



Minutes of the
MEETING OF THE FACULTY SENATE
May 9, 2022

APPROVED

PRESENT: Eduardo Aguilar, Will Dalrymple, Alexandra Doyle Bauer, Molly Faulkner, Jenny Fererro, Shelbi Hathaway, Erin Hiro, Jason Jarvinen, Teresa Laughlin, Lawrence Lawson, Leigh Marshall, Leanne Maunu, Susan Miller, Ben Mudgett, Scott Nelson, Wendy Nelson, Fari Towfiq, Alyssa Vafaei, Rocco Versaci, Elena Villa Fernandez de Castro, David Williams (ASG), Anastasia Zavodny

ABSENT: Lacey Craft, Kelly Falcone, Sergio Hernandez

GUESTS: Cindy Anfinson, Leah Brown, Billieanne McLellan, Adam Meehan, Tanessa Sanchez,

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 2:32 PM.

PUBLIC COMMENTS – No public comments.

ANNOUNCEMENTS

Senate President Rocco Versaci said Ben Mudgett needs to be replaced as the FSA Chair and Versaci asked for Senators to be ready to step up on May 16. Versaci also announced that Senator Alexandra Doyle Bauer needs to be replaced by another Senator to serve on two committees next year; the Accreditation Steering Committee and the EESSC Council and asked for Senators to step up to those positions on May 16 as well.

Senate Secretary Molly Faulkner invited everyone to attend Performing Arts production of *Kentucky* again this coming weekend. Faculty Dance Concert takes place May 20. Click here to find more information about these and all other events at: <https://www.palomar.edu/palomarperforms/>

Senate VP Jenny Fererro reminded Senators about the Palomar Pride event taking place on May 11 from 11 to 2 PM.

Senator and DE Coordinator Erin Hiro said the final HyFlex showing takes place this coming Friday at noon. Registration to attend can be found on the PD Portal.

Senator Hiro also said that proctoring is now live and she is looking for faculty to test it out. If any faculty has an online asynchronous test coming up, she would love to help, just email EHiro@palomar.edu

AGENDA CHANGES – No agenda changes.

APPROVAL OF MINUTES

Motion 1 MSC: Laughlin/Fererro

Faculty Senate approval of meeting minutes dated May 2, 2022 as amended (see Exhibit 1).

Abstention: Leanne Maunu

The motion carried.

ACTION

A. Curriculum

Motion 2 MSC: W. Nelson/Faulkner

Faculty Senate approval of actions taken at the May 4, 2022 Curriculum meeting (see Exhibit 2).

The motion carried.

Senator and Curriculum Co-Chair Wendy Nelson said she brought the *DEI in Curriculum: Model Principles and Practices* exhibit with the rubric back to Curriculum to help sort out who should be responsible for different tasks within the rubric. Curriculum's recommendation is to have two curriculum committee members and co-chair participate within this workgroup. Senators Scott Nelson and Wendy Nelson volunteered to be a part of the workgroup.

B. Committee Appointments

Senator and Chair of Committee on Committees Anastasia Zavodny said no actions were required this day. She reminded Senators that the Fall call for committees is active now. She also reminded faculty that if their term is expiring on any committee at the end of this academic year, they need to submit a new application.

She also said the Student Services faculty position on the hiring committee for the VP of Finance & Administrative Services is still vacant and needs to be filled right away.

Zavodny reported that the survey emailed to faculty regarding experiences serving on Faculty Senate committees has already resulted in 100 responses.

If anyone needs to see if their term is expiring on any committee, click here: <http://tinyurl.com/PALgovernance>

C. Appoint New Elections Chair

Senate President asked for nominations for a new Elections chair. Senator Fererro nominated Alexandra Doyle Bauer who accepted the nomination.

Motion 3 MSC: Fererro/Towfiq

Faculty Senate approval of Alexandra Doyle Bauer as the Elections Chair for a one-year term.

The motion carried.

D. Senate Officer Elections

Senator Teresa Laughlin nominated Senator Jenny Fererro as Vice-President and Fererro accepted the nomination.

Motion 4 MSC: Laughlin/Towfiq

Faculty Senate approval of Jenny Fererro as Senate Vice-President for a one-year term.

The motion carried.

Senator Teresa Laughlin nominated Senator Molly Faulkner as Secretary and Faulkner accepted the nomination.

Motion 5 MSC: Laughlin/Towfiq

Faculty Senate approval of Molly Faulkner as Senate Secretary for a one-year term.

The motion carried.

VP Fererro nominated Senator Leigh Marshall as the At-Large Council member and Marshall accepted the nomination.

Motion 6 MSC: Fererro/Towfiq

Faculty Senate approval of Leigh Marshall as the At-Large Council member for a one-year term.

The motion carried.

