; other constituent groups have other volunteer forms)

Update April 29, 2026:

Filled positions are notated in ~~grey strikethrough~~. Newly vacated/ created positions are colored **green**.

Academic Integrity Taskforce – concluded Spring 2025

Academic Review Committee

NOTE: College Council [approved a recommendation](#) to consolidate and restructure committees. Further information is forthcoming and may impact overall composition.

Faculty, Counseling (26-28)

Faculty, Instruction/Library (26-28)

Faculty, Instruction/Library (26-28)

Academic Standards & Practices Committee ✓

Faculty Senate committee; subject to Brown Act

Meeting schedule: H-217 (Hyflex), 1st Friday (12:00-2:00pm)

Faculty, at large (26-28)

Faculty, at large (26-28)

Faculty, at large (25-27)

Access and Inclusion Subcommittee ✓

NOTE: College Council [approved a recommendation](#) to consolidate and restructure committees. Further information is forthcoming and may impact overall composition.

Meeting schedule: [Zoom](#), 1st Tuesday (2:00-3:00pm)

Faculty, from Curriculum Committee (26-27)

Exhibit 3 - Great Committee Call (2026-2027)

Accreditation Steering Committee

No current openings

Ad Hoc - Honors Program

No current openings

Artificial Intelligence (AI) Taskforce (reporting to College Council)

Meeting schedule: location TBD; 1st and 3rd Thursdays 2:30-3:30pm with additional workgroup meetings. Taskforce products to be completed by the end of Spring 2026 semester.

~~Faculty representative, Academic Standards and Practices Committee (25-26)~~

~~Faculty representative, Curriculum Committee (25-26)~~

~~Faculty representative, Distance Education Committee (25-26)~~

~~Faculty representative, Learning Outcomes Committee (25-26)~~

~~Faculty representative, Professional Development Committee (25-26)~~

Assembly Bill 1111 / 928 Steering Committee Taskforce – concludes Spring 2025

Auxiliary Services Committee ✓

Meeting schedule: Wednesdays 2:00-3:30pm as needed

Faculty, preference for CALM affiliated (26-28)

Faculty, preference for CALM affiliated (25-27)

Behavioral Health And Campus Wellness Committee

NOTE: College Council [approved a recommendation](#) to consolidate Team Life Committee with Behavioral Health and Campus Wellness Committee. Further information is forthcoming and may impact overall composition.

Faculty, Counseling (26-28)

Faculty, Instructional (26-28)

Faculty, Nursing Department (25-27)

Benefits Committee ✓

Meeting schedule: 1st Wednesday 3:00-4:00pm as needed

No current openings

Exhibit 3 - Great Committee Call (2026-2027)

Budget Committee ✓

Meeting schedule: LRC-116 and Zoom; 1st and 3rd Tuesday 2:00-3:30pm

No current openings

Campus Police Committee ✓

Meeting schedule: 3rd Wednesday 1:30-2:30pm

Faculty, request for a counselor (26-28)

Faculty, request for a counselor (26-28)

Career Education Committee (formerly Perkins Planning and Advisory Committee)

NOTE: College Council [approved a recommendation](#) to consolidate and restructure committees. Further information is forthcoming and may impact overall composition.

Faculty, CTE (26-28)

Faculty, CTE (26-28)

Faculty, CTE (26-28)

~~Faculty, Instructional (25-27)~~

~~Faculty, CTE (24-26)~~

Catastrophic Leave Committee

No current openings

Classified Professional Growth Committee ✓

Meeting schedule: three times yearly or as needed

No current openings

College Council (\$) ✓

NOTE: College Council [approved a recommendation](#) to consolidate and restructure committees. Further information is forthcoming and may impact overall composition.

Meeting schedule: Zoom; 2nd and 4th Fridays 9:00 - 11:00am

No current openings

Exhibit 3 - Great Committee Call (2026-2027)

Comets Affordable Learning Materials (CALM) Committee (\$) ✓

Faculty Senate committee; subject to Brown Act

Meeting schedule: EDGE and Hyflex; 1st and 3rd Mondays 4:00 - 5:30pm and as called

Faculty, at-large (26-28)

Faculty, L&L (26-28)

Faculty, MSE (26-28)

Faculty, SBS (26-28)

Faculty, Counseling (25-27)

Faculty, CTE (25-27)

*Committee on Committees

Faculty Senate committee; subject to Brown Act

**Note: committee is currently under review for restructure/ deactivation; no positions will be filled at this time.*

Committee on Service Learning – deactivated April 2025

Council of Classified Employees (CCE)

No current openings

Curriculum Committee (\$) ✓

Subject to Brown Act

Meeting schedule: LRC-116; 1st and 3rd Wednesday 3:00 - 5:00pm

NOTE: Per the governance structure, no more than 5 Part-Time faculty (one per division) may serve on this committee. At present, there are openings for Part-Time faculty.

Faculty, AMBA (26-29)

Faculty, AMBA (24-27)

Faculty, AMBA (25-28)

Faculty, CTE (26-29)

Faculty, L&L (26-29)

Faculty, L&L (25-28)

Faculty, L&L (24-27)

Faculty, MSE (26-29)

Faculty, MSE (26-29)

Faculty, MSE (25-28)

Faculty, SBS (26-29)

Faculty, SBS (26-29)

Exhibit 3 - Great Committee Call (2026-2027)

*Disability Resource Center Advisory Committee

**Note: committee no longer reports to EESSC as of Nov 2024.*

NOTE: College Council [approved a recommendation](#) to consolidate and restructure committees. Further information is forthcoming and may impact overall composition.

Faculty, at-large (26-28)

Distance Education Committee (\$) ✓

Faculty Senate committee; subject to Brown Act

Meeting schedule: H-112; 1st and 3rd Wednesday 1:30-3:30pm

Faculty, at large (25-27)

Faculty, at large (26-28)

Faculty, MSE (26-28)

Faculty, SBS (25-27)

Faculty, Student Services (26-28)

Faculty, DRC (26-28)

Faculty, Library (26-28)

Faculty, CTE (26-28)

Distinguished Faculty Award Committee (DFA) (\$) ✓

Faculty Senate committee; subject to Brown Act

Meeting schedule: MD building; 2-3 meetings Fall and 2-3 meetings Spring

Faculty, Full-Time (26-28)

Faculty, Full-Time (26-28)

Faculty, Full-Time (26-28)

Faculty, Full-Time, previous recipient (26-28)

Faculty, Part-Time (26-28)

Educators for Equity, Diversity, and Cultural Consciousness Subcommittee (EEDCC) (\$) ✓

Faculty Senate committee; subject to Brown Act

Meeting schedule: [Zoom](#); 2nd and 4th Fridays 1:30pm-3:00pm

Faculty, at large (26-28)

Faculty, at large (26-28)

Faculty, at large (26-28)

Faculty, at large (26-28)

Faculty, at large (25-27)

Exhibit 3 - Great Committee Call (2026-2027)

Elections, Petitions, and Ethics Committee – deactivated April 2025

Employees, Community, and Communication Council (\$) ✓

NOTE: College Council approved a recommendation to consolidate and restructure committees. Further information is forthcoming and may impact overall composition.

Meeting schedule: Zoom; 1st Fridays 9:00-11:00am

Faculty (Senate-appointed) (26-28)

Faculty (Senate-appointed) (25-27)

Employee of the Year Taskforce

Meeting schedule: Zoom; at least two meetings

No current openings

Equal Employment Opportunity Advisory Committee (EEOAC) ✓

NOTE: College Council approved a recommendation to consolidate and restructure committees. Further information is forthcoming and may impact overall composition.

Meeting schedule: 1st Thursdays 3:00-4:00pm

Faculty, appointed by Faculty Senate (25-27)

Faculty, appointed by Faculty Senate (26-28)

Faculty, appointed by Faculty Senate (26-28)

Equitable Placement & Completion Committee (\$) ✓

Faculty Senate committee; subject to Brown Act

Meeting schedule: LRC-116; 2nd Thursday of September and February from 2:30-4:00pm or as needed

Faculty, Reading (26-28) (appointed by Faculty Senate)

Faculty, Languages and Literature (25-27) (appointed by Faculty Senate)

Faculty, Math (26-28) (appointed by Faculty Senate)

Faculty, DRC (26-28) (appointed by Faculty Senate)

Faculty, ESL (26-28) (appointed by Faculty Senate)

Faculty, at-large (26-28)

Exhibit 3 - Great Committee Call (2026-2027)

Equity, Education, and Student Success Council (\$) ✓

NOTE: College Council [approved a recommendation](#) to consolidate and restructure committees. Further information is forthcoming and may impact overall composition.

Meeting schedule: 1st and 3rd Fridays 9:00-11:00am

Faculty, Senate appointed (26-28)

Faculty, Senate appointed (26-28)

Faculty, Senate appointed (25-27)

Faculty, Counseling (26-28)

Faculty, Counseling (25-27)

Equivalency Committee ✓

Faculty Senate committee; subject to Brown Act

Meeting schedule: SEC-312 (RB campus); Fridays 8:30am

Faculty, Full-Time AMBA (26-28)

Faculty, Full-Time CTE (26-28)

Faculty, Full-Time MSE (26-28)

Faculty, Full-Time SBS (25-27)

Evaluations Appeals Committee

Faculty (tenured), at-large (26-27)

Faculty (tenured), at-large (26-27)

Faculty (tenured), at-large (26-27)

Faculty (tenured), at-large (26-27) alternate

Faculty (tenured), at-large (26-27) alternate

Facilities Subcommittee ✓

Meeting schedule: Teams; 3rd Thursdays 9:00-10:00am

Faculty, Student Services (appointed by Faculty Senate) (25-27)

Faculty, Instruction (appointed by Faculty Senate) (26-28)

Faculty Position Priority Committee ✓

Meeting schedule: In-person; 2nd and 4th Tuesdays 1:30-2:30pm, as needed

Faculty, at-large (25-27)

Faculty, L&L (26-28)

Faculty, Library (26-28)

Faculty, MSE (26-28)

Faculty, Student Services (25-27)

Faculty, SBS (26-28)

Exhibit 3 - Great Committee Call (2026-2027)

Faculty Service Area (FSA) Review Committee ✓

Faculty Senate committee; subject to Brown Act

Meeting schedule: In-person EDGE H-112; 3rd Tuesdays 1:00-2:00pm

Chair: Faculty, Senator

Faculty, Full-Time CTE (25-27)

Faculty, Full-Time SBS (25-27)

Faculty, Full-Time Counseling (26-28)

Faculty, Full-Time L&L (26-28)

GE Subcommittee

Curriculum Committee subcommittee; subject to Brown Act

Meeting schedule: no location provided; 2nd Friday 8:00-9:30am

Faculty, Area 1 English Composition, Critical Thinking and Composition, Oral Communication (26-28)

Faculty, Area 3 Arts, Humanities (26-28)

Faculty, Area 4 Social and Behavioral Sciences (25-27)

Faculty, Area 5 Physical Science, Biological Science, Laboratory (for Phys/Bio Science course) (26-28)

Faculty, Area 6 Ethnic Studies (25-27)

Faculty, Health and Fitness (26-28)

Counselor (26-28)

Faculty, CTE (26-28)

Governance Evaluation Taskforce

No current openings

Guided Pathways – disbanded and merged with Student Equity Plan & Pathways Oversight Committee in EESSC April 2025

Hispanic Serving Institution (HSI) Taskforce ✓

NOTE: College Council approved a recommendation to consolidate and restructure committees. Further information is forthcoming and may impact overall composition.

Meeting schedule: Zoom; 3rd Monday 10:00-11:00am

Faculty, Part-Time (appointed by Faculty Senate, preference for Ethnic Studies faculty) (26-28)

Exhibit 3 - Great Committee Call (2026-2027)

Infrastructure and Sustainability Council (\$) ✓

NOTE: College Council [approved a recommendation](#) to consolidate and restructure committees. Further information is forthcoming and may impact overall composition.

Meeting schedule: 1st and 3rd Fridays 9:00-11:00am

Faculty (Senate-appointed) (26-28)

Budget and Planning Council (formerly Institutional Effectiveness, Planning, and Fiscal Stewardship Council) (\$) ✓

NOTE: College Council [approved a recommendation](#) to consolidate and restructure committees. Further information is forthcoming and may impact overall composition.

