



FACULTY SENATE SPECIAL MEETING

June 1, 2021

EXHIBITS



Minutes of the
MEETING OF THE FACULTY SENATE
May 17, 2021

APPROVED

PRESENT: Eduardo Aguilar, Lacey Craft, Will Dalrymple, Alexandra Doyle Bauer, Kelly Falcone, Katy Farrell, Molly Faulkner, Jenny Fererro, Erin Hiro, Jason Jarvinen, Teresa Laughlin, Lawrence Lawson, Natalie Lopez, Leigh Marshall, Jackie Martin, Adam Meehan, Susan Miller, Kateri Mouawad (ASG), Ben Mudgett, Scott Nelson, Wendy Nelson, Candace Rose, Sabrina Santiago, Elizabeth Stephens, Fari Towfiq, Rocco Versaci, Reza Wrathall, Anastasia Zavodny

ABSENT:

GUESTS: Barbara Baer, Barbara Hammons, Victoria de La Torre, Tina-Marie Parker, Alyssa Vafaei, Jon Walker

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

CALL TO ORDER The video conference meeting was called to order by Senate President Rocco Versaci, at 2:30 PM.

PUBLIC COMMENTS - None

ANNOUNCEMENTS

Senate President Rocco Versaci welcomed back returning Senators Lacey Craft, Teresa Laughlin, Susan Miller and Anastasia Zavodny. He also welcomed new Senators Sergio Hernandez and Tina-Marie Parker. Versaci thanked outgoing Senators Jackie Martin, Kelly Falcone, Katy Farrell and Natalie Lopez for their service.

Senate Secretary Molly Faulkner announced several events this week in Performing Arts including the Faculty Dance Concert, Palomar Pacific Coast Concert Band performance and the Student Music Composition event. More information can be found here: <https://www2.palomar.edu/pages/palomarperforms/>

Senator and Articulation Officer Ben Mudgett announced all Ethnic Studies course proposals were approved. A huge shout out goes to Ethnic Studies and American Indian Studies faculty. This is a requirement by CSU effective fall 2021. This is a required course not only for CSU transfer but also for all of Palomar's associate degrees for transfer.

Senator and PFF Co-President Theresa Laughlin announced a food distribution event scheduled for June 12. A sign-up sheet will be emailed. Also, a retirement party will be held May 27 at Cocina del Charro. An email will be sent to members for this event as well.

ASG President Kateri Mouawad reminded Senators and guests about "Story Time" with Dr. Kahn, Dr. Versaci, and Dr. Maunu from 1-3 on May 21. All will read some of their favorite short stories, "I would say, "All will read a children's book that made an impact on them when they were young.

ASG President Kateri Mouawad said she received feedback from ASG regarding this matter. Students said ZOOM proctoring was a far better solution. ASG also recommends that faculty receive training or guidelines of how to best use Proctorio. Faculty often do not give time allowances for technical issues which should be considered. ASG members also added that “breaks” should be considered when testing so students have a more successful online testing experience. ASG voted in favor of the Resolution. In closing, Mouawad said a survey exclusively on the use of Proctorio is going to students this week and ASG will share those results with Faculty Senate.

Senator and DE Coordinator Erin Hiro shared that faculty from World Languages reported an increase in cheating incidences when using Proctorio so using Proctorio gave faculty a better assessment and unfortunately, cheating is very common. The DE Committee also will be sending a survey to faculty to determine the use of Proctorio and the replies will come back to DE anonymously. This information will dictate the type of training that will be coming this fall.

The motion carried.

D. Selection of Curriculum Co-Chair

Motion 4 MSC: Laughlin/Faulkner

Faculty Senate approval to confirm Wendy Nelson as the Curriculum Co-Chair for the term beginning Fall 2021 through Spring 2023 (see Exhibit 3).

Curriculum Co-Chair – **Wendy Nelson**

The motion carried.

E. Selection of SLOAC Co-Coordinator

Motion 5 MSC: Miller/Laughlin

Faculty Senate approval to confirm Mark Bealo as the SLOAC Co-Coordinator for the term beginning fall 2021 through spring 2023 (see Exhibit 4).

SLOAC Co-Coordinator – **Mark Bealo**

The motion carried.

F. Selection of Guided Pathways Pillar Leads

Motion 6 MSC: Lopez/Laughlin

Faculty Senate approval to confirm Guided Pathways Pillar 1 Lead for the term beginning fall 2021 through spring 2022 (see Exhibit 5).

Pillar 1 Lead – **Wendy Nelson**

The motion carried.

Motion 7 MSC: Towfiq/Laughlin

Faculty Senate approval to confirm Guided Pathways Pillar 3 Lead for the term beginning fall 2021 through spring 2022 (see Exhibit 5).

Pillar 3 Lead – **Glyn Bongolan**

The motion carried.

Motion 8 MSC: Laughlin/ Towfiq

Faculty Senate approval to confirm Guided Pathways Pillar 4 Lead for the term beginning fall 2021 through spring 2022 (see Exhibit 5).

Pillar 4 Lead – **Weston Titus**

The motion carried.

Motion 9 MSC: Towfiq/Fererro

Faculty Senate approval to confirm the results of the ballot for Guided Pathways Pillar 2 Lead for the term beginning fall 2021 through spring 2022 (see Exhibit 5).

Pillar 2 Lead – **Alex Cuatok**

The motion carried.

The ballot was emailed to Senators.

INFORMATION ITEMS

A. Nominations & Elections of Senate Council/Committee on Committee Chair next week

President Versaci announced that next week nominations and elections will take place for Vice President, Secretary and Senator at Large Council Member with a term ending spring 2022. Next week Senate will also accept nominations and a possible election for a Committee on Committees Chair.

B. Committee on Committees Recommended Changes (see Exhibit 6)

Senator and Committee on Committees Chair Anastasia Zavodny explained an updated version of the exhibit. Committee on Committees met that morning and approved the policies and procedures section included in the exhibit.

Senator Zavodny also shared Committee on Committees structural changes that were proposed in committee that morning and were approved as noted on the exhibit.

Zavodny also noted that all Senate committee memberships should run on a two-year cycle unless specified as a three-year cycle.

Zavodny explained the recommendation to merge three of the small and infrequently meeting committees into one committee. The three committees include (1) the Academic Standards and Practices Committee, (2) the Personnel Standards and Practices Committee and (3) the Professional Procedures Committee. The specific roles of those committees are being discussed and evaluated. Once this evaluation is complete, the final recommendation will come back to Senate for approval.

Zavodny went on regarding the proposed updates to the Oversight Committee for Grant Funded Programs. The role or purview of this committee is not yet known. Versaci added that President Kahn is very interested in doing something to centralize the grant process and knows that Faculty Senate will have a role in some way. Kahn wants to meet with Faculty Senate volunteers over the summer to begin the discussion. Senator Jackie Martin added guidance and/or suggestions of how this process might work and volunteered to work with President Kahn and other Senators over the summer. VP Fererro said the District has approved a director level position for grants. Fererro also said that much of what is listed on the Governance Structure Group Request form is institutional responsibilities and not under the

purview or authority of faculty. The responsibility to organize or to keep track of or provide oversight for, or to provide training related to grants, needs to be compensated by the District.

President Versaci asked that the changes proposed by Committee on Committees be moved to Action next week. To recap, the three items will be the Policies & Procedures (Bylaws), the reorganization of smaller committees and the Oversight Committee for Grant Funded Programs. Senator Laughlin suggested that Senate hold up on the grant dialogue until after the District makes some decisions and Versaci agreed. Versaci asked for volunteers to work with President Kahn over the summer to get the grant process review started. Senators Jackie Martin and Anastasia Zavodny volunteered.

C. Faculty Emeritus Status for Spring Retirees

Motion 10 MSC: Laughlin/Faulkner Faculty Senate approval to suspend the rules and move back into Action.

Nay: Anastasia Zavodny

The motion carried.

Motion 11 MSC: Laughlin/Fererro Faculty Senate approval of Emeritus status to the following faculty (see Exhibit 7):

John Aegerter – Health/Kinesiology/Recreation Management

Steve Bertram – Trade & Industry

Natarajan Geetha – Chemistry

Jon Panish – English

Melissa Smith – American Sign Language

The motion carried.

