



Minutes of the
MEETING OF THE FACULTY SENATE
September 13, 2021

APPROVED

PRESENT: Eduardo Aguilar, Lacey Craft, Will Dalrymple, Alexandra Doyle Bauer, Molly Faulkner, Jenny Fererro, Sergio Hernandez, Erin Hiro, Jason Jarvinen, Teresa Laughlin, Lawrence Lawson, Beatrice Manneh, Leigh Marshall, Adam Meehan, Susan Miller, Ben Mudgett, Scott Nelson, Wendy Nelson, Tina-Marie Parker, Candace Rose, Fari Towfiq, Rocco Versaci, Reza Wrathall, Anastasia Zavodny

ABSENT: Sabrina Santiago, Elizabeth Stephens

GUESTS: Amber Colbert, Abbie Cory, Kelly Falcone, Barbara Hammons, Vikash Lakhani, Karmi Minor-Flores, Hossna Sadat-Ahadi, Leslie Salas, Tanessa Sanchez, Mercedes Tiggs

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

Senate Vice President Jenny Fererro reminded faculty the deadline to submit proof of a COVID vaccination is October 11. Use "COVID-19 Proof of Vaccination" in the subject line. Include name, employee ID # and a photo of both sides of the vaccination card. Send to: benefits@palomar.edu

Senator Alexandra Doyle Bauer announced the library on the San Marcos campus is now open with limited hours beginning this week. The hours are Monday/Tuesday from 7:30 to 11:30 am and Wednesday/Thursday from 2:30 to 6:30 pm.

ANNOUNCEMENTS

Senate President Rocco Versaci shared Faculty Senate will be discussing enrollment issues at the September 20 Senate meeting. Once Council has met this week, an email will go out to all faculty inviting them to come September 20 to share stories, concerns, problems with enrollment at Palomar.

Senate Secretary Molly Faulkner announced a face-to-face event, Neil Simon's *Fools* opens at the performing arts complex next week. Tickets can be purchased at www.palomarperforms.com

AGENDA CHANGES – No agenda changes.

APPROVAL OF MINUTES

Motion 1 MSC: Towfiq/Aguilar

Faculty Senate approval of meeting minutes dated August 30, 2021, as amended (see Exhibit 1).

The motion carried.

ACTION

A. Curriculum

Motion 2 MSC: W. Nelson/Towfiq

Faculty Senate approval of Curriculum actions taken on September 1, 2021, with the exception of all ASL courses (see Exhibit 2).

The motion carried.

Senator and Curriculum Co-Chair Wendy Nelson announced a curriculum drop-in session on Friday, September 17 from 9 to 11 am. She also reminded everyone of the curriculum change deadline of October 1.

B. Committee Appointments

Motion 3 MSC: Zavodny/Faulkner

Faculty Senate approval of the following committee confirmations (see Exhibit 3).

Nays: Lawrence Lawson

The motion carried.

Food Services Subcommittee – **Jessica Hernandez**, Faculty, at-large, 21-23
Oversight Committee Grant Funded Programs – **Wade Rollins**, Faculty, at-large
International Education Advisory Committee – **Kathleen Sheahan**, Faculty, Counseling or Matriculation, 21-23
CALM – **Tamara Weintraub**, Library Representative
FSA – **Catherine (Cathy) Jain**, Faculty, MSE

Motion 4 MSC: Zavodny/Faulkner

Faculty Senate approval of the results of the ballot for the election of the North County Higher Education (NCHEA) position (see Exhibit 3).

The motion carried.

Diana Ortiz, Faculty, at-large, 21-23

Senator and Committee on Committees Chair Anastasia Zavodny emailed the ballot. Senator Zavodny announced that any committee position designated for a department or division is now open on an at-large basis. She asked Senators to encouraged interested faculty to volunteer.

C. Part-time Equity

Motion 5 MSC: Zavodny/Miller

Faculty Senate approval of the Part-Time Faculty Equity document as displayed (see Exhibit 4).

No vote was taken. See Motion 6.

