



Minutes of the
MEETING OF THE FACULTY SENATE
May 16, 2022

APPROVED

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

ABSENT: Lacey Craft, Kelly Falcone, Elena Villa Fernandez de Castro

GUESTS: Leah Brown, Amber Colbert, Cynthia Cordova, Vikash Lakhani, Billianne McLellan, Patrick O'Brien, Hossna Sadat Ahadi, 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 – No public comments.

ANNOUNCEMENTS

Senate Secretary Molly Faulkner invited everyone to attend the Faculty Dance Concert this Friday and Saturday. Click here for more information: <https://www.palomar.edu/palomarperforms/>

Senator and TERB Coordinator Lawrence Lawson made the following statement:

Pearl Young, Ruth Whitfield, Andre Mackniel, Katherine Massey, Celeste Chaney, Margus Morrison, Heyward Patterson, Aaron Salter Jr., and Roberta Drury should be alive today. They are not alive today because of a racist, anti-immigrant, anti-semitic 18-year-old white supremacist.

This latest disgusting action is yet another reason why our Senate and our college must maintain and increase its support for Diversity, Equity, Inclusion, and Antiracism in our policies and our curricula.

If instead of being steeped in hate propagated by fringe groups, what if he'd taken classes and been surrounded by people that highlighted, valued, and celebrated the contributions to history, life, and culture of our BILPOC family, friends, and neighbors and their ancestors?

Now is the time for speaking up and continuing our DEIA work on this campus and in our communities, and I would like the Senate to keep that in mind as we move forward.

Senator and DE Coordinator Erin Hiro announced that the *High Impact* magazine just arrived and will make it to stands on the San Marcos and Escondido campuses later this week.

AGENDA CHANGES – Information items A and B will be moved up on the agenda right after minutes are approved.

APPROVAL OF MINUTES

Motion 1 MSC: Faulkner/W. Nelson

Faculty Senate approval of meeting minutes dated May 9, 2022 as amended (see Exhibit 1).

The motion carried.

INFORMATION ITEMS

A. Update on Umoja Program (see Exhibit 2)

Senate President Rocco Versaci reminded Senators this is a follow up to a discussion from a few weeks ago when Senate received an Umoja Update. There were concerns expressed by Senators that certain individuals and groups had not been consulted for the plan moving forward. There were also concerns that systemic barriers that were in place that led to the previous co coordinators resignations, had not been resolved. Versaci said he told Dean Salas and VP Lakhani that there is not enough time left in the semester to follow the procedures outlined in the joint appointment process.

VP Vikash Lakhani reviewed the exhibit. He also said the coordinator would go through extensive summer training so the coordinator needs to be selected before summer break. Lakhani said that Colbert and Tiggs suggested that he consult with the Palomar Black Faculty and Staff Association (PBFSA) and the Black Advisory Committee to produce recommendations to appoint a coordinator or to work with Senate to get a call out for this position right away. Versaci said that time is needed to update the job description because it is currently written with two coordinators (one from Instruction and one from Counseling) for the program and that would have to be modified to reflect just one coordinator. VP Lakhani said since there is just 50% release time associated with this position, he supports one coordinator with the entire 50% release time and down the road as the program is built out, switch back to co-coordinators who both have 50% release time associated with the program.

David Williams from ASG said creating an Umoja Club right away may help temporarily fill the void for students until the Umoja Program gets back on its feet.

Senator Lawrence Lawson questioned whether Umoja can be available to students in Fall without a coordinator in place. If a coordinator is required in order for the program to exist, Senate should consider having an emergency meeting after the semester to finalize this position. This is Senator Lawson's first choice and was supported by incoming Senate President Wendy Nelson and other Senators as well.

VP Lakhani said the job description could be updated this week with the assistance of Faculty Senate. President Versaci along with senators Leanne Maunu and Alyssa Vafaei volunteered to assist VP Lakhani and Dean Salas. Lakhani will also reach out to PBFSA and the Black Advisory Committee to assist with this task.

Mercedes Tiggs and Amber Colbert emphasized the importance of moving forward right away with this task.

B. Faculty Response to HSI Recommendations (see Exhibit 3)

Hossna Sadat Ahadi started the presentation by explaining the exhibit showing short term and long term goals. Senators Eduardo Aguilar and Wendy Nelson said Cynthia Cordova and VP Lakhani reviewed the recommendations identified from the last HSI presentation and assigned roles of who could perform the tasks needed. Faculty Senate does have some assignments they can actually do or support in other ways and that is what the exhibit shows.

Senator Lawson said the list was pared down to the areas the group thought were in Faculty Senate purview and this could be a tool for Senators to use when developing future agendas. He also said Senate should make sure to infuse these recommendations into the work Senate is doing or developing.

