



Minutes of the
MEETING OF THE FACULTY SENATE
December 2, 2019

APPROVED

PRESENT: Richard Albistegui-Dubois, José Briceño, Melinda Carrillo, William Dalrymple, Alexandra Doyle Bauer, Jenny Ferrero, Erin Hiro, Teresa Laughlin, Lawrence Lawson, Jackie Martin, Adam Meehan, Wendy Nelson, Patrick O'Brien, Lillian Payn, Chris Sinnott, Craig Thompson, Fari Towfiq, Lori Waite, Anastasia Zavodny

ABSENT: Travis Ritt, Julia Robinson, Rocco Versaci

GUESTS: Susan Snow (Faculty), Linus Smith (ASG), Remy Arnold (ASG), Jon Walker (ASG), Rachel Alazar (ASG), Leanne Maunu (Faculty), Patriceann Mead (Faculty), Glyn Bongolan (Faculty), Justin Smiley (Dean), Barbara Kelber (Faculty), Ben Mudgett (Faculty) Candace Rose (Faculty)

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

CALL TO ORDER: The meeting was called to order by Senate President Craig Thompson, at 2:30 p.m. in room SU-30.

PUBLIC COMMENT:

Jon Walker, ASG representative and member of the Shared Governance Task Force, requested that Faculty Senate address a lack of permanent adjunct faculty representation on that committee and requested this item be placed on the agenda for next week.

Dance Professor Patriceann Mead told the senate that the proposed temporary, part-time staff cuts will be devastating to Performing Arts and World Drum and Dance. She said she cannot put on the regular performances without those staffers and will have to cancel major, annual dance and arts events. Mead added that she plans to meet with AMBA Dean Justin Smiley to ask for exemptions so that staffing theater shows, performances, and labs might continue. Mead recognizes the current fiscal crisis but does not think laying off all short-term employees is the answer. She added that these staffing changes will affect student completion rates for arts and dance programs.

English Professor Barbara Kelber stated that the last Student Success and Equity Council meeting scheduled for November 22 was cancelled just one hour prior to the meeting time. The last meeting was held months ago, when Star Rivera-Lacey was vice president of Student Services. Kelber said Rivera-Lacey had a healthy, vigorous agenda for the year focusing on equity with plans for it to become the Student Equity and Achievement Council. The SSEC can't evolve if it doesn't meet. The sub-committee AB705 support group has been meeting because they didn't want to lose the momentum and wanted to continue focusing on equity. Kelber told the senate that the cancellation of meeting after meeting, even with agenda item requests, is a consequence of the loss of leadership and should be placed at the feet of College President Joi Lin Blake. Kelber also said that Palomar had \$5.7 million in student equity funding and she has not seen accountability for that money. She added that Acting Vice President of Student Service Aidan Ely replied to an email from Kelber on this issue and pointed out that he was not solely responsible for the inactivity. Kelber said Ely wrote that the council is run by three people including Faculty Senate President Craig Thompson and the Vice President of Instruction Jack Kahn. Kelber told the senate she felt the SSEC has always been generated through Student Services and

it is the responsibility of vice president of Student Services. Kelber closed by stating that faculty needs to take charge when faced with voids of leadership in every group and every meeting, and always talk about student equity.

Senator Teresa Laughlin presented a petition for a California initiative that would close the loop holes in Prop 13. She asked interested senators to sign the petition. Senator Patrick O'Brien had the same petition for Riverside County residents and voters.

ANNOUNCEMENTS:

Senator Lawrence Lawson stated the Distinguished Faculty Award committee recently met and reviewed over 60 nomination packets and narrowed it down to 12 outstanding finalists, six part-time and six full-time faculty. Interviews will take place on Friday, December 6.

AGENDA CHANGES: Information items A,B,C and D will be moved forward, above action items.

APPROVAL OF MINUTES:

Motion 1 MSC Laughlin/Lawson: Faculty Senate approval of minutes of November 18, 2019 (Exhibit I) as amended.

The motion carried.

INFORMATION ITEMS (A, B, C, D only):

- A. **Middle College:** Counselor Glyn Bongolan and Dean Justin Smiley provided a middle college handout (Exhibit II) with facts about the program and a sample education plan for Orange Glen High School students. Palomar is in conversation with several high school districts about bringing high school students to Palomar campuses in a plan known as middle college. They told the senate that Escondido Union High School District has been working with Palomar on the concept and has a start date of fall 2020. Bonsall does not currently have funding for a middle school program. Discussions with Poway Unified is ongoing and they are trying to come up with a model that works for their district and students. This adapted middle school model is really just an extension of dual enrollment programs. However, Escondido Union refers to it as a middle college. When it opens, Orange Glen High school students will be attending Palomar classes at the Escondido Center. The classes will be open to current Palomar students with spots reserved for the high school students. If classes are held on the high school campus, those classes would only be for high school students. The program will start with one class of up to 100 9th graders and will grow to a maximum of 400 high school students. Middle college classes will be taught by Palomar College faculty who volunteer to participate in the program. Smiley said it is important for these high schools students to integrate with college students because it helps with their future college success. Senate faculty voiced concerns over impacts to current students, faculty and counseling. Smiley added that the middle college would bring in additional revenue to Palomar and that middle college high school students will help fill classes that would otherwise be cancelled due to low enrollment. Senator Patrick O'Brien questioned the proposed "target student" GPA beginning at 1.89 as cited by the Orange Glen High School Ed Plan and asked when Palomar faculty will have an opportunity to advise on this matter. Bongolan stated that the current senate session was the opportunity. Bongolan stated that the middle school concept was first shared with with Faculty Senate on November 5, 2018. To her knowledge, Bongolan said that at this time, Faculty Senate is the only constituent group on campus where the middle college concept was both presented and discussed. Discussions did take place at joint board meetings between Palomar and Escondido Union. Bongolan added that the middle college program has not been brought through the shared governance process at Palomar College. Dean Smiley added that any middle school policies will go through the official shared governance process at Palomar College. Counseling services are being improved to provide for these additional high school students. Barbara Kelber requested that this program be agendized again so that faculty can have a voice in decisions that are being made about the middle school program.
- B. **Constitutional Review Committee:** Tabled.