D. ASG Election Results

ASG President Kateri Mouawad thanked Senators and stated that it was an honor to collaborate with them this academic year. Senate President Versaci thanked Mouawad for her service and added that she was an exceptional representative for the students and wished her luck as she moved on in her education.

Mouawad announced the following:

Student Trustee - **Rachel Alazar**

ASG President - **Marie-Therese Mouawad**

ASG VP - **Joshua Delgado**

ASG VP of Internal Affairs - **Roxanna Vega**

ASG VP of Finance - **Mussawer Jamili**

ASG Secretary - **Karen Galaviz Jimenez**

ASG Senator - **Ashley Gonzalez**

ASG Senator - **Natalie Scales**

ASG Senator - **Oseas Garcia**

E. Part-Time Faculty Titles (see Exhibit 8)

PFF Co-President Barbara Baer spoke to the advantages of retitling part-time faculty at Palomar and researched that faculty titles fall under the purview of Faculty Senate. Baer recently received positive feedback for this proposal from

the Faculty Senate Part-Time Faculty Equity Workgroup and many others on campus. Baer hoped that Faculty Senate would support this proposal and formally show support in the form of a resolution.

Senators showed support of this initiative and added the following comments:

- The title “professor” should be preceded with associate, assistant, etc. (just as full time depending on where they are in their tenure track).
- Consider using the same titles as Mira Costa since many part-time faculty teach there as well as at Palomar.
- Changing titles and managing them at Palomar is challenging since HR and Outlook don’t speak to each other. Titles are often different in each place.
- It would be helpful to have a clear explanation of both part-time and full-time titles on the Faculty Senate website.

Versaci asked Senators to form a small group to investigate this and to bring back a solid proposal to Senate in fall. Senators Dalrymple, Laughlin, Miller, Zavodny and Rose volunteered.

F. Senate Statement of Support for AB 1269 (see Exhibit 9)

Senator Will Dalrymple shared Exhibit 9 and stated that this legislation, if passed, would be significant for part-time faculty across the state of California. The idea behind the legislation is that at the end of the process, theoretically it will result in part time and full time pay parity. It would be equal pay for equal work. Currently across California, pay varies from college to college based on the unions’ negotiations.

The big selling point of this legislation is that the state would be bank rolling this. When individual colleges try to deal with this issue, it is usually a confrontation and conflict, and not equitable solutions.

Senator Dalrymple wrote the resolution draft and presented it to PFF last week. The audience of this resolution is both faculty and administration and eventually, the California Community College system, including the Chancellor’s Office. Since it is a public document, it is written for the entire community. Barbara Baer added that unfortunately the Chancellor’s Office is now opposing AB 1269 because they see it as a local negotiated matter. For more information on AB 1269, go here: https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=202120220AB1269

President Versaci announced that he’ll bring this Resolution to Action next week.

REPORTS

ASG (Mouawad)

1. ASG discussed how many funds we could grant the Engineering and Tech club to support the club with participating in a nationwide submarine competition.
2. We’re now in the process of launching an end of semester survey and will share the results at the last week of the semester.
3. We have an event on the 21st—Story time with Dr. Kahn, Dr. Versaci, and Dr. Maunu from 1-3! All of them will read one of their favorite short stories.
4. We brought back our Club Camera Policy for further discussion and will bring it back again as a final action item.
5. Our Communications Committee has shifted gear a bit and is honoring our 2021 spring graduates on social media.
6. Our elections have ended! Our new members will be sworn in at our last ASG meeting, which is still to be determined.
7. We had Michael Day present on high flex technology, and future plans with how and where it will be used.
8. Our governing documents are still under review and I think they will be for eternity.

9. Quite a few ASG members made it to the food distribution to help volunteer—and we saw some really cool senate members there too!

President (Versaci)

I have sent out reminders about the deadline for applications for Curriculum Co-Chair, SLOAC Co-Coordinator, and the four Guided Pathways Pillar Leads (all 5/14 with Senate selection scheduled for 5/17). I also sent out the announcement for the Service Learning Coordinator with an application deadline of 5/21 with Senate selection scheduled for 5/24.

On Wednesday, May 12, Senate VP Jenny Fererro and I met with President Jack Kahn to discuss various items. I updated him on the revisions to the faculty hiring procedures and the faculty sections of AP 7120. Specifically, they will be discussed by DEqCC on 5/14 and come to the Senate for a first reading on 5/24. I also stressed the importance of respecting Senate purview over faculty hiring matters, as codified in our 10+1+1, and he agreed. I will continue to alert faculty serving on councils and committees where AP 7120 revisions will be discussed to remind others that any suggestions regarding the faculty piece of hiring should be brought to the Senate. We also discussed the proctoring issue and asked for District support in considering options to Proctorio, such as other packages or, better yet, options to have in-person proctoring on campus in the fall. Finally, we discussed the Senate's Grant Oversight Committee and how the faculty-oriented scope of that committee would mesh with the larger effort to oversee and provide support for grant writing, submission, and approval. We told Jack that once we had the names of the Chair and members of that committee, we would forward them along so that the larger conversation about grants could commence.

SSEC/SEA (Versaci)

SEA was supposed to meet on Friday, May 14, but it was cancelled due to the President/Superintendent interviews that week (VP Lakhani and a couple of other members are on the search committee).

SPC (Versaci) – No report. SPC next meets on Tuesday, May 18.

IPC Report (Versaci)

IPC met briefly and for the last time on Wednesday, May 12. The agenda was light; the main order of business was to review the faculty hiring prioritization list that the subcommittee constructed. VP Shayla Sivert reiterated that it was unlikely any of those positions would be hired due to the college being well above the FON.

SSPC – No report.

HRPC – No report.

FASPC (Antonecchia) – No report.

PFF (Laughlin) – No report.

DEqCC – Diversity, Equity, and Cultural Competence (Aguilar/Sadat Ahadi)

This week 5/14/21 the entire DEqCC subcommittee is reviewing the Faculty Hiring Procedures and AP 7120 that was amended and edited by an ad hoc group including Senate President, Rocco Versaci, Lawrence Lawson, and Hossna Sadat Ahadi. Co-chairs Eduardo J. Aguilar and Hossna Sadat Ahadi are requesting a budget for DEqCC subcommittee.

Accreditation (Meehan) – No report.

Distance Education (Hiro) – No report. The Distance Education Committee is set to meet at 2:30 - 4 p.m. Wednesday, May 19 on Zoom. The meeting ID is 981 0039 1117, and the passcode is 017020.

Guided Pathways (Nelson)

If you are interested in the work the Guided Pathways team has completed this year and goals for 2021-2022 please attend the year end presentation during the Guided Pathways Taskforce meeting on May 21 from 11 a.m. - 12 p.m. The meeting URL is <https://palomar-edu.zoom.us/j/94904499669>

Policies and Procedures (Lawson)

P&P met on Friday, May 7, where we discussed the following 1st read items:

- a. BP/AP 7330 – Communicable Disease (Request move to 2nd (this was not moved to second, and a subgroup will continue to work on this language and hold an emergency item to approve this before summer))
- b. BP 5210 – Communicable Disease - Students
- c. BP 7339 – Telecommuting
- d. BP/AP 2435 – Evaluation of the Superintendent – President
- e. BP/AP 7150 – Employee Evaluations
- f. BP/AP 3725 – Information Communications Technology Accessibility

and discussed and approved the following second read items:

- a. AP 5017 – Responding to inquires of immigration status
- b. AP 6340 – Bids-and-Contracts

In regard to BP/AP 7330 – Communicable Disease, additions included following CSU/UC language to note that to be on campus, employees (and perhaps other groups) would need to have received a complete, FDA-approved vaccine (exemptions required by law would apply). This language is still under review but is planned to be passed before the next Board meeting through an emergency P&P meeting to ensure the policy would cover Fall 21.

In regard to BP/AP 2435 – Evaluation of the Superintendent – President and BP/AP 7150 – Employee Evaluations, faculty evaluation has been added as part of the evaluation process. As well, adding feedback from other employee groups was advocated for and added to the first read language.

Budget (Ferrerro)

Budget Committee met briefly on Tuesday, May 11, and final budget assumptions were shared. VPFAS Borth will be supporting the committee in meeting over the summer to ensure continued transparency and communication, especially after the May Revise for the state budget.

