



Minutes of the
MEETING OF THE FACULTY SENATE
March 8, 2021

APPROVED

PRESENT: Eduardo Aguilar, Lacey Craft, Alexandra Doyle Bauer, Kyle Deven (ASG), Katy Farrell, Molly Faulkner, Jenny Ferrero, Erin Hiro, Jason Jarvinen, Teresa Laughlin, Lawrence Lawson, Natalie Lopez, Beatrice Manneh, Leigh Marshall, Jackie Martin, Adam Meehan, Susan Miller, Ben Mudgett, Scott Nelson, Wendy Nelson, Sabrina Santiago, Elizabeth Stephens, Fari Towfiq, Rocco Versaci, Reza Wrathall, Anastasia Zavodny

ABSENT:

GUESTS: Rachel Alazar, Leslie Marovich, Jon Walker

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 COMMENTS

Senator Will Dalrymple thanked Senators who helped prepare the Part-time Faculty Equity Summary of Findings which will be going out either today or tomorrow to all faculty and administrators. The Department Bylaws Template will be going out to department chairs as well.

Senator Dalrymple attended the African American Male Education Network and Development Organization Conference last week where both faculty and students were in attendance. Dalrymple was able to bring back takeaways in the context of the racial justice work currently being done at Palomar. One of them, Dr Francisco Rodriguez, Chancellor of the Los Angeles Community College District said that education is the civil rights issue in the 21st century. Rodriguez also suggested that, especially as we are moving out of the season when there's been a lot of momentum in terms of racial justice, now is the time in our departments, in our committees, and other places to take some risks and try to further that work. Second, a note on language when using the word "ally" in comparison to the phrase "in solidarity." The preference is moving away from the word "ally" since it has a connotation of being more on the periphery and not getting in the way but not necessarily actively supporting.

Senator Dr. Susan Miller commented on the fall 2021 plan for using various remote ways of holding classes and is concerned that Palomar is going to proceed as if it's in a very high-risk COVID state even though it may not be at that time. She went on to say that there seems to be a bit of cognitive dissonance since public leaders and most public health officials say that anyone who wants to get the vaccine will most likely be vaccinated by July making it safer on campus. Steering most classes online again in fall and choosing to teach using the Hi Flex model, does that mean this will be the future for most classes at Palomar even after the COVID pandemic is gone? Miller stated that she knows College President Jack Kahn has a vision of a highly accelerated online education and she is concerned with equity in

this vision. There are many students who want to have the college experience, who want to be in a classroom and who want to be face to face. Is Palomar going to be flexible enough to change to one of the other tiers VP Sivert recently shared which are less restrictive? Miller sees this maybe as continuation of a movement that happened pre pandemic.

Kyle Deven, Vice President of Finance for ASG introduced himself and shared that he is representing ASG today for this Faculty Senate meeting.

ANNOUNCEMENTS

Senator and Committee on Committees Chair Anastasia Zavodny announced that the all online ASCCC spring plenary is April 15 through 17. Thursday and Friday will be the more informative days with the general session and breakouts. Saturday is the discussion and voting day for resolutions. PFF members do have conference funding available if needed.

Senator and PFF Co-President Teresa Laughlin reminded Senators that the next food distribution event is Saturday, March 20. Another call will be going out shortly asking for volunteers to work the two available shifts.

AGENDA CHANGES No agenda changes.

APPROVAL OF MINUTES

Motion 1 MSC: Faulkner/ Zavodny

Faculty Senate approval of meeting minutes dated March 1, 2021 as amended (see Exhibit 1).

Abstentions: Will Dalrymple, Kyle Deven (ASG Advisory)

The motion carried.

Senator and Professional Development Coordinator Kelly Falcone stated that although the minutes are correct, they did not clarify whether Faculty Senate Council falls under the Brown Act. She asked President Rocco Versaci to add this discussion to a future meeting agenda. Senator Zavodny concurred with Senator Falcone's comments. President Versaci felt it was made clear that Council does not fall under the Brown Act and further commented that anyone is welcomed to attend Council meetings and the meeting link is always posted on Faculty Senate's website.

ACTION

A. Curriculum

Motion 2 MSC: W. Nelson/ Rose

Faculty Senate approval of Curriculum actions taken on March 3, 2021 (see Exhibit 2).

Abstention: Kyle Deven (ASG Advisory)

The motion carried.

