



Minutes of the
MEETING OF THE FACULTY SENATE
September 14, 2020

APPROVED

PRESENT: Eduardo Aguilar, Lacey Craft, William Dalrymple, Alexandra Doyle Bauer, Kelly Falcone, Katy Farrell, Molly Faulkner, Jenny Ferrero, Erin Hiro, Jason Jarvinen, Teresa Laughlin, Lawrence Lawson, Beatrice Manneh, Jackie Martin, Adam Meehan, Susan Miller, Kateri Mouawad (ASG), Ben Mudgett, Scott Nelson, Wendy Nelson, Patrick O'Brien, Candace Rose, Elizabeth Stephens, Craig Thompson, Fari Towfiq, Rocco Versaci, Ellen Weller, Anastasia Zavodny

ABSENT:

GUESTS: Patriceann Mead, Rachel Alazar, Rodolfo Jarobo, Leigh Marshall, Vikash Lakhani, Bill Jahnel, Diane Studinka, Dr. Angélica Yañez

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 COMMENT: Senator Will Dalrymple stated he was pleased to see Faculty Senate actively supporting the antiracism initiatives on campus that will make meaningful change. It is his hope that by addressing policies and issues at Palomar, the inequities for adjunct faculty may also be addressed during this time.

ANNOUNCEMENTS: Senator Lawrence Lawson announced that open office hours (ZOOM) for TERB are on Wednesdays from 11 AM to 12. More information can be found at:
<https://www2.palomar.edu/pages/tenureandevaluations/>

Senate President Rocco Versaci announced that the new representative from ASG will be Kateri Mouawad, Executive Vice President.

Senator Ellen Weller thanked those who attended Concert Hour last Friday night celebrating 30 years for the Performing Arts Department. It was a fabulous event. She also invited faculty and students to Thursdays at 1 PM for musical events.

AGENDA CHANGES: None

APPROVAL OF MINUTES

Motion 1 MSC: Thompson/Laughlin Faculty Senate approval of minutes dated August 31, 2020 as amended (see Exhibit 1).

The motion carried.

ACTION

- A. **Curriculum** – Senator Wendy Nelson reminded everyone that DEs are still moving forward. There are 30 to 40 classes still sitting in the queue waiting for faculty to make changes before the class is approved. Please keep an eye out for an email from Curricunet and respond right away.

Motion 2 MSC: Nelson, W. /Faulkner Faculty Senate approval of curriculum actions dated September 2, 2020. (see Exhibit 2).

The motion carried.

B. Committee Appointments -

Motion 3 MSC: Zavodny/Faulkner Faculty Senate approval to confirm the following committee appointments (see Exhibit 3).

AB705 – Glyn Bongolan – Faculty, Counseling
CALM – Michael Dudley – Faculty, SBS (20-22)
CALM – Joseph Lucido – Faculty, CTE (20-22)
CALM – Wendy Metzger – Faculty, Counseling (20-22)
Service Learning – Michael Hernandez – AMBA (20-22)
Equivalency – Michael Dudley – At-Large (20-22)
Human Resource Services Planning Council – Michael Dudley – Faculty, At-Large (19-21)
Sabbatical Leave – Marquesa Cook Whearty – Faculty, Tenured, AMBA (20-23)
SSEC/SEA – Glyn Bongolan – Faculty, Student Services (20-22)
Student Success and Equity Council – Wendy Metzger – Faculty, DRC (19-21)
Title V Steering – Wendy Metzger – Faculty, Physics & Engineering (20-22)

The motion carried.

Motion 4 MSC: Zavodny/Faulkner Faculty Senate approval to confirm appointments to serve on the VP Finance & Administrative Services Hiring Committee (see Exhibit 4).

Teresa Laughlin, Faculty, Instruction
Cory Jones, Faculty, Instruction
Ashley Wolters, Instruction
Elizabeth Stephens, Student Services

The motion carried.

Motion 5 MSC: Zavodny/Fererro Faculty Senate approval to table motion 4 until later in the meeting.