TERB (Lawson)

We met and discussed the campus-wide feedback to the question of exploring deployment of student evaluations at the end of all courses each fall and spring semester. A total of 145 faculty responded to the survey—59% were tenured, fulltime faculty; 15% were probationary, full-time faculty, and 26% were part-time faculty. Of the 145 respondents, 81 (56%) felt it was a good idea, 29 (20%) were open to the idea but with reservations, and 35 (24%) thought the idea was not a good one. The narrative feedback was useful to help the TERB Committee discuss the results in context. Many comments in favor pointed toward the benefit to teachers and students. Many comments with reservations noted the concern that these evaluations could later be used in formal evaluations. Comments against ranged from noting some professors do evals every semester on their own anyway to the stress added evaluations would add to faculty. Of note, evaluations are a negotiated item.

In the meeting, TERB also approved evaluation calendars for AY 21-22. Little has changed *except* systematizing when student evaluations are deployed. Instead of a naming specific dates (which varied for each type of course length (16-week, fast-track, etc.)), we've name a range that would apply to all course lengths: student evaluations will be deployed during the period that begins 40% after the course begins and ends 80% after the course begins. As student

evaluations are delivered via the online system now, evaluations will generally be live during that timeframe (to increase response rate). As well, the calendars now note that student evaluations can be deployed outside of that timeframe based upon need.

Professional Development (Falcone) – No report.

AB705 Subcommittee (Anfinson) – No report. The committee met on Thursday, May 13.

Sabbatical Leave (Lawson) – No report.

Equivalency (Towfig) – No report.

Faculty Service Areas (Mudgett) – No report.

Credit for Prior Learning (Rose)

On June 8th, 10am - noon, full-time faculty and discipline leads can participate in a two-hour workshop for Credit for Prior Learning, to build their course inventory and assessment methods in a collaborative, faculty driven process. In this workshop, we will help faculty complete a pre-created template for their department and walk through the process of Credit for Prior Learning, from student survey to grade transcription.

The new CPL Petition Form has been used by over a dozen students so far this semester. Looking ahead, the CPL Coordinator will develop tutorial materials for students and faculty to walk them through the petition process, as well as develop a marketing plan to inform students of the Credit for Prior Learning opportunities.

We continue to add more courses to our CPL website course list and data base, which is such a benefit for our students! Any faculty or discipline interested in offering CPL opportunities for their students, please reach out to the CPL Coordinator, Candace Rose, at cpl@palomar.edu.

ADJOURNMENT: The meeting was adjourned at 3:50 PM.

Respectfully submitted,

Molly Faulkner

Molly Faulkner, Secretary



Minutes of the
MEETING OF THE FACULTY SENATE
May 24, 2021

APPROVED

PRESENT: Eduardo Aguilar, Lacey Craft, Will Dalrymple, Alexandra Doyle Bauer, Molly Faulkner, Jenny Ferrero, Erin Hiro, Jason Jarvinen, Teresa Laughlin, Lawrence Lawson, Beatrice Manneh, Leigh Marshall, Adam Meehan, Susan Miller, Kateri Mouawad (ASG), Ben Mudgett, Scott Nelson, Wendy Nelson, Tina-Marie Parker, Candace Rose, Sabrina Santiago, Elizabeth Stephens, Fari Towfiq, Rocco Versaci, Reza Wrathall, Anastasia Zavodny

ABSENT: Sergio Hernandez

GUESTS: Katy Farrell, Kelly Falcone, Barbara Hammons, David Montoya, Susan Snow, Alyssa Vafaei, Jon Walker

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

CALL TO ORDER The video conference meeting was called to order by Senate President Rocco Versaci, at 2:30 PM.

PUBLIC COMMENTS

Co-Chairs of DEqCC, Hossna Sadat-Ahadi and Senator Eduardo Aguilar shared the following statement:

The Diversity, Equity, and Cultural Competency Subcommittee stand in solidarity with supporting Ethnic Studies (American Indian Studies, Africana Studies, Chicano Studies, and Asian-American Studies) at Palomar College. As educators and liberators, we must challenge settler colonialism and imperialism narratives that have silenced and erased the identity and history of communities of color in education. We must commit our efforts to centering racial justice and building strong collaborative relationships at Palomar College. Diversity, Equity, Inclusion, and Antiracism are our core focus values at Palomar College and we must all adhere to them.

In Solidarity,
DEqCC Subcommittee

Eduardo Aguilar, Ethnic Studies and DEqCC Co-Chair
Hossna Sadat Ahadi, Counseling and DEqCC Co-Chair
Alan Lechusza Aquallo, American Indian Studies
Cynthia Cordova, Counseling
Lawrence Hamilton Lawson, English as a Second Language
Lisette Lasater, English
Michael Mufson, Performing Arts
Tina-Marie Parker, English as a Second Language
Alyssa Vafaei, Counselor, Disability Resource Center

Kateri Mouawad, former ASG President thanked Senators for allowing students to be heard and taking their concerns seriously this past academic year. She welcomed all newly elected ASG representatives.

Senator and TERB Coordinator Lawrence Lawson shared the following statement:

White allies for anti-racism at Palomar College supports Ethnic Studies; the department, its mission, it's faculty and its students. Ethnic Studies is essential both the Center the stories and experiences of communities of color and to further Palomar College's anti-racist and diversity, equity and inclusion goals. We commit to efforts of centering racial justice and building strong collaborative relationships at Palomar College.

ANNOUNCEMENTS

Senate President Rocco Versaci welcomed new Senators Tina-Marie Parker and Sergio Hernandez to Faculty Senate.

President Versaci reminded Senators of the Special Senate meeting scheduled for Tuesday, June 1 at 2:30.

Senate Secretary Molly Faulkner reminded Senators to check out the musical performances for this weekend. More information can be found at www.palomarperforms.com

Senator Faulkner also mentioned she is working with Mardi Snyder putting some accreditation materials together. They are looking for any GE/ILO Assessment Reports for Teamwork & Problem Solving and also for Digital Literacy. If anyone knows if these were reported out to Senate and the approximate date this was done, please let Faulkner know.

AGENDA CHANGES

President Versaci said he received an application for the Service Learning Coordinator late on Friday which means extending the application deadline (see Information Item A) is moot. He asked for a motion to add confirmation of the Service Learning Coordinator to Action today.

Motion 1 MSC: Fererro/Faulkner

Faculty Senate approval to remove Information Item A and to add appointment of Service Learning Coordinator to Action for today's meeting.

The motion carried.

APPROVAL OF MINUTES - No action taken. The vote is delayed until June 1, 2021.

ACTION

A. Curriculum

Motion 2 MSC: W. Nelson/Faulkner

Faculty Senate approval of Curriculum Committee actions taken on May 19, 2021 (see Exhibit 1).

The motion carried.

Senator and Curriculum Co-Chair Wendy Nelson said a reminder will be going out tomorrow for some curriculum work that needs to be done by October 1. Two drop-ins will occur over the summer if faculty are interested.

B. Changes to Committee on Committees Bylaws

Motion 3 MSC: Zavodny/Fererro Faculty Senate approval of Committee on Committees Bylaw changes (see Exhibit 2).

The motion carried.

Senator and Committee on Committees Chair reviewed and clarified document questions for Senators.

C. Committee on Committees Proposed Committee Changes

Motion 4 MSC: Zavodny/Faulkner Faculty Senate approval of the recommended changes to committee structures and mergers (see Exhibit 3).

The motion carried.