Meeting schedule: 1st and 3rd Fridays 1:00-3:00pm

Faculty, Part-Time (non-voting advisory vote; appointed by Faculty Senate) (26-28)

Faculty (Senate-appointed) (26-28)

Instructional Program Review and Planning ✓

Faculty Senate committee; subject to Brown Act

Meeting schedule: LRC-116; 1st and 3rd Monday 4:00-5:00pm

Faculty (appointed by Faculty Senate) (25-27)

Faculty (appointed by Faculty Senate) (26-28)

Faculty (appointed by Faculty Senate) (26-28)

EESSC Faculty member (25-27)

EESSC Faculty member (26-28)

International Education Advisory Committee

NOTE: College Council [approved a recommendation](#) to consolidate and restructure committees. Further information is forthcoming and may impact overall composition.

Faculty, Counseling or Matriculation (25-27)

Faculty, at-large (26-28)

Learning Outcomes Council Subcommittee

Faculty, at-large (25-27)

Faculty, at-large (26-28)

Faculty, at-large (26-28)

Exhibit 3 - Great Committee Call (2026-2027)

Learning Outcomes Taskforce ✓

Meeting schedule: TBD; this is a new taskforce, concluding Spring 2027

Faculty, AMBA (SLO Facilitator, if possible) (26-27)

Faculty, CTE (SLO Facilitator, if possible) (26-27)

Faculty, L&L (SLO Facilitator, if possible) (26-27)

Faculty, MSE (SLO Facilitator, if possible) (26-27)

Faculty, SBS (SLO Facilitator, if possible) (26-27)

Faculty, Student Services (SLO Facilitator, if possible) (26-27)

Faculty, Part-Time (26-27)

Faculty, Part-Time (26-27)

Faculty, Part-Time (26-27)

Noncredit Advisory Subcommittee ✓

NOTE: College Council approved a recommendation to consolidate and restructure committees. Further information is forthcoming and may impact overall composition.

Meeting schedule: MD-155C; quarterly starting May 7, 3:00-4:30pm

Faculty, AMBA (25-27)

Faculty, Counseling (25-27)

Faculty, CTE (26-28)

Faculty, MSE (26-28)

Faculty, SBS (26-28)

North County Higher Education Alliance (NCHEA) ✓

Meeting schedule: Zoom and in-person, as needed; 2nd Thursdays 3:00-4:40pm

Faculty, (Counseling if possible) (26-28)

Oversight Committee Grant Funded Programs – deactivated April 2025

Policies and Procedures Task Force

NOTE: College Council approved a recommendation to consolidate and restructure committees. Further information is forthcoming and may impact overall composition.

Meeting schedule: Zoom; 1st and 3rd Tuesdays 11:00-12:30pm

Faculty (Senate Appointed) (26-28)

Pride Center Committee To Combat Hate (PC3H) ✓

Faculty, at-large (26-28)

Exhibit 3 - Great Committee Call (2026-2027)

Professional Development Committee (PD) (\$) ✓

Faculty Senate committee; subject to Brown Act

Meeting schedule: Hyflex: EDGE Center H-112; 4th Tuesdays 2:30-4:00pm

Faculty, L&L (26-28)

Faculty, Library (25-27)

Faculty, MSE (26-28)

Faculty, SBS (26-28)

Faculty, Student Services (26-28)

Program Development, Revitalization, and/or Discontinuance Subcommittee ✓

Meeting schedule: No location provided; 2nd and 4th Thursdays 3:00-4:30pm

Faculty, MSE (25-27)

Faculty, Career or Transfer Counseling (25-27)

Faculty, AMBA (26-28)

Faculty, CTE (26-28)

Faculty, L&L (26-28)

Faculty, Counseling (26-28)

Program Review and Resource Allocation Committee ✓

Meeting schedule: No location provided; 3rd Thursdays 3:00-4:00pm

No current openings

Registration Committee

Faculty, at-large (26-28)

Sabbatical Leave Committee ✓

Meeting schedule: Zoom; intermittent Thursdays 4:00pm

Faculty, Tenured AMBA (26-29)

Faculty, Senator (selected by Faculty Senate) (24-27)

Faculty, Tenured L&L (26-29)

Faculty, Tenured CTE (26-29)

Safety And Security Committee

Meeting schedule: Teams; 1st Wednesdays 1:30-2:30pm

Faculty, different divisions (26-28)

Exhibit 3 - Great Committee Call (2026-2027)

Scholarship Committee – Dissolved in EESSC Feb 2025

Student Equity Plan & Pathways Oversight Committee ✓

**Note membership change due to merger with Guided Pathways Committee in EESSC April 2025*

NOTE: College Council [approved a recommendation](#) to consolidate and restructure committees. Further information is forthcoming and may impact overall composition.

Meeting schedule: in-person; 2nd and 4th Thursdays 2:00-3:00pm

Student Services Faculty Representative, appointed by Faculty Senate (26-28)

Instructional Faculty Representative, appointed by Faculty Senate (26-28)

Student Journey: Enrollment to Completion Committee ✓

NOTE: College Council [approved a recommendation](#) to consolidate and restructure committees. Further information is forthcoming and may impact overall composition.

Meeting schedule: 2nd Wednesdays 9:00-11:00am in LRC-116 (in-person)

Faculty, Instruction (26-28)

Sustainability Master Plan Taskforce

NOTE: College Council [approved a recommendation](#) to consolidate and restructure committees. Further information is forthcoming and may impact overall composition.

No current openings

Team Life Committee

NOTE: College Council [approved a recommendation](#) to consolidate Team Life Committee with Behavioral Health and Campus Wellness Committee. Further information is forthcoming and may impact overall composition.

Meeting schedule: 2nd Tuesdays 9:30-11:00am

Faculty, Representative from Kine/Athletic Department (26-28)

Faculty, at-large (26-28)

Technology ~~Master Plan~~ Subcommittee

NOTE: College Council [approved a recommendation](#) to consolidate and restructure committees. Further information is forthcoming and may impact overall composition.

Faculty, divisional representative (appointed by Faculty Senate) (25-27)

Faculty, divisional representative (appointed by Faculty Senate) (26-28)

Faculty, divisional representative (appointed by Faculty Senate) (26-28)

Exhibit 3 - Great Committee Call (2026-2027)

Tenure & Evaluations Review Board (TERB) (\$) ✓

Meeting schedule: EDGE H-112; 2nd and 4th Mondays 4:00-5:00pm

Faculty, at large (appointed by Faculty Senate) (26-28)

Transfer Advisory Committee ✓

NOTE: College Council approved a recommendation to consolidate and restructure committees. Further information is forthcoming and may impact overall composition.

Palomar College Math professor (25-27)

Palomar College English professor (26-28)

Tutoring Committee

Faculty Senate committee; subject to Brown Act

Meeting schedule: LRC-116; 1st Thursdays 2:30-4:00pm

Faculty, AMBA (26-28)

Faculty, DRC (26-28)

Valedictorian Selection Committee – dissolved in EESSC Oct 3, 2025

Web Advisory Subcommittee ✓

NOTE: College Council approved a recommendation to consolidate and restructure committees. Further information is forthcoming and may impact overall composition.

Meeting schedule: location Zoom; 3rd Tuesdays 2:00-3:30pm

Faculty (request for Student Services) (26-28)

Workforce and Community Development Advisory Group

Faculty Senate committee; subject to Brown Act

Meeting schedule: location TBD; annually and as called

Faculty, at-large (26-28)

Exhibit 3 - Great Committee Call (2026-2027)

Notes

✓ committee chair verified information April 2026

(\$) indicates compensation for Part-Time faculty service

^ upcoming vacancy Fall 2026 due to sabbatical leave

vacancy, as previously held in an at-large capacity (Senate fills vacancies after the second call on an at-large basis for the academic year)

Italicised positions are current vacant positions (off-cycle)

Exhibit 4.1 - senator terms and seats F26

SENATOR TERMS

Term: Ends May 2027 (7 full-time and 2 part-time)	
Senator Name	Department
Adams, Benjamin	Kinesiology
Vacant (Full-time)	
Vacant (Full-time)	
Gushansky, Gene	Biology
Martinez, Melissa	English
Siminiski, Nicole	ESL
Wolters, Ashley	Welding
Zavadny, Anastasia (Part-time)	Business Administration
Vacant (Part-time)	

Officer positions not counted in the 27 senator count

Melissa Bagaglio	Curriculum Co-Chair (ESL)	term ends May 2027
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Term: Ends May 2028 (8 full-time and 2 part-time)	
Senator Name	Department
Brooks, Mary Ellen (Part-time)	Behavioral Science
Doyle Bauer, Alexandra	Library
Scott Klinger	Media Studies
Vacant (Full-time)	
Heather Elliott Pham	Child Development
Mufson, Michael	Performing Arts
Russell Backman	English
Beth Pearson	Biology
Vacant (Full-time)	
Vacant (Part-time)	

[illegible]

Exhibit 4.1 - senator terms and seats F26

Adriana Guillen
Alexandra Doyle Bauer
Anastasia Zavodny
Anastasia Zavodny
Ashley Wolters
Ben Adams
Beth Pearson
Beth Pearson
Gene Gushansky
Jason Jarvinen
Kelly Falcone
Kelly Falcone
Lawrence Hamilton Lawson
Marina Parenti
Mary Ellen Brooks
Melissa Martinez
Michael Mufson
Michael Mufson
Nicole Siminski
Nina Shmorhun
Nina Shmorhun
Russell Backman
Vickie Mellos
William Dalrymple

Exhibit 4.2 Faculty Senate Terms Tracker

Palomar College Faculty Senate Terms & Sea

Last Updated: 2026.05.01

2027 TERMS

FULL-TIME SEATS

Term Ends	Seat Type	Seat Slot	Senator / Seat	Department
2027 Full-Time	FT-1	Adams, Benjamin	Kinesiology	
2027 Full-Time	FT-2	Open Full-Time Seat		
2027 Full-Time	FT-3	Open Full-Time Seat		
2027 Full-Time	FT-4	Gushansky, Gene	Biology	
2027 Full-Time	FT-5	Martinez, Melissa	English	
2027 Full-Time	FT-6	Siminiski, Nicole	ESL	
2027 Full-Time	FT-7	Wolters, Ashley	Welding	

PART-TIME SEATS

Term Ends	Seat Type	Seat Slot	Senator / Seat	Department
2027 Part-Time	PT-1	Zavodny, Anastasia	Business Administration	
2027 Part-Time	PT-2	Open Seat		

2028 TERMS

FULL-TIME SEATS

Term Ends	Seat Type	Seat Slot	Senator / Seat	Department
2028 Full-Time	FT-1	Doyle Bauer, Alexandra	Library	
2028 Full-Time	FT-2	Scott Klinger	Media Studies	
2028 Full-Time	FT-3	Open Full-Time Seat		
2028 Full-Time	FT-4	Heather Elliott Pham	Child Development	
2028 Full-Time	FT-5	Mufson, Michael	Performing Arts	
2028 Full-Time	FT-6	Russell Backman	English	
2028 Full-Time	FT-7	Beth Pearson	Biology	
2028 Full-Time	FT-8	Open Full-Time Seat		

Exhibit 4.2 Faculty Senate Terms Tracker

PART-TIME SEATS				
Term Ends	Seat Type	Seat Slot	Senator / Seat	Department
2028	Part-Time	PT-1	Brooks, Mary Ellen	Behavioral Science
2028	Part-Time	PT-2	Open Seat	
2029 TERMS				
FULL-TIME SEATS				
Term Ends	Seat Type	Seat Slot	Senator / Seat	Department
2029	Full-Time	FT-1	Open Full-Time Seat	
2029	Full-Time	FT-2	Open Full-Time Seat	
2029	Full-Time	FT-3	Open Full-Time Seat	
2029	Full-Time	FT-4	Open Full-Time Seat	
2029	Full-Time	FT-5	Open Full-Time Seat	
2029	Full-Time	FT-6	Open Full-Time Seat	
2029	Full-Time	FT-7	Open Full-Time Seat	
2029	Full-Time	FT-8	Open Full-Time Seat	
PART-TIME SEATS				
Term Ends	Seat Type	Seat Slot	Senator / Seat	Department
2029	Part-Time	PT-1	Open Part-Time Seat	
2029	Part-Time	PT-2	Open Part-Time Seat	

