



Minutes of the
MEETING OF THE FACULTY SENATE
April 27, 2020

APPROVED

- PRESENT: Jose Briceno, Melinda Carrillo, Alexandra Doyle Bauer, Erin Hiro, Teresa Laughlin, Lawrence Lawson, Jackie Martin, Adam Meehan, Wendy Nelson, Patrick O'Brien, Lillian Payn, Travis Ritt, Chris Sinnott, Craig Thompson, Fari Towfiq, Rocco Versaci, Jon Walker (ASG), Anastasia Zavodny
- ABSENT: Richard Albistegui-Dubois, William Dalrymple, Julia Robinson, Lori Waite
- GUESTS: Rachel Alazar (ASG), Mark Bealo (Faculty), Linda Beam (VP of Human Resources), Kelly Falcone (Faculty), Katy Farrell (Faculty), Barbara Kelber (Faculty)

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

CALL TO ORDER: The video conference meeting was called to order by Senate President Craig Thompson, at 2:30 pm.

PUBLIC COMMENT: On behalf of tenured and tenure-track English Department faculty members, Dr. Barbara Kelber, chair of the English Department, addressed Senators regarding the administration's decision to dissolve the Reading Services Department (EXHIBIT I) and move the two, full-time faculty members into the English Department starting July 1. Kelber said that on April 14, 2020, acting VPI Shayla Sivert informed her of the district's plans for the administrative transfer of Katy Farrell and Erin Feld and the establishment of Reading as a discipline in the English Department. Kelber said neither English faculty or Reading faculty were consulted on the decision. Kelber said the English Department wants to help and support Reading faculty but felt the transfer was handled poorly. The English Department acknowledges that this action is within the district's rights, but asks that the district refer to Article 7 of the Collective Bargaining Agreement and the specific, highlighted language in Exhibit I. The English Department seeks the district's formal acknowledgement that Article 20.2.3 of the Collective Bargaining Agreement was not observed in the planning for these district actions. The English Department takes this opportunity to offer these concerns as a cautionary tale to all who might be vulnerable in departments and programs where reorganization will almost certainly continue. Kelber will be reading this memo to the Governing Board at its meeting on April 28, 2020.

I.A.1, I.A.1, I.B.1, I.B.2

Kelber closed her statement by announcing her retirement effective June 30, 2020.

ANNOUNCEMENTS:

Senate President Craig Thompson asked for volunteers to serve on the Scholarly and Professional Achievement Award work group. Three nominees have been submitted. Senators Lawrence Lawson, Wendy Nelson and Rocco Versaci volunteered to assist with selection.

Thompson requested a volunteer to serve on the Employee of the Year Task Force.

Senator Teresa Laughlin reminded Senators of the State of The Union ZOOM meeting on Wednesday, April 29th from 3 to 4 pm.

AGENDA CHANGES: Information items will precede Action items.

APPROVAL OF MINUTES:

Motion 1 MSC: Sinnott/Laughlin Faculty Senate approval of minutes of April 20, 2020 as amended (Exhibit II).

The motion carried.

ACTION:

Motion 2 MSC: Lawson/Zavodny Faculty Senate approval to extend the meeting five minutes.

The motion carried.

A. Committee Appointments/Elections: None.

B. Curriculum: None.

C. Palomar Pathway Titles:

Motion 3 MSC: Zavodny/Towfiq Faculty Senate approval of the following Palomar Pathway Titles:

Business
Science, Technology, Engineering and Math
Trade and Industry
Health and Public Services
Humanities and Languages
Arts, Media and Design
Social and Behavioral Sciences

The motion carried.

REPORTS:

A. Senate President: Tabled.

B. Planning Council Reports: Tabled.

C. Palomar Faculty Federation: Tabled.

D. ASG: Tabled.

E. Guided Pathways: Tabled.

F. Policies and Procedures: Tabled.

G. Budget Committee: Tabled.

H. Senate Committee Reports: Tabled.

I. Other Reports: Tabled.

INFORMATION ITEMS:

A. Student Learning Outcomes: Co-coordinators Mark Bealo and Katy Farrell presented the 2019-20 activities and priorities for SLO. They are as follows: 1) Continue to assess all course and program outcomes at least once every three years 2) Align course outcomes to program outcomes and GE/ILOs to assess and ensure learning 3) SLO review added to course/program curriculum review process 4) Use GE/ILO assessment data to assess

learning, improve teaching, and identify equity gaps 5) Work with General Education Curriculum Subcommittee to align GE/ILOs with general education requirements and create plans for assessment and 6) Develop Teaching Excellence Website.