D. Committee Appointments

Motion 5 MSC: Zavodny/Towfiq Faculty Senate approval to confirm uncontested committee positions (see Exhibit 4, page 2)

Abstention: Lawrence Lawson

Academic Review Committee – **Benhui Zou**, Faculty, Instruction/Library 21-23
Bookstore Subcommittee – **Ladylyn Dominquez**, Faculty, At-Large 21-23
Campus Police Committee – **Craig Chamberlin**, Faculty, request for a counselor, 21-23
CALM Committee – **Adriana Guillen**, Faculty, At-Large 21-23
CALM Committee – **Elaine Wilson**, Faculty, AMBA 21-23
Committee on Service Learning – **Gina Wilson**, Faculty, SBS 21-23
Committee on Service Learning – **April Cunningham**, Faculty, Library 21-23
Curriculum Committee – **Patricia Dixon**, Faculty, SBS 21-24
Curriculum Committee – **Benhui Zou**, Faculty, Library 21-24
Curriculum Committee – **Sarah De Simone**, Faculty, CTE 21-24
Curriculum Committee – **Candace Rose**, Faculty, AMBA 21-24
Curriculum Committee – **John McMurria**, Faculty, AMBA 21-24
Curriculum Committee – **Luis Guerrero**, Faculty, MSE 21-24
Curriculum Committee – **Christine (Tina) Barlolong**, Faculty, Student Services 21-24
DRC Advisory Committee – **Katie Morris**, Faculty, At-Large 21-23
DE Committee – **Tina-Marie Parker**, Faculty, Full-time 21-23
EEOAC – **Shelbi Morales**, Faculty, Full-time 21-23
Equivalency Committee – **Laurel Anderson**, Faculty, Full-Time, SBS 21-23
Equivalency Committee – **Scott Klinger**, Faculty, Full-time AMBA 21-23
Evaluation Appeals Committee – **Tracy Johnston**, Faculty, Tenured-at-Large
Evaluation Appeals Committee – **Marquesa Cook Whearty**, Faculty, Tenured-at-Large
Evaluations Appeals Committee – **Dan Clegg**, Faculty, Tenured-at-Large
Facilities Review Committee – **P.J. DeMaris**, Faculty, different divisions 21-23
Facilities Review Committee – **David Wright**, Faculty, different divisions 21-23
Facilities Review Committee – **Mark Lane**, Faculty, different divisions 21-23
FSA Review Committee – **Rosie Antonecchia**, Faculty, Counseling
FSA Review Committee – **Tina-Marie Parker**, Faculty, Full-time, L&L

FSA Review Committee – **Marlene Forney**, Faculty, Full-time, Library
FSA Review Committee – **Patricia Dixon**, Faculty, SBS
PD Committee – **John Armenta**, Faculty, Part-time 21-23
PD Committee – **Tim Martin**, Faculty, Library 21-23
Safety and Security Committee – **Michael Finton**, Faculty, different divisions, 21-23
Team Life Committee – **Kimberly Christensen**, Faculty, At-Large, 21-23
Transfer Advisory Committee – **Eli Ziade**, Faculty, Math 21-23
Tutoring Committee – **Beatrice Manneh**, Faculty and World Languages Representative 21-23

The motion carried.

Motion 6 MSC: Zavodny/Towfiq

Faculty Senate approval to accept the results of the ballot for committee positions (see Exhibit 4, page 3).

The motion carried.

The ballot was explained in detail by Senator Zavodny and then emailed to Senators.

A second ballot was needed due to the DE Committee vote on a part-time faculty position which created the need for a vote for the AMBA faculty position.

Behavioral Health & Campus Wellness Committee – **Angelica Yanez**, Faculty, Instructional 21-23
Behavioral Health & Campus Wellness Committee – **Loren Pope**, Faculty, Instructional 21-23
DE Committee – **Tanessa Sanchez**, Faculty, Part-time 21-23
DE Committee – **Melinda Finn**, Faculty, AMBA 21-23
Equivalency Committee – **Gregory Larson**, Faculty, Full-time, MSE 21-23
Equivalency Committee - **Benhui Zou**, Faculty, Full-time, L&L 21-23
P3CH – **Mark Raymundo**, Faculty, at-large 21-23
P3CH – **Lisette Ordorica Lasater**, Faculty, at-large 21-23
Sabbatical Leave Committee – **Travis Ritt**, Faculty, Tenured SBS 21-24
Scholarship Committee – **Adena Issalan**, Faculty, at-large 21-23
Scholarship Committee – **Talitha Basinski**, Faculty, at-large 21-23
Tutoring Committee – **Leah Hoover**, Faculty, Full-time, Bus Admin 21-23

E. Nominations & Election for Committee on Committees Chair

Senator and Elections Chair Alexandra Doyle Bauer called for nominations for the Committee on Committees Chair position. Senator Faulkner nominated Senator Anastasia Zavodny who accepted the nomination. No other nominations were presented.

Motion 7 MSC: Doyle Bauer/Aguilar

Faculty Senate approval of Senator Anastasia Zavodny's confirmation as the Chair for Committee on Committees for a term of two years (21-23).

Abstention: Will Dalrymple

Committee on Committees Chair – **Anastasia Zavodny**, 21-23

The motion carried.

F. Nominations & Elections of Senate Council Positions

Senator Doyle Bauer called for nominations for the Vice President position. Senator Fari Towfiq nominated Senator Jenny Ferrero who accepted the nomination. No other nominations were presented.

Motion 8 MSC: Towfiq/W. Nelson Faculty Senate approval of Senator Jenny Ferrero's confirmation as Senate Vice President for a term of one year (21-22).

Senate Vice President – **Jenny Ferrero**, 21-22

The motion carried.

Senator Doyle Bauer called for nominations for the Secretary position. Senator Fari Towfiq nominated Senator Molly Faulkner who accepted the nomination. No other nominations were presented.

Motion 9 MSC: Towfiq/Fererro Faculty Senate approval of Senator Molly Faulkner's confirmation as Senate Secretary for a term of one year (21-22).

Senate Secretary – **Molly Faulkner**, 21-22

The motion carried.

Senator Doyle Bauer called for nominations for the Senate Council, at-Large position. Senator Molly Faulkner nominated Senator Eduardo Aguilar. Senator Aguilar declined the nomination due to other commitments. VP Ferrero nominated Senator Leigh Marshall. Senator Marshall accepted the nomination. Senator Lawrence Lawson nominated Senator Tina-Marie Parker. Senator Parker declined the nomination.

Motion 10 MSC: Ferrero/Aguilar Faculty Senate approval of Senator Leigh Marshall's confirmation as Senate Council, at-large position for a term of one year (21-22).

Senate Council, at-Large – **Leigh Marshall**, 21-22

The motion carried.

G. Senate Statement of Support for AB 1269

Senator Will Dalrymple asked President Versaci to pull this item from the agenda. Senator Dalrymple just received word from PFF Co-President Barbara Baer that AB 1269 did not make it out of committee due to opposition from the Chancellor's Office who believes this is a "local" issue. Dalrymple said that we may want to contact the Chancellor's Office.

H. Service Learning Coordinator

Motion 11 MSC: Ferrero/Towfiq Faculty Senate approval of Gina Wilson as the Service Learning Coordinator for a term of two years (21-23)(see Exhibit 5).

Service Learning Coordinator – **Gina Wilson**, 21-23

The motion carried.

INFORMATION ITEMS

A. Extend Deadline for Service Learning Coordinator – see Action item H

B. Special Senate Meeting June 1 @2:30 to confirm SBS Dean Hiring Committee

President Versaci assured Senators this special meeting will be very short. Senate must approve volunteers for the SBS Dean Hiring Committee. He has received confirmation that if Senate doesn't receive volunteers from each of the designated departments, Senate can appoint faculty at-large to fill those positions. Minutes for May 17 and May 24 should be approved as well.

C. Introduction of/Welcome to VP of Human Resources David Montoya

President Versaci introduced the new VP for Human Resources David Montoya. VP Montoya greeted the Senators and added that prior to coming to Palomar, he was the Associate Vice President of Human Resources at Humboldt State. Prior to that position, Montoya was a federal Indian law attorney working exclusively within the Indian tribes. Montoya expressed his appreciation of being here at Palomar, and will be a good resource, a colleague and a teammate in Senate endeavors.

D. Recommended Changes to Faculty Hiring Procedures & AP 7120 (see Exhibit 6 and 7)

President Versaci presented the two major hiring exhibits indicating that this is the first reading only with the expectation that they will come back again to Senate in early fall. The work group that was formed last fall included Senator Lawson, Versaci and Hossna Sadat-Ahadi. The two exhibits are the Faculty Hiring Procedures adopted by Senate in 2018 and the District's AP 7120 which covers all hiring. The whole impetus for this was to reexamine the hiring procedures and to recommend ways to improve diversity. Versaci said there are many barriers to hiring diverse faculty and the biggest barrier comes in play in the initial applicant pool, primarily in the first round interviews. Travel for those interviews is not reimbursed by the District which can eliminate good candidates. To maintain a fair and equitable process, all first round interviews should be conducted the same way...remote or in person. However, conducting face-to-face interviews provides better assessment so pushing the District to conduct first level interviews remotely is not a good solution. Versaci's personal view is to push the District to compensate the travel as is done in second round interviews. Versaci added that first round faculty interviews do include a teaching demonstration. Teaching is something that is conducted in front of a classroom with a live element.