Exhibit 4.2 Faculty Senate Terms Tracker

Faculty Planning Tracker

Vacant?	FT Dept Count	Rule Check / Notes
No	1	OK
Yes		Open seat - fill for this term
Yes		Open seat - fill for this term
No	2	At FT department cap
No	2	At FT department cap
No	1	OK
No	1	OK

Vacant?	FT Dept Count	Rule Check / Notes
No	0	OK - PT can serve even if dept has 2 FT
Yes		Open seat - fill for this term

Vacant?	FT Dept Count	Rule Check / Notes
No	1	OK
No	1	OK
Yes		Open seat - fill for this term
No	1	OK
No	1	OK
No	2	At FT department cap
No	2	At FT department cap
Yes		Open seat - fill for this term

Exhibit 4.2 Faculty Senate Terms Tracker

Vacant?	FT Dept Count	Rule Check / Notes
No	0	OK - PT can serve even if dept has 2 FT
Yes		Open seat - fill for this term

Vacant?	FT Dept Count	Rule Check / Notes
Yes		Open seat - fill for this term
Yes		Open seat - fill for this term
Yes		Open seat - fill for this term
Yes		Open seat - fill for this term
Yes		Open seat - fill for this term
Yes		Open seat - fill for this term
Yes		Open seat - fill for this term

Vacant?	FT Dept Count	Rule Check / Notes
Yes		Open seat - fill for this term
Yes		Open seat - fill for this term

Exhibit 4.2 Faculty Senate Terms Tracker

Senator Seat Summary

Term Ends	Full-Time Seats	Part-Time Seats	Open Seats	Department	Full-Time Count
2027	7	2	3	Behavioral Science	0
2028	8	2	3	Biology	2
2029	8	2	10	Business Administration	0
				Child Development	1
				ESL	1
				English	2
				Kinesiology	1
				Library	1
				Media Studies	1
				Performing Arts	1
				Welding	1

Exhibit 4.2 Faculty Senate Terms Tracker

Capacity
Room
At FT cap
Room
Room
Room
At FT cap
Room
Room
Room
Room
Room

Exhibit 4.2 Faculty Senate Terms Tracker

SENATOR TERMS

Term: Ends May 2027 (7 full-time and 2 part-time)

Senator Name	Department
Adams, Benjamin	Kinesiology
Vacant (Full-time)	
Vacant (Full-time)	
Gushansky, Gene	Biology
Martinez, Melissa	English
Siminiski, Nicole	ESL
Wolters, Ashley	Welding
Zavodny, Anastasia (Part-time)	Business Administration
Vacant (Part-time)	

Officer positions not counted in the 27 senator count

Melissa Bagaglio Curriculum Co-Chair (Term ends May 2027)

Term: Ends May 2028 (8 full-time and 2 part-time)

Senator Name	Department
Brooks, Mary Ellen (Part-time)	Behavioral Science
Doyle Bauer, Alexandra	Library
Scott Klinger	Media Studies
Vacant (Full-time)	
Heather Elliott Pham	Child Development
Mufson, Michael	Performing Arts
Russell Backman	English
Beth Pearson	Biology
Vacant (Full-time)	
Vacant (Part-time)	

Term: Ends May 2029 (8 full-time and 2 part-time)

[illegible]

Constitution of the Faculty of Palomar College

In order to promote the effective exercise of the rights, duties, privileges, and responsibilities that are placed in their trust by their profession, their society, their state, and their local district, and conscious of the high nature of that trust as it is shared by all other institutions of higher learning in the State of California and in the United States, and in order that they or the instruments of their creation may perform such academic duties as are appropriate to teaching faculties of community colleges, the academic faculty members of Palomar College, as defined below, have adopted this Constitution.

ARTICLE 1: DEFINITION OF ACADEMIC FACULTY

A member of the faculty of Palomar College is an academic employee who is employed in a position that is not designated as administrative, managerial, or classified, and falls under one of the following categories:

FULL-TIME FACULTY are those faculty members who are employed in regular tenured positions.

PROBATIONARY FACULTY are those faculty members who are employed in tenure-track faculty positions and who have not yet been granted tenure by the college.

TEMPORARY FACULTY are non-tenure track faculty with an assignment greater than 67% and who are employed for a designated period of time. For voting purposes, temporary faculty are included with full-time, tenured and probationary faculty.

EMERITUS FACULTY are those faculty members who, upon retirement, were granted Emeritus status by virtue of their years of service. Emeritus faculty may vote with part-time faculty during any semester in which they teach part-time after retiring.

PART-TIME FACULTY are those non-tenure track faculty members whose assignments are no more than 67% of a full-time load.

ARTICLE 2: THE FACULTY SENATE OF PALOMAR COLLEGE

SECTION 1: NATURE AND POWER

The faculty members of Palomar College hereby establish the Faculty Senate as the primary legislative and executive body representing the faculty on all Academic and Professional Matters, which include the governance and committee structure at Palomar College. By legislation, the Faculty Senate is represented on the Statewide Academic Senate and, through it, on the California Community College Board of Governors. Regular meetings of the Faculty

Exhibit 5 - Palomar College Faculty Senate Constitution

Senate shall be held every teaching Monday at 2:30 p.m. during the academic year. All other meetings shall be considered special meetings.

Senators shall retain all the rights, duties, privileges, and responsibilities normal to faculty membership.

Actions taken at an official meeting of the Senate shall be deemed to be “approved action” and shall be effective for immediate implementation. All such approved action shall be published and distributed to the faculty within three school days. The official minutes of the meeting in which they are approved shall follow within ten school days.

Approved actions are actions which have been approved by a majority of members present at an official regular or special meeting of the Senate; or,

A majority of votes cast by full-time and probationary faculty in an official electronic or mail ballot.

Members of the faculty reserve the right to protest any approved action of the Senate. Protest shall be submitted in writing to the Senate President and shall bear the signature(s) of the protester(s).

If within ten teaching days after publication and distribution of any approved action protests are received from at least twenty percent of the full-time and probationary faculty, a special meeting of the Faculty Senate shall be called for the purpose of reviewing said approved action. The meeting shall be scheduled no later than ten teaching days after receipt of the minimum required number of four protests and shall be set for a time and a place convenient to the membership. Two separate notices of the meeting shall be distributed to the membership.

Following reasonable and adequate discussion of the issue(s), the full-time and probationary faculty shall have an opportunity to vote either to reaffirm the approved action or to rescind it. Voting shall be conducted by electronic or mail ballot beginning within five teaching days after the special meeting. Notice of the results shall be published and distributed to the Governing Board and all academic employees within fifteen teaching days after the special meeting.

SECTION 2: SENATE DUTIES

The Faculty Senate:

- I. Shall formulate policies on Academic and Professional Matters as specified in state legislation and supported by Governing Board policy.
- II. The term “Academic and Professional Matters” refers to the following twelve matters:
 1. Curriculum, including establishing prerequisites and placing courses within disciplines;

Exhibit 5 - Palomar College Faculty Senate Constitution

2. Degree and certificate requirements;
 3. Grading policies;
 4. Educational program development;
 5. Standards or policies regarding student preparation and success;
 6. Governance structures, as related to faculty roles;
 7. Faculty roles and involvement in accreditation processes, including self-study and annual reports;
 8. Policies for faculty professional development activities;
 9. Processes for program review;
 10. Processes for institutional planning and budget development;
 11. Faculty hiring policy, faculty hiring criteria, and faculty hiring procedures; and
 12. Other academic matters as mutually agreed upon between the Governing Board and the Faculty Senate.
- III. May also function in an advisory capacity to the College Council in such matters.
- IV. Shall promote the understanding and practice of professional standards and conduct and of democratic policies and procedures.
- V. Shall concern itself especially with the consideration of any policy or procedure that affects the status and morale of the faculty of the college.
- VI. Shall advise the Superintendent/President of the College and/or the Governing Board in the selection of administrative personnel. The Senate shall be responsible for the appointment of all faculty members to selection committees other than those faculty appointed by the bargaining unit.
- VII. Shall maintain a continuing study of proposed legislation affecting schools and the faculty, and shall keep the faculty informed regarding such proposed legislation and its progress.
- VIII. Shall obtain information and inform the faculty regarding the records and opinions of candidates for public office where such records and opinions clearly affect the welfare of schools and faculty.
- IX. Shall, through its Committee on Committees, nominate the faculty personnel who serve on college committees other than those appointed by the bargaining unit. Unless the

Exhibit 5 - Palomar College Faculty Senate Constitution

committee position requires a ballot of the full-time or probationary faculty, or some portion thereof, the Senate may confirm the nominees at any regular Senate meeting.

- X. May serve the President of the College as an Advisory Council and may meet with them upon request.

ARTICLE 3: RIGHT OF PETITION OF THE FACULTY BODY

Ten percent of the Full-Time, Probationary, and Temporary Faculty may, upon the presentation of a signed petition to the Faculty Council, call for proceedings of review, referendum, initiative, censure, or recall in the context of any issue, policy, question, or person elected by the Full-Time, Probationary and Temporary Faculty.

Ten percent of the Part-Time and Emeritus Faculty may, upon the presentation of a signed petition to the Faculty Council, call for proceedings of review, referendum, initiative, censure, or recall in the context of any issue, policy, question, or person elected by the Part-Time and Emeritus Faculty.

If the determination is made that such proceedings are necessary, a request for such proceedings must be included on the agenda of the next regular meeting or special meeting of the Senate and shall precede other new business. The Senate shall appoint a task force of three faculty members (two Senators and one non-Senator) to conduct proceedings in an open meeting to address the matter stated in the petition. Any action taken as a result of the proceedings shall require a simple majority of the appropriate faculty group on matters of review, referendum, or initiative, and a two-thirds (2/3) majority in matters of censure or recall.

ARTICLE 4: THE FACULTY COUNCIL

SECTION 1: COMPOSITION & DUTIES

- I. The Faculty Council consists of five members: the Faculty Senate President, the Faculty Senate Vice President, the Faculty Senate Secretary, the Past President of the Senate, and one Senator who is appointed by the Senate body for a term of one year on Council.
- II. The Faculty Council shall have weekly meetings during the academic year at a time determined by the Council and shall meet with Senate and Governance Committees as it sees fit or as directed by the Senate or the governance structure.
- III. The Faculty Council duties include:
 - a. Advising the Faculty Senate President on matters coming before the Senate and reviewing the agenda prior to each meeting.
 - b. Planning for the presentation and selection of Faculty Senate Awards (Faculty Service Award, Margie Ruzich Gift of Time Award, Scholarly and Professional Achievement Award, etc.)
 - c. Planning a Faculty Senate retreat each year.

Exhibit 5 - Palomar College Faculty Senate Constitution

- d. Planning for faculty social events (examples include the Faculty Achievement Celebration of Excellence, joint events with PFF, new faculty orientations, etc.)
- e. Reviewing release time available to the Senate under the CBA and bringing suggestions for distribution to the Senate. Decisions about release time will be discussed in the spring of each year to be effective for the following school year. No one Senator can make unilateral decisions about distribution or allocation of release time.
- f. Reviewing petitions for review, referendum, initiative, censure, or recall (see Constitution Article 3).
- g. Calling for additional meetings of the Senate (see Bylaws Article 2, Section 4).
- h. Polling the faculty and gathering information on issues relevant to the Senate (see Bylaws Article 2, Section 7).

SECTION 2: OFFICERS

- I. Shall be elected from among the Senators.
- II. The Senate shall elect its own Vice-President and Secretary as the first item of business on the day that newly-elected Senators are seated in the Senate or at the next regular meeting after a permanent vacancy shall occur in any office.
- III. The Senate shall elect its own President-Elect at the second regular meeting of the spring semester during the last year of the active President's term. The individual elected shall be expected to serve through the remainder of the spring semester as the President-Elect, then shall take office as President for the subsequent two academic years.
- IV. Nominations for each position (President, Vice-President, and Secretary) shall be solicited from the floor. Current officers may be nominated for subsequent terms as defined below for each position.
- V. Newly-elected officers (Vice President and Secretary) shall take office immediately following their election.
- VI. President and Vice-President positions must be held by permanent, tenured faculty.