Senator Zavodny shared the revised document and explained that all edits were made. Senators asked for clarification when certain actions happen such as part-time faculty being removed from the prioritization list. Does the part time faculty member lose the title since full-time faculty do not lose their title if they fall off the prioritization list. VP Fererro noted that full-time faculty who are tenured are not given the title professor just after ten years unless they also have a doctorate. That happens at 15 years. Part-time faculty meeting the criteria currently on the exhibit could potentially reach “professor” before a fulltime faculty member. This may need to be re-examined later so the titles for part-time

and full-time are truly mirrored. Zavodny addressed this by saying that many part-time faculty are not still here at Palomar after 15 years but many are here 10 years or more. The leap from adjunct associate professor to adjunct professor at 10 years or 20 terms helps to show longevity and commitment.

Motion 6 MSC: Lawson/Towfiq

Faculty Senate approval of the Part-Time Faculty Equity document as amended (see Exhibit 5).

The motion carried.

INFORMATION ITEMS

A. DEqCC Core Values Revision (see Exhibit 6)

Senator and Co-Chair of DEqCC Eduardo Aguilar and DEqCC Co-Chair Hossna Sadat-Ahadi explained this subcommittee wants to change the name of the group to a name more reflective of the current times. The new name will be Educators for Equity, Diversity and Cultural Consciousness (EEDCC). The change was made because the group felt that “cultural competency” has an ending to it but the work that is needed does not. The work is continuous and the name needed to be aligned with the group’s core values. Core values have replaced the group’s mission statement for the group as well. The core values are as follows:

As activists to the Faculty Senate, this subcommittee will disrupt the status quo by dismantling and eradicating inequities. We challenge others to be uncomfortable and do the transgressive work towards the shared goal of infusing equity and antiracism throughout our college. We will rebuild, critically question, challenge, engage, reexamine equitable praxis, and validate the cultural agency of the entire Palomar College Community with particular attention towards serving students.

Co-chairs Aguilar and Sadat-Ahadi asked that this subcommittee be added to the Faculty Senate page to publish the group’s members, core values, goals and events. Senator Zavodny will send the appropriate forms to the co-chairs so that the changes can be reviewed and approved by Faculty Senate and forwarded on to the District.

Senators thanked Co-Chairs Aguilar and Sadat-Ahadi for their important work.

B. Umoja Co-Coordinator’s Resignation (see Exhibit 7)

Senate President Versaci shared the resignation letter on screen and briefly summarized the main points of the document and added that many people on campus are upset about this situation. Amber Colbert shared this was a tough decision for both she and Mercedes. They both would like to continue their work with the students through a transition to a black student union and to continue to work with the Palomar Black Faculty & Staff Association. Several Senators expressed support for both Amber and Mercedes and for the important work they did. Many Senators shared their concerns for issues mentioned in the letter. Senators agreed that a postmortem should take place to pick through details of issues brought out in the letter and to come up with solutions that are real and to press hard for changes.

VP Vikash Lakhani addressed the Senators and thanked Amber and Mercedes for their efforts and passion for the program. He agreed there are systemic issues on campus that need to be worked through. Initially it seemed reasonable to take a time out with the program and work through the issues but the executive team felt it would be more advantageous for the current students already in the program to continue moving forward. Lakhani said the program will report directly to him and he will make sure that any of the barriers encountered will be exposed and dealt with immediately. Any resistance to breaking through the barriers will not be tolerated. Lakhani supported creating an advisory committee formed with representatives from a black student union or alliance and the Palomar Black Faculty and Staff Association group.

C. Revision of Program Review & Planning (see Exhibit 8)

Senator and Curriculum Co-Chair Wendy Nelson shared she and President Versaci both think Faculty Senate needs to be more involved in the PRP process. The PRP work is 10+1+1 work. Senator Nelson shared the exhibit and noted some of the changes that were recently made that will help give direction and improve the process now and said a more comprehensive change would be coming in the next cycle. The two important areas in the process are evaluating the outcomes and the data.

Motion 7 MSC: Fererro/Zavodny Faculty Senate approval of extending the meeting.

The motion carried.

D. Senate Requests/Recommendations to District re-Faculty Hiring (see Exhibit 9) – Tabled until September 20, 2021. President Versaci asked Senators to review the document and come to Faculty Senate next week with comments and edits.

