



Minutes of the
MEETING OF THE FACULTY SENATE
February 14, 2022

APPROVED

PRESENT: Eduardo Aguilar, Lacey Craft, Will Dalrymple, Alexandra Doyle Bauer, Molly Faulkner, Jenny Ferrero, Sergio Hernandez, Erin Hiro, Jason Jarvinen, Teresa Laughlin, Lawrence Lawson, Beatrice Manneh, Leigh Marshall, Adam Meehan, Susan Miller, Ben Mudgett, Scott Nelson, Wendy Nelson, Tanessa Sanchez, Fari Towfiq, Alyssa Vafaei, Rocco Versaci, Reza Wrathall, Anastasia Zavodny

ABSENT: Marie-Therese Mouawad (ASG)

GUESTS: Cindy Anfinson, Barbara Baer, Ron Burgher, Bill Carrasco, Mary Cassoni, Lisa Cecere, Mike Deal, Mike Dudley, Jeff Epstein, Jim Fent, Marlene Forney, Melissa Haickel Bagaglio, Barbara Hammons, Masako Ikenushi, Bill Jahnel, Jack Kahn, Vikash Lakhani, Julie Lanthier Bandy, Kendy Magnuson, Jackie Martin, Billieanne McLellan, Leanne Maunu, Patriceann Mead, Lisette Ordorica Lasater, Elyse Real, Star Rivera-Lacey, Roberto Rodriguez. Netta Schroer, Susan Snow, Diane Studinka, Anita Talone, Elena Villa, Jon Walker, Kathleen Young

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 and PFF Co-President Teresa Laughlin recognized an email sent to faculty that morning from President Star Rivera-Lacey regarding an incident that just occurred on campus. Senator Laughlin said PFF just passed a resolution on February 10, 2022 supporting Palomar faculty, staff and administrators who are currently working on DEI racism activities and encouraged Faculty Senate to follow with a similar resolution. Laughlin thanked President Star Rivera-Lacey for her email earlier today condemning this hate speech. Laughlin then read the following PFF resolution:

Resolution in Support of Faculty, Staff, and Administrators working toward Diversity, Equity,
and Inclusion at Palomar College.
2/10/22

Whereas the brutal and tragic murder of George Floyd on May 25, 2020 continued to spark international protests in support of the Black Lives Matter movement;

Whereas on June 5, 2020 Chancellor Eloy Ortiz Oakley wrote an open letter to the "California Community College Family" with a call to action to "actively strategize and take action against structural racism;"

Whereas Faculty, Staff, Administrators, and Students rose to the Chancellor's call and created the Diversity, Equity, and Inclusion (DEI) movement to create and advocate for "an antiracist Palomar College;"

Whereas Palomar College's statement of vision and values includes Diversity, Equity, and Inclusion.

Whereas the Palomar Governing Board approved Board Policy 3000: Antiracism; and

Whereas some Faculty, Staff, and Administrators involved in Palomar College's DEI work are being harassed on social media, including, in at least one case, the home address of an employee of the District being posted (doxxing) along with threats to themselves and their family; now, therefore, be it

Resolved, the Palomar Faculty Federation strongly condemns those who seek to threaten, intimidate, or abuse on social media, in print, or in person Palomar College students and employees in performance of their duties and advocacy; be it further

Resolved, the Palomar Faculty Federation reaffirms support for the DEI and antiracism efforts at Palomar College; be it further

Resolved, the Palomar Faculty Federation commends the Faculty, Staff, Administrators, and Students who continue to enlighten our community with many social justice activities, book clubs, and convenings; be it finally

Resolved, the Palomar Faculty Federation calls on the Palomar College Board of Trustees and the District to reaffirm their support for our Colleagues who are working on the DEI and antiracism initiative.

ANNOUNCEMENTS

Senate President Rocco Versaci welcomed President Star Rivera-Lacey, Vice President Jack Kahn, Vice President Vikash Lakhani, Kendall Magnuson, Julie Lanthier Bandy, Trustee Roberto Rodriguez and others in attendance.

Senator Leigh Marshall said the memorial for Bob Vetter will be held Sunday, February 20th from 1 to 3 PM on the baseball field and everyone is welcomed to attend. A fundraiser has been launched to defray costs. If you're interested in donating, email Lacey Craft at lcraft@palomar.edu or Leigh Marshall at lmars@palomar.edu

Senator Susan Miller reminded Senators of Black History Month this month. Palomar's Black Faculty & Staff Association are sponsoring workshops throughout the month. Additional information can be found here: <https://www.palomar.edu/pbfsa/black-history-month-2022/>

AGENDA CHANGES – No agenda changes.