The motion carried.

Motion 6 MSC: Zavodny/Laughlin Faculty Senate approval to accept the results of the ballot for committee elections (see Exhibit 5).

Hiring, VP Human Resources – Scott Klinger – Faculty, AMBA
Hiring, VP Human Resources – Sean Peck – Faculty, CTE

Academic Review – P.J. DeMaris – Faculty, Instruction/Library (20-22)
Hiring, Director Financial Aid – Sierra Lovelace, Faculty, Counseling
Hiring, VP Human Resources – Kevin Kearney – Faculty, L&L
Hiring, VP Human Resources – Kimberly Velazquez – Faculty, MSE
Hiring, VP Human Resources – Jenny Fererro – Faculty, SBS

The motion carried.

C. Confirm Senate Seat

Motion 7 MSC: Doyle Bauer/Thompson

Faculty Senate approval to confirm new full time Senate seat for Laurence (Reza) Wrathall from Business & Accounting for term through 2022 (see Exhibit 6).

Senator Alex Doyle Bauer added that voting for the vacant part time Faculty Senate seat is still going on so encourage part time colleagues to vote by September 16. That result will be presented to Faculty Senate on September 21.

The motion carried.

Motion 8 MSC: Zavodny/Towfiq

Faculty Senate approval to appoint Senator Patrick O'Brien to serve as Senator on SSPC.

The motion carried.

Motion 9 MSC: Thompson/Towfiq

Faculty Senate approval to appoint Senator Elizabeth Stephens and Senator Adam Meehan to serve as Senators on Student Success and Equity Council.

The motion carried.

D. Credit for Prior Learning Coordinator -

Motion 10 MSC: Martin/Fererro

Faculty Senate approval to accept Candace Rose as the Credit for Prior Learning Coordinator position (see Exhibit 7).

The motion carried.

Motion 11 MSC: Zavodny/Faulkner

Faculty Senate approval to amend Motion 4 to add Elizabeth Stephens to the confirmations to serve on the VP Finance & Administrative Services Hiring Committee.

The motion carried.

INFORMATION ITEMS

- A. Emeritus Status for Retired Faculty** – Diane Studinka submitted a list of nominations for Lorene Craw's emeritus status. Lorene Craw was an ECE Lab School Master Teacher for 17 years. Lorene began working at the ECELS as a student in September of 2000 and continued as a part-time faculty from July 2001 until she started her permanent position. She also served on the Police Committee, but not for six years. Lorene

has demonstrated extraordinary dedication to students and the discipline as evidenced by nomination by five faculty members and a review by an ad hoc committee of the Faculty Senate.

Motion 12 MSC: Fererro/Thompson Faculty Senate approval to move into Action portion of meeting.

The motion carried.

Motion 13 MSC: Fererro/Zavodny Faculty Senate approval to grant Emeritus status to Lorene Craw (see Exhibit 8).

The motion carried.

