



Minutes of the
MEETING OF THE FACULTY SENATE
October 12, 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, Adam Meehan, Susan Miller, Kateri Mouawad (ASG), Ben Mudgett, Scott Nelson, Wendy Nelson, Patrick O'Brien, Candace Rose, Sabrina Santiago, Elizabeth Stephens, Craig Thompson, Fari Towfiq, Rocco Versaci, Ellen Weller, Reza Wrathall, Anastasia Zavodny
- ABSENT:** Jackie Martin
- GUESTS:** Leigh Marshall, Tracy Fung, Nimoli Madan, Erin Feld, Patriceann Mead, Vikash Lakhani, Leanne Maunu, Rafiki Jenkins

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:

Kateri Mouawad asked Faculty Senate to postpone their vote today to endorse Model 1 of the Co-Location Tutoring Center proposal until ASG gets the opportunity to formally review the proposal at their next meeting. ASG recognizes that this change will impact the largest constituent group on campus—the student body and believes that this very important decision needs to be reviewed by the student representatives.

ANNOUNCEMENTS: No announcements.

AGENDA CHANGES: No agenda changes.

APPROVAL OF MINUTES

Motion 1 MSC: Thompson/Towfiq Faculty Senate approval of minutes dated October 5, 2020 (see Exhibit 1).

The motion carried.

ACTION

A. Curriculum

Motion 2 MSC: Nelson, W. /Doyle Bauer Faculty Senate approval of actions taken by Curriculum on October 7, 2020 (see Exhibit 2).

The motion carried.

B. Committee Appointments

Motion 3 MSC: Zavodny/O'Brien

Faculty Senate approval to confirm the following committee confirmation (see Exhibit 3):

Student Services Planning Council - Daniel Finkenthal, Faculty, Instruction

The motion carried.

Motion 4 MSC: Zavodny/Laughlin

Faculty Senate approval to accept the results of the ballot for Guided Pathways Pillar 3 Lead (see Exhibit 4).

The motion carried.

Senator and Chair for Committee on Committees Anastasia Zavodny stated that it is her understanding that the candidates listed together on row one of the exhibit are feeling that their expertise together, combined was all in the arena of Pillar 3 and therefore they would all make a good team to lead. Senators posed several questions regarding the matter including whether this team approach has ever been approved before. Unless there is a current policy regarding a team approach, we must consider whether all five team members have equality in their oversight. Will one of the counseling team members be recognized as the lead while the other four volunteers assist when needed? Ultimately, Senators requested additional information and clarification before voting. There were some Senator comments indicating that it would be somewhat disrespectful to the other three individual candidates that have applied for this position and that we should vote today as planned.

Motion 5 MSC: Fererro/Nelson, W.

Faculty Senate approval to suspend the vote for Motion 4, Guided Pathways Pillar 3 Lead until October 19.

Nays: Lacey Craft, Will Dalrymple, Jenny Fererro, Erin Hiro, Jason Jarvinen, Lawrence Lawson, Ben Mudgett, Patrick O'Brien, Elizabeth Stephens, Anastasia Zavodny

Abstentions: Katie Farrell, Sabrina Santiago

The motion carried.

Additional comments concerning this matter included whether we want to have balance between full time and part time faculty as Pillar Leads considering the volume of work and meetings. Although there is tremendous appreciation for part time faculty, currently there are already two part time faculty serving as Pillar Leads. We do need consistency in that leadership so having a full time faculty serve in this position will balance leadership.

Senator Zavodny added that in consideration of full time versus part time faculty used as a metric, she cautioned Senate and stated that we are all faculty first and as Senate oversees all academic and professional matters, we are looking at all the same function. Individuals who put their name forward have done so with the understanding that this is a position that is not simply for this semester, and therefore it expresses their willingness to put in the amount of work required for the position. Based on his own part time faculty experiences, Senator Eduardo Aguilar expressed his desire to always give opportunities for willing part time faculty to participate.

President Versaci asked Zavodny to go back to these five candidates and ask them to revise their written statement to address concerns and to provide the team's planned processes for operating as one cohesive Pillar 3 Lead.

C. Tutoring Co-Location Proposal

Motion 6 MSC: Laughlin/Thompson

Faculty Senate approval to endorse the L&L Tutoring Co-location Review team Model 1 proposal (see exhibit 5).

Abstentions: Kelly Falcone, Erin Hiro, Kateri Mouawad (Advisory), Candace Rose, Elizabeth Stephens, Anastasia Zavodny

Tracy Fung began the discussion by reminding Senators that a summary statement has been added to the exhibit. It was noted that the information was shared with respective departments' faculty and staff for endorsement of Model 1. All departments affected by this change are in support of Model 1. Currently Ruth Barnaba from STAR does not support Model 1. Senator Katy Farrell clarified that Model 3 represents tutoring for English, ESL and Reading moving into the current STAR location. There are many other departments that will maintain their own tutoring services.