Senator and Curriculum Chair Wendy Nelson said that last week Curriculum had a short discussion regarding department websites and the inclusion of curriculum on those websites that is not consistent with the catalog or the mapper. In order to make this information consistent and always up to date, It may be best if departments could include a link to the mapper. President Versaci added that Kelly Helming should have a list of personnel who has access

to those pages and who is responsible for keeping them updated. He volunteered to reach out to Kelly so that a communication could be sent asking departments to update the curriculum or to add the mapper link instead. Nelson added that it's important to steer the students to a place that's going to be constantly updated with curriculum changes.

Senator Falcone added that many conversations have occurred regarding the challenges students face when using department websites because they are all structured differently. It might be helpful for Senate to come up with best practices for making more uniform department websites which will make it easier for students to navigate.

Senate Secretary Molly Faulkner asked that this issue be added to the agenda at a later date to discuss at greater length.

B. Committee Appointments

Motion 3 MSC: Zavodny/Laughlin

Faculty Senate approval of the following committee appointment (see Exhibit 3):

CALM – **Crystal Lane Ferguson** – Faculty, Counseling (19-21)

The motion carried.

Motion 4 MSC: Zavodny/Laughlin

Faculty Senate approval to accept the results of the ballot for the Distance Education part-time faculty position (see Exhibit 3):

Abstention: Kyle Deven

Distance Education – **Tanessa Sanchez** – Faculty, Part-time (19-21)

The motion carried.

Senator Zavodny emailed the ballot to Senators. She reminded Senators that the open call went out for the new councils and one seat specifically for a Senator. The deadline to apply is March 19.

INFORMATION ITEMS

A. Call for Professional Development Coordinator

President Versaci announced that Senator and Professional Development Coordinator Kelly Falcone will be stepping down from her position due to her approved sabbatical in spring 2022. Falcone wants to step down at the end of this semester so she can shadow a new coordinator this fall.

Senator Falcone thanked everyone for trusting her with four, two-year terms in this position. She is excited to see what the next person will bring to this role with new creativity and innovative leadership. The PD Coordinator is the administrator of the PD portals so basic technology knowledge is a must for a candidate. In addition, since plenary is now completely virtual, the candidate will need to be comfortable with ZOOM and running large events using ZOOM. The PD Coordinator sits on many committees and councils and is very involved. Attending community meetings is also a requirement. Falcone mentioned that the PD Coordinator is responsible for faculty orientation in early August as well as meeting numerous deadlines throughout the summer.

Falcone added that Matt Grills was hired this last year as a Co-PD Coordinator and has and will continue to provide great leadership.

Senator Wendy Nelson shared that Committee on Committees discussed whether there should be a different process for the release time positions such as this one, other than submitting a letter of interest and a resume. Maybe interviews would be involved especially since the workload and responsibilities have gotten so intense for this position and for other release time positions.

Senate Vice President Jenny Fererro recommended that we make sure the call is very clear on what's expected since this position has 80% release time. She added that the summer work exceeds the stipend because there is plenary planning to do. Fererro also mentioned that the term for the PD Coordinator is in the contract and it states every two years so an MOU may be needed to change the term until the next time that article is up for discussion.

Mira Costa's application process was reviewed by some Senators and suggested that Faculty Senate consider adopting some of those processes that look very helpful.

Senator and Co-Chair of DEqCC Eduardo Aguilar added he would like to see a question asked about the candidate's past experience with diversity and equity.

The discussion ended with Versaci asking Committee on Committees to review the process for this position and to report back to Senate with new recommendations for this PD Coordinator call.

B. BP/AP 4025 Revisions (see Exhibit 4)

Senator Wendy Nelson shared that the Curriculum work group tried to include equity especially in the BP policy. The group completely changed the AP to make it very clear what the philosophy of the associates degree and GE are. The language was taken from the catalog. Ethic Studies will be added when it comes into place next fall

C. Community Agreements by Senate (see Exhibit 5)

President Versaci shared that community agreements are becoming popular in different committees and even in classes. The community agreements are like a set of ground rules for how we treat each other and may include general values that the group shares. Versaci asked if this is something Senate should adopt and if so, what would it look like.

Versaci shared Exhibit 5 with showed some suggested language he came up with and some language being used in other places such as the DEqCC Committee.

Versaci said he is slightly concerned with how we can balance respecting each other and the ideas we hear, but at the same time, make sure we're all in power to speak up and sometimes against ideas that we don't agree with or find problematic in a different way. What he doesn't want to have happen is that a set of agreements somehow becomes one of the unintentional consequences that may prevent people from speaking up or against different ideas that come forward.

Senator Wendy Nelson shared her support and added that the GE Subcommittee spent time talking about this same thing. Nelson added that the language used should be in terms of respecting each other and not attacking people.