- B. **Multicultural Studies Department Name Change** – Rudy Jacobo started the presentation with a short overview of the department. It was founded in 1972 and was originally called Ethnic Studies. Initially there was much resistance to its formation but it has survived and thrived. Over the years, over 90% of the curriculum has changed and a degree is now available. Recently, our department analyzed our mission in order to make positive changes that will better serve the entire student body and the community. Many of us in our department have experienced discrimination and it's not something that is easy to talk about. Our department wants to become more active agents of change. Angélica Yañez added that the name change stems from a variety of reasons including pedagogical, creating a better pathway for our students and the recent passage of AB-1460 which requires Cal State Universities to offer Ethnic Studies as well as a pending bill, AB-330 that will require high school students to take an Ethnic Studies class. Changing the name to Ethnic Studies will help foster those new requirements as well as build relationships with Cal State San Marcos and other sister schools.
- C. **Committee on Committees** – Senator Anastasia Zavodny announced that the committee will be meeting Thursday.
- D. **Faculty Access to Campus** – President Versaci started the report by stating that a call went out asking faculty for feedback regarding difficulties some are experiencing to access the campus. PFF prepared a list of “asks” that included access to the parking garage in order to use the WIFI, the ability to reserve rooms for ZOOM lectures, prepare videos and an automatic pass for visiting the campus to just pick something up. The current process is cumbersome.
- E. **Faculty Appointments to Grant-Funded & Other Assignments** (see Exhibit 9) – President Versaci and others will be meeting Thursday with three VPs to discuss the Senate’s authority in appointing faculty members to committees. Title V clearly states when dealing with academic and professional matters, the Senate appoints those members. There has been instances where this has not been the case. Versaci will report back on this issue after the meeting takes place so this matter can be discussed here in Faculty Senate.
- F. **Response to *San Diego Union Tribune* article on firing of former PC President** (see Exhibit 10) – President Versaci initially explained that this item is for information only today and possibly the same for next week. This letter is in regards to an August 2 article that came out in the UT regarding a complaint that Dr. Blake filed with the District alleging racial and gender discrimination. As part of the agreement made between the Governing Board and Dr. Blake, this complaint was withdrawn. The UT was able to get the complaint through a Public Records Act request. The question now is whether a faculty response is in order. Martin Japtok and Rafiki Jenkins came to PFF to make the argument that faculty should respond to this because many colleagues of color have been getting questions such as how can you work for a racist institution. PFF put together a writing team who produced this response. PFF did agree to be a signatory on this response and it will be going to CCE. Faculty Senate is being asked to decide as well.

Bill Jahnelt explained that he and many others, believe that no matter if the facts are on our side, politics are very different in this world. However, it is clear that this became an excellent lesson that as a white faculty member, Jahnelt was not hearing the kinds of messaging that some colleagues of color are hearing. A three part document was created to acknowledge the concern, provide a set of facts and to provide a moving forward statement all together in one place. The reason the committee put the comparison between Bob Deegan and Dr. Blake, Versaci stated that it's central to the anti-Palomar narrative that's out there, not just for the UT article but also out in the community. This matter was a central focus of the NAACP when they were considering taking up Dr. Blake's cause. The white man was treated one way, the black woman was treated another way.

Many Senators shared their ambivalent feelings regarding this response. Opinions have been across the board as to whether a response is warranted. Others wished to show our position with actions instead of words. Some wished to spotlight positive actions taking place here on campus versus responding to the article. Some believe that while acknowledging the sensitivities some colleagues are experiencing, faculty has already outlined the facts in the No Confidence resolution to the Governing Board. It was noted that it is still undetermined if this letter would be sent to the UT which may increase the "traffic" in any way or just make this response public and publish on the websites giving us and our colleagues a place to point to for the narrative.

- G. **Antiracism Initiatives Discussion** – Tabled.
- H. **Diversity in Faculty Hiring** – Tabled.
- I. **Early Alert/Starfish/Canvas** – Tabled.

REPORTS

A. Senate President (Versaci)

- I attended SSEC, SPC, and IPC (see reports below).
- I and Senate VP Fererro will be meeting with President Kahn on Friday, September 11.
- I and others will be meeting with VP Lakhani, VP Sivert, and VP Beam on Thursday, September 17 to discuss Faculty Senate rights and responsibilities in making committee appointments (see Information Item E in today's agenda).
- The Governing Board met on Tuesday, September 8. There were statements made during the "public comments" section that criticized Trustee John Halcon's comments about PFF Co-President Teresa Laughlin; in addition, three other Trustees addressed this issue by calling for more collegial discourse from the dais. The Board also chose—by a 3-2 vote—an option for spending the remaining Prop M money that included a 40K building at the Fallbrook site, a remodel of the LL Building, a new softball field, a new football field, a new gym, and improvements to the Dome. This option left \$0 for contingency funds, so part of the motion was to build a "cushion," though it was undecided from which projects that money would come. The Board also continued their discussion of the search for the new President/Superintendent, and the conversation focused on whether or not to hire a search firm. They will continue this discussion at the next Board meeting. The Board also instituted a new rule limiting reports to 3 minutes, so while I had to cut some material to fit, what follows is my unedited report:

Thank you, Madame President, and good evening Trustees. The Senate did not meet yesterday because of Labor Day; our next scheduled meeting will be Monday the 14th. I want to report on a few things that have happened since the last meeting and end with some general comments.