President

- I. Shall serve a two-year term and may not be elected to serve more than two consecutive terms.
- II. Shall not publicly vote on any issue before the Senate unless a tie vote exists, or to create a tie.
- III. Shall function as Faculty Senate liaison with the Administration and the Governing Board in relation to college policy.

Exhibit 5 - Palomar College Faculty Senate Constitution

- IV. Shall serve as the representative of the Senate to the College Council and shall attend all regular meetings of the Governing Board. In emergency situations, a designee can serve in the President's place for no more than one consecutive council or committee meeting and no more than three per school year. The preference of the Senate is for the President to attend all Governing Board meetings, but in the event of special meetings of the Governing Board, the President may elect to send a designee. When there is no scheduled open session, the President may use their discretion about whether to attend. The Senate President shall also serve as Tri-Chair of the Equity, Education, and Student Success Council (EESSC), a member of the Guided Pathways Task Force, and a member of the Budget Committee.
- V. Shall, with the approval of the Senate, together with the Superintendent/President and in accordance with Academic Standards and Practices, identify issues as they relate to Academic and Professional Matters, designate the appropriate committee or task force, and establish the membership of that committee or task force.
- VI. Shall further preside at all regular and special meetings of the Senate and meetings of the Faculty Council.
- VII. Shall ensure that all meetings are conducted in accordance with rules formulated by the Senate, except that no Senate rules shall violate any provision of the Constitution, the Bylaws, or *The Brown Act*, nor shall any revision in the Senate rules take effect until the meeting following its approval. For the regular conduct of meetings, *Robert's Rules of Order, Newly Revised* shall be employed.

Vice President

- I. Shall serve a one-year term. May not be elected to serve more than four consecutive terms.
- II. Shall serve as Assistant to the President and fulfill the duties of the President in the President's absence or when that office shall fall vacant.
- III. Shall require that the President-Elect be elevated to President by the Senate at the next scheduled meeting of the Faculty Senate should a vacancy occur in the office of President of the Faculty Senate.
- IV. Shall require that a new President-Elect be elected by the Senate at the next scheduled meeting of the Faculty Senate should a vacancy occur in the office of President-Elect of the Faculty Senate.
- V. Shall serve as liaison to the Administrative Association, the Council of Classified Employees (CCE), the Confidential and Supervisory Team (CAST), the Palomar Faculty Federation (PFF), and the Associated Student Government (ASG).
- VI. Shall serve as a member on the Budget Committee.
- VII. Shall require that a new President be elected by the Senate at the next scheduled meeting of the Faculty Senate should a vacancy occur in the office of President of the Faculty Senate and if the President-Elect office is not held.

Exhibit 5 - Palomar College Faculty Senate Constitution

Secretary

- I. Shall serve a one-year term. May not be elected to serve more than four consecutive terms.
- II. Shall see that a permanent record of the proceedings of minutes is maintained.
- III. Shall provide for distribution of the minutes to members of the faculty.
- IV. Shall verify that a quorum is present at all meetings.
- V. Shall verify attendance of Senators and notify Senators if they are approaching the limitations in Article 2, Section 3, subsection III of the Bylaws.
- VI. Shall conduct correspondence as directed by the President.
- VII. Shall bring to each meeting a complete record of the proceedings of the current academic year, a copy of the Constitution, a copy of *Robert's Rules of Order, Newly Revised*, a copy of *The Brown Act*, and a copy of the Senate's formal actions.
- VIII. Shall keep a record of the term of office of each Senator and when it expires.
- IX. Shall keep a separate up-to-date list of all formal actions approved by the Senate.
- X. Shall keep a voting roster.
- XI. Shall keep a record of those faculty granted Emeritus Status.
- XII. Shall serve as a member on the Budget Committee.

Past President

- I. Shall serve on the Faculty Council, and as a member of the Faculty Senate, for the term of the succeeding president.
- II. Shall serve to help the President transition into their position.
- III. May serve as a designee for the President when mutually agreeable.
- IV. If the Past-President is unable or unwilling to continue in that role, the Faculty Senate shall elect a replacement from among the Senators who shall serve as the Past-President Designee to the Faculty Council. In the event that one-third or less of the term is remaining, the Senate may choose to not fill the vacated position.
- V. Shall serve as a member on the Budget Committee.

Exhibit 5 - Palomar College Faculty Senate Constitution

President-Elect

- I. Shall be elected from the Senators.
- II. Shall maintain all regular rights and privileges as a regular member of the Senate.
- III. Shall work with the current Senate President to train for the position of President and establish working relationships with other constituent bodies.
- IV. If the President-Elect is unable or unwilling to continue in that role, the Faculty Senate shall elect a replacement from among the Senators who shall serve the remainder of the term and subsequently assume the role of President.

Adopted Fall 2024

Bylaws of the Faculty of Palomar College

ARTICLE 1: CODE OF ETHICS

Faculty members have an obligation to the college, their students, their colleagues, the profession, the public, and themselves to maintain the highest standards of ethical conduct. In recognition of this obligation, faculty members adopt the following standards of ethical conduct (Adapted from the "American Association of University Professors (AAUP) Ethics Statement"):

1. Professors, recognizing their social responsibility:
 - Develop and improve scholarly competence,
 - Exercise critical self-discipline and judgment in transmitting knowledge,
 - Practice intellectual honesty.
2. Professors, as teachers:
 - Encourage the free pursuit of learning in their students,
 - Demonstrate respect for students as individuals,
 - Keep to their proper roles as intellectual guides and counselors,
 - Evaluate students in an unbiased manner,
 - Respect the confidentiality of students,
 - Acknowledge significant or scholarly assistance from students,
 - Do not exploit, harass, or discriminate against their students.
3. Professors, as colleagues:
 - Do not discriminate against or harass colleagues,
 - Respect and defend the free inquiry of associates,
 - Exchange criticism and ideas,
 - Acknowledge academic debt,
 - Strive to be objective in their professional judgment of colleagues,
 - Accept their share of faculty responsibilities for the governance of their institution.
4. Professors, as members of an academic institution:
 - Seek to be effective teachers and scholars,
 - Uphold academic freedom,
 - Maintain their right to criticize and seek revision,
 - Give due regard to their responsibilities within the institution,
 - When considering termination of their employment, give due notice of their intentions.
5. Professors, as members of their community:
 - When they speak or act as private persons, avoid creating the impression of speaking or acting for their college,
 - Promote free inquiry and further public understanding of academic freedom.

Exhibit 5 - Palomar College Faculty Senate Constitution

ARTICLE 2: FACULTY SENATE MEMBERSHIP & COMPOSITION

SECTION 1: COMPOSITION

The Senate shall consist of the immediate past president of the Senate, the faculty co-chair of the Curriculum Committee, and 23 full-time Faculty, tenured or probationary, and four are part-time. All are elected from their respective Faculty body. Ex-officio members, the past president and Curriculum co-chair, have voting privileges and act as Senators, but are not individually elected. President, Vice-President, and Secretary are always elected from within the existing Senate body at the time of election for officers. In the event that a sitting Senator is elected to a two-year term as Faculty Senate President with one year remaining in their Senate term, the Senate membership will consist of 30 members for one year. In addition, the ASG has a named position with an advisory vote.

The elected members are subject to the following provisions:

1. That no more than two full-time or probationary faculty members shall be elected from a single department, with the exception of ex-officio members and any faculty member holding one position under Appendix F of the Collective Bargaining Agreement (CBA) with 100% release time (ex: Articulation Officer).
2. That no more than one part-time faculty member shall be elected from a single department of the faculty. In situations where a part-time faculty member represents more than one department, that part-time faculty member will be considered eligible to serve so long as at least one of their departments is not yet represented by another part-time faculty member.
3. That no more than five members shall be probationary faculty.
4. That terms shall be staggered so that not all Senators are new at any one time.

SECTION 2: ELIGIBILITY

All Senators shall be faculty members as defined in Article 1 of the Constitution, excluding faculty who hold administrative, managerial, or classified assignments.

SECTION 3: TERMS OF OFFICE AND METHOD OF ELECTION

I. Terms of Office:

Senators

- A. Shall serve for a term of three years.

Exhibit 5 - Palomar College Faculty Senate Constitution

- B. Shall be eligible for re-election, and normal Senate vacancies shall be filled at the spring election.
- C. Shall attend the first regular meeting in May following their election and shall take office at the subsequent meeting.

II. Method of Election:

- A. One-third of the Senate positions shall be open for election each year.
- B. During the spring semester for a two-week period, the Senate Elections Committee shall send out nominating forms to all faculty members for the Senate positions on the Faculty Senate.
- C. During the Spring semester for a two-week period, the Senate Elections Committee shall send ballots to faculty to elect Senators. The ballots may include a twenty-five word or less description of each candidate's qualifications.
- D. If the number of candidates is equal to or less than the number of seats available, then no election shall be held and all qualified candidates shall become Senators.
- E. Full-time and probationary faculty senators shall be elected by a vote of full-time and probationary faculty; part-time faculty senators shall be elected by a vote of part-time faculty.
- F. The Senate will ratify the votes of any election.

III. A Permanent Vacancy Shall Occur When:

- A. A Senator misses more than three consecutive meetings of the Senate or a total of four regular meetings in one semester. In the case of newly-elected Senators, absences occurring in May caused by conflicts resulting from instructional or institutional responsibilities shall not be counted under this provision.
- B. A Senator takes a leave (sabbatical or other type). A Senate position shall be vacated the last teaching day before this leave starts.

IV. Filling Permanent Vacancies:

- A. The provisions of Article 2, Section 3 shall apply to the election of Senators.
- B. If a permanent vacancy occurs within the Faculty Senate within one month of a previous election, the next-highest vote-getter in the just-concluded election shall be awarded the seat. In the event the previous election was uncontested, the position shall be filled by a special election (see Article 2, Section 3). Positions elected in this case shall complete that vacant term.

Exhibit 5 - Palomar College Faculty Senate Constitution

- C. Permanent vacancies that occur after one month following the spring election can be filled by a special election at the discretion of the Faculty Senate. Positions elected in this case shall complete that vacated term.
 - D. In the event that the Senate has fewer than two-thirds of its membership as stipulated in Article 2 Section 1, a special election will be held as soon as possible after the vacancy occurs. Senators elected in this case shall complete that vacated term.
- V. Special Election Provisions:
- A. Should the Senate choose to fill any permanent Senator vacancies, the Senate shall send a call for nominations to the applicable faculty group for these positions; this nomination period shall be open not fewer than four business days. All nominations received will be considered by the Senate. The Senate shall conduct an electronic vote from the requisite faculty group if there are more eligible nominations than permanent vacancies; this voting window shall be open for not fewer than four business days. In the event that the number of eligible nominations is equal to the number of permanent vacancies, the Senate shall vote to confirm. In the event a permanent vacancy occurs in a Senator position with one semester or less of its term remaining, the Senate may choose to not fill the position.
 - B. In the event that a permanent vacancy occurs in the role of Secretary or Vice President and a special election is warranted, the Senate shall entertain nominations of Senators and shall conduct a vote of the Senate membership to fill the position(s) for the remainder of that vacated term. In the event the vacancy occurs in March or later, the Senate may choose to not fill the position.
- VI. Senator Expectations:
- A. To attend Senate meetings regularly;
 - B. To stay informed about state and local policies relating to the welfare of the College;
 - C. To serve on at least one academic, Senate, ASCCC, or governance committee throughout their tenure on Senate.

Exhibit 5 - Palomar College Faculty Senate Constitution

SECTION 4: MEETINGS

The Senate shall meet at 2:30 p.m. each teaching Monday during the academic year, and at such special times as may be called by the Faculty Council or by written request of twenty-five percent of the Senate membership, or ten percent of the full-time, tenured, and probationary faculty, or by ten percent of the Part-Time and Emeritus faculty.

All meetings of the Senate are open to all members of the Palomar community and to the public. No vote or motion shall be accepted after 3:50 p.m. unless a motion is passed to extend the time limit.