Senator Wendy Nelson stated that she believes first round interviews can be conducted via ZOOM. Candidates may have other issues other than money for not being able to come for a face-to-face interview. Some candidates may even ask for a ZOOM interview if they are unable to come to campus. She also asked if any research has been done on this issue since Skype interviews have been conducted for a considerable amount of time.

Senate VP Fererro agrees that the District should provide compensation for first level interviews. This practice is done by neighboring colleges. She shared that it should be a decision made by the department. Some will prefer face-to-face interviews while others may be okay with a ZOOM interview. Fererro doesn't want to see that option removed entirely. She has personally participated in interviews over the last year via ZOOM and some have worked well.

Hossna Sadat-Ahadi added that there is a huge difference between being able to meet the candidate in person and being online. She said we must think about the inequities of those who can't be face-to-face and how do we give equity to them by allowing them to be paid and compensated for their travel. We kept it as an option. For someone who has financial barriers, they are not coming to the first level interview and most likely, if you look up the racial wealth gap, it's people of color.

Several Senators expressed their concern that a ZOOM interview would not be an option for their department's hiring. All agreed that all candidates vying for a particular position should be interviewed the same way; in person or via ZOOM or at least given the option. Coming to campus provides a better experience for the candidates as well and Senators felt that the District could compensate for this travel.

VP Montoya said that the process needs to be the same for everyone in the group of applicants to avoid claims of any discrimination.

Senator Adam Meehan stated community college hiring is very different than hiring at four year public colleges. In his experience, the format that must be followed here...we read questions but can't really ask follow up questions, is very different. During interviews at four year colleges, there seems to be much more dialogue in the interview. And, in trainings here, we've been told that a follow up question can only be asked for clarification of what the interviewee has already stated. He said that we must always follow the script written for us. VP Montoya said he would inquire into this policy.

Senator Zavodny reminded Senators that maybe three years ago, in order to expand applicant pools, Faculty Senate established that if a degree will be conferred by the start date, that person is eligible to be hired. Faculty Senate passed a resolution stating that if a candidate's degree would be conferred before their official hire date, that degree could be considered "in hand." Senator Zavodny said she would find the resolution and forward it to Versaci to be added to the document.

The exhibits will be edited and brought back to Faculty Senate in fall 2021. Versaci hopes the documents can be finalized by mid fall.

Motion 12 MSC: Zavodny/Faulkner

Faculty Senate approval to extend the meeting.

Abstention: Sabrina Santiago

The motion carried.

E. Summer Availability Survey

VP Fererro sent a survey to Senators asking for summer availability in case there is a need for a Special Faculty Senate meeting.

F. Spring 2021 Student Survey Summary of Findings

ASG Representative Kateri Mouawad shared a Summary of Findings from a spring 2021 student survey that was just conducted. The survey was sent to 5,000 randomly selected Palomar students which resulted in 308 responses. The focus of the survey was regarding the use of course packets, third-party proctoring, overall mental health, office hours availability, and some other privacy issues experienced during their online instruction. The results showed some improvements in the student's experiences this last semester over last semester.

Considerations that are being asked of Faculty Senate include the following:

- Privacy issues abound for many students due to the third-party nature of the proctoring service
- Test anxiety was one of the most common issues reported
- Technical issues limit the availability of the service to students, especially since not all computers run well with the programs in use

- Necessary implements such as glasses that would not be an issue in other settings or proctoring services, can become a hinderance and lead to a failed exam

Possible Recommendations for Faculty include the following:

- Hi Flex courses could reach an audience that we otherwise could not. Online courses have, despite their issues, proven affective and successful in providing educational opportunities
- Communication, or the lack thereof, seems to be the biggest issue students face. Having something like a student chat associated with Canvas could help break down those barriers

A more comprehensive and final Summary of Findings will be sent to President Versaci shortly to help faculty prepare for their courses.

Senator and TERB Coordinator Lawrence Lawson shared a brief summary of results for a survey that went out to faculty regarding student evaluations at the end of every course. 56% of faculty responding said “good idea.” 20% said “yes” but with some reservation mainly around not having this be part of the evaluation three-year cycle. The next step will be to work with PFF because this is a negotiated item.

G. **Part-Time Faculty Equity Issues** – Tabled until June 1, 2021

REPORTS

ASG (Mouawad)

- We will swear in our new candidates on our special meeting on the 24th!
- ASG end of year survey is live, and ASG will officialize our Student Bill of Rights at our Monday meeting.

By next meeting, I will no longer be an ASG member, so I want to thank all of the faculty who made our projects possible; without you, there would be no student voice to hear. Below is a summary of our end of year summary report, put together by VP Hussain. We’re excited to say we’ve accomplished most our goals while working through the nuances and uncertainty of a pandemic. I’m very proud of our ASG team for all of the commitment and dedication they’ve shown over the year, and for sitting though our meetings to hear the *wonderful* sound of my voice for an hour. Here are some of our significant accomplishments:

1. Having the most diverse Board Palomar College has ever had with representation from mothers, veterans, high-schoolers, non-traditional transfers, out-of-state residents, immigrants from other countries, and a wide base of religious and political beliefs to bring to the table.
2. Passing the first ASG budget with the plan to cut on reserves via deficit spending.
3. Increasing funding by thousands to ICC for the following year’s clubs.
4. Gave a total of \$7,000 in funding to STEM clubs on campus for summer innovation.
5. Student Summary of Findings, an ASG powered student wellness survey that was used to innovate change in online education environments. Second survey for Spring 2021 is in the works as of 5/17.
6. Representation with Ashley Gonzalez on the SSCCC Region X Communication Committee
7. Advocacy for progressive measures in SSCCC through the General Assembly.
8. ASG Podcast started and hosted by Marie Therese-Mouawad.
9. Complete restructure of the ASG Website www.palomar.edu/asn
10. Complete transfer from G Suite to Microsoft Offices.
11. Complete restructure of the Constitution
12. Complete restructure of the Bylaws

13. Establishment of Assignments for members, which would then be checked up on in biweekly evaluations.
14. Establishment of compensation for the Executive Board and Senators through the Constitution. To be ratified within the coming months.
15. Passing \$10,000 to enhance the student union spaces, as well as set up the meditation room.
16. Statements and consistency in regard to anti-racism. Includes a statement for both Black History Month and Asian Pacific History Month.
17. TERB, SPC and DE committee presentations about the Student Summary of Findings.
18. Online Elections held and establishing a board for the 2021-2022 academic year.
19. Online Events with prizes such as Halloween contests, Show and Tells, and most recently Palomar Storytime.

Again, thank you Senate, and have a wonderful summer break!

President (Versaci)

Here, at the end of what has no doubt been the most challenging academic year that we have experienced, I would like to thank all Senators, faculty leaders, and faculty serving on committees and councils for their hard work on behalf of students, fellow faculty, and the college in general. Over the course of this past year, we were able to accomplish a great deal, including the following:

- Met curricular & distance educational demands made by the State due to Covid
- Promoted DEI through various actions/initiatives
 - Establishing DEqCC
 - Enhancing our committee/leadership volunteer procedure
 - Crafting various statements/resolutions that we began to put into action
 - Establishing the Equity Teaching Practices page
 - Participating in the ASCCC DEI survey
- Discussed & began to address various challenges faced by students due to Covid
- Discussed & began to address issues faced by part-time faculty
- Helped navigate the move to the new governance model
- Established process to handle joint Senate-District faculty appointments
- Began process to revise faculty hiring procedures to help improve diversity

SSEC/SEA (Versaci)

The meeting on Friday, May 14 was cancelled. We are attempting to schedule one last meeting so that members of the AB705 Subcommittee can present their year-end report and recommendations, some of which probably require funding. The possible date for that rescheduled meeting is Wednesday, May 26.