Cynthia Cordova shared a spreadsheet that listed recommendations and explained the details and assignments. Several Senators voiced their support of these efforts and offered additional ideas to support the identified goals. The spreadsheet can be viewed here: [Becoming HSI Recommendations - Action Plan.xlsx](#)

Incoming Senate President Wendy Nelson said this work will be brought to a summer retreat she is planning for Senators.

ACTION

A. Curriculum

Senator and Curriculum Co-Chair Wendy Nelson said no curriculum action is needed. Nelson posted a link which showed courses that need to be reviewed and said the curriculum deadline is October 1.

<https://docs.google.com/spreadsheets/d/1dYYjZpccTnylkrRIHkrgtZGbAzQ2Rf6J/edit?usp=sharing&oid=115469484173506193707&rtpof=true&sd=true>

B. Committee Appointments

Senator and Committee on Committees chair Anastasia Zavodny said three important Senator positions need to be filled. Those positions are chairing the Faculty Service Area (FSA) Review Committee, serving on the Accreditation Steering Committee and serving on the Equity Education and Student Success Council (EESSC). Current FSA Chair, Senator Ben Mudgett explained the work of the FSA chair and committee. Senator Jason Jarvinen volunteered to chair FSA. Senator Lawrence Lawson volunteered to serve on the Accreditation Steering Committee. Versaci decided to hold off filling the EESSC position until Fall.

Motion 2 MSC: Ferrero/Zavodny

Faculty Senate approval of the following volunteer positions:

The motion carried.

Faculty Service Area Chair – **Jason Jarvinen**
Accreditation Steering Committee – **Lawrence Lawson**

Motion 3 MSC: Zavodny/W. Nelson

Faculty Senate approval of the following unopposed committee confirmations (see Exhibit 4):

Nay: Lawrence Lawson

The motion carried.

AB705 Support Subcommittee – **Lee (Annie) Yuan-Lin**, Faculty, Math (22-23)
Academic Review Committee – **Mona Ellis**, Faculty/Instruction, Library (22-24)
Academic Review Committee – **Karen Wharton**, Faculty/Instruction, Library (22-24)
Behavioral Health & Campus Wellness Committee – **Patrick O'Brien**, Faculty, Counselor (21-23)
Campus Police Committee – **Lisa Casas**, Faculty, request for a counselor (22-24)
Campus Police Committee – **Wayne Hooper**, Faculty, request for a counselor (22-24)
Career Education Committee (formally Perkins Planning & Advisory Committee) – **Jessica Newman**, Faculty, CTE (22-24)
Comets Affordable Learning Materials Committee (CALM) – **Michael (Mike) Dudley**, Faculty, SBS (22-24)
Committee on Service Learning – **Leah Hoover**, Faculty, AMBS (22-24)
Committee on Service Learning – **David Miller**, Faculty, CTE (22-24)
Committee on Service Learning – **Stephen Crook**, Faculty, MSE (22-24)
Curriculum Committee – **Melissa Bagaglio**, Faculty, L&L (22-25)
Distance Education Committee – **Amy Caterina**, Faculty, at-large (22-24)
Distance Education Committee – **Tanessa Sanchez**, Faculty, at-large (22-24)
Distance Education Committee – **Jacob Shiba**, Faculty, CTE (22-24)
Distance Education Committee – **Linda Morrow**, Faculty, Library (22-24)
Equal Employment Opportunity Advisory Committee (EEOAC) – **Kalya Katherine Lesyna**, Faculty (22-24)

Equivalency Committee – **Leah Hoover**, Faculty, Fulltime, AMBA
 Learning Outcomes Council Subcommittee – **Alan Lechusza Aquallo**, Faculty, at-large (22-24)
 Learning Outcomes Council Subcommittee – **Jason Jarvinen**, Faculty, at-large (22-24)
 Learning Outcomes Council Subcommittee – **Mary “Liz” Mendoza**, Faculty, at-large, (22-23)
 Professional Development Committee – **Erin Feld**, Faculty, L&L (22-24)
 Professional Development Committee – **Cynthia Cordova**, Faculty, Student Services (22-24)
 Sabbatical Leave Committee – **Mark Clark**, Faculty, Tenured MSE (22-25)
 Sabbatical Leave Committee – **Marlene G. Forney**, Faculty, Tenured Library (22-25)
 Scholarship Committee – **Jennifer Herrera**, Faculty
 Scholarship Committee – **Cory Lindsay**, Faculty, at-large (22-24)
 Scholarship Committee – **Matt Doherty**, Faculty, at-large (22-23)
 Scholarship Committee – **Krystal Rypien**, Faculty, at-large (22-24)
 Technology Master Plan Committee – **Katy Farrell**, Faculty, divisional (22-24)
 Technology Master Plan Committee – **Russell Backman**, Faculty, divisional (22-23)
 Tutoring Committee – **Erin Feld**, Faculty, Reading (22-23)

Motion 4 MSC: Zavodny/Faulkner

Faculty Senate approval of the following unopposed EEDCC committee confirmations (see Exhibit 5):

The motion carried.