- A. A quorum consists of one more than one-half of the elected Senate membership.
- B. The Senate shall hold adjourned meetings at the discretion of the Senate President.
- C. During the summer, a quorum of the Senate shall consist of one more than one-half the number of Senators who state their summer availability at the last regular meeting of the Senate.
- D. Meetings of the Senate during the summer may be called at the discretion of the Senate President or by petition of a majority of available Senators.
- E. Agenda: Agenda items must be submitted to the Senate President by noon the Wednesday prior to each Senate meeting. The Senate President in consultation with the Council shall be responsible for the agenda.
- F. Voting: A simple majority of those present at any meeting having a quorum shall be accepted for passing a proposed agenda item. (This rule shall be subject to exception by a vote of those present.)
- G. Executive Session: Any Senator, any member of an involved committee, or any party to a personnel question may request an Executive Session. The Senate shall go into Executive Session unless such a session is opposed by a majority of those present. Executive Sessions are subject to requirements imposed by *The Brown Act*.
- H. Recusal: As a matter of professional practice, a Senator or a member of the faculty appointed by the Senate to a reassigned faculty position should voluntarily recuse themselves from any committee or situation in which a bias may exist as a result of personal or professional interest. Recusal by any Senator or faculty member on a particular matter because of concerns about impartiality or conflict of interest does not reflect adversely on the Senator or faculty member. It is simply an acknowledgement that in a complex and interconnected society such conflicts of interest may occur. Any conflict of opinion with regard to the appropriateness of the recusal of a Senator or faculty member shall be referred to the Professional Procedures Committee, which shall determine whether recusal is necessary and report back to the Senate.

Exhibit 5 - Palomar College Faculty Senate Constitution

- I. Minutes: The minutes shall come to the Senate for approval prior to distribution to the faculty at large.

SECTION 5: COMMITTEES

The Senate shall establish those standing and/or special committees that are necessary for the efficient conduct of its business.

- A. Membership on committees shall include both Senate and non-Senate faculty members. All Senate committee chairs must be Senators. All Senate subcommittees must meet at least once each semester with established meeting days/times published.
- B. The Committee on Committees shall solicit nominations for committee membership for Senate-appointed representation.
- C. Faculty membership on all college committees shall be confirmed by the Senate except those designated to be appointed by the bargaining unit.
- D. Committee reports may be requested at the discretion of the Senate President. Senate Committee Chairs shall submit an end-of-year report to the Senate.
- E. When any committee report is being considered by the Senate, non-Senate members of the committee may be invited to be present during said discussion.
- F. The Senate shall have the power to dissolve a Senate committee by a vote of the Senate when it is believed that a committee is no longer needed.

SECTION 6: CODE OF ETHICS AS APPLIED TO THE FACULTY SENATE

Faculty Senators have an obligation to the college and to their colleagues to maintain the highest standards of ethical conduct. In recognition of this obligation, the Faculty Senate has promulgated the standards of ethical conduct for all faculty members as defined in Article 1 of this Constitution. Any alleged violation of the Ethics Code by a Senator, or faculty member in their capacity as a Senator, or as a faculty member appointed by the Senate to a reassigned faculty position shall be referred to the Professional Procedures Committee, which shall determine whether a violation has occurred. This determination shall be reported to the Senate in an open meeting. Any further action shall be initiated as defined in the Constitution (Article 3) and/or Bylaws (Article 2, Section 8).

SECTION 7: OPINION POLLING

- I. Whenever in the course of its business the Senate shall decide that a reasonable doubt exists as to the wishes of the faculty, it may direct its Committee on Elections to conduct a poll of all Full-Time and Probationary faculty. Unless otherwise designated, those eligible to vote shall be Full-Time and Probationary faculty.
- II. Further, a poll of all faculty or Full-Time and Probationary faculty shall be taken on any subject, regardless of whether said subject has been considered by the Senate in the course of its deliberations, when requested by an appropriate petition as outlined in

Exhibit 5 - Palomar College Faculty Senate Constitution

the Constitution (Article 3) and/or Bylaws (Article 2, Section 8) and submitted to the President of the Senate.

SECTION 8: RIGHT OF PETITION OF THE FACULTY SENATE

Twenty-five percent of the Faculty Senate's current membership may, upon presentation of a signed petition to the Faculty Council, call for review, referendum, initiative, censure, or recall in the context of any issue, policy, question, or person elected by the Faculty Senate or appointed by the Senate to a reassigned faculty position.

If the Senate votes to proceed, such proceedings must be included on the agenda of the next regular meeting or special meeting and shall precede other new business. The proceedings shall be convened and conducted by the Senate's Professional Procedures Committee within ten days of the agenda announcement.

Action taken by the Faculty Senate under these proceedings shall require a simple majority in matters of review, referendum, or initiative, and a two-thirds (2/3) majority in matters of censure or recall.

SECTION 9: GRANTING OF EMERITUS STATUS

Emeritus Status shall be granted by formal action of the Faculty Senate to full-time faculty retiring from the District who served for at least twenty years as members of the faculty at Palomar College, with at least ten years of service as a full-time faculty member.

Emeritus Status may be granted to full-time faculty with at least fifteen years' service to Palomar College provided they receive a majority of the votes cast by the Faculty Senate of Palomar College and meet one or more of the criteria listed below:

- I. Served on the Faculty Senate for at least two years.
- II. Served for a total of four years on one or more Faculty Senate Committees.
- III. Served for a total of six years on any other active (meets at least four times per academic year) college committee.
- IV. Has demonstrated extraordinary dedication to students and the discipline as evidenced by nomination by five faculty members and a review by an ad hoc committee of the Faculty Senate.
- V. Five years of service as a Part-Time faculty member at Palomar College. For the purpose of Emeritus Policy, sabbatical leaves and other leaves of absence are not counted as a break in service when determining eligibility. An individual who has been granted Emeritus Status at Palomar College shall be honored at the graduation ceremonies following the granting of this status and listed by name as Faculty Emeritus in the College Catalog.

Exhibit 5 - Palomar College Faculty Senate Constitution

ARTICLE 4: CONSTITUTIONAL REVIEW

I. COMMITTEE ON CONSTITUTIONAL REVIEW

The Faculty Council shall appoint a Committee on Constitutional Review, consisting of three members of the Senate. The committee shall conduct, with the advice of the membership of Senate, a continuing examination of the Constitution and/or Bylaws, and report at least biannually, or more frequently if needed, any recommendation for the improvement of the document(s).

II. AMENDING PROCESS

Changes to the Constitution are recommended by the Committee on Constitutional Review to the Senate, and then distributed to the faculty for a vote. The provisions of this Constitution may be amended by a two-thirds vote of Full-Time and Probationary faculty in an electronic or mail ballot. Reviews to update names of committees and/or councils, to address grammar issues, or to correct inconsistencies and/or factual errors require the Senate to be informed but do not need to be ratified by a vote of the Faculty.

Changes to the Bylaws are recommended by the Committee on Constitutional Review to the Senate and voted on by the Faculty Senate.

III. DISCUSSION OF CHANGES

For proposed Constitutional changes, the Faculty Council shall provide adequate discussion opportunities before an electronic or mail ballot is sent out to Full-Time and Probationary faculty for ratification.

For proposed Bylaw changes, the Faculty Council shall provide adequate discussion opportunities before the Senate votes.

Adopted Fall 2024

Exhibit 6 - 2026 President_Superintendent Hiring Committee Composition

2026 President/Superintendent Hiring Committee Composition

Faculty Senate May 4, 2026

Discussion

Summary of past Presidential searches

The 2016 Presidential search committee had 6 faculty appointed by Senate plus 2 faculty appointed by PFF, for a total of 8 faculty. While there was discussion of divisional representation, Senators voted for who they felt would be best suited to serve, resulting in near-divisional representation. It is unknown what questions were asked of volunteers for the 2016 Presidential search.

The 2020 Presidential search committee had 6 divisional faculty appointed by Senate plus 1 Part-Time faculty appointed by Senate plus 1 Part-Time faculty PFF Co-President plus 1 faculty appointed by PFF, for a total of 9 faculty. Volunteers were asked one question after being reminded of Senate's Antiracism statement adopted 10/26/20 (*Why would you like to join the Superintendent/President Search Committee?*)

2026 Presidential search

The current Presidential search committee has 5 faculty positions, of which 3 are appointed by Senate (2 are Full-Time faculty and 1 is Part-Time faculty) plus 2 appointed by PFF (1 Full-Time faculty and 1 Part-Time faculty).

Senate's current call for Hiring Committees asks the following questions (which appear after a reminder of Senate's Antiracism statement adopted 10/26/20):

Why are you interested in serving on this committee?

In your response, please also highlight any knowledge, skills, and abilities you will bring to this committee. Responses will be included on the ballot for voting within Senate.

How will you utilize an Equity and Antiracism lens in your work with this committee, or in what ways will you commit to learning about Diversity, Equity, Inclusion, and Antiracism and how will that influence your role on the committee?

In your response, please also address and include your specific experiences in and advocacy for Diversity, Equity, Inclusion, and Antiracism. Responses will be included on the ballot for voting within Senate.

Does Senate wish to keep the above two questions for this Presidential Search Hiring Committee, or does Senate wish to modify/add/remove questions from this call?

Exhibit 6 - 2026 President_Superintendent Hiring Committee Composition

Historical Archive, Superintendent/ President Searches

The following information is collected from Faculty Senate minutes and Governing Board agendas and minutes to provide a history of the 2016 and 2020 Superintendent/ President hiring committees. It is being provided for your reference. All excerpts are taken verbatim, in their entirety for each agenda item pertaining to the Presidential Searches. Direct links have been provided for each reference.

2016 Presidential Search

[January 25, 2016](#) Faculty Senate minutes:

Greg Larson reminded Senate members that the composition of the last Presidential Search Committee included of 12 faculty members, 9 appointed by the Faculty Senate: 7 full-time, 2 part-time; and 3 appointed by the PFF.

The “starting point” proposal recently presented to the Governing Board calls for 2 faculty appointed by the Faculty Senate, 1 by PFF, and potentially another appointed by the EOPS Diversity Committee, though that committee member may not be faculty.

Discussions by administrators are ongoing on what the composition of the committee should be, and the Senate feels strongly that divisional representation is necessary to represent all faculty. It was noted that the membership structure from the last Presidential Search Committee was productive and collegial and should remain in place for this search as well.

It was also noted that the timeline being proposed by the Governing Board could preclude faculty participation because faculty’s schedules for the semester have already been set and creating a successful meeting time for the committee would be extremely challenging. The proposed timeline would also call for interviews and forums in June when most faculty are not on contract. Some Senate members expressed frustration that it appears that the administration is attempting to exclude faculty from the process. The AAUP (The American Academy of University Professors) guidelines on hiring college presidents state that it should be a faculty-driven process. Faculty provide the educational service that students are here for and should be an instrumental part of the process of hiring a president/superintendent.

[February 1, 2016](#) Faculty Senate minutes:

Interim President Gonzales:

Jackie Martin indicated that she and Greg Larson met with Adrian Gonzales on Thursday, January 28. Discussion focused on the composition of the Presidential Hiring Committee and the proposed reduction in the number of faculty in the membership. Martin and

Exhibit 6 - 2026 President_Superintendent Hiring Committee Composition

Larson emphasized to Gonzales the Senate's recommendation that divisional representation is necessary to represent all faculty.

There was also discussion at that meeting on the recent interim hires and the lack of a participatory hiring process. The process used to fill interim positions should parallel what is used to fill permanent positions according to the district's current policy, though that process was not followed for all interim positions.

Presidential Search Process and Committee Composition:

Some members of the PFF and the Senate Faculty Council are meeting with Adrian Gonzales to discuss the Presidential Search Committee composition. The last committee included 12 faculty members, 9 appointed by the Faculty Senate: 7 full-time, 2 part-time; and 3 appointed by the PFF.

The Senate has expressed their support for the current structure to remain in place for this search as well, noting that the process was collegial and productive.

[February 8, 2016](#) Faculty Senate minutes:

Presidential Search Process and Committee Composition:

Greg Larson reported that several faculty and staff have met with Interim President Gonzales about the Search Committee composition. Faculty are requesting 10 members on the committee: 7 appointed by the Senate, including the Faculty Senate President and divisional representation, plus 3 from the PFF, including the lead negotiator and CoPresidents. The Governing Board will be revisiting the issue at a Special Meeting scheduled for February 16.

[February 22, 2016](#) Faculty Senate minutes:

Presidential Search Process and Committee Composition:

Greg Larson reported that the Governing Board will be interviewing two search firms for the Presidential search process at a Special Meeting Tuesday, February 23. The final composition of the committee will be determined after the selection of the consultant firm.