Senator Falcone asked if it would be a good idea to work with other committees or groups who are going through this same process and prepare a shared statement that will be centrally used. There may be value if we started one here in

Faculty Senate and then encouraged its use to our other committees since we all work together and we serve on similar committees.

Versaci stated that community agreements tend to be unique to the community. Ideally, the agreements arise out of conversation within that community. Most committees have different functions and he isn't a big fan of standardization to begin with. He thinks it's more meaningful if it does arise out of the individuals within the group.

Senator and TERB Coordinator Lawrence Lawson commented on a line on the exhibit that reads "be an ally for marginalized communities by speaking and acting." From his experience in different groups that has touched on this issue, he wants to ensure that we are not speaking "for" those communities instead of working with them and speaking with them.

Versaci stated this document will come back next week for Action. Senate can discuss the item and then proceed with the nuts and bolts of the specific agreements.

D. Work-Based Data Element

Senator Jason Jarvinen stated there is a new data element the Chancellor's Office has introduced in the management information system that indicates whether a student has participated in work-based learning activities as part of their coursework or outside of their coursework. Work-based learning activities could be anything from having a guest speaker from industry in a class, going on a field trip, service-learning internships, clinical experiences and some other different activities that count. Palomar needs to figure out how to collect this information. Dean Roe is currently organizing a set of meetings with Kendall Magnuson, Richard Loucks and representatives from Information Services. Dean Roe wants to ensure that faculty has a voice in this process. Senator Jarvinen brought this to Senate today to find out if Senate wants to be involved in the process and to provide feedback on the mechanics of how this data should be collected.

Senator Wendy Nelson said that a new element was added to Meta for work-based learning this last fall. Faculty went into Meta looking at cores for work-based learning evidence.

Senator Jarvinen said there may be situations where work-based learning is happening but isn't in the cores or isn't consistently evident every semester. Faculty are key in reporting this information so that is another reason why Faculty Senate is being asked to weigh in on this issue.

Senator Sabrina Santiago shared that while performing the Guided Pathways pillar work she is involved with, she looked at the employability or work-based requirement that is required to be institutionalized. Santiago is checking to see to what extent it has been incorporated into the various departments, programs and classes. A part of this process has been looking at how work-based learning is being measured. She is hoping Faculty Senate will become more involved in helping to incorporate this mandate into the programs and to address equity as well. Santiago also commented that while doing this work, she found that there are inaccuracies related to employability outcomes found on department websites. She is hoping faculty will step up and ensure this information is being updated and accurate.

Senator Jackie Martin suggested that a survey go out to faculty asking about possible work-based learning activity that may have occurred in any of their classes. That data can be collected by department chairs and shared with the work group to make it much easier to report out.

President Versaci asked Senator Jarvinen to remain as the primary liaison with this work group and to come back to Senate at any time when more direction or input is needed.

E. Faculty Name Readers for 2021 Commencement

President Versaci reported that commencement will be a drive-by event again this year and faculty readers are needed. Versaci will put out a call to faculty asking interested readers to reach out directly to Sherry Titus.

REPORTS

ASG (Mouawad)

- At our regular ASG meeting, Vice President Hussain brought up the discussion of extending tutoring hours as Palomar's current hours are not supportive for students who work the entire day. Discussion occurred about how ASG could advocate for this in particular.
- ASG officially came out with an Anti-racist statement when social media engagement raised questions about whether ASG was acting in a racist manner by supporting and advocating for black owned business during February for Black History Month.
- ASG members move forward with redesigning ASG offices, and plan to have that underway before the month's out.
- ASG held their spring retreat on February 22 and confirmed for March 05 where several presenters will discuss leadership/skill building. All students are welcome to participate.
- Vice-president of Club Affairs, Taylor Bergeson, is hosting a virtual club rush on March 09 from 9:30AM to 10:30AM, and March 10 from 12:00PM to 1:00PM. Please pass the word on to your students.
- President Mouawad met with the PT Workgroup to discuss further ways on how to advocate for Part-timers from the student perspective.
- ASG's next meeting will be addressing a student's concern with Proctorio and their claim that it's an invasion of privacy. Cameras on Policy will likely be reassessed, especially as ASG continues to receive student complaints/issues.

President (Versaci)

At Wednesday night's Governing Board meeting, various personnel actions were approved, including the rehiring of and the granting of tenure to various probationary faculty. In addition, the Board approved the slate of sabbaticals for Fall 2021 and Spring 2022.

The DEI Survey workgroup met on Thursday. It consists of me, Jenny, Hossna Sadat Ahadi, Lisette Lasater, and Tina-Marie Parker.