SPC (Versaci)

SPC met on Tuesday, May 18. The main order of business was to approve BP/AP 7330 & BP/AP 5210—“Communicable Disease” and “Communicable Disease – Students,” respectively. These revised policies and procedures will require employees and students who return to campus to have received full Covid vaccination when one of the vaccines receives full FDA approval. After that point, the District will accept all vaccines that have received emergency FDA approval as fulfilling the requirement.

IPC Report (Versaci) - IPC no longer exists.

SSPC – No report.

HRPC – No report.

FASPC (Antonecchia) – No report.

PFF (Laughlin) – No report.

DEqCC – Diversity, Equity, and Cultural Competence (Aguilar/Sadat Ahadi)

The last DEqCC subcommittee meeting for the Spring 2021 semester is on Friday, May 21, 2021. DEqCC will discuss professional development workshops for the 2021-2022 academic year. We will also discuss the process and training regarding student and employee complaints about racism on campus.

Accreditation (Meehan) – No report.

Distance Education (Hiro)

1. Attendance Policy - Professor Amy Caterina asked if the committee should consider coming up with a recommended attendance policy for online courses and develop language that can be given to faculty. Members agreed to bring this back in the fall.
2. Professor Wade Rollins came to the Distance Education Committee to share his concern that Canvas is not working well with large videos files. The committee discussed it and directed DE Coordinator Erin Hiro to work with ATRC over the summer on this issue.
3. ATRC David Gray gave a presentation on four tools used for accessibility and discussed the pros and cons of each. Canvas has an accessibility checker. The ATRC just installed one called Pope Tech that is paid for by the state. The third tool is UDolt and the last is Blackboard Ally. Ally is up for contract renewal. Gray recommends all should be used but feels Ally is the best for faculty and students. DE Coordinator Erin Hiro and the ATRC will lobby to get Ally paid for the next academic year.
4. The DE Committee reviewed the Senate actions on the proctoring policy approval and agreed to work on developing better training as part of its goal for next year. Committee members also finalized an anonymous survey designed by the senate to ascertain the faculty needs for proctoring.
5. The DE Committee secured Guided Pathways Money to pay for @One courses. So far, faculty have asked for the DE Committee to pay for 21 courses with most focused on accessibility, humanizing and equity.

Guided Pathways (Nelson) – No report.

Policies and Procedures (Lawson) – No report.

Budget (Ferro) - No report.

TERB (Lawson) – No report.

Professional Development (Falcone) – No report.

AB705 Subcommittee (Anfinson)

- The AB705 Support Subcommittee met on 5/13/2021.
- We had a discussion on what we would like to include in a welcome event for spring 2022 as we welcome our students back to campus.
- We approved the April 2021 minutes.
- We discussed the lack of term limits for our subcommittee. We decided to roll over everyone and the committee is tasked with assigning 1-year and 2-year terms to its membership, roughly half-and-half (so half terms expire in '22, and half in '23) as first order of business in Fall. We reported this to Anastasia Zavodny.
- We read the following articles:
 - [ASCCC AB705 Presentation – Spring 2021 Plenary](#)
 - [CAP AB705 Checklist for Strong Implementation](#)
 - [CCRC: Caring Campus Initiative](#)
 - [Mapping Equitable Access to Math at California Community Colleges](#) (PPIC)

- Erin Feld reported on her Ph.D. research findings regarding interviewing English faculty with regards to AB705.
- Report from members of the AB705 Workgroup on the definition of throughput Palomar College is going to use.
- Guided Pathways asked our group for a definition of underprepared students. Tracy Fung suggested we use the AB705 definition. Glyn Bongolan suggested we change “underprepared” to “underserved.”
The Subcommittee voted that our campus use the definition of underserved students as those who are disproportionately impacted (as identified by research).
- The Subcommittee reviewed the equity gaps in our AB705 data, and then started the discussion of how to close those gaps. This discussion will continue in fall 2021.

Sabbatical Leave (Lawson) – No report.

Equivalency (Towfig) – No report.

Faculty Service Areas (Mudgett)

The FSA committee completed the following goals of the 2020/2021 academic year:

Goal 1: Improve the understanding of Faculty Service Areas amongst the faculty

- Streamlined the FSA website with resources, information and definitions, and forms easily identifiable and accessible
- Clarified the FSA website to distinguish personal FSAs from discipline FSAs
- Provided step-by-step process for discipline and personal FSAs
- Updated discipline and personal FSA forms to include a fillable pdf feature. The personal FSA form now includes additional details for personal FSA applicants to demonstrate competencies

Goal 2: Improve communication of the importance of FSAs and the 10+1+1

- Designed email templates with step-by-step processes and communicated to Chairs with references to Education Code and Board Policy and Procedures 7211, Article 18 of the PFF contract, and Education Code 87743

Goal 3: Increase discipline approved/Board approved FSAs by 50% by the end of the academic year

- 26 discipline FSAs approved representing close to a 60% increase in approved discipline FSAs

Credit for Prior Learning (Rose)

Palomar continues to lead the CCCs in Credit for Prior Learning throughout the state, with over 150 CPL eligible courses from 30+ disciplines and growing.

This past spring, Palomar collaborated with Saddleback to host the CPL Lunch and Learn workshop series and participated in several more workshops to inform and support CCC colleagues throughout the state. Workshops and materials are posted on our [CPL website](#).

On April 14th, our new CPL electronic petition form was launched that seamlessly walks students, faculty and staff through the CPL petition process from start to posting CPL on the student’s transcript. It was a collaborative effort between many departments. Special thanks to Tina Barlolong, Bethany Contreras, Rebecca Diaz, Mandi Horn, John Lewis, Richard Loucks, Krista Lough, Kendyl Magnuson, Jamie Moss, Ben Mudgett, Nichol Roe, Teresa Romero, Polly Shafer, and Cassandra Stone.

As of today, 14 students have launched 44 CPL petitions in four disciplines:

- Military Leadership (MIL) - 10
- American Sign Language (ASL) - 1

- English as a Second Language (ESL) - 2
- Accounting (BUS) – 1

CPL SUMMER WORKSHOP

Full-time faculty and disciplines leads, join this two hour workshop for Credit for Prior Learning, to build your course inventory and assessment methods in a collaborative, faculty driven process. Bring a buddy from your department or discipline, and we will help you complete a pre-created template for your department. You will also learn the process of Credit for Prior Learning, from student survey to grade transcription.

- **When?** June 8th, 10 am-noon, Credit for Prior Learning (June 8), **register by June 6th please.**
- **Compensation?** Yes, 2 hours for the workshop and 1 hour of prep, at your non-instructional hourly wage.
- Will it be informative and will you have a product at the end of the session? Yes!
- **Why Credit for Prior Learning?** To provide college credit for students' previous knowledge and experience, and to fast track them to success.
- **Register** through the [PD Portal](#)
- To see Credit for Prior learning information, go to this link: Credit for Prior Learning at Palomar

ADJOURNMENT: The meeting was adjourned at 3:59 PM.