E. Resolution to District to Declare June as “Pride Month” (see Exhibit 10)

Senator Ben Mudgett, VP Fererro and Abbie Cory have been working on this project since last spring and proposed proclaiming the month of June as Pride month at Palomar and displaying the progressive pride flag on campuses. Many community colleges throughout the state have also made this proclamation. A resolution was created to present to the District. Senator Mudgett went on to say this is a great way for Palomar to symbolically celebrate the liberation and love and the civil rights that have occurred and that still need to occur. It also recognizes how important the LGBTQ+ members of color are in advocacy and visibility.

VP Fererro shared this will go forward without a Senate resolution but it’s important this is supported by Palomar faculty and the Senate. Abbie Cory added that this would be a really great symbol for the students and will help them feel welcomed on campus.

Motion 8 MSC: Towfiq/Fererro Faculty Senate approval to move back into Action portion of meeting.

The motion carried.

Motion 9 MSC: Faulkner/Miller Faculty Senate approval to adopt the resolution declaring June as Pride month at Palomar.

The motion carried.

REPORTS:

ASG (Mouawad)

- ASG has started to regularly meet every week in person.
- We are planning the ASG fall retreat.
- We are making recruiting efforts to fill all ASG positions and we are electing members for Executive positions.

President (Versaci)

I met with VP Kahn on Monday, August 30, to discuss various matters. One item that came up was Spring '22 scheduling. I relayed concerns that the 15-minute passing period that was being put in place was a barrier to

scheduling more in-person classes. Following this meeting, I had a subsequent email exchange with Jack and Chris Miller, asking for clarification as to why 15 minutes was being mandated instead of the regular 10 minutes. The result of this conversation was that Facilities came up with a plan where a 10 minute passing period would work. Deans have been notified to let Chairs know that this regular passing period could be used in planning the Spring '22 template.

I met with Jack, VP Lakhani, and Dean Salas on Thursday, September 2, to discuss Student Equity and Achievement Funds. We discussed the possibility of moving certain items, like tutoring, into the general fund in order to use the SEA funds for other matters (and, in turn, to make sure that an important service like tutoring is not dependent on funds that may go away).

I met with VP Montoya on Tuesday, September 7. He told me that HR (in the form of the EEO Committee) would be reviewing the two documents approved by Senate on 8/30—the Faculty Hiring Procedures and the faculty portions of AP 7120. He anticipated that this review would be early during the week of 9/13.

The Governing Board met on Tuesday, September 7. They approved the list of faculty hires, and HR has begun sending out materials to the relevant departments to begin the hiring process for those positions.

College Council (Versaci) - The College Council met on Friday, September 10 (after these reports were turned in).

Equity, Education, & Student Success (EESS) Council (Versaci)

The EESS Council met on Friday, September 3. Cynthia Cordova introduced the idea of forming a set of “community agreements” for the Council. She discussed what they were and gave members a prompt to think about what kinds of agreements they would like to see. Establishing a set of agreements will be a part of the Council’s next two agendas. We also discussed the operational committees that should report to the EESSC, and approved them in concept (i.e., NOT with details of membership, which will come later). The approved committees include Faculty Position Prioritization, Academic Review, Behavioral Health and Campus Wellness, DRC Advisory, New Programs, Registration, Scholarship, and Student Eligibility Appeals. We also discussed, but did not finalize, some additional operational committees, including PRP Review, the AB705 Subcommittee, and a committee that would screen requests for DEI funds.

Institutional Effectiveness (IE) Council (Bongolan)

1. Examined committees that should report to IE.
2. Reviewing Accreditation Standards I and IV.
3. Will be looking at fiscal benchmarks with a focus on FCMAT recommendations.

Employees, Community, & Communications (ECC) Council (Ferro) - No report.

Infrastructure & Sustainability (IS) Council (Lucindo) – No report.

PFF (Laughlin)

Most of my time in the past two weeks has been consumed by the ever-changing District policies regarding face-to-face instruction, the vaccinations policy, and how to deal with Spring semester. Negotiations about these and other matters have been ongoing. The new councils have started in earnest this semester. I attended the Institutional Effectiveness council on Friday as an alternate for Barbara. It was mostly an organizational meeting. One important thing that came out of it was the motion to create a task force to determine what percentage of the District’s budget should be expended for wages and benefits. The FCMAT report states the percentage should be 85%, but that is pretty arbitrary and not in line with most colleges in the state. I also attended the governing Board meeting in person! The main order of business was the adopted budget. The budget did not have an executive summary, but Ambur Borth walked us through it. You can view it on [Board Docs](#). The bottom line is that we are in good shape for this year, but (wait for it) we are deficit spending next year, and the year after we will be in BIG trouble. The same refrain I have

heard since the beginning of my tenure at Palomar College. I will be attending the College Council on Friday and will report on it at the next meeting.