- C. Administration Hiring Practices: President Craig Thompson stated he spoke to the Acting Vice President of Human Resources regarding Faculty Senate’s inquiry on the legality of “acting” positions and sent a follow up email.
- D. Short-term Employee Dismissals: Faculty Leanne Maunu expressed her concerns regarding recent short-term, temporary employee layoffs that included 12 tutors at the Writing Center. She wondered how we can lay off tutors for the Spring semester with AB705 in place. Senator Lawson questioned the fact that the district has proposed hiring a new dean at this time while the district is contemplating cuts to short term hourly that directly affects students. Senator Teresa Laughlin stated how important it is for senators to attend the December 10 board meeting and to share those concerns. President Thompson added that during his last meeting with President Joi Lin Blake, Blake said that the vice presidents made the decision to cut temporary staff and she wasn’t aware of the December 20 deadline to layoff all short term employees.

ACTION:

A. Committee Appointments/Elections:

Motion 2 MSC Zavodny/Fererro: Faculty Senate approval to confirm committee appointment.

Campus Police Committee – William Clark – Faculty, Request for a Counselor 18-20
 Comets Affordable Learning Materials – Travis Ritt – Faculty At-Large
 Distance Education – Jerry Limberg – Faculty, CTE 18-20

The motion carried.

Motion 3 MSC Zavodny/Laughlin: Faculty Senate approval to accept the results of the ballot for committee elections.

Hiring Committee VPSS – Veronica Aguilera – Faculty, Student Services
 Hiring Committee VPSS – Patrick O’Brien – Faculty, Student Services

The motion carried.

Motion 4 MSC Sinnott/Laughlin: Faculty Senate approval to confirm faculty position.

Title V/STEM Activity Director – Kimberly Velazquez

The motion carried.

Motion 5 MSC Zavodny/Laughlin: Faculty Senate approval to accept the results of the ballot for committee elections.

Hiring Committee VPSS – P.J. DeMaris – Faculty, At-Large
 Hiring Committee VPSS – Glyn Bongolan – Faculty, At-Large

The motion carried.

B. Curriculum:

Senator Wendy Nelson, along with Professor Candace Rose, addressed questions asked at the last Faculty Senate meeting regarding the MIL program. The program is housed under the apprenticeship program. Existing Palomar College faculty will not be teaching the classes, but Palomar receives FTES. Under the State of California apprenticeship program, the employer teaches the classes and the teachers become Palomar College part time faculty. The employer pays the teachers.

Motion 6 MSC Nelson/Martin: Faculty Senate approval of curriculum actions approved November 20 (Exhibit III).

The motion carried.

REPORTS:

- A. Senate President: President Thompson reported that he and Vice President Martin met with College President Joi Lin Blake on November 19. As of today, there is a possibility that Pam Grasso, Faculty Senate’s administrative assistant, may be coming back to work for at least part of next semester. On November 22, Thompson attended a Guided Pathways meeting in El Centro. During the Thanksgiving break, Thompson learned that email voting is not allowed because voting needs to be public.
- B. Planning Council Reports:
Senator Jenny Fererro reported that IPC faculty members are reading comprehensive program reviews. President Thompson reported on behalf of Julia Robinson. She wrote that the SSPC thoroughly discussed that not all students are paying the health services fee. Judy Harris, the director of Health Services, has been working on it, and has corrected and revised the fee waiver exceptions moving forward. Also an increase of \$2.00 to the student health services fee has been approved and will be implemented most likely next fall.
- C. Palomar Faculty Federation: Senator Teresa Laughlin encouraged senators to attend the December 10 Governing Board meeting.
- D. ASG: ASG Representative Jon Walker announced that on December 4, an event called Winterfest will take place on campus with 23+ clubs in attendance. Hang-Out-With-ASG is set for December 11.
- E. Guided Pathways: Senator Wendy Nelson stated she was not impressed with the information she heard at the Guided Pathways event in El Centro on November 22.
- F. Budget Committee: Tabled.
- G. Senate Committee Reports: Tabled.
- H. Other Reports: Senator Erin Hiro reported that the letters faculty received about FSAs were different than the department FSAs currently under review at the FSA committee. Faculty who have questions about the letter and the FSA they were hired under need to contact Human Resources.

INFORMATION ITEMS:

- E. Effective Program Review: President Thompson researched program review processes and oversight (Exhibit IV) for various regional community colleges and determined that according to the data, Palomar College is disassociated with the process. In addition, the makeup of review committees suggests much larger participation by faculty. In a spontaneous straw vote, senators agreed that President Thompson should suggest to SPC that IPC should have a faculty co-Chair.
- F. Senate Goals: Tabled.
- G. Webpage Workgroup: Tabled.
- H. Policies and Procedures: Tabled.

ADJOURNMENT:

The meeting was adjourned at 3:50 PM.

Respectfully submitted,

Erin Hiro, Secretary