Respectfully submitted,

Molly Faulkner

Molly Faulkner, Secretary

EXHIBIT 3

June 1 2021							
Name	Division	Department	Committee/Council requested	Position	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?	What are the knowledge, skills, and abilities you will bring to this committee?	Action: Confirm
Jeffrey Epstein	SBS	Behavioral Sciences	Evaluations Appeals Committee	Faculty, At Large, alternate (*21-2*)	Racial justice, equity, and self-examination/critique are central pillars of my engagement with colleagues and students. As a member of Palomar's White Allies group, Co-chair of Behavioral Sciences, and an instructor, I have a demonstrated commitment to equity and antiracism. For example, in meetings with the Dean and VPI, I have requested that the administration remain accountable and transparent in progress made toward meeting the DEI goals. I have completed many anti-bias PD trainings, and I have been working on decolonizing my syllabus (for many years now) and building internal antiracist resources for the department to use in their respective disciplines. I have also been reading scholarly articles on the ways in which bias intersects with the evaluations process. It is complex and nuanced, but my training and advocacy position me well to incorporate equity into the evaluations appeals process.	Like any tenured faculty member, I have served on many committees for full and part time instructors. As chair, I also regularly review a wide range of evaluations from six distinct disciplines. As Chair, I also work closely with TERB. With respect to the DEI and antiracism, as noted, I have been requesting the Dean of SBS and the VPI to provide chairs and directors with regular updates on Palomar's antiracist progress. I have communicated this with faculty members in my department, then took their feedback back to the Dean and VPI. I supported UMOJA in adding a Sociology course for Fall. I am the faculty mentor for the Philosophy Club which is specifically anchored upon the contributions of non-traditional figures of philosophy, including women racial and ethnic minorities, and LGBTQA+ thinkers. Before the pandemic, I worked with students in unpaid directed studies courses on gender violence, racial and economic equality. My syllabi are constantly revised in terms of assessment, content, and organization in order to further decolonize the syllabus and make it more accessible to all students. So, while some of these efforts are not specific to the evaluations appeal committee, they demonstrate my commitment to campus-wide efforts for DEI and antiracism that I bring into every professional responsibility.	
Vickie Mellos	L&L	ESL	Curriculum	Faculty, L&L (*21-24)	I will be working over the summer with a group to plan ways to bring equity and antiracism into Course Outlines of Record and making recommendations for future trainings for faculty. I am really excited to participate in this summer project with other faculty.	In this committee, I will advocate for the needs to ESL students, who have diverse backgrounds and cultures. I have been committed to raise awareness in my classes about racism and also self-reflecting on my own biases. All of these changes I plan to share with the curriculum committee and the GE sub-committee.	
Dana O'Callaghan	Student Services	Counseling	Equivalency Committee	Faculty, Full Time Counseling (*21-23)	Ensuring that an equity and antiracism framework is integral in my work on the Equivalency Committee. Reviewing documents and evaluating for equivalency for faculty positions require strict standards and practices. My work on the committee is to partake in the process of evaluating for equivalent minimum standards and we, as a committee, uphold the standards and practices. Any other factors impacting this process that do not follow the standards and/or do not ensure equitable evaluation of applications are a part of my responsibility as a committee member.	I served on this committee for the past two years, however due to the amount of knowledge and experience to understand the process of this committee, I believe, requires additional terms. My skills that relate to this committee include my knowledge and experience evaluating student transcripts constantly in my role as counseling faculty. I evaluate students' educational documents from various institutions and this experience is utilized when serving on this committee.	
Peter Ovwovwio	AMBA	Business	Curriculum Committee	Faculty AMBA (*21-24)	I had always wanted to reach out to the student population through participation in designing courses and programs that are diverse and inclusive. I think as part of this committee I should be able to play a role in helping our student community feel wanted and understood by the content of the courses they select to take. Therefore, courses that are designed without an adequate attention to diversity, equity and inclusion would receive the needed help from my insight.	I had served in the Curriculum committee at a different college and the skills learned should transfer in participating in the processes here at Palomar.	
Wing Cheung	MSE	Earth Sciences	Career Education Committee	Faculty, Instructional (*21-23)	I will uphold the committee's mission to encourage CTE programs to not only recruit students from nontraditional and underserved populations, but also promote activities that enhance the retention and completion of those students.	I have served on the Perkins Committee for a number of years, and I enjoy learning about the variety of CTE programs we have on campus, as well as the innovative strategies that different programs implement to broaden access for our diverse student population.	
Barbara Hammons	SBS	Child Development	Distance Education	Faculty, SBS (*21-23)	As a member of the DE Committee I will strive to ensure my behavior in words and deeds reflect my advocacy to work towards an equitable environment that is free from all bias and racial discrimination and will work towards identifying such acts and help to eradicate them by challenging the negative impact on the academic environment.	A genuine interest in learning how technology has changed over the past years and the impact it has had on faculty and students. I have become excited how "older" faculty have, through unusual circumstances, learnt they have the ability to become effective on line teachers.	

June 1 2021 Dean SBS				
Name	Department	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?	What are the knowledge, skills, and abilities you will bring to this committee?	Action: Confirm
Patricia Dixon	AIS	The first step is recognizing and addressing my own myopic vision and biases which limit my appreciation of differences in experiences of diversity, equity, inclusion and racism. The second step, which still includes the first step, is to actively engage in learning the uniqueness and value of those individuals and their communities and what they bring to the table, the third step is to embrace this knowledge and use it to direct choices and engagements in my interactions with policies and individuals in the Palomar community. The fourth step is to be humble and willing to accept guidance when I screw up.	As part of the American Indian Studies Department I have, with fellow faculty, engaged in the process of validating and updating the pedagogy and curriculum of selected courses to meet the 1460 legislation requirement to address the challenges of diversity, equity, inclusion and antiracism. Our courses were recently approved by the Chancellor's Office. I don't think a laundry list of reading books, attending workshops, writing statements, serving on committees pursuing goals of implementing DEI (which I have done) is the answer I want to give. My answer is I am a level-headed person who works to see all sides of a story. I have no interest in glory or being right. I want people to be treated and appreciated for who they are and what they can bring to campus to make us more than a safe place to be different but to be a place to enjoy being different - maybe even creating a new Us.	
Laurel Anderson	Child Development	In this hiring committee, as in my life, I strive to be culturally competent and inclusive. As I work to improve my cultural competency, I continue to learn about different cultures, attend diversity-focused conferences and workshops, and learn more about who I am within the context of my community. Over the years, through interactions (and, frankly completing the Harvard Implicit Bias tests) and introspection, I am aware of many implicit biases I hold. Through this introspection, I work hard to unlearn and relearn as I strive to be more inclusive in both my behaviors and my words. I know I am a work in progress, but I AM working hard. My grandson is a child of color. Through his eyes, I see a world in need of transformation. As a change-agent, I am continually working to be more equitable and anti-racist in my home, my profession, and my community. As a hiring committee member, I will be very cognizant of systemic and institutional racism. I will be open-minded to the views of the committee, the applicants, and the process so as to create a harmonious environment for choosing a dean who will embrace all of the diversity, anti-biased, inclusive and anti-racist efforts we are employing at Palomar College	Over the past two decades in higher education, my skill set has grown exponentially with regards to instructional and administrative practices. Teaching, coordinating and facilitating programs, and, for the past two years, chairing the Child Development department affords me the opportunity to learn about the multifaceted collegiate components. Over the years, I have served on numerous hiring committees, mentored interns and newly hired faculty, served on tenure committees, created new programs (including state-funded initiatives), lead faculty groups, taught anti-bias curriculum, and more. I would be honored to be a part of this committee and will do my very best to assist Palomar in the next step in our adventure together. Thank you. Thank you.	
Angelica Yanez	Ethnic Studies	My teaching, training, community service, and degrees in Chicano, Women, and Ethnic Studies focus on anti-racism work.	I would like to share my knowledge of Ethnic Studies and my training regarding anti-racism efforts.	
Betsy Pain	Anthropology	This last semester, I read the book How to be an Antiracist by Ibram X. Kendi. I learned that to be an antiracist is a process, often times exposing yourself to ingrained thoughts covered up by years of saying, "I'm not a racist." I learned that to be an antiracist, I need to be humble from where I come from and acknowledge my white privilege. I learned that to be an antiracist, I need to come from a lens of humility and openness. If selected to be on the hiring committee's search for the Behavioral Sciences Dean, I will use an equity and antiracism lens to help find the candidate that has demonstrated past achievements regarding diversity, equity, inclusion and antiracism.	I wear many hats at Palomar College. One is being an anthropology professor. My main goal is to teach students how to see other people through their eyes, to not be quick to judge, but to listen and learn, to build bridges, not to tear them down. I'm also the Archaeology Program Coordinator. Palomar College has one of the best hands-on archaeology programs in California. We are currently working at one of the oldest adobes in San Diego County located in Rancho Penasquitos. This fall, 2021, will be our 11th year of offering excavation classes at the site. Our research at the adobe is to learn about the people who worked the ranch. Who were they, seasonal ranch hands, the Kumeyaay, the Chinese? Our job is to give voices to the voiceless. My other job as the Archaeology Program Coordinator is to recruit and train future archaeologists. Because there is a lack of diversity in the field, we have made a concerted effort to reach out to AVID and Native American students at the local high schools. We would also like to work with Palomar's Umoja community. Outside of Palomar College, I serve on the board at the San Diego Archaeological Center as the Education Coordinator. I am currently working with one of the local Cultural Resource Management companies who would like to offer archaeology scholarships to underrepresented students at Palomar College.	
Leigh Marshall	Kinesiology and Athletics	It is extremely important to me that in the classroom, on the court, and on this hiring committee I make sure that I implement a diverse approach to teaching, coaching, helping to onboard a new Dean, that is aware of differences such as race, religion, culture, and sexual orientation. This work has really just begun at Palomar and I am excited to contribute to the antiracism framework and the Anti Racist goals at Palomar College. I want to help with fostering a community of empowerment and encouragement as well as addressing and incorporating antiracist practices and implicit and explicit bias.	This year I was lucky enough to be a part of the California Community College Equity Leadership Alliance and have had a chance to represent Palomar in one of the eConvening sessions talking about implicit bias. I have continued to be an active learner attending workshops and smaller and large group discussions. I have joined the American Association of Women in Community College and am also a part of the Empowered Womxn team at Palomar College. On the Athletics side, which is the most diverse group of students on campus, I continue to represent Palomar College as a member of the CCCAA Executive Board, I am the State Secretary, and I am also the Pacific Coast Conference Representative. This allows me to continue to develop my knowledge of rules, regulations, and bylaws that directly affect our student-athletes. I am also a member of the WBCA (Women's Basketball Coaches Association) which is a country wide organization. I have attended and joined a group of coaches that are determined to lead from the front and are focused on fostering a healing community among our student-athletes and coaches and helping to create empowerment among young men and women. We have committed to taking action and making change in our communities	
Travis Ritt	EHPS	I have served on a number of hiring committees and in each of them I have done my best to read applications "blind". I want my decision on who to move forward to be based on qualifications and not driven by any kind of hidden bias. I would like to say that I have been successful in that as the end of each process the perceived best person has been hired for the position. I plan to bring this same process to this hiring committee.	I have served on a number of high level hiring committees and so I know the importance of making sure that the correct person is hired into these administrative roles. Additionally, as the discipline lead in World History I will be working closely with the new dean as I advocate for more opportunity for our students in the form of more robust and region-specific history classes that capture the histories of our diverse student body.	
Sylvie Mccann	ECE Lab school	I will respect everyone and do not judge anyone by genders, colors, religious belief or any other cultures. I believe that unity and respect of the individual is extremely important.	Taking seminars on equity, diversity and antiracism and inclusion in Early Childhood setting. I also took the National Equity Project seminar, Implicit Bias, Structural Racialization and Equity, Also took some at Palomar.	VOTE for 1:
Tamara Holthaus	ECE Lab School	Hiring committee members must reflect the values of Palomar College. I understand and fully support Palomar's goal to build an antiracist framework through collaboration. I am committed to learning more about inclusive practices and the diverse population in which I work and live. As a committee member I will demonstrate these values by doing my best to view each candidate with equity and through a non-bias lens.	I have been on several hiring committees. I am very familiar with the hiring committee process. I have a passion for advocacy. As an early childhood educator I have spent many years advocating for young children. Supporting diversity, anti-bias education, and inclusive practices is the foundation in which early childhood education is built on, it is the core of our curriculum, and what we teach young children. At the ECE Lab School, it is my role to ensure that our program engages the children in activities and that supports learning about equity, inclusion, and antiracism in a meaningful way. I feel that I do in my role supports the expectations of what a committee member should bring to the committee table.	