VP Fererro nominated Senator Leanne Maunu to fill the Past-President seat on Council (Versaci can't serve) and Maunu accepted the nomination. Senator Wendy Nelson nominated Senator Erin Hiro and Hiro accepted the nomination.

Motion 7 MSC: Fererro/Towfiq

Faculty Senate approval to accept the results of the vote to fill the Past-President seat on Council for a two-year term (see exhibit 3).

The motion carried.

Leanne Maunu, Senate Past-President Seat

INFORMATION ITEMS

A. PFF Parity Project: Salary Comparison (see Exhibit 4)

Senator Shelbi Hathaway introduced herself, reviewed and explained the exhibit along with the various links embedded in the exhibit. She said this exhibit will be available on the website shortly. Hathaway said AB1752 would create pay parity for part-time faculty in the community colleges by requiring districts to adopt terms of compensation for part-time faculty of at least the same ratio to the full-time faculty for comparable duties. This bill has gone on to the Committee of Higher Education where it was passed 11 to 0. It is now sitting in the next approval committee. Also, there is currently a budget proposal for \$200 million in ongoing funds that would expand and improve health care for part-time faculty that will be going to a vote in the near future.

Several Senators thanked Senator Hathaway and other members of the PFF workgroup for doing the research and putting the exhibit together. Several Senators also expressed support for the workgroup's parity efforts. VP Fererro encouraged faculty to speak of this while addressing Governing Board members during their meetings. The Governing Board provides the direction to the District negotiation team about what they can do. These proposals do cost money and need the public's support as well. Fererro also said not to get too excited about AB 1752 because many, many bills never get pushed through due to lack of support. She encouraged faculty to reach out to their elected representatives to ask for their support of bills related to this issue. Click this link for more information about AB1752:

https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=202120220AB1752

Senator and PFF Co-President Teresa Laughlin said parity among full-time and part-time faculty has become extremely inequitable over recent years. Community colleges use to follow the same tract as K-12 paying part-time faculty 50% of "everything" full-time faculty receive. This is no longer the case. Laughlin said improving part-time faculty pay and benefits has always been an ongoing goal for PFF but a statewide effort is really needed to make a meaningful difference. This is an institutional statewide systemic problem that needs a solution.

B. Establishment of Committee on Constitutional Review

President Versaci said Council reviewed Article VI of the Faculty Constitution which says that Council can appoint three Senators to work together to serve on this constitutional review group who will make recommendations to the full Senate and faculty at large. Three Senators were appointed; Wendy Nelson, Jenny Ferrero and Will Dalrymple and Versaci said the bulk of the work will happen in Fall.

C. Proposed Syllabus Language re Student Responsibilities (see exhibit 5)

Senator Lawrence Laughlin said he along with Senators Wendy Nelson, Jenny Ferrero and Will Dalrymple initially worked on this project with DE Coordinator Erin Hiro weighing in with a statement created by the DE Committee. The idea was to have language that Senate can offer to faculty that is optional for use it in their syllabus. That gives some layer of protection to faculty. Senator Lawson asked for feedback from Senators.

Feedback from Senators included making more specific references in the statement to Apps used to share information. Senator Hiro asked if Director Sherry Titus has weighed in on this issue to ensure Student Affairs is onboard with this since they would likely be the enforcement behind it. It was also noted that this issue falls under the purview of the administration for enforcement. Another issue presented was developing a mechanism for faculty and students to report misuse of this material. Another Senator asked about having this as either a training module or a requirement for online course modules akin to plagiarism modules that students are required to take at other colleges. Senator Lawson appreciated comments but reminded Senators that the call from Senate was to write a statement to possibly be used by faculty for their syllabi. Other groups would be responsible for creating other institutional-wide measures addressing these issues that do not fall under the purview of Faculty Senate. ASG representative David Williams said ASG is in support of this measure but hopes there is a safe and responsible way for students to report misuse without compromising their own safety. Lawson said the goal is not to create syllabus language for the specific purpose of asking students to report on each other.

Senator Lawson said the workgroup will review feedback and edit the document where appropriate. Lawson would like to see this move to Action on May 23.

D. Discussion on Committee on Committees & Elections – Tabled.

President Versaci said he wanted to table this item until May 16 due to the limited time remaining. Senator Anastasia Zavodny pointed out that it is timely to a discussion that was happening in the CHAT and offered to send out documentation about it. She said the gist of it was how some of Senate's committees are functioning. Under a definition of calling it a committee, Zavodny said it is subject to the Brown Act if it does have regular meeting occurrences and that it does have to be open to the public. She said some groups function better as an ad hoc group and clarification is needed as to how each committee or ad hoc workgroup should exist.

Senator Laughlin said an ad hoc group doesn't have regular meeting times, doesn't have agendas and doesn't have minutes; it's a working group. Laughlin said if it's a standing meeting that has regular meeting times, minutes and agendas, then it has to be open to the public as part of the Brown Act because Faculty Senate is an elected body. The Constitutional Review workgroup will bring recommendations to the Senate where the larger discussion will take place and that's where the Brown Act will be followed.