DEqCC – Diversity, Equity, and Cultural Competence (Aguilar/Sadat Ahadi) - No report.

Accreditation (Meehan) - No report.

The Accreditation Writing Leadership Team (AWLT) meets every Tuesday from 11am – 1pm.

Distance Education (Hiro)

The Distance Education meeting is putting together goals for the 2021/2022 academic year. We plan to discuss and approve new goals at our next meeting Sept. 15 at 2:30 p.m. We meet on Zoom. Meeting ID: 981 0039 1117 Passcode: 017020. We welcome feedback on the goals listed below. Email Distance Education Coordinator Erin Hiro at ehiro@palomar.edu or attend the meeting.

Distance Education Committee Proposed Goals

1. Implement Peer Online Course Review using CARES Act money and make it sustainable into the future.
2. Create a Coursepack Resource Page
3. Develop Universal Design Training, that includes Authentic Assessment, Accessibility and templates with suggested due dates and continuity for online classes.
4. Test and promote HyFlex courses during the Fall and Spring Semester and make recommendations on whether to continue HyFlex into future years.
5. Improve communication with the ATRC.
6. Work with ATRC on strategic plan for evaluating what Canvas programs are most needed by faculty.
7. Revisit CVC Home/Teaching College process
8. Provide guidance and resources on Proctoring issue
9. Consider creating Faculty Handbook for online processes
10. Faculty mentor program for online teaching
11. Work with TERB to implement student evaluations for each semester and requirements to require faculty teaching online after Covid should have one online class reviewed.
12. Push for better onboarding for online students

Guided Pathways (Nelson)

The GP leads have been working on the following:

1. Revising funding request form.
2. Creating Outcomes Report for funding requests.
3. Preparing application for the [Leading from the Middle](#) academy to focus on student success team organization.
4. Revising pillar goals for last year of initial grant.

Budget (Ferrerro) - No report.

TERB (Lawson) – No report.

Professional Development (Guerrero) - No report. The next PD meeting will be Tuesday, September 28.

AB705 Subcommittee (Anfinson) – No report.

The AB705 Subcommittee met on Thursday, September 9 (after these reports were due).

Sabbatical Leave (Lawson) – No report.

Equivalency (Towfig) - No report.

Faculty Service Areas (Mudgett) - No report. The FSA Committee next meets on Tuesday, September 21.

Credit for Prior Learning (Rose)

This fall, the Credit for Prior Learning Coordinator and Counselor are starting a campaign to get the word out to students about Credit for Prior Learning. Part of this messaging campaign includes an intake survey to help students determine if they may be a good candidate for CPL. This survey includes 6 questions about CPL and is attached to the survey that helps to determine math, English and ESL placement.

Since August 1, 2021, to September 7th, 1672 students indicated on the survey that they may be a good candidate for CPL.

After taking the survey, students receive an email with a link for a CPL Intake Form, that helps students narrow down their eligibility and interest in CPL.

Students can then register for Credit for Prior Learning information sessions to learn more about CPL and get started with the CPL eForm petition process.

Students may also meet one-on-one with the CPL counselor to go over their Education Plan and discuss CPL opportunities (required by title 5).

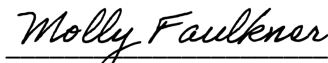
The CPL Coordinator may also coordinate a meeting with a student and faculty to determine CPL eligibility for courses that may not yet offer CPL.

Currently, Palomar offers over 200 courses in over 40 disciplines for Credit for Prior Learning with assessment methods such as credit by exam, portfolio review, industry certification and military transcripts.

The [CPL website](#) continues to be updated with more resources and information for students, faculty and colleagues from across the state.

ADJOURNMENT: The meeting was adjourned at 3:54 PM.

Respectfully submitted,



Molly Faulkner, Secretary