[February 29, 2016](#) Faculty Senate minutes:

Presidential Search Committee:

Greg Larson announced that at the February 22 Governing Board meeting, the firm ACCT was recommended for hire to oversee the Presidential Search Committee process. It is anticipated that they will be formally hired at the next Board meeting.

Exhibit 6 - 2026 President_Superintendent Hiring Committee Composition

[March 7, 2016](#) Faculty Senate minutes:

Presidential Search:

Reporting on the Presidential search, Greg Larson indicated that search firm ACCT is on the Governing Board Agenda for approval at the March 8 meeting. It is anticipated that work on the committee composition will begin soon.

[March 14, 2016](#) Faculty Senate minutes:

Call for Faculty to Serve On the Presidential Search Committee:

Greg Larson stated that the Governing Board will determine the structure for the Superintendent/President Hiring Committee at a Special Meeting being held on March 15. Board members have requested the names of faculty who will be serving on the committee, though no call has been distributed to fill those positions because it is unknown how much faculty representation will be sought.

Senators discussed how to proceed in distributing the call to faculty members. It was agreed that a call will go out on Wednesday, March 16 after the Governing Board has provided that information, depending on the committee composition proposed by the Board. There was also discussion on how to proceed if the Board presents a committee structure that is not supported by faculty.

[March 28, 2016](#) Faculty Senate minutes:

Faculty Representation On Presidential Search Committee:

Senators discussed the recent action by the Governing Board's approving 8 faculty members to serve on the Presidential Hiring Committee, and how those appointments should be made. After some discussion, it was determined that the Palomar Faculty Federation would appoint two faculty, and the Senate would appoint the remaining 6, attempting to provide divisional representation. Greg Larson shared the committee composition, which totals 19 representatives: 8 faculty, 5 classified staff, 3 administrators, 1 community member, 1 student, and one board member who will also serve as Chair. A question was asked regarding a Compliance Officer and whether one would be included in the membership, as well as for the second level interviews, given that a board member will be chairing the committee. It was pointed out that those interviews do not have to be held in closed session, and perhaps should not be, in order to maintain as fair a process as possible. Greg Larson and Shannon Lienhart indicated that they would ask that a compliance officer be included in the interest of fairness and collegiality.

[April 4, 2016](#) Faculty Senate minutes:

Committee Appointments:

Motion 3

Exhibit 6 - 2026 President_Superintendent Hiring Committee Composition

MSC Laughlin, Towfiq: Faculty Senate acceptance of the results of the ballot for the following committee appointments:

Superintendent/President Search Committee

Mark Bealo (Graphic Communications)

Colleen Bixler (Part-Time) (ESL)

April Cunningham (Library)

Bill Jahnel (History)

Greg Larson (Math)

Travis Ritt (History)

The motion carried.

One Senate member noted discussion by the Senate at last week's meeting that an attempt would be made to provide divisional representation on the President Search Committee, though the results of the ballot will leave one division unrepresented.

Senators talked about the outcome of the vote, and although there was an intention of appointing divisional representation, each Senate member voted for the faculty members that they felt would be best suited to serve.

One Senator noted that for the first time in 25 years, a faculty co-chair will not be appointed to the Superintendent/President hiring committee.

2020 Presidential Search

November 2, 2020 Governing Board [agenda item](#) and [minutes](#):

B. Discussion and Direction

Discuss and provide direction to the District regarding the Superintendent/President search.

Acting Vice President Beam reported that Dr. Jack Kahn's current contract expires June 30, 2021, and shared that one of the FCMAT recommendations is related to increasing leadership stability. She reviewed Board Policy 2431 - Superintendent-President Selection; a document titled, "Potential Search Consultant Services, Overview, Options & Estimates of Costs"; and a table which illustrated the committee composition history from the last three searches as well as a recommendation for the committees composition for this search. The Board engaged in a conversation and provided direction to the

Exhibit 6 - 2026 President_Superintendent Hiring Committee Composition

District regarding the committee's composition and the timeline. The final committee composition and timeline will be presented at a future meeting for Board approval.

The Board reviewed search consultant services and discussed options. Vice President Beam provided a recommendation to use outreach services; the Board made no recommendation regarding using consultant services.

November 30, 2020 Faculty Senate minutes:

President Versaci shared that a call will be going out soon for members of the presidential hiring committee. The Governing Board gave VP Beam the go ahead for approving a timeline. Currently the committee will consist of 18 members to include two students, three administrators, one CAST member, four classified members and eight faculty. Faculty consists of one from each division and one part-time faculty. A community member may be added as well. HR needs this information by December 15 which means we must approve by the 14th. It is unclear if the divisional faculty requirement is in effect.

Senator Laughlin suggested that in lieu of selecting divisional representation because sometimes that can be problematic, at-large faculty may be selected as well. Laughlin went on to say that we're already paring down faculty voice so much that she thinks there's a good argument to be made that we need a full contingent of faculty on that presidential search whether or not they can't come from each division. And if we don't get one from each division we still need somebody to sit in that chair who's committed to finding us a good president.

Senator Kelly Falcone stated that we often have this discussion regarding divisional representation of faculty on various committees. She agrees that divisional representation is important but she would like to see Senate take the stance that when a division isn't represented, an at-large faculty member can fill the position.

Senate Vice President Jenny Fererro asked that clarification be made regarding faculty who may be on sabbatical during this time as well as asking for clarification on selecting faculty alternates to serve if needed.

Senator and Articulation Officer Ben Mudgett stated that his position doesn't belong to a specific division so in terms of equitable opportunity to participate in shared governance, we should include at least one at-large position.

Senator Zavodny asked if we should add questions for this presidential hiring committee call and based on this discussion, the call should go out tomorrow, December 1. Several

Exhibit 6 - 2026 President_Superintendent Hiring Committee Composition

Senators recommended that the new antiracism statement adopted by Faculty Senate be included on the call form itself.

Versaci will confirm faculty representation issues with HR before moving forward.

December 14, 2020 Faculty Senate minutes:

B. Committee Appointments

Motion 2 MSC: Zavodny/Laughlin

Faculty Senate approval to postpone confirmation of the volunteers to serve on the Presidential Search Committee until Friday, December 18 and to extend the deadline for applying to Thursday, December 17.

The motion carried.

December 15, 2020 Governing Board minutes:

R. Superintendent/President (New Business)

1. Review and Approve the Tentative Presidential Search Process Timeline. Linda Beam, Interim Vice President for Human Resource Services, discussed the proposed timeline.

Motion: Evilsizer to approve; second by Olson.

Student Trustee vote: Aye

Vote: Aye: Olson, Evilsizer, Miyamoto, Rodriguez, and Garcia

Final Resolution: Approved

2. Review/Discuss/Amend, and if appropriate, approve the Superintendent/President Selection Committee Composition.

Public Speakers:

- Teresa Laughlin requested that the PFF be allowed to have both PFF co-presidents (Teresa Laughlin and Barbara Baer) on the committee.
- Rocco Versaci requested that if divisional representation cannot be secured, that representatives be appointed by the Faculty Senate “at-large”.
- Barbara Baer advocated for an additional part-time faculty member on the committee.

Motion to approve the Superintendent/President Selection Committee Composition: Miyamoto; second by Olson.

Trustees discussed the matter. Acting Vice President Beam responded to questions from the Board.

Exhibit 6 - 2026 President_Superintendent Hiring Committee Composition

Amended motion by Miyamoto: Approve the Superintendent/President Selection Committee Composition with the following changes: Add one more part-time faculty member (bringing the voting faculty to nine (9) and designated the part-time co-president of the Palomar Faculty Federation, Barbara Baer, as that additional faculty member), and allow the Faculty Senate the ability to fill any divisional appointment at-large, if a division cannot make the assignment.

Student Trustee vote: Aye

Vote: Aye: Olson, Evilsizer, Miyamoto, Rodriguez, and Garcia

Resolution: Approved

December 18, 2020 Faculty Senate minutes:

B. Appoint members to Superintendent/President Hiring Committee

Motion 2 MSC: Faulkner/Towfiq

Faculty Senate approval of the ballot for the Superintendent/Presidential Hiring Committee (see Exhibit 2).

Michael Arce, Part-Time Faculty
John Russell, AMBA
Anthony Fedon, CTEE
Leanne Maunu, L&L
Lesley Blankenship-Williams, MSE
April Cunningham, SBS
P.J. DeMaris, Student Services

The motion carried.

December 18, 2020 Faculty Senate Exhibit (Exhibit 2):

Call Information

Position: Seven (7) Faculty positions; six Divisional and one Part-Time Faculty

Structure of the Call

The call for this position reminded all volunteers of the Faculty Senate's Antiracism statement, adopted 10/26/2020, and asked volunteers to consider the statement in their answer to the following required question:

- Why would you like to join the Superintendent/President Search Committee?

ARTIFICIAL INTELLIGENCE (AI) USE POLICY

Syllabus Statement Templates

Instructions for Faculty: Please select and customize one of the following AI policies for your syllabus based on your course goals and pedagogical approach. As AI is a very fast-changing field, this guidance will be updated at the beginning of every semester (Fall, Spring, and Summer). Please retrieve the updated version of this document two weeks before the start of each semester.

Four Use Cases Included:

- **Use Case 1:** Limited AI Use (Exploratory) — *Students explore AI tools in specific, instructor-guided contexts.*
- **Use Case 2:** No AI Use Permitted — *All AI tools are prohibited; ambiguous tools are clarified.*
- **Use Case 3:** AI Use Permitted — *AI is freely permitted with citation and responsibility requirements.*
- **Use Case 4:** AI Use for Specific Tasks Only — *AI is permitted only for instructor-designated tasks.*

Suggestion is to include the following as a preface to all AI Syllabus Statements

Student Best Practices:

- **Cite All AI Use:** Like citing an article, book, or website, you must cite **all** AI use—including ideas, images, or data generated by AI. Refer to Canvas for AI citation formats.
- **Retain Your Thought/Work Process:** Draft all work outside of Canvas. Use Word Docs (OneDrive) or Google Docs to keep all notes and drafts. Keep AI chat logs that show your thinking and how you used or modified AI output. Your instructor may request this evidence and you may be asked to explain your completed work to your instructor.
- **Default for Assignments:** Unless specifically stated otherwise, submitted work should reflect your own thoughts, words, and creation.

Syllabus Statement #1: Limited AI Use (Exploratory)

ARTIFICIAL INTELLIGENCE (AI) USE POLICY

In this course, you will be asked to explore AI tools in specific, guided contexts. When we use AI, we will also explore what its limits are and how to use it responsibly. A key part of that exploration is learning to recognize when AI produces “hallucinations”—plausible-sounding but incorrect.

Permitted/Authorized Uses of AI

AI tools may be used only for the following purposes in this course:

- **Brainstorming (outlining):** Generate ideas for a paper, research questions, or a project.
- **Thought Partner:** Ask AI to explain difficult concepts or generate practice questions.
- **Refine:** Summarize your own notes or check grammar after you have completed your writing.

Prohibited/Unauthorized Uses of AI

The following uses of AI are not permitted in this course:

- Writing, drafting, or editing any papers or assignments.
- Solving mathematical problems or completing graded calculations.
- Generating graphs, plots, or data visualizations for submission.
- Using any AI tool on an assignment (unless the instructor has explicitly stated it is permitted/authorized for that assignment).

Privacy and Data Security

Never enter **personally identifiable information**, student records, health data, passwords, or any other sensitive information into AI tools. Doing so may violate **FERPA** and Palomar College’s data privacy policies. Similarly, do not upload copyrighted course materials (slides, assignment prompts, readings) to AI platforms without instructor permission.

AI and Academic Dishonesty

Unauthorized use of AI constitutes academic dishonesty under **Palomar College’s Student Code of Conduct (AP 5500)**. Violations will result in an ‘F’ on the assignment and a referral to the **Office of Student Life and Leadership** for further action.

When in doubt about whether AI is permitted for a specific task, ask your instructor before submitting. For questions, refer to Canvas or message your instructor.