First, at our 8/24 meeting, the Senate conferred Emeritus Professor status on the following retirees: Hugh Gerhardt (Athletics), Sherry Goldsmith (DRC), Brent Gowen (English), Barb Kelber (English), Shannon Lienhart (Math), Dennis Lutz (Drafting Technology), and Robert Sasse (Child Development). I know some of these individuals better than others, and I can say that I am having a very difficult time imagining our college without them, and I am sure that many others feel this same way. I wish them the best of luck as they enter a new chapter of their lives; if past is prologue, I am sure that they will do amazing things and continue to find ways to serve their communities.

At our 8/31 meeting, we approved extending the automatic EW & P/NP deadlines to the end of the term in order to help students navigate the multiple Covid-related challenges that they face; we approved a change that will allow faculty themselves to add and remove observers to/from their own Canvas shells, which will greatly aid with the evaluations process; and we continue to fill all faculty spots on campus-wide committees.

As I mentioned in my previous report, I have been receiving from faculty members the various assignments, readings, and practices that they use in their classrooms to address inequity issues. The feedback has been plentiful, and I'm working with various colleagues to "house" these in a place on the school's website so that they will be available to all. For tonight's report, I'll mention just a few of what I've received. First, in my own department, many of my colleagues will "theme" their English 100, 202, 203, and 205 courses to specifically address issues of race—either in whole or part—which means including a broad range of readings by writers from marginalized or underrepresented groups. I also received a set of handouts from a colleague in the Nursing Department about Implicit Bias, designed to focus on and uncover how racism exists in our healthcare system. And I received from a colleague in the Sociology Department an assignment she uses on "social location," which encourages students to reflect on how ethnicity, social class, gender, geography and history affects one's life chances.

What's clear to me in all the examples coming in is that faculty have been and continue to work hard to meet students "where they are" by selecting reading materials and designing activities & assignments that communicate to all of our students—and especially to our BIPOC students—that we see you, and that your issues are our issues.

I hope that all of you, Trustees, have that value in mind as you deliberate and vote on the matters that come before you, such as how to spend the remaining Prop M money. Many of our most marginalized students are being both drastically and dangerously underserved in Health/Kinesiology/ Athletics and Student Services facilities right now, and it is time to take a clear-eyed, politics-free look at how that money can do the most for those of our students who are most in need.

Finally, I want to say how humbled I've been over the last few months by the leadership that has emerged among faculty, staff, administration, and students. I have seen people rise to the meet the numerous challenges we face, such as maintaining safety through this pandemic, providing for the needs of our students and other members of our community, and engaging in the hard work of antiracism to provide equity for all. One of the names that appears under "resignations" on tonight's agenda is one such leader, and that's Kate Crocker, whom I'm very sorry to see leaving Palomar. I understand that her resignation comes because of another opportunity for her family, and I wish her the very best. I've only recently begun to get to know Kate, mainly through the volunteer food distribution events and the various equity and inclusion groups, including White Allies for Antiracism at Palomar College. As is always the case with strong leaders, she will be missed. The funny thing about leadership is that it doesn't always come with an official title. And by the same token, just because someone has such a title—maybe through an election, for example—it doesn't mean that they are a good leader,

or really a leader at all. The fact of the matter is that leadership is demonstrated, not conferred. Good leaders build up the people around them; they work to identify problems and find solutions; they bridge differences and build community; and they engage in the risky venture of self-examination by asking, among other things, “Am I working for the common good?” “Are my actions causing harm—intended or otherwise—to others?” “Am I choosing my language carefully?”

