



Minutes of the
MEETING OF THE FACULTY SENATE
January 28, 2019

APPROVED

PRESENT: Melinda Carrillo, William Dalrymple, Jenny Fererro, Erin Hiro, Teresa Laughlin, Jackie Martin, Benjamin Mudgett, Wendy Nelson, Lillian Payn, Steve Perry, Travis Ritt, Candace Rose, Seth San Juan, Craig Thompson, Fari Towfiq, Anastasia Zavodny

ABSENT: April Cunningham, Kelly Falcone, Michael Hernandez, Sierra Lovelace, Tara Roach, Lori Waite

GUESTS: Jennifer Blackman, Jerry Jenkins, Kevin Kearney, Michael Lundell, Adam Meehan, Barb Neault Kelber, Leanne Maunu, Pam McDonough, Justin Smiley, Susan Snow, Rocco Versaci

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

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

Approval of Minutes:

Motion 1 MSC Thompson, Zavodny: Faculty Senate approval of the minutes of December 10, 2018, as amended. The motion carried.

Public Comment: Senator Teresa Laughlin shared information from the Academic Senate for California Community Colleges on The Brown Act as it applies to the meetings of all legislative bodies, and in this instance a reference to the Senate's Faculty Council. Laughlin noted that any additional meetings should be publicized. She also briefly outlined the role of the council as an advisory body to the Faculty Senate. In relation to Faculty Hiring, she said that according to Ed Code any changes to current policy on faculty hiring would have to be mutually agreed upon by the Senate and the Governing Board.

Guest Susan Snow reiterated the role of the Faculty Council as advisory according to the Faculty Constitution. She asked the Senate to review the current language in relation to the Council. Both President Blake and the Governing Board need to be aware of the council's role on the Senate.

Guest Barb Kelber reminded all that tenure comes with responsibility and an obligation to speak up. Tenured faculty have job security that many on campus such as deans and administrators do not have. Faculty need to represent shared governance and the role of faculty in that process.

Announcements: Senator Jenny Fererro announced that a faculty member is needed to serve as an alternate on the Policies & Procedures Committee.

Senator Teresa Laughlin announced that Meet & Greets are scheduled with Governing Board Trustees Norma Miyamoto and Mark Evilsizer on Thursday, February 21.

A Meet & Greet will be held with John Halcón and Nancy Ann Hensch on Thursday, March 21.

On Monday, April 15 a Meet & Greet will be held with Nina Deerfield.

Committee
Appointments:

Motion 2 MSC Hiro, Fererro: Faculty Senate approval of the following committee appointments:

Curriculum

Languages & Literature (19-21)
Vickie Mellos (FT)

Student Success and Equity Council

Languages & Literature (18-20)
Melinda Carrillo (FT)

Committee on Service Learning

MNHS (18-20)
Susan Miller (FT)

Oversight Committee, Grant Funded Programs

Faculty at-large (17-19)
Ashlee Lain (PT)

The motion carried.

Motion 3 MSF Hiro, Zavodny: Faculty Senate acceptance of the results of the ballot for the faculty appointment to the Policies & Procedures Committee as a faculty alternate. The motion failed.

Motion 4 MSC Hiro, Laughlin: Faculty Senate acceptance of the appointment of Susan Snow to the Policies & Procedures Committee as a faculty alternate. The motion carried.

Curriculum: There were no Curriculum items.

GE/ILO Assessment Plan for 2018-19: This item will be postponed until the February 4, meeting.

New PRP Forms: Dean Smiley provided an overview of the revised Program Review & Planning (PRP) process. Over the course of the past year, faculty have been asked to participate in the planning processes as a whole in hopes of streamlining the entire process. Working with Research & Planning has been useful as some specific sections on the forms are already in the system, and uses logic that will generate questions specific to your program or area. The data portion is not finalized, and Smiley said they continue to work and create training videos based on faculty input and useful information from previous PRP forms. Smiley said he hopes that the forms will be available for all faculty to submit by the end of the

semester. This item will be brought back for Faculty Senate Action at next week's meeting.

AP 4105 –

Distance Education: This will be discussed at next week's meeting.

Governing Board item to
Create an ad hoc
Committee addressing
BP 2510:

Travis Ritt clarified his intention of bringing this item to the Faculty Council and President Blake as an opportunity for dialogue and a starting point to educate the board on the years of work by faculty on the current hiring process.

Discussion occurred on whether there was an intent by the administration to review and potentially amend BP 2510 before the next hiring cycle. Some present also asked for clarity on how that determination can be made and who makes it. It was noted that the Governing Board has purview over Policies & Procedures, though the current Policy on Faculty Hiring refers to following the Faculty Hiring Procedure. In order to make changes to the procedure it would have to go through the current shared governance process and there is not sufficient time to do that prior to this cycle of hiring.

When the procedure was last revised in 2015 it was with the reference to the Faculty Hiring Policy, which was also updated with language of diversity and a reiteration of the importance of consensus. It would benefit faculty and administration to share our current process of shared governance, in which faculty's role is assured by Palomar College's 10 + 1 + 1, and by the California Education Code.

There has been discussion over the past several years in how to attract a more diverse, expanded pool of candidates; including sending out the announcements earlier, expanding recruitment, and compensation at the first level, among others. Senators and guests said there needs to be more research done on the root cause of why it is so challenging to meet those expectations and what could be done to make those improvements. Some faculty pointed out that even with the changes in language in the Hiring Procedure there hasn't been a movement diversifying the faculty; and that, in turn, is an indictment on faculty. More has to be done.

There was also discussion on whether this Ad Hoc Committee to address BP 2510 is needed and if it does move forward, senators and guests cited the need for sufficient faculty representation. This item will remain on the Agenda for further discussion next week. 111.A.7 & 111.A.12

Senator Craig Thompson distributed information to Senators on the hiring process and the role in faculty hiring. He asked that it be brought forward for Faculty Senate Action at next week's meeting.

ADJOURNMENT: The meeting was adjourned at 3:50 p.m.

Respectfully submitted,

Erin Hiro, Secretary