June 1, 2021			
Dean SBS Hiring Committee			
Senator LAST name.	Senator FIRST name.	ECELS Representative	
Aguilar	Eduardo	Select if choosing to vote for NO ONE.	
Craft	Lacey	Tamara Holthaus	
Dalrymple	Will	Tamara Holthaus	
Doyle Bauer	Alex	Tamara Holthaus	
Faulkner	Molly	Tamara Holthaus	
Fererro	Jenny	Tamara Holthaus	
Hernandez	Sergio	Tamara Holthaus	
Hiro	Erin	Tamara Holthaus	
Jarvinen	Jason	Tamara Holthaus	
Laughlin	Teresa	Tamara Holthaus	
Lawson	Lawrence		
Manneh	Beatrice		
Marshall	Leigh	Tamara Holthaus	
Meehan	Adam	Tamara Holthaus	
Miller	Susan		
Mudgett	Benjamin		
Nelson	Scott	Tamara Holthaus	
Nelson	Wendy		
Parker	Tina	Tamara Holthaus	
Rose	Candace		
Santiago	Sabrina	Sylvie Mccann	
Stephens	Elizabeth		
Towfiq	Fariheh	Tamara Holthaus	
Versaci	Rocco	Tamara Holthaus	
Wrathall	Reza		
Zavodny	Anastasia	Tamara Holthaus	
<i>ASG: none present</i>			



GOVERNANCE STRUCTURE GROUP REQUEST

Request submitted by: Anastasia Zavodny				Date: February 10, 2020 <u>May 24, 2021</u>		
Proposed Name of Requested Group: Comets Affordable Learning Materials Committee						
	Council	x	Committee		Subcommittee	Task Force
Action Requested:			Add		Delete	x Change
Role: Educate and promote the use of lower cost and zero cost textbook (<u>ZTC</u>) alternatives, including facilitating the creation of a ZTC degree.						
Products						
<ul style="list-style-type: none"> • <u>Provide Professional Development events focused on zero cost textbook alternatives and Open Educational Resources (OER)</u> • <u>Oversee financial support programs for faculty in conversion of courses to ZTC and OER.</u> • <u>Highlight faculty success in affordable textbook alternatives</u> 						
Reporting Relationship: Faculty Senate						
<ul style="list-style-type: none"> • Meeting Schedule: 2nd and 4th Mondays 1:00-2:00pm in room MD-301 						
Chair: 1 Faculty <u>Senator</u> Co-Chair, 1 Co-Chair; both elected from the CALM Committee body						
Members:						
<ul style="list-style-type: none"> • 1 Faculty member from each Division • 2 Faculty At-Large • Dean, Instructional Division • Member of the Distance Education Committee • Bookstore Manager or designee • ASG representative • <u>Library representative</u> • <u>DRC representative</u> 						

Approved: May 24 2021 at CALM Committee
 Reviewed by Faculty Senate:

Part-Time Faculty Equity

Supplemental Material / Exhibits

For distribution at Faculty Senate

May 24, 2021

Information Item: Part-Time Faculty Equity

Background.

The Faculty Senate began discussions in earnest regarding Adjunct/Part-Time Faculty equity in the Fall of 2020. These discussions lead to the formation of a Part-Time Faculty Equity workgroup, tasked with researching the current faculty experiences at Palomar College. The workgroup developed an anonymous survey and distributed it to all faculty in November 2020. Based on the survey responses and additional research, the workgroup created a report, *Summary of Findings: Equity and Inclusion for Part-Time Faculty Within Departments and the College*. This report was presented to Faculty Senate and adopted on December 14, 2020.

Additional work on Part-Time Faculty equity continued with the creation of a template for Department by-laws. This work was discussed over numerous Faculty Senate meetings, with final adoption of a recommended by-law template on February 22, 2021.

Senator Zavodny, with input from Palomar College's Part-Time Faculty Equity workgroup and faculty colleagues statewide, presented a resolution to the Academic Senate for California Community Colleges (ASCCC) at their Spring plenary. This resolution, *Create a Paper on Part-Time Faculty Equity* (Resolution 19.01 SP21), was adopted by ASCCC on April 17, 2021.

Today.

The Part-Time Faculty Equity workgroup presents to you today additional considerations for continuing the advancement of equity and inclusion for our Adjunct/Part-Time Faculty.

Considerations:

1. Creation of an informal Mentoring Program

Our Part-Time Faculty frequently teach at multiple colleges, each with their own unique deadlines, program names, and campus initiatives. An informal Mentoring Program could serve to aid our faculty and increase inclusivity and collegiality by providing a peer contact.

Both experienced Full-Time and Part-Time Faculty would be recruited to serve as Mentors, to be paired with small groups of interested Part-Time Faculty mentees. This could begin as a pilot program.

2. Recognition of Service

The college recognizes the years of service of our Full-Time Faculty. In the spirit of inclusivity and equity, a similar recognition could be extended to our Part-Time Faculty colleagues, as they too dedicate their time and expertise to the college. This recognition would mirror that already established for the Full-Time Faculty.