APPROVAL OF MINUTES

Motion 1 MSC: Towfiq/Marshall

Faculty Senate approval of meeting minutes dated February 7, 2022 as amended (see Exhibit 1).

The motion carried.

ACTION

- A. **Curriculum** – No actions taken by Curriculum this week.
- B. **Committee Appointments**

Motion 2 MSC: Zavodny/Towfiq

Faculty Senate approval of clarification to the Governance Structure Request Form as presented for the Tutoring Committee (see Exhibit 2).

Senator and Chair of Committee on Committees Anastasia Zavodny explained the proposed clarifications reflected on the exhibit.

The motion carried.

Motion 3 MSC: Zavodny/Laughlin

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

The motion carried.

AB705 Subcommittee – **Daniel Straub**, Faculty, DRC
Regional Oversight Committee – **Sarah De Simone**, Faculty, CTE

Motion 4 MSC: Zavodny/Laughlin

Faculty Senate approval of the results of the ballot for the Faculty Senate appointed faculty position on EESSC (see Exhibit 3).

The motion carried.

Equity, Education, and Student Success Council – **Peter Owioiwio**, Faculty, Senate appointed

Senator Zavodny emailed the ballot to Senators. The initial voting resulted in a tie. Cindy Anfinson voluntarily withdrew her application for the position.

C. Nominations for & Election of Faculty Senate President-Elect

Motion 5 MSC: Towfiq/Faulkner

Faculty Senate approval of the results of the roll call vote for Faculty Senate President-Elect.

The motion carried.

Senator and Elections Chair Beatrice Manneh asked for nominations for Faculty Senate President-Elect. Senator Fari Towfiq nominated Senator Wendy Nelson who accepted the nominations. Senator Zavodny asked for clarification on the matter that Senate President and Curriculum Co-Chair are both seated on many of the same committees. If Senator Nelson was elected and also remained Curriculum Co-chair, would Senate appoint another Senator to fill one of those positions on those respective committees to satisfy full representation. Senator Nelson said she hasn't decided yet whether she will remain Curriculum Co-chair for her last year but a designee could be named if needed.

Senator Manneh performed a roll call vote and Senator Nelson was unanimously elected Senate President-Elect.

INFORMATION ITEMS

A. Discussion with President Rivera-Lacey about Fall 2022 Planning

President Versaci said he sent Senate's last meeting transcript to both President Rivera-Lacey and VP Kahn to hear the discussion in full. Versaci briefly summarized last week's discussion saying there was a lot of interest in increasing the face-to-face presence at school in Fall 2022. There needs to be an institution wide effort to support this. The idea of

departments deciding on their own what their numbers are going to be, could be problematic for a number of different reasons. The discussion also extended into enrollment issues and a marketing plan came up in the conversation as well.

Senate Vice President Jenny Fererro added that there was widespread concern about the idea that we just need to wait until things are better and students telling us they want to be back on campus. We need to commit to the idea that there may be a semester or two of growing pains to get back to being face-to-face. Palomar faculty did not sign up to teach at a fully online college. We want to make sure that we are recognizing that just because online classes are filling right now, that's not necessarily reflective of student need or of what students actually want. Fererro said there are lots of students who have been waiting to come back once face-to-face classes are back on the schedule for their Program so they may not even be trying to enroll right now. Another huge point made last week is that students are going elsewhere where it is much easier to enroll and much easier to find classes.

Jeff Epstein thanked Versaci and Fererro for their overview. Epstein went on to say that it needs to be clear that this current enrollment strategy isn't because of COVID but is just an enrollment management decision. Palomar needs to think about this from an enrollment perspective and not from where Palomar has been for the last two years. It is difficult to plan for Fall 2022 and beyond without understanding what Palomar's institutional goals are for the return to face-to-face learning. Epstein said the disciplines and departments have been thrown into a bind because if they choose to offer more face-to-face classes because faculty understands that in person class modality is better for students, and those classes don't fill, they get cut. The efficiency management paradigm means those classes aren't coming back. Faculty are actually disincentivized to offer face-to-face courses which is against the broad commitment towards in person instruction. Epstein said he was concerned about the number of class cancellations at the Centers. Faculty are committed to the success of the Centers but if one looks at just the numbers, limiting face-to-face offerings on the main campus is not the right course of action at this time.