SSEC (Versaci) - SSEC next meets on Friday, March 12.

SPC (Versaci) - SPC met on Tuesday, March 2. Some highlights:

- Dennis Astl gave an update on the Fallbrook site and the Prop M funding. He went over the student survey results (largely positive), the 2019 enrollment numbers, the differences between "Gross Square Footage" (GSF) vs. "Assignable Square Footage" (ASF), and the current room usage. Given the goal of 1500 FTES, the current plan to build a 40,000 square foot building AND remove all the modular is not advisable, as it will come up short of that goal. Instead, a plan to build the 40,000-sf building while keeping the modular will be brought to the board (this plan is projected to exceed the 1500 FTES goal).
- Various policies were approved. The policy related to intellectual property—a "new to us" policy whose language was provided by the Community College League of California (CCLC)—was tabled so that PFF could make sure that it did not conflict with the stipulations about intellectual property in our contract.
- The Governance Change Request Form is being revamped.

IPC Report (Versaci) - IPC next meets on Wednesday, met on Wednesday, March 10.

SSPC – No report.

HRPC – No report.

FASPC (Antonecchia) No report.

PFF (Laughlin)

PFF met Thursday 2/26/21. We agreed to the PFF representatives for the new Governance Structure:

College Council. Recommend one position appointed as PFF Co-President, the other position appointed as PFF eBoard/Staff (faculty). Each position would have an alternate: the other Co-President would serve as alternate and another PFF eBoard/Staff (faculty) would serve as the other alternate.

Institutional Effectiveness Council. Recommend one position appointed as PFF Treasurer (and alternate selected from the PFF eBoard), one position appointed as Co-President (with other Co-President as alternate), and the remaining one position an open call among PFF member faculty.

Equity, Education, and Student Success Council. Recommend all positions an open call among all PFF member faculty.

Employees, Community, and Communication Council. Recommend both positions open call among all PFF member faculty.

Infrastructure and Sustainability Council. Recommend one position appointed from PFF eBoard and one position an open call among all PFF member faculty.

We discussed the proposed class cuts for fall 2021 and the lack of transparency from the Administration regarding those cuts.

The next food distribution is March 20th from 9:00-10:30 am in parking lot 12.

DEqCC – Diversity, Equity, and Cultural Competence (Aguilar/Sadat Ahadi)

DEqCC had a meeting on 2/26/2021. At this meeting, we discussed two main topics:

- The planning and execution of a Social Justice Conference in Spring 2022. DEqCC members will investigate presenting their first workshops at Plenary in fall 2021.
- Diverse Faculty Hiring. Hossna and Lawrence are drafting best practices doc for chairs, Hossna working on existing procedures, Lawrence working on a list of suggestions (how HR could improve their process) to take to HR about HR policy (outside of faculty purview). For example, interdisciplinary degrees, where and when they post). Items related to topic # 2 have been posted to Teams to get feedback from DEqCC members.

Accreditation (Meehan) No report.

Distance Education (Hiro)

The DE Committee met March 3 and worked on the following issues:

- The committee tackled course packs and accessibility. Not all course packs are accessible to students so the DE Committee and ATRC are developing a plan to address this problem. A subgroup will meet to work on a solution and report back.
- Palomar websites that relate to DE are scattered throughout the Palomar site. We have begun a reorganization plan to make sure DE information on the Palomar website is easy to find and use. A subgroup will bring the website revamp proposal back to the DE Committee at its next meeting March 17.
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- The DE Committee is finalizing a Peer Online Course Review Plan to help faculty get their online courses certified. We hope to vote on the final plan at our March 17 meeting and launch the program by the end of this semester.
- The DE Committee was asked to come up with a proctoring policy for faculty to use. We received feedback from DE Members, administration and ATRC staff and will bring back a new version to the DE Committee later this month.
- The ATRC is worried about Zoom security and asked the DE Committee to approve a default waiting room function on all faculty Zoom meetings. The committee unanimously approved the request to ensure safety of Zoom classes.

Guided Pathways (Nelson) No report.

Policies and Procedures (Lawson) No report.

Budget (Ferrerro) No report. The Budget Committee next meets on Tuesday, March 9.

TERB (Lawson) No report.

Professional Development (Falcone) No report.

AB705 Subcommittee (Anfinson) No report. The subcommittee next meets on Thursday, March 11.

Sabbatical Leave (Lawson) No report.

Faculty Service Areas (Mudgett) No report.

Credit for Prior Learning (Rose) No report.

ADJOURNMENT: The meeting was adjourned at 3:45 PM.

Respectfully submitted,



Molly Faulkner, Secretary