REPORTS

ASG (Mouawad) – No report.

President (Versaci)

At the 5/3 Governing Board meeting, the Board reviewed AP 7120A – Faculty Recruitment & Hiring Procedures, the newly-formed document that outlines all things faculty hiring-related and which the Senate approved on 4/25. This document separates out the faculty hiring procedures from the hiring procedures from all other employees, and it

represents a significant change in terms of faculty authority over the hiring processes as outlined in the 10+1+1. I have posted this document on the Senate website (on its own page, "Faculty Hiring Procedures"), and I sent it to all faculty, VPs, Deans, and President Rivera-Lacey.

The Governing Board meeting also featured some speakers during the "Public Comments" section who spoke to the importance of DEI work being done at the school, the craven nature of those who have targeted these individuals, and the responsibility of the District to ensure a safe workplace.

College Council (Versaci) - No report. College Council next meets on Friday, May 13.

Equity, Education, & Student Success (EESS) Council (Versaci) – No report. The EESSC met on Friday, May 6 (before Senate but after reports were due).

Institutional Effectiveness, Planning, and Fiscal Stewardship (IEPFS) Council (Bongolan) – No report.

Employees, Community, & Communications (ECC) Council (Ferrerro) – No report. ECC Council met on 5/6.

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

PFF (Laughlin) – No report.

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

No reports from EEDCC this week as we are meeting on 5/5/22 and we will have an update for next week.

Accreditation (Meehan) - No report.

Distance Education (Hiro)

HyFlex

We have had a lot of questions about how hard HyFlex is to teach so we are offering demonstrations. The next one is set for May 13 at noon in H105. You can click on this link to sign up. [HyFlex Demo Days • 5/13/2022 12:00:00 PM](#)

Proctoring and Part-time Faculty

Some have asked why part-time faculty is not currently working in our new proctoring program. We plan to offer it to part-time faculty but haven't done so yet for the following reasons:

1. We ended up having to use Guided Pathway funding instead of HEERF funding which had different rules. We also were given less money to work with.
2. Since this is managed by the Star Center and we had a short turn-around time, it was advantageous for this pilot program to use current tutors (who are not students) to save time, money and training.

Going forward, we can use part-time faculty for proctoring. According to HR, part-time faculty serving as proctors would be hired as short-term employees and would not get the non-instructional rate. Their pay would match that of the typical short-term employee of \$16 per hour. We are working on a job description with more information.

The future of the proctoring program relies on funding. Currently, there is no money earmarked in the new budget for proctoring. The Senate President and VPI are helping to lobby to make proctoring a part of the budget going forward.

Peer Online Course Review

Professors Linda Morrow and Amy Caterina have spent the year trying to get Palomar certified by the state for exemplary online courses. They have sent six online courses through the rigorous state review and passed with

minimal revisions. That means they are getting close to launching the Peer Online Course Review (POCR) for faculty to join. When it launches, faculty can get paid to work in teams and review each other's online courses. Then, we give them a look before sending them to the state. If the state signs off on your online course, it gets a fancy badge and top billing in the CVC database. That can help your enrollment down the road and your quality right now. For more information, email lmorrow@palomar.edu or acaterina@palomar.edu.

Guided Pathways (W. Nelson) – No report.

Budget (Ferrerro) – No report.

TERB (Lawson) – No report.

Professional Development (Guerrero)

The PD committee approved a new approach for plenary in the Fall 22. Given the growth of our campus to multiple centers, and in the effort of providing more equitable access and inclusion to all staff and faculty (especially PT), we will expand the offerings and re-envision the Friday session. The short version is that we are moving all workshops and trainings to be offered during Monday-Thursday. And reserve Friday to be more of an orientation day where only the college update, all college DEIAA, division meetings, union meetings and department meetings occur. We will be providing full details once the request for plenary sessions is sent out in the coming days. I appreciate the support of the PD committee for exploring new ways to navigate the new future we are co-constructing.

AB705 Subcommittee (Anfinson)

No report from the AB705 SSC. Our last meeting is May 12, 2022.

Sabbatical Leave (Lawson) – No report.

Equivalency (Towfig) - No report.

Student Learning Outcomes (Bealo/Tavakkoly) – No report.

Faculty Service Areas (Mudgett)

FSA: The next discipline FSA renewal cycle closes May 9th. Chairs were notified of the disciplines up for renewal. The committee has received 26 renewals, of which four are needing changes to the discipline FSA. The committee will be reviewing BP and AP 7211 and make edits as needed in collaboration with PFF, the Equivalency Committee, and Human Resources.

Credit for Prior Learning (Rose) - No report.

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

Respectfully submitted,

Molly Faulkner

Molly Faulkner, Secretary