Netta Schroer pointed out that according to her recalculation, only 7% of classes were canceled on the main campus and 43% of the classes at the Fallbrook Center were canceled. Schroer said there were creative ideas shared at the recent Chairs & Directors meeting that should be considered.

Bill Jahnel said that there may likely be faculty staffing issues at the Centers because a majority of those faculty are part-time and their classes were cut. Jahnel suggested some kind of bounty for those faculty who teach face-to-face classes at the Centers. During the Chairs & Directors meeting Jahnel said there was concern that one of the reasons Palomar shouldn't go back to face-to-face is that it has been tried and it didn't work. The same could have been said for Palomar going online during COVID. Jahnel said if one looked at the retention numbers in his department the first semester after COVID, they didn't get it right. It took almost a year to get numbers and standards back up. If faculty were able to commit to moving online within a year or two, the administration should now give departments that same commitment to rebuild face-to-face classes. Jahnel supports getting a student survey out but believes that students don't always know what they want. Departments need the support of the administration who is willing to let departments try different things. With the governor's budget giving Palomar a floor, Palomar should stand on that floor and be solid and moving back face-to-face.

Senator Secretary Molly Faulkner said that years ago when she sat on SPC, there was a conversation that occurred which was the genesis of the Enrollment Management Task Force. This campus-wide task force was responsible to figure out how to grow the College and equally, how to trim the College when funding was cut. Faulkner said this task force was disbanded some time ago but a similar task force should be considered moving forward.

Senator Wendy Nelson said the students voice should be considered when making these decisions. Senator Nelson also said that many of the current students have never set foot on the campus and don't know what it feels like to be part of the campus community. She thinks that Palomar should be sponsoring on campus events right now to give students a sense of what being on campus feels like and then in turn, those students may be more comfortable enrolling in face-to-face classes come Fall.

Palomar President Star Rivera-Lacey began by saying that she believes administration and faculty are really on the same page and moving in the same direction. President Rivera-Lacey thanked Senate for the invitation to the Senate meeting and said it will help navigate a conversation where consensus can be built. She said that face-to-face classes is the direction that she and the administration want to go. Prior to COVID, face-to-face classes were at 75% and online

courses made up the remaining 25% of classes offered. It is her own personal bias that face-to-face interactions are best and believes that offering face-to-face courses will get Palomar's enrollment where it needs to be. She said she also recognizes that all departments and divisions have unique needs and some want or need more face-to-face classes. A discussion is needed about what that percentage looks like. Regarding efficiency this last Fall, Palomar was thinking 67% as far as the classes being filled. She has heard some positive feedback regarding what was tried for Spring class cancellations. Palomar is definitely in a transition period and making decisions about Fall six months in advance forces Palomar to be adaptable. Rivera-Lacey said the approach they took for class cancellations this Spring semester will be the same approach she takes for Fall 2022, but with flexibility. Her, along with other college CEOs converse on how to incentivize and remove barriers for face-to-face courses. Imperial Valley College is offering \$250 voucher at the bookstore if a student enrolls in face-to-face classes. Another college will offer students free campus parking and others have been talking about reduced tuition as well, if legal.

President Rivera-Lacey said that when this initial enrollment discussion began, she wanted to try to stay away from class cancellations. Palomar is not in a position to start converting classes like its done in the past. That ability is going away because HERFF funding is ending.

Jack Kahn, VP of Instruction said the goal is to move back to face-to-face instruction and reminded faculty that for this Spring, 50% of the classes were offered face-to-face. The opportunities were there for students who really needed better schedules but the desire from students was not there. Kahn explained that the average Palomar student only takes 2.2 classes per semester so the vast majority of students are not full-time students who may be trying to schedule four or five classes. Kahn said he will do whatever it takes to help support the programs and to support face-to-face classes but merely requiring this will do nothing and said it has been tried in the past many times in many circumstances. Kahn suggested putting energy in identifying what the obstacles or barriers are and work collaboratively to remove those barriers so that Palomar can have more face-to-face classes. If Palomar doesn't make institutional changes along with community changes, Palomar is going to be right back in the same conversation with many cancelled classes. Kahn said the Centers are disproportionately canceling classes and removing barriers that are getting in the way of students going there should be the focus.