Instructor Customization Note:

Exhibit 7 Palomar_AI_Use_Policy_Statements_V3

Consider specifying the following in your course:

- *Which specific AI tools are permitted or recommended for designated activities.*
- *Whether both AI-generated content and AI-assisted work are acceptable, and in what contexts.*
- *How you will communicate which specific assignments permit AI exploration.*
- *Whether students are expected to share their AI interaction logs or write a brief reflection.*

Syllabus Statement #2: No AI Use Permitted

ARTIFICIAL INTELLIGENCE (AI) USE POLICY

In this course, AI tools—including chatbots, writing assistants, image generators, code-completion tools, and AI-powered translation services—are not permitted. This policy is designed to protect the integrity of your learning; the skills you build in this course are developed through your own sustained practice and thinking.

Note that many everyday tools—including grammar checkers, some search engines, and accessibility features—now include AI components. If you are unsure whether a tool qualifies as AI under this policy, ask your instructor before using it.

What This Means for Your Work

All submitted work must be entirely your own. This applies across all modalities:

- **Written work:** All text must be written by you. AI writing and editing tools are not permitted.
- **Code:** All code must be written by you. AI code generation or completion tools (e.g., GitHub Copilot, ChatGPT) are not permitted.
- **Visual content:** Images, diagrams, and charts must be created by you or properly sourced—not AI-generated.
- **Translation:** AI translation tools are not permitted. If English is not your primary language and you need support, please speak with your instructor about available campus resources.

Privacy and Data Security

Never enter **personally identifiable information**, student records, health data, passwords, or any other sensitive information into AI tools. Doing so may violate **FERPA** and Palomar College's data privacy policies. Similarly, do not upload copyrighted course materials (slides, assignment prompts, readings) to AI platforms without instructor permission.

AI and Academic Dishonesty

Unauthorized use of AI constitutes academic dishonesty under **Palomar College's Student Code of Conduct (AP 5500)**. Violations will result in an 'F' on the assignment and a referral to the **Office of Student Life and Leadership** for further action.

If you have any doubts about whether a tool is permitted, ask your instructor before submitting.

Instructor Customization Note:

Consider specifying the following in your course:

- *Whether any narrow exceptions apply (e.g., built-in spell check vs. a full AI writing assistant).*

Exhibit 7 Palomar_AI_Use_Policy_Statements_V3

- *How you will communicate this policy clearly on each assignment prompt in addition to the syllabus.*
- *How you will support students who rely on accessibility tools that may include AI features.*
- *Whether you plan to require process documentation (drafts, outlines) as evidence of original work.*

Syllabus Statement #3: AI Use Permitted

ARTIFICIAL INTELLIGENCE (AI) USE POLICY

In this course, you are encouraged to use AI tools as part of your learning—with the goal of becoming a skilled, critical, and ethical AI user. Using AI to enhance your learning is a valuable skill that requires critical thinking and ethical judgement. Always verify AI-generated claims against credible, primary sources—AI tools can produce errors and misinformation.

How You Are Encouraged to Use AI

- **Research and Exploration:** Use AI to gather background information or explore a topic.
- **Writing Assistance:** Use AI to brainstorm, draft, or edit your writing. Your final submission should still reflect your own analysis and voice.
- **Coding and Technical Tasks:** Use AI code assistants to write, debug, or explain code. You must understand what the code does and be able to explain it.
- **Learning and Practice:** Use AI as a tutor—ask it to explain concepts, create practice problems, or give feedback on your drafts.
- **Critical Evaluation:** Actively identify errors, biases, and misinformation in AI outputs.

Your Responsibility Remains

AI use does not reduce your responsibility for the quality, accuracy, and originality of your work. You are still expected to:

- Understand and be able to explain everything you submit.
- Verify AI-generated facts, citations, and data against credible sources before relying on them.
- Ensure your final work reflects your own thinking, synthesis, and insight—not just AI output.

Privacy and Data Security

Never enter **personally identifiable information**, student records, health data, passwords, or any other sensitive information into AI tools. Doing so may violate **FERPA** and Palomar College's data privacy policies. Similarly, do not upload copyrighted course materials (slides, assignment prompts, readings) to AI platforms without instructor permission.

AI and Academic Dishonesty

Unauthorized use of AI constitutes academic dishonesty under **Palomar College's Student Code of Conduct (AP 5500)**. Violations will result in an 'F' on the assignment and a referral to the **Office of Student Life and Leadership** for further action.

Exhibit 7 Palomar_AI_Use_Policy_Statements_V3

Submitting AI-generated content as your own work — without disclosing the AI's role and without meaningfully engaging with the material yourself — is academic dishonesty, even if you wrote the prompt.

Instructor Customization Note:

Consider specifying the following in your course:

- *Which specific AI tools are recommended or preferred for this course.*
- *Whether there are individual assignments where AI use is restricted (e.g., in-class exams, personal reflections).*
- *How you expect students to document AI use on each submission (e.g., a brief AI use log or appendix).*
- *How you will assess the quality of student engagement with AI, not just AI-generated output.*

Option:

AI Disclosure and Reflection Statement

For every assignment where AI was used, you must include a brief Disclosure and Reflection Statement as an appendix to your submission. Your statement must address:

- **Tools used:** Which AI tool(s) did you use? (e.g., ChatGPT, Claude, Copilot, Grammarly)
- **How you used it:** Describe the specific tasks, questions, or prompts you gave the AI.
- **Impact on your work:** Explain how AI output influenced your thinking, writing, or final submission.
- **What you learned:** Reflect on what this experience revealed about AI's strengths, limitations, or ethical dimensions.

Submissions that used AI but lack a Disclosure and Reflection Statement will be considered incomplete and may not be graded.

Syllabus Statement #4: AI Use for Specific Tasks Only

ARTIFICIAL INTELLIGENCE (AI) USE POLICY

AI tools may be used in this course, but only for specific tasks that your instructor designates. Outside of those designated tasks, AI use is not permitted. This approach allows you to build core skills through independent practice while also developing your ability to work with AI purposefully and ethically.

In this course, you will develop your foundational knowledge, skills, and abilities first—and then apply AI where it genuinely adds value to your learning.

When AI Use Is Permitted

AI tools may be used only when your instructor explicitly authorized them for a specific task/assessment. Examples of designated uses may include:

- **Research support:** Gathering background information or identifying potential sources for specific research assignments.
- **Feedback and revision:** Using AI to review a draft you have already written for grammar, structure, or clarity.
- **In-class activities:** Specific lab or workshop sessions where the instructor has explicitly stated AI use is permitted.
- **Designated projects:** Multi-stage assignments where certain phases (e.g., ideation or peer review simulation) may involve AI tools as announced.

When AI Use Is Not Permitted

Unless explicitly authorized, AI may not be used for:

- Writing, drafting, or editing essays, papers, or reflections that require your own ideas.
- Quizzes, exams, or any timed assessment.
- Any assignment that requires demonstrating your individual understanding and skill.

Default Rule: If an assignment does not explicitly state that AI use is permitted, then AI use is not authorized.

Privacy and Data Security

Never enter **personally identifiable information**, student records, health data, passwords, or any other sensitive information into AI tools. Doing so may violate **FERPA** and Palomar College's data privacy policies. Similarly, do not upload copyrighted course materials (slides, assignment prompts, readings) to AI platforms without instructor permission.

AI and Academic Dishonesty

Exhibit 7 Palomar_AI_Use_Policy_Statements_V3

Unauthorized use of AI constitutes academic dishonesty under **Palomar College's Student Code of Conduct (AP 5500)**. Violations will result in an 'F' on the assignment and a referral to the **Office of Student Life and Leadership** for further action.

If you are unsure whether AI is permitted for a specific task, ask your instructor before you begin.

Instructor Customization Note:

Consider specifying the following in your course:

- *A specific, updated list of assignments or activities where AI is permitted, posted clearly on Canvas.*
- *Whether students must submit an AI use log or process reflection alongside designated AI-assisted work.*
- *How permitted and restricted assignments will be visually distinguished in Canvas and on handouts.*
- *How AI use will be factored into grading rubrics for designated tasks.*

Option:

AI Disclosure and Reflection Statement

For every assignment where AI was used, you must include a brief Disclosure and Reflection Statement as an appendix to your submission. Your statement must address:

- **Tools used:** Which AI tool(s) did you use? (e.g., ChatGPT, Claude, Copilot, Grammarly)
- **How you used it:** Describe the specific tasks, questions, or prompts you gave the AI.
- **Impact on your work:** Explain how AI output influenced your thinking, writing, or final submission.
- **What you learned:** Reflect on what this experience revealed about AI's strengths, limitations, or ethical dimensions.

Submissions that used AI but lack a Disclosure and Reflection Statement will be considered incomplete and may not be graded.

2026 Proposed Eligible Subsidiary Bodies

Faculty Senate May 4, 2026

In progress, for Discussion

Background: In an ongoing effort to ensure Brown Act compliance, Faculty Senate is considering for discussion whether to deem any committees as “eligible subsidiary bodies,” as outlined in §54953.8.6(b) of the [Brown Act](#):

(b) (1) For purposes of this section, “eligible subsidiary body” means a legislative body that meets all of the following:

(A) Is described in subdivision (b) of Section 54952.

(B) Serves exclusively in an advisory capacity.

(C) Is not authorized to take final action on legislation, regulations, contracts, licenses, permits, or any other entitlements, grants, or allocations of funds.

(D) Does not have primary subject matter jurisdiction, as defined by the charter, an ordinance, a resolution, or any formal action of the legislative body that created the subsidiary body, that focuses on elections, budgets, police oversight, privacy, removing from, or restricting access to, materials available in public libraries, or taxes or related spending proposals.

(2) An eligible subsidiary body may include members who are elected officials, members who are not elected officials, or any combination thereof.

§54952(b):

(b) A commission, committee, board, or other body of a local agency, whether permanent or temporary, decisionmaking or advisory, created by charter, ordinance, resolution, or formal action of a legislative body. However, advisory committees, composed solely of the members of the legislative body that are less than a quorum of the legislative body are not legislative bodies, except that standing committees of a legislative body, irrespective of their composition, which have a continuing subject matter jurisdiction, or a meeting schedule fixed by charter, ordinance, resolution, or formal action of a legislative body are legislative bodies for purposes of this chapter.

NOTE: The following are meant as a starting point for Discussion and do NOT necessarily reflect the views nor recommendation of Faculty Senate. The recommendations/reasons presented below are being presented by the Chair of Committee on Committees as a means of beginning discussion. Faculty Senate has the authority to enact or remove “eligible subsidiary body” status at any time.

Summary Table of Recommendations

Committee	Recommendation
Academic Standards and Practices	<i>Consider for ESB status</i>
CALM	<i>Consider Not eligible for ESB status</i>
Curriculum	Discussion: <i>Consider Not eligible for ESB status</i>
Distance Education (DE)	Discussion: <i>Consider Not eligible for ESB status</i>
Distinguished Faculty Award (DFA)	<i>Consider Not eligible for ESB status</i>
Educators for Equity, Diversity, and Cultural Consciousness (EEDCC)	Discussion: <i>Consider Not eligible for ESB status</i>
Equitable Placement and Completion	Discussion
Equivalency	Discussion: <i>Consider eligible for ESB status</i>
Faculty Service Area (FSA) Review	Discussion: <i>Consider Not eligible for ESB status</i>
General Education (GE)	Discussion: <i>Consider Not eligible for ESB status</i>
Instructional Program Review and Planning	Discussion: <i>Consider eligible for ESB status</i>
Learning Outcomes Council	Discussion: <i>Consider Not eligible for ESB status</i>
Learning Outcomes Taskforce	Discussion: <i>Consider Not eligible for ESB status</i>
Professional Development (PD)	<i>Consider Not eligible for ESB status</i>
Tutoring	Discussion: <i>Consider eligible for ESB status</i>
Workforce and Community Development	Discussion: <i>Consider eligible for ESB status</i>