What real leaders don’t do is create division. They don’t respond to criticism with thin-skinned defensiveness; they don’t use insults and name-calling to bully those who question them or call them out. They don’t weaponize important issues, like racism, to avoid looking inward. And they don’t take the power entrusted to them and use it to inflate themselves and their outsize and often unearned egos. Sadly, this failure of leadership exists at the national level, and even more sadly, we’ve seen it closer to home, here at the local level.

Thank you.

B. Planning Council Reports

- **SSEC (Versaci)** SSEC will meet on Friday, September 11 (by the time Senate meets on 9/14, this will have already happened, but as of this writing, it has not). On the agenda are the following: to review the Equity Plan for the year, to get updated budget numbers, and to plan next steps.
- **SPC (Versaci)** SPC met on Tuesday, September 1. The Council reviewed the Pronoun Guide and discussed ways to institutionalize/encourage use of preferred pronouns. President Kahn also proposed an idea for a committee to address diversity in hiring issues. I suggested that constituent groups meet first to discuss the issues particular to their areas (e.g., the obstacles and opportunities involved in improving faculty diversity are not completely the same as other groups). There was some discussion about how best to proceed, and no clear decision was made. I did share with President Kahn information and ideas that came up in previous faculty work on this topic. Also down for first reading was a request from Guided Pathways to form a Guided Pathways Task Force. As a named member of this new group, I was surprised to have not seen this before the SPC meeting. I have since requested that Jack pull this from the next SPC agenda until we have time to discuss it in Faculty Senate since it relates to an academic and professional matter and previous items related to Guided Pathways have come before us in the past (the GP flow chart, the SOAAs, etc.).
- **IPC Report (Versaci)**
 - IPC met on Wednesday, September 9.
 - Leanne Maunu and April Cunningham were selected as faculty IPC representatives to the SSEC.
 - PRPs are coming soon, along with training videos for those who need to complete them.
 - The “Waitlist/Permission Code Project” is ongoing and attempting to resolve various issues that persist regarding how the waitlist works and how students get access to courses. It was determined that Kendyl needs to come to IPC to clarify some points and answer some questions.
 - The “Nonpayment Drop” workgroup will meet at the end of September to work on resolving the issue of students being mistakenly dropped from classes.
 - SDSU has requested some office space at the Rancho Bernardo Center to set up a “microsite” program whereby Palomar students would get access/transferability to designated online programs at SDSU. Administration of Justice was the program that came up in the discussion.
 - The IPC subcommittee considered and approved a request to hire one faculty member this year—a position in Africana Studies. The request came from President Kahn on behalf of the Multicultural Studies Department. The money for this position’s first year would come out of a \$1M reserve in the budget to bring back/create some staff and administrative positions. The

motivation for the request comes, in part, from a desire to respond to the EDI Action Plan to hire more diverse faculty.

- PFF needs to find a new IPC rep, as I am now representing the Faculty Senate on this council.

- **SSPC** There is currently a vacancy for a Faculty Senate member on this council.
- **HRPC** No Report
- **FASPC** There are currently two Senate-appointed faculty vacancies on this council.

C. **PFF (Laughlin)** In the time since the last eboard meeting I have been representing PFF at various Zoom meetings including:

- **Governing Board Meetings:** I attended the regularly scheduled Board Meeting in September. The Board Meetings continue to be contentious and dramatic. I encourage you to attend them and/or view the recordings in Board Docs. Better the Game of Thrones (not really).
- **Campus shared governance meetings:** I attended the various Budget meetings, the weekly update on the COVID19 situation, Faculty Senate, and Human Resource Planning Council.
- **Negotiations:** We continue to negotiate MOUs that are directly or indirectly associated with the COVID 19 pandemic.
- **Interaction with members:** I have had with several meetings with members regarding various concerns about hiring practices, working conditions, and contract interpretation.
- **Interaction with our CCE colleagues:** We stay in close communication with our brothers and sisters in the CCE. We stand shoulder to shoulder.
- **Meetings with Administration:** In order to keep the lines of communication open, I have met with various administrators on various topics, mostly COVID related and the access to the campus.
- **Food Distribution:** Palomar Faculty Federation in association with Council of Classified Educators, North County Labor Alliance, San Diego and Imperial Counties Labor Council, and Feeding San Diego are doing our part to help our community by distributing food every other Saturday. The food distributions follow strict COVID 19 guidelines and are contact-free. We have one this weekend!
- **My great joy this semester is the Africana Studies 101 class that Dr. Rafiki Jenkins and Dr. Martin Japtok are co-teaching.** I know this is not part of my Presidential duties, but I love it!
- **Working closely with Barbara with COPE and the elections this year.**