Ferferro asked for an update on the status of the enrollment suggestions/improvements that Senate gave to administration last Fall. Senate is getting firsthand knowledge from students, family members, friends and community members who try to maneuver through the enrollment process at Palomar and enrollment is still broken. Ferferro said its really embarrassing when compared to what students get to do at other colleges in terms of enrollment and signing up for classes. Every day that goes by without fixing this issue causes a student to give up trying to register here and then register at another college. Senate provided a thorough list of problems and suggestions for improvements but hasn't been updated on any actions to correct these issues.

Senator Lacey Craft also asked for an update of the enrollment process fix but also said that Palomar does not currently have sufficient student support services on campus now even though 50% of classes are back on campus this semester. Students on campus who have issues are being asked to communicate via email and this is a huge issue for students who need assistance while on campus. Senator Craft also said she saw many unvaccinated students this semester who weren't aware of or able to get the BioSET testing done on campus so they too could attend face-to-face classes. Craft said she received many emails from unvaccinated students saying they can only take online classes because of their unvaccinated status and weren't made aware that there were options available to them. Those options may have not been emphasized or marketed to students. Dr. Kahn responded saying the data does show that the typical age group attending community college is disproportionately less likely to get a vaccine anyway so this is another barrier that must be removed.

Senator Anastasia Zavodny added that uploading the vaccine card is not clear on the website. She personally registered for a class and found it confusing and difficult. Once she was able to provide the proof, it took over 24 hours to finally be cleared to register. Many students may have given up by that time and even though Palomar targeted for 50% in person classes this Spring, she recognizes that the issue with submitting a vaccine card may have been a hurdle for some students.

Senator Ben Mudget said he hopes the campus will be student-ready next week and shared that many vending machines are not operational and if they are, the machine is dispensing expired product. This becomes more of a problem since food services won't be available this semester.

Netta Schroer said faculty are being asked to submit schedules now but a lot of what could be offered is really dependent on what administration wants to do. Richard Loucks sent an email to ADAs saying there'd be a 67% CAP which was reiterated today, but his email also said, "the district may increase to normal max should health and safety conditions allow." Schroer said this is a problem if we don't have a commitment from the College. How do we plan how many sections of a face-to-face class if we don't know that our 67% is now going to bump all the way up? She needs a commitment before faculty are asked to turn in a schedule. President Rivera-Lacey then made the commitment for 67% for Fall. Schroer asked about the state of emergency and Kahn said the Chancellor's Office said this is a local decision only. Kahn said to make it as flexible as possible for faculty, he will recommend that we remain in a state of emergency. This will allow faculty to decide if they want to continue to offer courses on the emergency addendum rather than forcing faculty to decide about those courses. Dr. Rivera-Lacey will mention this at the next Governing Board meeting.

Patriceann Mead, Chair of Performing Arts said that without an ADA, she has spent countless hours assisting students to get their vaccine cards uploaded and ready for the next steps needed to be in the class. She currently has 14 students who need to be enrolled and finds it incredible that she and her department do not have more support to walk students through the enrollment process. Many students have just given up.

Senator Lawrence Lawson said ESL requested information about students' ability to pay in cash at the Escondido Center and was told the students who may only be able to pay in cash, they have to pay online with a card. Some ESL students at the Escondido Center are undocumented students who can only pay in cash. Lawson then said that when this happened before, a cash box was made available. Some of the policies that are good-natured are also impacting enrollment in small ways. Dr. Rivera-Lacey was not aware of this and said she thinks this is an equity issue as well.

Jeff Epstein said he appreciate the idea that one size doesn't fit all referencing Dr. Rivera-Lacey's comment about creatively looking at the disciplines and departments that are already back or partly back. Without a really clear set of guidelines, he thinks what ends up happening is we end up pitting departments against each other, because we have to preserve our own disciplines and departments. He thinks without a more robust institutional support network, he is not sure how individual departments or disciplines are supposed to manage fall enrollment. Epstein asked if there was any chance to consider extending the deadline for Fall. Dr. Kahn said the deadline can be extended but it will continue to create more stress since Palomar is already behind for the next planning cycle.