Exhibit 8 - 2026-05-04_Senate-Exhibit_Proposed-Eligible-Subsidiary-Bodies

Committee <i>(date of most recent structure update red)</i>	Role/Purpose <i>(as taken from the Governance Structure sheets)</i>	Recommendations
Academic Standards and Practices Committee (link) (2024)	Purpose: To annually review academic standards and practices in relation to scholarship, standards for probation, retention, disqualification, reinstatement, grade dispute, artificial intelligence, academic integrity, academic freedom, and recommend changes in existing policies and standards to the Senate.	Recommend: Consider for ESB status. Reason: <i>Serves as advisory to Senate.</i>
CALM Committee (link) 2021	Role: Educate and promote the use of lower cost and zero cost textbook (ZTC) alternatives, including facilitating the creation of a ZTC degree. Products • Provide Professional Development events focused on zero cost textbook alternatives and Open Educational Resources (OER) • Oversee financial support programs for faculty in conversion of courses to ZTC and OER. • Highlight faculty success in affordable textbook alternatives	Recommend: Consider Not eligible for ESB status. Reason: Oversees financial support/ budget
Curriculum Committee (link) 2024	Purpose: • coordinate, evaluate and review the college curricula • develop and recommend curricular policy Products: The Curriculum Committee shall coordinate, evaluate and review the college curricula to encourage innovation and excellence in instruction. The Curriculum Committee shall be the preeminent body for the development and recommendation of curricular policy to include philosophy, goals, strategic and long-range planning.	Recommend: Discussion <i>Consider Not eligible for ESB status.</i> Reason: Does Curriculum only serve in advisory capacity?
Distance Education Committee (link) 2025	Purpose: This Senate committee will coordinate faculty interests in all areas of academic technology . This committee will advise the Senate on relevant technology matters: 1. discuss issues on technology related to student equity (access) 2. coordinate with faculty on technology governance committees 3. coordinate with curriculum committee on distance learning courses 4. discuss pedagogical issues relating to on-line courses and changes in technology 5. discuss issues of training for on-line instructors 6. advocate for faculty concerns regarding technology 7. discuss academic and professional issues related to courses taught in non-traditional formats such as percentages of faculty and department loads Products: • Palomar Online Education Training (POET) • List of Certified Online Faculty • Distance Education Handbook	Recommend: Discussion <i>Consider Not eligible for ESB status.</i> Reason: Does DE only serve in advisory capacity, as they coordinate all academic technology as it pertains to faculty interests?

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DFA Committee (link) 2022	Role: To select faculty members to be recipients of the Distinguished Faculty Award.	Recommend: Consider Not eligible for ESB status. Reason: Makes decision on recipients.
Educators for Equity, Diversity and Cultural Consciousness Subcommittee (link) 2024	Role: As activists to the Faculty Senate, this subcommittee will disrupt the status quo by dismantling and eradicating inequities. We challenge others to be uncomfortable and do the transgressive work towards the shared goal of infusing equity and antiracism throughout our college. We will rebuild, critically question, challenge, engage, reexamine equitable praxis, and validate cultural agency of the entire Palomar College Community with particular attention towards serving students. Products: Engaging faculty on matters of cultural consciousness to include: 1) Offer and sustain cultural conscious training programs, workshops, and activities. 2) Advise faculty on matters of diversity, equity, and cultural consciousness. 3) Identifying and developing opportunities for further implementation and integration of diversity, equity, inclusion and cultural consciousness in the classroom, curriculum and hiring. 4) Consult with TERB on matters of faculty evaluation related to cultural consciousness. 5) Report to the Faculty Senate and Superintendent/President on primacy issues pertaining to diversity, equity, and cultural consciousness.	Recommend: Discussion <i>Consider Not eligible for ESB status.</i> Reason: Once programming is offered, is this group advisory?
Equitable Placement and Completion Committee (link) 2026 Joint Report to EESSC	Purpose: • Promote discussion, understanding, and analysis of AB 705, AB 1705, and AB 1805 compliance and their impact. • Evaluate ongoing research connected to Equitable Placement and Completion, including disaggregated student success data in English, math, and ESL courses. • Research, identify, and recommend best practices for pedagogy and other opportunities to meet the needs of underserved students as pertains to Equitable Placement and Completion. There will be a focus on support to assist students in completing math and English in the first year and ESL in the first three years. • Identify and recommend non-curricular support activities for disproportionately impacted and underprepared students. • Review, plan, and suggest updates to all communication to students regarding Equitable Placement and Completion. This includes advising information, website information, text messaging, Canvas messaging, onboarding (application, placement, orientation, etc.), etc. • Provide analysis and recommendations to the Equity, Education, and Student Success Council (EESSC) to include in the Equity Plan.	Recommend: Discussion Reason: Mostly focused on recommending, however “implement solutions”

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	Products: • Increase awareness of and involvement in students’ instructional and noncurricular needs in relation to Equitable Placement and Completion. • Provide recommendations to EESSC regarding the Student Equity Plan’s ability to fund and support Equitable Placement and Completion related activities for faculty, staff, and students. • Implement solutions related to Equitable Placement and Completion implementation and operational issues. • Advise Student Services regarding a campus-wide communication plan to disseminate Equitable Placement and Completion information to students that is clear, consistent, thorough, and accurate.	
Equivalency Committee (link) 2017	Role or Purpose To review equivalencies to minimum qualifications for both contract and adjunct faculty and to make recommendations to the Governing Board.	Recommend: Discussion <i>Consider eligible for ESB status</i> Reason: Only makes recommendations
FSA Review Committee (link) 2024	Purpose: The Faculty Service Area (FSA*) Review Committee is composed of an administrator with FSA responsibilities, seven Tenured or Probationary Faculty members (one from each of the five Instructional divisions, Library, and Student Services) appointed by the Faculty Senate, and one Faculty member appointed by the Palomar Faculty Federation (PFF). Every three years the committee reviews the faculty service areas and competencies for completeness and currency; further, the committee reviews applications for additional faculty service areas and issues of competence relating to reassignment. “Faculty Service Area” is an instructional subject area and/or service established by a community college district. Faculty Service Areas determine the order by which faculty may be laid off when a district is facing a reduction in force in faculty. The application of faculty service areas and competencies shall be consistent with applicable non-discrimination and equal employment laws, as well as relevant District policies and procedures and applicable collective bargaining agreements. The Senate emphasizes the significance of discipline expertise, noting that Faculty Service Areas are defined and reviewed by the departments.	Recommend: Discussion Consider Not eligible for ESB status. Reason: Reviews FSA; makes decisions?
GE Subcommittee (link) 2025 Reports to Curriculum Committee	Purpose: • Evaluate, revise and/or affirm our philosophy of General Education. • Examine General Education requirements and processes from an equity lens. • Approve GE courses for the curriculum committee. • Collaborate with LOSC on the assessment of the College GE Outcomes. • Implementation of Legislation related to general education Products: • AP/BP policies • Legislative changes • GE approvals • GE assessment outcomes	Recommend: Discussion Consider Not eligible for ESB status. Reason: Approving (making decision) on GE courses

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Committee <i>(date of most recent structure update red)</i>	Role/Purpose <i>(as taken from the Governance Structure sheets)</i>	Recommendations
Instructional PRP Committee (link) 2021 Joint Report to EESSC	Role: To review, summarize, and provide feedback on instructional Program Review and Planning forms and make funding recommendations . Products Program Review and Planning summaries and recommendations of overall instructional resource needs Recommendations for global needs for Instruction, as determined from PRP analysis Continuing revisions to the PRP form for Instructional programs	Recommend: Request clarity surrounding composition and requirements of Joint Reporting committees. Discussion <i>Consider eligible for ESB status.</i> Reason:
Learning Outcomes Council (link) 2024 Report to Curriculum	Purpose: The Learning Outcomes Subcommittee, as the core working group, will facilitate the development, discussion, and assessment of Student Learning Outcomes (SLOs). There are three types of SLOs that exist: course level (CLOs), program level (PLOs), and institution level (ILOs). Products: - Recommend and support plans and strategies for SLO assessments at all levels. - As technology needs evolve, participate in the identification and implementation of technology used for recording, assessing, and analyzing learning outcomes developed at the course, program, and institutional level. - Provide support and training for the development and assessment of learning outcomes. - Provide support and training for the collection and analysis of disaggregated outcome assessment data. - Engage in ongoing review and revision of the institutional processes for assessment based on the requirements of accreditation and/or evidence and feedback, if available. - Provide input and review of accreditation reports. - Provide input to program review and planning processes.	Recommend: Discussion <i>Consider Not eligible for ESB status.</i> Reason: Responsible for input and revision
Learning Outcomes Taskforce (link) 2026 Report to Curriculum and Senate	Purpose: Process redesign: To modernize the SLO assessment workflow, transitioning from a compliance-based manual summary model to a technology-integrated, real-time analysis model that supports CLO, PLO, and ILO assessment Equity alignment: To establish a standardized framework for the collection and review disaggregated data, satisfying Accreditation Standard 1.3 and Equity Taskforce recommendation 02. Technological integration: To optimize the use of the Nuventive Platform and Canvas integration, ensuring data consistency across all divisions and modalities Cultural shift: To foster a college-wise culture where assessment is viewed as a continuous tool for improving student success rather than an isolated administrative task	Recommend: Discussion <i>Consider Not eligible for ESB status.</i> Reason: Creation of formal guide and creation of lists

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	Products: • Unified SLO Assessment handbook: A formal guide outlining standardized college-wide procedures for assessment scheduling and robust reflection and action plans ◦ Templates: Create template for faculty assessment summaries ◦ AI Usage: How can AI be used to support this work • Integrated Governance Structure: An update proposal for increasing participation in Learning Outcomes subcommittee governance structure that bridges discussion from varied committees on campus (i.e., Curriculum, PRP and Faculty Senate)and/or intentional inclusion of SLOCoordinator participation in other committees • Standardized rubric templates: A library of examples for utilizing the SLO approved rubric across disciplines and assessment models that support consistent data collection across CLOs, PLOs, and ILOs • Data-Informed Intervention Toolkit: A set of best practices for working with data and “closing the equity gap” strategies • Outcome Language Rules: Work with Canvas admin to create lists for the text that is not allowed in Maverick to ensure ease of import • Cultural Shift: campaign to help shift the culture around assessment	
Professional Development (link) 2021 Joint Report to ECCC	Role: Identify and assess faculty and staff development and training needs, recommend funding, review outcomes, and ensure all PD aligns with Ed Code and Title 5. Products: Develop the Human Development Resource Plan. Ensure the college is providing learning opportunities for all employees. Oversee the reporting and tracking of learning from all employee groups. Oversee the budget and expenditures for all PD.	Recommend: Consider Not eligible for ESB status. Reason: Oversees a budget/ expenditures
Tutoring Committee (link) 2024	Purpose: • Promote dialogue, and understanding among disciplines with tutoring needs and advocate for tutoring services across campuses. • Discuss CRLA certification and renewal as well as CRLA-related tutor selection and training materials. • Inform the Equitable Placement and Completion Committee and Library staff and faculty about tutoring updates and needs. • Make suggestions and recommendations about the Tutoring Services website and Canvas page. • Suggest and oversee effective marketing materials for students, faculty, and staff to promote tutoring services. • Discuss workshops for students and tutors to be implemented by tutoring centers. • Analyze and discuss online and embedded tutoring needs and regulations. • Analyze needs and stay informed about state and other regulations that impact tutoring, especially as they relate to apportionment and Title 5.	Recommend: Discussion <i>Consider for ESB status</i> Reason: Appears to only make suggestions and recommendations

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	• Ongoing evaluation of tutoring services being provided to a diverse student population through an equity and inclusion lens. Products: • Present reports about tutoring to the Faculty Senate • Make recommendations about tutoring at Palomar based on the findings from studies by Institutional Research and Planning (IRP) on tutoring at Palomar. • Ensure that the Tutoring Dashboard that IRP created accurately reflects our tutoring data and have regular discussions about the data.	
Workforce and Community Development Advisory Group (link) 2017	Role The advisory group will stay informed of all contract education courses, community service courses, and special programs that are offered through the Workforce and Community Development. The advisory group, together with the Director of Workforce and Community Development and the Director of Occupational and Noncredit Programs, will ensure 1. That the aforementioned courses do not inappropriately overlap academic and career technical credit and non/credit courses; 2. That the aforementioned courses are of appropriately high quality and align with the mission of the college; 3. That the advertising of the aforementioned courses is accurate and emphasizes that these courses do not count toward academic certificates, degrees, transfer, or any form of credit; and 4. Make recommendations and generate ideas for new courses, and recommend faculty from Palomar to teach these courses.	Recommend: Discussion <i>Consider for ESB status</i> Reason: Appears to only make recommendations