



Minutes of the
MEETING OF THE FACULTY SENATE
November 15, 2021

APPROVED

PRESENT: Eduardo Aguilar, Lacey Craft, Will Dalrymple, Molly Faulkner, Jenny Ferrero, Sergio Hernandez, Erin Hiro, Jason Jarvinen, Teresa Laughlin, Lawrence Lawson, Beatrice Manneh, Leigh Marshall, Susan Miller, Ben Mudgett, Scott Nelson, Wendy Nelson, Candace Rose, Tanessa Sanchez, Roxanna Vega (ASG), Rocco Versaci, Reza Wrathall, Anastasia Zavodny

ABSENT: Alexandra Doyle Bauer, Adam Meehan, Tina-Marie Parker, Elizabeth Stephens, Fari Towfiq

GUESTS: Cindy Anfinson, Barbara Hammons, Billieanne McLellan, Kitty Stahl, Alyssa Vafaei

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 and EEDCC Co-Chair Eduardo Aguilar reminded Senators about the inaugural Social Justice Convening on Friday, January 28, 2022. Senator Aguilar encouraged all faculty to register today. Register here: [Social Justice Convening Registration \(google.com\)](#)

Senator and PFF Co-President Teresa Laughlin reminded everyone about the turkey giveaway taking place on Saturday, November 20. The PFF, CCE and the Palomar College Foundation all contributed to ensure there are at least 300 turkeys to give away. She encouraged faculty to come and bring toys for the toy drive this year as well.

ANNOUNCEMENTS

Senate Secretary Molly Faulkner announced that Palomar Performing Arts has a symphony orchestra concert this coming weekend. And the contemporary dance ensemble will be performing with Copland's "Our Town" suite. Tickets can be purchased at <https://palomar.universitytickets.com/>

AGENDA CHANGES – No agenda changes.

APPROVAL OF MINUTES

Motion 1 MSC: Laughlin/Aguilar

Faculty Senate approval of meeting minutes dated November 8, 2021 (see Exhibit 1).

The motion carried.

ACTION

A. Curriculum

Senator and Curriculum Co-Chair Wendy Nelson said no action is required today. She added that faculty need to be proactive in getting new curriculum launched this fall by checking META to see the status. Nelson said the curriculum committee will be discussing replacing the multicultural requirement with the new ethnic studies requirement. Last week the GE subcommittee took a straw vote and it is in favor of making the change. The next step will be discussing that curriculum to get feedback from the curriculum committee. The curriculum committee will have an official vote and then it will come to Senate hopefully before the end of the semester.

Senator Nelson responded to Senators' questions by saying that it is highly unlikely that a majority of our courses that fall in the multicultural category will meet the requirements for the ethnic studies courses because the ethnic study courses are very prescribed. The outcomes are very clear of what it means to get or meet the ethnic studies requirement.

Nelson also said that Palomar has six or seven classes right now that meet the CSU ethnic studies requirement and the UCs should follow suite shortly. Any current multicultural course is not going away and one of the goals of Senate is that we'd like to see DEI infused in all of our courses. All of those courses that currently fall into that multicultural requirement are essentially ahead of everyone else in terms of the content. We are also talking about some other options such as possibly doing GE themes where we would have maybe three or four different themes that a student can select but curriculum is not yet sure what those will look like.

B. Committee Appointments

Motion 2 MSC: Zavodny/Sanchez

Faculty Senate approval of the following committee appointments (see Exhibit 2).

DRC: AP 5140 Meeting – **Gina Sanders**, Math Expert

Instructional Program Review and Planning Committee – **Lisa Cecere**, Faculty

The motion carried.

Senator and Committee on Committees Chair Anastasia Zavodny reminded Senators that the deadline for approving three additional faculty is this week and asked Senators to volunteer to fill those positions today. Senators Molly Faulkner and Susan Miller volunteered.

Motion 3 MSC: Zavodny/Hernandez

Faculty Senate approval of the following faculty for the Instructional PRP Committee.

Senator Molly Faulkner

Senator Susan Miller

The motion carried.

INFORMATION ITEMS

A. Results of Constitutional Clean Up Vote

Senator and Elections Chair Beatrice Manneh reported that she has received 69 responses from faculty for the vote with 97.1 voting “yes.” Senate President Versaci said he would post the updated version on the Senate website.