Senators commented that statistics show that most of the students who used the current location for these departments were primarily students who had classes in those departments as well. Why would we make it less convenient for students by moving that tutoring to a less convenient location? Tutoring centers are not just for tutoring; they are learning centers as well. If the move is to coexist with the STAR location, instruction will slowly lose those centers all together. STAR may be the problem and the tutoring committee needs to look how its functioning. Is STAR providing good tutoring? Going with the idea of the convenience of having everything in one place may seem great but when it's at the expense of quality tutoring and learning, we need to focus on the importance of the individual centers.

Concerns regarding how students will find these new center locations once they are back on campus were shared. ASG representative Kateri Mouawad said students should provide feedback about these proposed changes since the changes affects students the most. And, if more time was available, a survey could go out to all students to get feedback before making any changes. Tutoring centers are also about scholarship and community blended together.

The Guided Pathways team looked at all the numerous tutoring locations on campus and added this change could seem overwhelming, confusing and discouraging for students so maybe Model 3 may be more supportive for the students.

The motion carried.

INFORMATION ITEMS

- A. Faculty Appointments to Grant-Funded & Other Assignments** - President Versaci stated that Faculty Senate hasn't had time to fully discuss this because the situation keeps changing. The issue right now is who has authority over faculty positions such as grant funded coordinators. He's been in contact with the State Academic Senate and basically a gray area exists between Title 5 authority that the Senate appoints faculty positions but the District has the right of reassignment. ASCCC advised that the Senate and District need to work out some procedures. Versaci plans to have a meeting with some of the ASCCC executive committee and then work something out with the District. What might happen is that when Senate votes on issues as this, this vote could be advisory only. The relevant administrator would make the final call. We also looked at what other schools do in situations like this and it varies. Some districts take a stronger hand and in some schools, the Senate does.

- B. CSU Ethnic Studies Requirement** (see exhibit 6) – Senator and Articulation Officer Ben Mudgett gave an overview of AB 1460 which requires the California State University system to develop a graduation requirement in Ethnic Studies. In September, the California State University Academic Senate created a task force to determine what these outcomes are going to look like and where it's going to fit in the 120 units required to graduate with a bachelor's degree. They are interested in four core groups from either of the disciplines including American Indian Studies, Africana Studies, Chicano Studies or an Asian American Studies discipline. Three units will be removed from Area D and moved into this new Area F. Palomar will be identifying alignment with our existing curriculum and make adjustments where needed by February in order for us to get these courses approved and ready for fall

2021.

Mudgett added that the general education work group is looking at our Multicultural Studies requirement and this new Ethnic Studies requirement and determined that this is going to affect our Multicultural Studies requirement to some degree. We have students who are held to different requirements, depending on if they're transferring and we don't want duplication of units or unnecessary accumulation of units. Cross listing is not going to work. The courses that are cross listed into an area that isn't in one of those four focus areas would not be accepted, so that is a discussion that departments are having. Senator Patrick O'Brien shared that this will have an impact on certain classes, specifically history classes. Faculty hiring will be a concern as well. This change will affect the entire institution.

- C. Resolutions for Area D (10/17) & Fall Plenary (11/5-11/7)** (see Exhibit 7) – Vice President Jenny Fererro is attending the Area D meeting on Saturday. Versaci asked Senators to review the resolutions and contact Fererro directly with questions before Saturday.

- D. Faculty Senate Subcommittee on Equity, Diversity & Inclusion** (see Exhibit 8) – Senator Anastasia Zavodny reported that Committee on Committees met again today to discuss the committee structure and the document. The committee reached out to colleagues from Mira Costa who have a similar committee and committee structure and will most likely be coming to their meeting next Monday. If any Senator has a question to ask of them regarding the procedure or issues encountered when creating their similar committee for diversity, equity and cultural competency, please let Zavodny know before Monday. This new committee is a subcommittee that reports to Faculty Senate.

Motion 7 MSC: Lawson/Towfiq Faculty Senate approval to extend the meeting.

Nays: Will Dalrymple, Kelly Falcone, Jenny Fererro, Erin Hiro, Susan Miller, Ben Mudgett, Wendy Nelson, Candace Rose, Elizabeth Stephens, Ellen Weller, Anastasia Zavodny

The motion carried.

- E. Dance Program Endangerment** – President Versaci shared that he and Jenny Fererro met with President Kahn this week and what's happening now is that he, Fererro and faculty from the dance program will be meeting with VP Sivert and Dean Smiley to discuss how this problem can be solved.