Education for Equity, Diversity, and Cultural Consciousness Subcommittee:

Alan Lechusza Aquallo, Faculty, at-large
Michael Mufson, Faculty, at-large
Karen Wharton, Faculty, at-large
Dr. Sabrina Menchaca, Faculty, at-large

Motion 5 MSC: Zavodny/Aguilar

Faculty Senate approval to accept the results of the ballot (see Exhibit 4).

The motion carried.

Senator Zavodny explained the ballot to Senators and then it was emailed.

Academic Review Committee – **Sierra Lovelace**, Faculty, Counseling (22-24)
 CALM – **William Carrasco**, Faculty, at-large (22-24)
 CALM – **Alexandra Doyle Bauer**, Faculty, L&L (22-24)
 DRC Advisory Committee – **John O’Loughlin**, Faculty, at-large (22-24)
 Equivalency Committee – **Gregory Larson**, Faculty, Full-time MSE (22-24)
 International Education Advisory Committee – **Elvia Nunez-Riebel**, Faculty, at-large (22-24)
 Team Life Committee – **Lisa Casas**, Faculty, at-large (22-24)
 TERB – **Wendy Nelson**, Faculty, at-large (appointed by Faculty Senate) (22-24)
 TERB – **Marquesa Cook-Hearty**, Faculty, at-large (22-24)

Senator Zavodny announced that an additional faculty volunteer from L&L is needed to serve on the Hiring Committee for the VP of Instruction. This volunteer needs to be in place by Monday, May 23. A call will be going out later today.

Senator Zavodny reminded Senators that there have been recent discussions regarding the lack of interest among faculty of serving on Faculty Senate. Instead of trying to make assumptions of why this is occurring, Committee on

Committees suggested to create and email a Senate survey to go out to all faculty. Zavodny shared the exhibit (see Exhibit 6). The responses to the survey will be collected anonymously. Committee on Committees will compile the results, review and make recommendations to Faculty Senate.

EEDCC Co-Chair Hossna Sadat Ahadi said it would be important to collect demographic data on the responders if possible so it's known if faculty of color are responding as well. Sadat Ahadi said it will also be useful to hear from current and past Senators of what works for them so that Senate can get a better idea of why there is such disparities with diverse faculty being able to get on Senate and committees as well. Looking at different things that create greater inequities for faculty to be able to serve in various shared governance on the campus is critical.

Senator Zavodny said the plan is to get the survey emailed out before the end of the semester so compiling data and reports can begin this summer. If a robust reply doesn't occur this semester, the survey can go out again early Fall.

Motion 6 MSC: Vafaei/Faulkner

Faculty Senate approval to adopt the survey (see Exhibit 6).

The motion carried.

C. Appoint Senate Representative to Accreditation Steering & EESSC – see Action “B” above

D. Appoint FSA Chair – see Action “B” above

E. Proposed Syllabus Language re Student Responsibilities (see Exhibit 7)

Senator Lawrence Lawson shared and explained the most recent version of the exhibit that was vetted by EEDCC and Student Affairs last Friday. Senator Teresa Laughlin questioned the wording related to class recordings. It is unclear whether students need to get permission from the instructor or “just need to know” before recording. Senator Alyssa Vafaei shared concerns when there are disability accommodations. Senators Lawson and Vafaei will review Ed Code, revise the language in the document and bring it back to Senate on May 23.

INFORMATION ITEMS

C. Senate Meetings in Fall

VP Fererro said it is likely that Faculty Senate will need to meet in person beginning in Fall. According to the Brown Act, all Senators need to be physically in the room in order to vote. The meetings could be hosted in a format that allows anyone else to attend remotely. The meetings will take place in LRC116 which is a hyflex room.

D. Discussion on Committee Organization – Tabled.

REPORTS

ASG (Mouawad) – No report.

President (Versaci)

With only two meetings left in the semester, there are a number of issues left to resolve. At today's Senate meeting, we will be getting an update from Vice President Lakhani about the Umoja Program and the concerns previously expressed by the Senate regarding the systemic issues that led to the previous co-coordinators' resignations. VP Lakhani will also discuss an idea for an “interim” coordinator, as the process to elect an official coordinator (or co-coordinators) requires much more time than is left this semester, given the requirements of the “Joint Appointments Procedures” agreed to by the Senate and the District. Looking ahead to our final Senate meeting on 5/23, we will be getting updates on Senate

recommendations involving enrollment (from VP Lakhani) and hiring (from VP Montoya), as well as on the policing action items generated at the all-campus forum in June of 2021.