B. Two Full-time Vacancies on Senate at End of Semester

Senate President Versaci reported that there are two full-time Senator seats coming vacant at the end of this fall semester. Senator Tina Parker is stepping down now since she is out on maternity leave and Senator Candace Rose needs to step down at the end of this semester. Senator Zavodny also added that Senator Elizabeth Stephens needs to step down now for personal reasons. After presenting pros and cons for conducting a special election now or of waiting until spring, Versaci conducted a straw vote and consensus (16-2) is to wait until spring 2022 (March) to send out the call to replace these Senators. Additional discussion took place reminding Senators of the importance of faculty representation in this body and it was decided to make the call now to replace Senator Parker’s seat and Senator Stephen’s seat. Senator Manneh will get a call out now.

C. Part-time Equity Group/Mentorship Program (see Exhibit 3)

Senator Zavodny reminded Senators that one of the part-time equity recommendations was to develop and implement a mentorship program for part time faculty. Zavodny shared the exhibit created by the part time equity work group. In this program, part time faculty can request and be informed about this program. Full time and experienced part time faculty can serve as mentors.

Senator Will Dalrymple said this package or program is in alignment with what is made available to full time faculty. In terms of its practical value, this program is of value to faculty themselves but it also has institutional value. This is an opportunity for instilling a certain amount of Palomar culture and an opportunity for new faculty to get a fuller sense of institutional culture within a given department as well. Dalrymple closed by saying we want to emphasize inclusion, both in its own right and as part of equity more broadly.

Senator Zavodny said this started with a survey from last fall regarding equity and inclusion for part time faculty within the department and the College. The major takeaways that we found from our faculty and the responses from both full time and part time is a lack of inclusivity. It is exacerbated in certain areas and aspects of the College and there are some wonderful departments that do work well with part time faculty and full time faculty. Unfortunately, there are a lot of reports of our part time faculty feeling like they are not welcomed, they're not a part of the department and they are not seen as equal colleagues. Zavodny went on to say that bringing about a mentorship program is really about fostering that inclusivity and reiterating that we are all equal faculty with equal minimum qualifications for teaching here at the College.

Senator Susan Miller spoke strongly in favor of this faculty mentoring program. As a full time, she has a slightly different perspective as she sees it as imparting Palomar culture. This is an opportunity to pass the torch to younger faculty. She sees this as putting in place a good structure for giving opportunity and of passing on some institutional memory and culture. She understands that sometimes part-time faculty do not get the full recognition they deserve when they are really bringing a lot to the table.

Several Senators shared their support or provided feedback to the content.

Versaci asked Senator Zavodny to make the suggested edits and to bring this item back to Senate for Action on November 29.

D. AB 705 Support Subcommittee Governance Change (see Exhibit 4)

President Versaci explained that with the advent of AB 705, there were a couple of changes. One change was that our Basic Skills Committee became the AB 705 Support Subcommittee. The other change that occurred was the creation of another AB 705 work group that was largely administrative and “off the books.” This group was never officially established and its primary purpose was to do technical work necessary for the implementation of AB 705. Now, we are combining the two groups. We now have a combined smaller group that is largely faculty, including leadership. Versaci summarized the exhibit and some major changes. This group will report to both Faculty Senate and to EESSC, both of which have student representation so a designated student representative is no longer included. The other noticeable change was supporting the effort of paring down the size of these committees to make it easier to actually achieve the goals or work to be completed. Committee representatives already have reporting commitments to other groups so that every single group does not need to be a member of every committee.

Senator Anastasia Zavodny expressed her concern regarding the loss of the Psych, Soc and Business specific faculty positions.

Cindy Anfinson shared there was much confusion between the two groups. She went back and forth between both of them to maintain some continuity since we did not want to let our faculty input go. AB 705 is extremely important because it's an instructional equity initiative strongly rooted in math, English, ESL and reading.

Motion 4 MSC: Ferrero/Laughlin

Faculty Senate approval to move back into Action.

The motion carried.

Motion 5 MSC: Laughlin/Faulkner

Faculty Senate approval of the AB 705 Support Subcommittee Governance Change form (see Exhibit 4)

The motion carried.