Patriceann Mead requested a statement of support from Faculty Senate for the World Drum and Dance Program; so that can remain to be truly an authentic culturally diverse program. Mead stated that VP Sivert continues to misunderstand this particular two teacher model. In addition, Mead feels that VP Sivert doesn't understand the difference between small programs and low enrollment or dying programs. This program is not dying but has been cut to death. In order to revitalize the program, Mead states that they must have teachers, proper funding, and to discontinue cutting their FTES every year.

Versaci stated that a discussion needs to occur prior to producing a statement of support and he isn't sure that all Senators are properly informed enough to weigh in at this time. He proposed producing the document after the meeting occurs.

Some Senators agreed that this is a method used by the administration to dismantle an academic program and some even wonder if other departments are being impacted by this tactic as well.

- F. Part-time Instructor Equity – Tabled.**

REPORTS

President (Versaci)

In the past week I attended SPC, the Governing Board Agenda Review meeting, my one-on-one meetings with President Kahn and Vice President Sivert, and SSEC. In the meeting with Jack, I told him that I would bring the Senate suggestions to his diversity hiring committee and participate in those conversations, as moved and approved by the Senate on 10/5 (the next two meetings of this hiring committee conflict somewhat with my Senate and teaching schedule). Jenny Fererro and I also shared with President Kahn the list of “asks” regarding faculty access to campus. He said that he would arrange for Jenny and I to bring them to the Emergency Operations Center (EOC).

I sent the request for more information to HR and IRP, as moved and approved by the Senate on 10/5.

SSEC (Versaci)

This Council met on Friday, October 9 (before the Senate meeting but after the Reports went out).

SPC (Versaci) SPC met on Tuesday, October 6. Here are some highlights:

- The Guided Pathways Task Force was approved (Senate approved it at its 9/28 meeting). Later in the meeting, in VP Sivert’s Guided Pathways update, she mentioned something about “Pillar Co-Leads.” Craig Thompson asked about this, saying that SPC had already approved the GPTF, and it did not include “Co-Leads.” Apparently, VP Lakhani “added” Co-Leads to help share the work, though it may have been people to assist with the work and not actually “Co-Leads.” VP Sivert said that she would look into this and bring it back to the Council.
- Two departmental name changes were announced: “Multicultural Studies” is now “Ethnic Studies” and “English and Humanities” is now “English, Humanities, and Reading.” There was some discussion about what kind of approval process name changes should go through. IPC had settled on a process, but the point was brought up that name changes sometimes happen outside of instruction, and there should be a uniform policy across campus for this. Further discussion was promised.
- Monica Alvarado from the Jewish Family Services (JFS) gave a presentation on legal services that are available for undocumented students.
- The FCMAT people are coming to campus in a few weeks. Our team will do a practice presentation to them in anticipation of the upcoming presentation to the State Trustees.
- President Kahn brought up the idea of “diversity definitions,” stating that in the interests of clarity, uniformity, accuracy, and effective communication, it might be useful if there were a list of definitions of terms that would be posted and used in campus-wide statements and policies. Some Councilmembers mentioned that this very topic was being discussed in separate groups and there might be some duplication of efforts happening. Jack is going to look into this.
- The work group addressing the new mission statement for the college reported their process. Their aim was to create a more concise statement, and there was some discussion about “mission statements” versus “vision statements.” The group will continue their work and report back to SPC.

IPC Report (Versaci) No report. IPC next meets on Wednesday, October 15.

SSPC (O’Brien) No report.

HRPC No report.

FASPC There are currently two Senate-appointed faculty vacancies on this council.

PFF (Laughlin)

Zooming into many meetings including:

- Governing Board Meetings: Nest one is Tuesday 10/13/2020
- Campus shared governance meetings:
 - o Budget meetings: next meeting 10/13/2020
 - o The weekly update on the COVID19 situation
 - o Faculty Senate
 - o Human Resource Planning Council: We discussed the college's hiring policies the open enrollment period.
 - o SPC: Here is the agenda of the last meeting: <https://go.boarddocs.com/ca/pccd/Board.nsf/Public>
Discussed was a change to the Mission Statement of the College. Our current Mission Statement is lengthy and largely driven by accreditation requirements. A small task force worked on a new statement and came up with two possibilities. One addresses the student directly whereas the other addresses the community. In both cases, it is much shorter. These will be discussed further in SPC and other arenas.
- Negotiations: We continue to negotiate MOUs that are directly or indirectly associated with the COVID 19 pandemic. Things have slowed down a little now that the big Health Care push is done.
- 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.
- 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 periodically. The food distributions follow strict COVID 19 guidelines and are contact-free. The next food distribution is 10/17/2020
- Working closely with Barbara Baer with COPE and the elections this year.

Keep on keeping on! Stay safe!