President Rivera-Lacey said her commitments made today are clear: Palomar to be a face-to-face college, a 67% capacity in Fall, and a carryover of the Spring 2022 class cancellation policy. Also, she is committed to removing enrollment barriers and making sure student services funds are available for face-to-face. She is also committed to exploring ideas and suggestions of how to incentivize students to enroll in face-to-face classes and get faculty to teach those face-to-face classes at the Centers. Regarding the difficulties in the enrollment process, a long term solution such as switching to Highpoint is ongoing. In the meantime, Palomar can do little things when possible like accepting cash at the Escondido Center. Dr. Rivera-Lacey wants to make sure that her definition of institutional support mirrors what faculty considers support.

Jeff Epstein said he appreciated knowing that President Rivera-Lacey and faculty are in a broad state of agreement but isn't sure the deans are all on the same page with respect to scheduling face-to-face and enrollment management, and the delicate balance needed between the two. Secondly, Epstein wants to hear that if more face-to-face classes are offered and that enrollment isn't there yet for Fall 2022, those courses won't be permanently deleted. This has been the experience. The opportunity to offer them again the following semester or two should be available.

Bill Jahnel thanked Interim Dean Diane Studinka for being flexible when some of the classes at the Centers were not filling this semester. Some of the classes were recreated as a hybrid face-to-face so that the class would not be cancelled. Faculty were asked to change the modality, but it was a creative solution and moving forward, rather than just cutting and destroying the class. Jahnel said faculty want to hear that face-to-face classes will be given the same consideration that we keep giving the Centers. Palomar is putting a lot of money into the Centers and right now in our current environment, they are not working. The face-to-face classes on the main campus should have the same support. Departments can be told that a percentage of face-to-face classes will always be held harmless, that they will not be taken off the schedule again. Also, if a first course of a sequence has run low during this time period but it's required for student completion, we recognize that as part of Guided Pathways and Palomar's success initiatives, make sure departments know that the class will not be cut. VP Kahn responded saying that some of these asks should already be in play such as not canceling any course where there was only one course available for the pathway. Kahn said that classes do come back but every department may not experience this and it all depends on what students want to sign up for. Kahn suggested getting a small group together outside of a Senate meeting to further discuss some of the issues.

Senator Adam Meehan made a point about how in the last few years, how American society talks about issues, the language used and basically rhetoric... the way that we frame things, in the way we say things and how that can affect people. He said he wonders if sometimes there's just a kind of rhetorical disconnect in how the different constituencies of our campus deal with one another. What he hears so often from faculty is just the feeling that they're not supported and particularly some of the smaller programs with things like class cancellations. He said he understands that sometimes courses have to be cut. He also said that sometimes it seems there isn't a will to establish a mission of what it is that we really want to do in terms of giving students a variety of classes. He said it seems that higher education is chasing students' thoughts, opinions and feelings, instead of setting an example for them of what higher education should be. We should be modeling for students, why art and dance and philosophy and literature and all of these things, not to mention math and biology and all of these disciplines and subjects are important for them. Cutting these classes is an unfortunate reality and ultimately, he knows every class can't be saved but it's very important to have an attitude and an approach of support that we're all trying to prop each other up. It is painful to hear colleagues from other departments who are desperate about their situation. Senator Meehan would like to see more conversations around helping each other to make enrollment if these disciplines are suffering. Having this rhetoric matters because it makes people feel supported and optimistic.

B. Overview of the College's Enrollment Plan

VP of Student Services Vikash Lakhani started the discussion saying there is a need to bring students back to campus. Last year outreach started something called Palomar Preview Days which was entirely virtual where we had a lot of faculty participate. The plan is to do these events again this year starting in April in person on campus. He hopes this will begin bringing energy around coming back to campus. There were registration events held on campus and communications were sent to high schools for Spring 2022. VP Lakhani was surprised to hear about the issues with vaccination documents and will bring this back to his team. Regarding suggestions for improving enrollment processes sent over from Senate, those have all been reviewed, sorted out and assigned to where the issue lives. Some of the work does involve working with the State to mitigate some of the issues, some are PeopleSoft issues and some are more easily solved here working with consultant support. He said he and Dr Kendyl Magnuson have been working on issues with to redesigned some of the modules in PeopleSoft. In addition, there is an ongoing evaluation about the prospect of bringing in HighPoint which can significantly enhance the enrollment process and schedule building. HighPoint allows for at least a three or four month period prior to registration where students can start building

schedules. As they build the schedules, his staff will have access to the data so departments can look at potential demand data. Outreach now has three staff members to do the work. VP Lakhani said there was an investment made in the dual enrollment program and the program is now housed in its own office and considerable efforts will be made to improve that program. As campuses open up, more in person outreach will be taking place. Lakhani said for the past two semesters, students have not been dropped due to non-payment. Another action taking place is reaching out to registered students who are not currently enrolled in a class. A communication is sent via email or text messaging. Lastly, VP Lakhani said the team will be meeting weekly to continue finding solutions to the enrollment issues.