College Council (Versaci) – No report.

College Council met on Friday, May 13 (before Senate but after reports were due).

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

The EESSC met on Friday, May 6. We heard a presentation on the Student Success Teams, and volunteers were solicited to review AP 5500 (Standards of Conduct), AP 5520 (Student Discipline Procedures), and AP 5530 (Student Complaints and Grievances).

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

The Institutional Effectiveness, Planning, and Fiscal Stewardship Council met on 05/06/2022. The Council continued its work in small groups and focused on the goals in breakout rooms. Below are brief updates from the groups:

1. Integrating equity (and other) data across the institution (Group Lead: Barton)
 - a. Prioritized Vfs and Equity data over ACCJC and SCFF although all are important.
2. Creating an Integrated Deadlines Calendar (Group Lead: Lane)
 - a. Continued looking for best technology tool to manage calendars.
3. Ensuring staff are involved in project planning (Group Lead: Kahn/Chauderlot)
 - a. “User group” term was reviewed and updated as people who are directly involved and/or impacted by innovations, proposed changes, and processes. The institution recognizes the need to involve these related user groups in providing feedback and insight based on their day-to-day work, experience, and expertise. User groups should be included in all proposed changes and processes.

Next meeting is May 20, 2022 which might be cancelled or shortened due to employee recognition ceremony.

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

ECC Council met on 5/6. The meeting agenda was light, and the bulk of the time was spent receiving updates on the Delta Dental plans. Open enrollment will occur in August, and the bargaining units will be negotiating any changes to employee contributions this summer.

Infrastructure & Sustainability (IS) Council (Lucindo/Martin)

- Reporting duties- Reporting duties for council members will be covered at the next meeting.
- Technology Master Plan Sub-Committee- Mike Day updated that there are still no faculty representatives for the sub-committee. No meetings have occurred yet. PRP requests have been reviewed. Emails have been sent out to faculty to request representatives. Erin Hiro will follow up with Mike Day to suggest names.
- Discussion of Accessibility Map for the San Marcos Campus- The council voted to add an accessibility map as an agenda item for discussion. Erin Hiro shared one of her students had to use Google Earth to determine if they could participate in a campus tour due to a lack of signage for accessible routes. Chris Miller shared that there is a construction map available that identifies accessible paths from the bus stop to every building on campus. Dennis Astl suggested creating signs with QR codes that link to the DRC. Alyssa Vafaei suggested including elevator locations, rest rooms with electric doors and disabled parking options on a new map. Alyssa suggested that the DRC should be directly involved in the creation of an accessibility map. Tom Medel expressed concerns that the map could get cluttered to read if it contained too much information and expressed concerns about an active shooter situation when providing a public building map. Alyssa Vafaei, Russell Thomas and Dennis Astl will meet as a working group to further discuss. Najib Manea shared demonstrated the Mapplic Application which could be utilized for an accessibility map if it is purchased for the website.
- Goal Planning- Each group (Technology, Facilities, Sustainability) met to discuss academic year plans to be carried over to next year. Each group listed specific goals with due dates.

PFF (Laughlin) – No report.

Educators for Equity, Diversity, and Cultural Consciousness – EEDCC (Aguilar/Sadat Ahadi) – No report.

Accreditation (Meehan) - No report.

Distance Education (Hiro) - No report.

Guided Pathways (W. Nelson) – No report.

Budget (Ferreiro)

Budget committee met on 5/10. Interim VPFA Nancy Lane provided information on the tentative budget revenue projections, the FY22 actuals and projections, planned updates to the Gooder Colleges comparison, a status update on FCMAT recommendations, and a reminder that the May Revise will be released on 5/14/22. The May Revise will be discussed at the 5/24/22 Budget Committee meeting. Departments can review their budgets now for FY 22-23 in the Finance database and submit budget adjustments on 7/1/22. Special kudos to faculty members Teresa Laughlin and Barbara Baer, who continually ask pointed and relevant questions, point out inconsistencies, and demonstrate a firm understanding of the budget process.

TERB (Lawson) – No report.

Professional Development (Guerrero) – No report.

AB705 Subcommittee (Anfinson) – No report.

Sabbatical Leave (Lawson) – No report.

Equivalency (Towfiq) - No report.

Student Learning Outcomes (Bealo/Tavakkoly)

The GE/ILO assessment has been emailed to the faculty who have relevant courses this semester that are mapped to Written Communication and/or Civic Engagement. Questions regarding completing the assessments should be directed to the relevant SLO Facilitator for a given discipline or area. The assessments are due the week after finals.

Faculty Service Areas (Mudgett) - No report.

Credit for Prior Learning (Rose) - No report.

ADJOURNMENT The meeting was adjourned at 3:56 PM.

Respectfully submitted,

Molly Faulkner

Molly Faulkner, Secretary