D. **Distance Education (Hiro)** Three things to know about the Distance Education Committee:

- The DE Committee has two openings that need to be filled:
 - Faculty, SBS (19-21): None
 - Faculty, Student Services (20-22): None
- The DE Committee had its first meeting Sept. 2 and reviewed its goals. It plans to take action on these goals at its next meeting Sept. 16. Feedback appreciated.
 - Goal 1: Explore the CVC-OEI, review the sign up process and consider joining.
 - Goal 2: Institutionalize POCR Review after the grant expires
 - Goal 3: Increased Communication with faculty and ATRC
 - Goal 4: TERB Partnership and if online classes should be evaluated
 - Goal 5: Improve website organization of online resources
 - Goal 6: Consider DE Issues such as using Canvas/textbook course pack, other communication tools
 - Goal 7: Accessibility and other trainings
 - Goal 8: Entire DE Committee certified through POET
- The DE Committee is reviewing an issue that welcomes Faculty Senate feedback:
 - We have a few teachers who feel that requiring students to be on camera during online courses is necessary to ensure proper assessment and learning. We have had a few students

who have refused, one on the grounds that it goes against her religion. Others simply don't have or want the technology. I have also had teachers tell me students feel it is an invasion of their privacy. We need to set a policy on this. I am soliciting as much feedback as possible on this issue before bringing it back to the Vice President of Instruction.

E. Guided Pathways (Nelson) Guided Pathways Pillar Lead summer work:

- Participated in the Guided Pathways Regional Meetings.
- Attended Starfish Users conference.
- Evaluated and reorganized GP plan.
- Developed 20-21 pillar goals based on the GP plan.
- Identify overlapping Pillar work/projects.
- Revisited the original Guided Pathways Governance structure that was paused because of governance structure task force work.
- Evaluated GP student ambassador structure.
- Discussed funding Credit for Prior Learning activities.
- Launched the Palomar Pathways mapper and worked with faculty on refining maps.
- Explored the tools that we are utilizing to help students Stay on The Path - Ad Astra, StarFish Degree Planner, Starfish Early Alert, Palomar Pathways.
- Worked with relevant constituents on the career continuum and other Guided Pathways projects.

F. Policies and Procedures (Lawson) The first meeting of P&P occurred on Friday, 4 September 2020.

These Board Policies were up for 1st read:

- BP 2350 Speakers
- BP 3260 Legal Opinions-Assistance
- BP/AP 3433 Prohibition of Sexual Harassment under Title IX
- AP 3434 Responding to Harassment Based on Sex under Title IX
- BP/AP 6800 Environmental Health and Safety

These Board Policies were up for 2nd read:

- AP 5035 Withholding of Student Records
- AP 6901 Mileage Reimbursement

Noteworthy discussion:

BP 2350 (Speakers) seeks to codify in policy that each speaker at the Governing Board would be afforded three minutes (instead of five) to speak. The explanation was that three minutes is standard for most Board/public meetings and that, at five minutes per speakers, meetings can be lengthy. As this three-minute rule would also apply to reports (such as Faculty Senate), concerns were raised that reports sometimes need to be much longer than three minutes. There is a note in the language that time can be increased (up to 30 minutes max) for a speaker at the Board's discretion.