E. Communication Strategies from Senate to Faculty/Campus

President Versaci began the discussion by reminding Senators this issue is a goal for Senate.

Senator Zavodny shared that some faculty have told her that once they step down from shared governance service, they don't know what's happening anymore. Faculty may not go and spend time digging through Senate minutes to find out. Some sort of “digest” was mentioned that reflects highlights from various representative committees or other important information faculty should know could be helpful.

Senator Eduardo Aguilar supported comments made by Senator Zavodny.

Senate VP Ferrero said Comet Connection was launched specifically for communicating information to the campus community. Unfortunately, if the important information is not being provided to Comet Connection, the information can't be shared.

Senator Wendy Nelson questioned communication as a whole on campus and whether the processes can be fixed. In terms of our communication out to the College community, maybe incorporating a reporting method Richard Albistegui-Dubois used while in Senate. Every week or every two weeks, he would write a summary for faculty and staff to read. Maybe a group should sit down and come up with a strategy for getting this information out and review what other colleges are doing and doing well.

Senator Zavodny added that the distribution lists on campus are inconsistently named making it difficult to know which distribution list is best to use for sharing information. She said that Mira Costa has an email digest that come out with photos, short summaries and links to click. This makes it very easy to read updates on important initiatives happening on the campus.

Senator Wendy Nelson said our Communication Office should be collecting this information and should be responsible for reporting it out to the campus and to the community. She believes Senate should push for this improvement.

President Versaci said he supports pushing for the Communications Office to do more. He said he doesn't agree with comments that faculty don't know what is happening when they are provided with this information on a regular basis. Not only is the information posted on the Senate website but the information from Senate is emailed directly to them every week. Some people don't read the communications we send, and nothing is going to make people read it if they're not going to read it.

Senator Zavodny said that our faculty receive approved Senate meeting minutes much later than is helpful in the moment. To offset this, she suggested that we improve Senate meeting agendas by including a more detailed description of agenda items to be discussed.

Senator Lawrence Lawson suggested a podcast each week for the Senate president.

Senator Will Dalrymple said there is a three click rule when designing websites. If a person needs to click more than 3 times, chances are they won't follow through.

REPORTS:

ASG (Mouawad) – No report.

President (Versaci)

Senate VP Jenny Fererro and I attended (virtually) the ASCCC Fall Plenary from Thursday, November 4 to Saturday, November 6. She kept copious notes on various sessions and resolution voting, and those notes can be found [HERE](#).

I met with VP Montoya on Monday, November 8 to touch base about the faculty hiring procedures. He was planning a meeting with others in HR to review a few things. I told him that I want to get the new changes/updates to the Senate on November 29.

Regarding faculty hiring, I let the Chairs of departments that are hiring faculty this term that the District has agreed to pay for additional advertising, so they should ask their selection committees to think about other venues—especially those with a more diverse readership/audience—in which to place job announcements in an effort to attract more applicants to apply.

I've met with faculty members over the tutoring co-location situation. They have been encountering suggested changes to things already decided in their ongoing meetings with STAR Center personnel. I reached out to Jack to organize a meeting for all stakeholders so that we can establish definitively what the plan is going forward and to clarify roles, purview, and communication. I also shared with faculty and Jack the paper "[The Role of Faculty in Tutoring and Learning Centers in the Community College,](#)" which the ASCCC adopted in a resolution at the Fall 2021 Plenary.

I met with VP Kahn and Erin Hiro to discuss a proposal for HEERF funding to cover the costs of both online/Zoom proctoring and in-person proctoring at (most likely) the STAR Center. Erin has completed her part (online/Zoom) and Jack is looking into the hours that STAR is planning to be open in the spring and the costs involved with expanding them.

Based on our discussion at Senate on this matter, I imparted the need for nighttime (i.e., after 6pm) hours and some Saturday hours.

Jenny and I meet with President Rivera-Lacey this Friday, November 12 to go over various issues. We will report out on those conversations at a later date.

College Council (Versaci)

College Council met on Friday, November 12 (before Senate but after reports were due).

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

The EESSC met on Friday, November 5. There was a fair amount of time spent approving updates to various BP/APs, but this proceeded without controversy. We also approved the Governance Change Form for the Instructional PRP Review Committee, configured along the lines as was discussed at our 11/1 Senate meeting (i.e., following the directive for Joint Committees engaged in 10+1+1 work in the new Governance Handbook). This passed in EESSC and was subsequently passed at our 11/8 Senate meeting. The call for faculty positions went out on Wednesday, November 10.