Senator Lawson said “if software is the answer, then we have no answer.” The big problem is the enrollment process. Lawson then referred to a recent ESL registration event. The Facilitron (software name) program Palomar uses to process facility requests is supposed to streamline the process and make Facilities better. ESL submitted the proper Facilitron requests to have tables, chairs and computers set up for their in person enrollment event before the semester started. When the staff showed up, none of those items or equipment were in place and staff had to scramble to get their own computers and power cords. Staff had to track down Facility staff to get tables.

VP Lakhani addressed Senator Lawson’s statement by saying he understands there isn’t a silver bullet to fix the entire enrollment process but he recognizes that a software product that can enhance and improve PeopleSoft will create a much better experience for the students. While evaluating HighPoint, it forced his team to evaluate the backend systems and processes and to make improvements there as well.

President Versaci thanked everyone for their participation in the discussion and explained that the remaining Information Items will be tabled. He also wants to bring back Information Item B so that Julie Lanthier Bandy can further explain and discuss the marketing plan.

C. Better Know a Trustee – Trustee Roberto Rodriguez – Tabled.

D. Accreditation Steering Committee – Tabled.

REPORTS

ASG (Mouawad) – No report.

President (Versaci)

Calls for the Credit for Prior Learning Coordinator and one of the Student Learning Outcomes Coordinators have gone out. We will hopefully have applicants to select from at our February 28 meeting. We are waiting to put out calls for the Accreditation Steering Committee Co-Chair until we have a chance to discuss it in Senate (hopefully at today’s meeting) and the Guided Pathways Pillars until the Guided Pathways Task Force has a chance to discuss their organization moving forward.

College Council (Versaci)

The College Council met on Friday, February 11 (before Senate but after reports were due).

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

The EESSC met on Friday, February 4. Some highlights:

- Cynthia Cordova in Counseling reported back on the *Becoming Hispanic Serving Institutions* Book Club and presented a summary of their discussions along with recommendations for institutional change along a number of different lines. She said that she would be making the rounds at various groups—including the Faculty Senate—to share these recommendations and develop an action plan for implementation.
- Kendyl Magnuson discussed the official formation of a Valedictorian Selection Committee. He will present a Governance Structure request at our March 4 EESSC meeting for a 1st reading. I will bring it to Senate sometime after that.

Institutional Effectiveness, Planning, and Fiscal Stewardship (IEPFS) Council (Bongolan)

The Institutional Effectiveness, Planning, and Fiscal Stewardship Council met on 02/04/2022. Here are some of the main points from the meeting:

- IEPFS Council goals include the following:
 - Evaluate PRP Process
 - Establish committees and subcommittees for the Council
 - Verify metrics for student outcomes and equity within the integrated planning process
 - Create annual calendar of deadlines to improve cross divisional communication
 - Recommend ways to ensure staff participation in action planning for institutional effectiveness.
 - Fiscal goals to be created in a couple of months or toward the end of the term
- Budget Committee report to IEPFS Council
 - Examined position request process and cost of positions per classification
 - Obtaining HEERF consultant to help with HEERF monies
 - Palomar is starting to develop budget assumptions for next year. Reviewed governor's proposal: COLA 5.33%, one-time and ongoing funds, etc.
 - Looking at comparative data of other community college districts
 - Hold harmless changes: revenue protection extension. Stated that 17/18 funding will be guaranteed until 23/24 fiscal year. Proposal extended hold harmless to 24/25 - not approved yet. In the past 18/19 maybe, K12 automatically get COLA in Local control and accountability plan (LCAP) while CCC do not get it automatically. Proposal is to make 24/25 as the new base. Difference with new base is that CCC gets COLA, but it is not a compounding COLA.
 - Currently Palomar has 13,900 FTES, but funded on 18/19 approximately 18,000 FTES (3 year average).

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

The ECC met on Friday, February 4. The meeting was brief, and primarily consisted of discussion around the ongoing collaboration to meet the PD requirements outlined in AP 3000 (Antiracism). Concerns related to BP/AP 7380 (Retiree Health Benefits) will be brought to the PFF and CCE for further conversation at the negotiation table.