BP 3260 Legal Opinions-Assistance is the exact same BP that Senator Lawson asked for clarification and revision on back in September of 2019. In a year, the only change has been to the gender pronouns. Senator Lawson's concern with the BP is that it says the Governing Board (and other general administrators) can only seek legal counsel if the President approves the request. As in 2019, Senator Lawson's concern—still unaddressed despite being taken "back for workshopping" twice in AY 19-20—is that Governing Board members should not require a subordinate's approval for legal advice, especially as it could be the case the Board would require legal advice *regarding* that subordinate who is given the power to decide *if* counsel can be called. Discussion indicated that the District would not want administrators below the level of the President calling counsel without District approval as that could be costly, financially. Senator Lawson understood that point and asked that the policy be split, then, so that rules for "general administrators" do not also apply to the Governing Board and that the Governing Board majority not need Presidential approval for legal counsel. BP 3260 is being sent back for more workshopping.

- G. **Budget (Ferreiro)** The Budget Committee met on 8/27, and we were presented with multi-year budget assumptions. On 9/8 we were presented with the apportionment revisions for FY19/20, heard about the possible positive impact to community college funding if Proposition 15 passes (Palomar could see an additional \$5million), and got an update on the COVID-19 related relief funds (as of 8/26 there is \$2.65million left in the CARES Act funds for Palomar and there is \$13,800 left in the COVID-19 Response Block Grant that needs to be spent by 12/30/20). The parameters for requesting and using these funds is rather generous and request/application information is on the Fiscal Services website. Faculty are well represented on this committee, with 4 representatives from Senate and 3 from PFF.
- H. **TERB (Lawson)** AY 20-21 calendars and new probationary reports were just approved by the District. Information regarding both will go out to the campus during the week of 14 September.

Of note:

- Student evaluations for one-on-one counseling sessions may be administered from week 3 (instead of just in October) so as to capture enough student feedback for a meaningful evaluation.
 - Officially now, Vice Presidents (Instruction and Student Services) are no longer natively on a Tenure and Evaluations Committee (TEC) for Probationary Faculty. Anyone on the TEC or the evaluatee themselves can request that the VP join the TEC in their historic capacity. Otherwise, the VPs read the report and materials, and then either sign it or request a meeting with the TEC to discuss concerns before signing it.
 - Evaluation packets for Probationary Faculty will be due to the Tenure and Evaluations office in the first half of February (instead of at the end of December) so that student evaluations comments can be included in the reports without fear of violating student trust that feedback will not be seen until after grades are posted. The handoff just needs to be in time for VP review and President review so that contract names can be put on the March Board agenda in time.
- I. **Professional Development (Falcone)** The PD Committee governance was updated and now the committee meets only once per month, first meeting for fall is scheduled for 9/22. The PD Office is finalizing all attendance rosters from plenary and will provide data on plenary attendance at the next senate meeting. We are currently working on creating several new trainings: Governing Board Training (Trustee Handbook, Trustee Fiscal Responsibilities), Department Chair Training (develop a manual and online training), and Dean Training. New Fiscal training is being developed and will be available soon. Over the summer, we created curated lists of online training available in the PD Portal specifically to help with remote work, these are all asynchronous online courses: <https://www2.palomar.edu/pages/pd/online-training/> We would like to hear from our faculty on their PD needs for remote work and online teaching. We would like to know if there is training we need to offer this semester that is not currently offered.
- J. **Senate Committee Reports** – None
- K. **ASG (Arnold)** The ASG has been working hard in preparation for the online year and are very excited to announce that our Instagram has recently launched and is currently skyrocketing thanks to our new Vice President of Communications, Carissa Anderson. We have also been working on our upcoming Retreat, which we wanted to take in a different direction this year by separating the ally training from the retreat and making them into workshops; as well as, opening up the Retreat itself to the public. We hope to collaborate with different groups on campus for these ally training workshops and to build better communication and strengthen connections with these groups. Our first one will be surrounding the LGBTQIA+ community in collaboration with the Pride Center. All these workshops will be advertised on our website and social media. We encourage those interested to join and see what your Associated Student Government is doing for our students.

ADJOURNMENT:

The meeting was adjourned at 4:03 PM.

Respectfully submitted,

Margaret Faulkner

Molly Faulkner, Secretary