Institutional Effectiveness (IE) Council (Bongolan)

IEPFS Council met on 11/5/201. Here are a few highlights:

- The Architecture and Interior Design programs presented on moving to the Rancho Bernardo campus. Benefits include working with PUSD's middle college in addition to being relocated closer to the architecture schools in San Diego.
- Budget Committee structure finalized and approved.
- Review of Non-Instructional program review was tabled as VPI Kahn was not present.

Employees, Community, & Communications (ECC) Council (Ferrerro)

The ECC met on Friday, November 5. There was much discussion on the idea of consensus and how that should ideally be communicated/achieved, as well as on proposed changes to BP 3950- News Media. The Council also approved changes to the Governance Form.

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

PFF (Laughlin) – No report.

Educators for Equity, Diversity, and Cultural Consciousness – EEDCC (Aguilar/Sadat Ahadi)

- We reached out to Sherry Titus and the subcommittee looks forward to supporting/collaborating with Student Life and Leadership on praxis, and policies to be aligned with DEI+Antiracism for Spring 2022 semester.
- This Friday 11/12/21 we will finalize student keynote speakers and the opening for the Social Justice Convening. Our subcommittee is also working with PCTV on recording keynote speakers, and including presentations from subcommittee chairs for the opening of the convening.
- Co-chairs provided a list of weekly proposed hours and responsibilities for Faculty Senate to review on 11/9/21.

Accreditation (Meehan) – No report.

Distance Education (Hiro) - No report.

Guided Pathways (Nelson) - No report.

Budget (Ferrerro)

The Budget Committee met on Tuesday, November 9. Based on a previous query, VP Borth provided the average salaries for admin: \$123,568.99 (93 FTE), classified: \$75,332.64 (323 FTE), FT Faculty: \$114,878.61 (281 FTE). Faculty members on the committee requested that PT average salaries be examine as well. A HEERF funding update was presented (it was a

direct repeat from the Governing Board meeting on 11/2), as well as an update on the March 2020-June 2021 reimbursement process: as of noon on 11/9, there are 545 pending reimbursements that still need to be processed. About 100 a week are being processed, and Fiscal Services anticipates being able to reimburse everyone before the end of the semester.

TERB (Lawson) – No report.

Professional Development (Guerrero)

AP 3000 ([https://go.boarddocs.com/ca/pccd/Board.nsf/files/C8746S0A11E4/\\$file/Administrative%20Procedures.pdf](https://go.boarddocs.com/ca/pccd/Board.nsf/files/C8746S0A11E4/$file/Administrative%20Procedures.pdf)), which was approved on 4/6/2021 by SPC, revised and approved by College Council on 10/22/2021 went to the governing board on 11/2/2021 is now fully approved as an AP. Given that this AP states "The District is committed for all employees to attend antiracist and equity professional development (PD) training and/or activities each academic year, which will further enhance their knowledge, teaching, and praxis to dismantling systemic and structural racism," the PD office will work in collaboration with other EEDCC and other groups in develop the outline of what does that mean and is desired from the AP. To which then will be worked out with all bargaining units (PFF, CCE, AA, etc.) in terms of impact. Once more details are known, we will report out.

AB705 Subcommittee (Anfinson) - No report.

Next meeting is on Thursday, December 9 (we will miss the November meeting as it falls on Veterans Day).

Sabbatical Leave (Lawson) – No report.

Equivalency (Towfig)

Equivalency committee is reviewing Equivalency Applications.

Student Learning Outcomes (Bealo/Tavakkoly)

The SLO Co-coordinators are working on reviewing the software we use to track assessments, looking into equity for SLOs, and continuing to process SLOs in META – i.e. new courses, course changes, new programs, program changes, program SLO updates, and course reviews. We continue to help faculty report assessments and improve the way we assess GEILOs.

Faculty Service Areas (Mudgett)

FSA has no report at this time.

Credit for Prior Learning (Rose) – No report.

ADJOURNMENT: The meeting was adjourned at 3:50 PM.

Respectfully submitted,


Molly Faulkner, Secretary