Distance Education (Hiro) The DE Committee met Oct. 7.

1. The Committee listened to a presentation on Starfish including new features like onboarding training for students. The DE Committee generally supported the program but had a few concerns:
 - We felt Starfish has to be integrated to Canvas
 - Faculty who used it said students felt like they have gotten in trouble
 - Members recommended the college come up with a plan for a retention and assessment team.
 - The DE Committee needs more information on a future data integration with Canvas. We will continue to work on this issue.
2. A complaint letter was sent to the DE Committee with feedback for all faculty teaching online. We will create tutorials to address these problems.
 - Students complain that faculty copy courses from one semester to the other without changing dates, causing confusion for students who get incorrect due date alerts. The DE Committee wants to remind faculty that once a course and assignment is published, students will see changes.
 - Students complain about grading exams by section. Grading exams a section at a time, which sometimes happens in Publisher Online Course Packs, show partial exam grades that leave students guessing as to the final score. The

DE Committee encourages professors to communicate with students on the status of exam grading. Professors can also mute assignments while grading to minimize student confusion.

3. The DE Committee wants to make sure it has adequate information on Publisher Online Course Packs and how faculty are using so we can provide help in training. We are asking anyone who uses them to take this survey. Form: https://docs.google.com/forms/d/e/1FAIpQLSd3Or6FOVgFxo86-vRMAKqCbi1VMEHpsbOTyRXnwADAq7nh1g/viewform?usp=sf_link

4. The DE Committee has been exploring the Online Education Initiative (OEI) Consortium, which was launched in October 2015 and is composed of representatives of [57 California Community Colleges](#).

The committee approved a motion to recommend becoming a Home College in the Consortium and to explore submitting an application to become a Teaching College to help our existing students and bring new students to Palomar College. DE Coordinator Erin Hiro will bring this recommendation to the Faculty Senate.

Guided Pathways (Nelson) No report.

Policies and Procedures (Lawson) No report.

Budget (Ferro) No report.

TERB (Lawson) No report.

Professional Development (Falcone)

The PD Committee held our first meeting on September 22nd. At the meeting we reviewed PD events and training that occurred since our last spring meeting, including: Virtual Employee Recognition Celebration (held May 22nd), Summer workshops, and Fall virtual plenary. Consensus was that we appreciated the all-college recognition event and enjoyed being able to celebrate all of our colleagues successes and milestones together in one celebration, however we noted that if held jointly again we would like to have more equal presentation between finalists/awardees among groups (idea to model the staff award structure similar to DFA). Feedback was good in response to our virtual plenary, however a little more time between sessions might be helpful. Over the summer we offered 222 workshops and of those 183 had people attend and complete the training. Summer training saw a large increase in participation from Part-Time Faculty and Classified Staff. We offered 106 workshops at fall plenary and had the highest participation in the last 3 years. The number of employees who completed at least one plenary workshop during fall plenary was 703, up from 604 in fall 2019, and 559 in fall 2018. The PD Committee then discussed goals for the year, which included a discussion of our role to support the college antiracist framework. We broke into groups and the faculty representatives discussed PD goals for Faculty and the staff/admin representatives discussed goals for staff/admin PD. For faculty we discussed reviewing/updating the External Training categories and researching to identify if other colleges have a diversity, equity, inclusion training requirement for their PD/Flex with the goal to draft language to propose to senate and PFF on what a requirement might look like if we included it in our PD/Flex program. Our Classified staff will likely be addressing a possible way to interpret the Title 5 PD/Flex requirement to also include staff to have an equitable expectation of learning across all employees and to also identify the best use of the classified staff PD funds which were distributed last year by the chancellor's office to be used for classified PD.

Sabbatical Leave (Lawson) No report.

Faculty Service Areas (Mudgett) No report.

ASG (Mouawad)

Here is Palomar's Associated Student Government weekly report:

- Movies for Mental Health is happening on October 9 th, from 1-2:30 pm. We ask all professors to share this with their students.
- ASG has chosen to support MODEL ONE of the Tutoring Co-location Plan. More details to follow.

- The ASG retreat is confirmed for October 9 th, and will for the first time be open to the public.
- Our students are currently being placed into various different shared governance committees that Palomar has open to student representation. Each board member should receive confirmation on the new positions by next week.
- ASG continues to work closely with compiling data regarding Prop M and the future of user groups and the LL building. ASG intends to work closely with the Telescope regarding this endeavor.
- ASG hosted the talent show, and had a successful outcome.
- ASG has a new Vice President of Events—Marie-Therese Mouawad, and a new ASG senator, Kevin Shotas

ADJOURNMENT:

The meeting was adjourned at 4:00 PM.

Respectfully submitted,

Margaret Faulkner

Molly Faulkner, Secretary