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

PFF (Laughlin)

It is hard to believe we are two years into this pandemic and we have another rough start to the semester. Most of my time during the break was consumed by the negotiating the effects of face-to-face instruction being remote for the first three weeks. Negotiations about these and other matters have been ongoing. There are several high priority concerns for the PFF topmost is the safety of our Faculty. We are concerned about health and safety in the classroom, but also, we are deeply troubled by the online threats our Colleagues have faced while doing the work of the College. We stand in solidarity with our Faculty, Staff, and Administrative Colleagues.

I advocate for Faculty in standing meetings:

- Governing Board Meeting 2/1/22:
 - Adoption of the “purple” map for redistricting was the main order of business.
- Campus shared governance meetings:
 - Faculty Senate: Primarily, Faculty are very concerned about Fall planning. There has been a lot of confusion and lack of direction in the process.
 - College Council: We meet tomorrow for the first time this semester
 - Institutional Effectiveness, Planning, and Fiscal Stewardship Council (alternate): We met last Friday and worked on goals for the year.
 - TERB: We meet regularly on matters of evaluation.
 - Budget: The meeting was cancelled for Tuesday which is concerning. We still are waiting for the taskforce that is going to investigate the FCMAT requirement that only 85% of our expenditures should go toward salary and benefits. We created the taskforce last semester, but VP Borth has not called a meeting to date.

- Benefits: We met last week with little on the agenda. We are now meeting quarterly rather than monthly.

Negotiations are always ongoing and extensive. We have an excellent negotiations team that works diligently to further Faculty priorities.

I have regular meetings with members to aid in emergent issues, and regarding various concerns about hiring practices, working conditions, vaccine requirements, evaluations, discipline, and contract interpretation.

As always, we stay in close communication with our siblings, brothers, and sisters in the CCE. We stand shoulder to shoulder.

We continue to have monthly meetings with all of our Governing Board members in order to explain the PFF's priorities and keep the lines of communication open.

If you have concerns about these or any other issues, please email me at tlainelaughlin@gmail.com.

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

The EEDCC will be meeting on Friday 2/11/2022 from 12:30 -2 PM.

- We will debrief on the Social Justice Convening
- Discuss the continuity of the subcommittee
- Discuss and update AP 3000 and PD with Luis and Matt
- Discuss and go over updates on the formation of the Liberation of COR's group

Accreditation (Meehan) – No report.

Distance Education (Hiro)

The DE Committee will have its next meeting Wednesday, Feb. 16 at 2:30 p.m. on Zoom.

Meeting ID: 919 9930 3997

Passcode: 974173

We are still working on Palomar's Online Proctoring Program. We are hiring a coordinator and proctors and hope to launch after Spring Break. Thanks for your patience.

Guided Pathways (Nelson) – No report.

Budget (Ferrerro)

The Budget Committee meeting for 2/8 was cancelled.

TERB (Lawson) – No report.

Professional Development (Guerrero) – No report.

AB705 Subcommittee (Anfinson)

The AB705 Subcommittee met on Thursday, February 10 (before Senate but after reports were due).

Sabbatical Leave (Lawson) – No report.

Equivalency (Towfiq) – No report.

Student Learning Outcomes (Bealo/Tavakkoly)

SLO Coordinators will be working with SLO Facilitators and faculty to refine the GE/ILO Mapping as many SLOs are incorrectly mapped to certain GE/ILOs. The issue is that when we send out requests for a GE/ILO assessment from faculty, we send it out to any course that has an SLO mapped to an Institution Learning Outcome. LOSC looked at “Ethical Awareness” a couple years ago and found that about 80% of the course SLOs that mapped to the ILO should not have been mapped according to the Ethical Awareness definition and rubric: <https://docs.google.com/document/d/1vJGJ7CsWEV9Bkv0w0adE221mDnsnNzm0eBjji8501qU/edit#heading=h.aj5unqwwmx00>

After we have refined the GE/ILO mapping for individual SLOs, then we will move forward with assessing “Written Communication” and one other GE/ILO this semester with hopefully a much smaller and more accurate number of courses than what we had in the past assessments.

Faculty Service Areas (Mudgett) - no report. Next meeting 2/16.

Credit for Prior Learning (Rose) - No report.

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

Respectfully submitted,

Molly Faulkner

Molly Faulkner, Secretary