The complete SLO presentation can be viewed here:

<https://docs.google.com/presentation/d/1dKn9Dd3vw9bEvdylf4HHskDV-dNcFP3pMYKgntHIURA/edit>

I.A.1, I.A.1, I.B.1, I.B.2

B. Faculty Hiring Procedure: Acting Vice President Linda Beam addressed Faculty Senate regarding the most recent faculty hiring procedures that were to be presented to the Board of Trustees. She had concerns about the information in the draft because it was incongruent with existing board policies and administrative procedures. The current policies and procedures were last reviewed and adopted in 2015. An area of concern is a statement that says that the faculty hiring procedures take precedence over the administrative procedures. Another statement indicates that once the hiring process has commenced, that position can only be canceled by consensus or majority of the selection committee. Currently, HR will ultimately run that recruitment and can make a determination whether a position is canceled at the direction of the superintendent/president. Another concern Beam shared provides a change in language that states a joint selection committee will select the finalist or finalists, to whom the tentative offer of employment will be extended and be recommended to the Governing Board. Beam feels that is a huge change because it's the superintendent/president that has been delegated that responsibility through board policies and administrative procedures. It is the superintendent/president who makes the recommendations for employment. Beam added that when she first read the new proposed policy, she was trying to understand if there were specific issues and concerns present. She wanted to know what Faculty Senate was trying to accomplish. Are these simple updates, over-complicated, and was this a one-time thing or a pattern that triggered this proposed change.

Senator Lawrence Lawson asked VP Beam if these were the reasons why she blocked the proposed hiring process guidelines from going to the Governing Board for approval. Beam confirmed these were the reasons and added that whenever there are hiring procedure changes, the HR department should be involved in the vetting process. She stated she didn't know if this occurred because her staff is finding operational inconsistencies in the processes. Beam also questioned whether Faculty Senate was able to create these hiring procedures on their own and in isolation without vetting them through some of the constituent groups. Lawson responded by stating that Faculty Senate created and updated the hiring guidelines based on Faculty Senate's 10+1+1. He added that it has been past practice at Palomar College where the decision has been made by consensus but current deviation or erosion from that practice in the last couple of years is why Faculty Senate updated "what was supposed to be happening." Senator Teresa Laughlin asked VP Beam if she would enumerate her issues and concerns in writing for Faculty Senate so those items can be fixed, and then meet as a body to push these new guidelines forward. Laughlin stated that it's been over a year and a half since this was to go to the Governing Board. VP Beam stated that her staff is currently reviewing the guidelines.

Dr. Barbara Kelber addressed VP Beam, stating that she is the person who took the lead on the revision in 2015. That revision had to do with emphasizing Palomar's commitment to diversity. Since then, faculty had a situation with former College President Joi Lin Blake, where Kelber said Blake disregarded policies, not just related to the faculty hiring procedures, specifically, but irregularities that encroach on AP7120 as well. As far as HR review and/or consultation, the 2015 version was carefully reviewed line by line by VPHR John Tortorolo and HR Manager Lisa Hornsby. Kelber added part of what VP Beam is seeing now as changes are in some ways what captures the history of our trying to hold on to our 10 +1+1. Kelber further stated that consensus does not take

the president out of the situation. She said faculty at Palomar values past practice before President Blake where it was 74 years of consensus.

Senate President Craig Thompson asked VP Beam if she recognizes the fact that the Faculty Senate, under matters which are under their purview, such as hiring in the 10+1+1, have the right to take something directly to the Governing Board. Part of the strength of the Faculty Senate is the right to place something before the Governing Board. The Governing Board should react directly to the Senate. For this reason, Thompson doesn't think that there should be an intermediary between Faculty Senate reaching the Governing Board. VP Beam responded that whenever there's something that's being proposed that affects a department or a process, under normal circumstances, there's an advantage of working with affected individuals or departments. Beam cited academic policy that says that the Governing Board delegates authority to the superintendent/president to authorize employment. Thompson responded by saying this is a discussion that we should be having with Governing Board Members.

Senator Lawson asked Beam when she would be able to come back to Faculty Senate and provide the feedback she's been collecting and Beam said it most likely will be Faculty Senate's last meeting of the semester, to at least begin the dialogue.

I.A.1, I.A.1, I.B.1, I.B.2

- C. President-Elect Status: Senate President clarified a section of the Faculty Senate approved meeting minutes dated April 13, 2020. The minutes state, "Senate President Thompson ruled that any full-time "currently serving" Senator is eligible to run for President-Elect and if the nominee's membership term expires before completing the two-year role, the nominee's Senate membership term will be automatically extended." Thompson has re-thought this action and asked Senators if Rocco Versaci needs to "run again" for Senate. Several senators said "yes" and Senator Versaci stated he has already submitted his application for Senate.
- D. Committees via Zoom: Tabled.
- E. ASG Concerns Regarding Online Teaching: Tabled.
- F. Constitution, Brown Act, Bylaws: Tabled.

ADJOURNMENT:

The meeting was adjourned at 3:55 PM.

Respectfully submitted,

Erin M. Hiro

Erin Hiro, Secretary