



Minutes of the
MEETING OF THE FACULTY SENATE
October 10, 2022

APPROVED

PRESENT: Melissa Bagaglio, Lacey Craft, Will Dalrymple, Alexandra Doyle Bauer, Erik Duarte (ASG), Kelly Falcone, Molly Faulkner, Shelbi Hathaway, Erin Hiro, Lawrence Lawson, Leigh Marshall (ZOOM), Leanne Maunu, Michael Mufson (ZOOM), Scott Nelson, Wendy Nelson, Beth Pearson (ZOOM), Nicole Siminski, Elena Villa Fernández de Castro, Edwina Williams, Anastasia Zavodny

ABSENT: Jenny Ferrero, Jason Jarvinen, Ben Mudgett, Alyssa Vafaei

GUESTS: Elizabeth Alvarado, Glyn Bongolan, Alex Cuatok, Barbara Hammons, Gina Hungerford, Michael Large, Billieanne McLellan, Leslie Salas

Please note: All votes are presumed unanimous unless indicated otherwise.

CALL TO ORDER The meeting was called to order by Faculty Senate President Wendy Nelson in LRC-116 at 2:30 PM. The meeting was also streamed live on ZOOM.

PUBLIC COMMENTS – No public comments.

ANNOUNCEMENTS

Senators Molly Faulkner announced that *Noche Havana*, directed by PatriceAnn Mead is coming Friday, October 21 to the Studio Theatre and the Howard Brubeck Theatre Courtyard. This is the 25th Anniversary celebration of the Afro-Cuban/Brazilian Drum and Dance Ensemble, Agogo, and the World Drum and Dance Program. An evening of Cuban/Brazilian music and dance, including local salsa band, La Farandula. More information can be found at www.palomarperforms.com

Senator Zavodny announced that Political Economy Days is coming October 18 and 19. More information is forthcoming. Sessions will be in person and virtual as well.

Senator Alexandra Doyle Bauer announced the Library presentation for the LGBTQ History Month is October 17 from 10-11am in LRC-116. The title is *LGBTQ & YOU: Book banning in America, Palomar Library supports you and what do YOU want from your library?*

AGENDA CHANGES – No agenda changes.

APPROVAL OF MINUTES - 9/26/22 AND 10/03/22

Motion 1: MSC Faulkner/Hathaway Faculty Senate approval of Faculty Senate meeting minutes dated September 26, 2022 (Exhibit 1).

The motion carried.

Motion 2: MSC Maunu/Zavodny

Faculty Senate approval of Faculty Senate meeting minutes dated October 3, 2022 (Exhibit 2).

The motion carried.

ACTION

A. Curriculum – Mudgett

Senator and Curriculum Co-Chair Ben Mudgett was not present and no action was required.

B. Committee on Committees (Exhibit 3) – Zavodny

Motion 3: MSC Zavodny/Lawson

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

The motion carried.

Curriculum Committee – **Scott Lawson**, Faculty (22-25)
Faculty Position Priority Committee – **Liz (Mary) Mendoza**, Faculty, L&L

Senator and Committee on Committees Chair Anastasia Zavodny said there remains an open seat for faculty to fill on the Chief Diversity Officer Hiring Committee. Senator Zavodny also said there are openings on the Curriculum Committee. The Sabbatical Leave Committee still has a vacant fulltime faculty Senator position and asked for Senators to volunteer.

INFORMATION ITEMS

A. ASG Report – Duarte

ASG Senator Erik Duarte will provide a report at the next Faculty Senate meeting.

B. Student Equity Plan 2.0 (Exhibit 4) – Leslie Salas

Dr. Leslie Salas introduced the presentation and recognized the hard work that her Palomar colleagues have done in developing a plan to decrease the equity gaps for students who have been historically disproportionately impacted at Palomar. The Chancellor's Office named this equity plan and it focused on deconstructing institutional barriers to enable Palomar to decrease equity gaps for the next three years. The work began in May 2022 through EESSC where a workgroup was created to begin strategizing how to address the development of the Student Equity Plan 2.0. This group has taken the lead in the development of this collaborative plan presented.

The work group members took turns explaining the slides.

Senator Lawrence Lawson asked about the length of the plan and the implementation runway and how it could be impacted by the makeup of a newly elected Governing Board that's hostile to DEI work and race conscious work. Dr. Glyn Bongolan answered saying that the Chancellor's Office is giving the guiding principles for the work and the Chancellor's Office is the overarching governing entity. This will be emphasized to Palomar's Governing Board. Dr. Salas also explained that the Chancellor's Office said this work does not need to be formally approved by Palomar's Governing Board. Dr. Salas also said that it shouldn't matter who sits in the Governing Board seats because is up to all colleagues working together to continue to push the success of Palomar College students forward.

Senator Kelly Falcone asked if other data not included in the presentation will be considered when developing the plan. Bongolan explained that other data can be utilized since this is an overarching plan and once the work begins in the work groups or committees, these smaller groups will identify an action plan of how to accomplish the outcomes. The strategies will need to be measured as well.

Senator Falcone noted the CCEAL yearlong project that occurred seven years ago identified challenges underserved students of color were facing. Rich feedback came out of the project but it was never done again so it's hard to understand what changes were valuable when a single assessment was done and hopes that this won't happen with this current project. Dr. Salas said that members of the workgroup are echoing these same concerns and student feedback from the CCEAL and other surveys as well (HSI) will be utilized in this round too.

Senator Michael Mufson praised the intrusive metric outcomes included in the slides but asked whether a larger cultural context; an understanding and commitment to equity at the College by faculty and staff can be addressed as well. Both Dr. Salas and Dr. Bongolan answered yes and believe that everyone at Palomar wants to serve the students better.

Senator Molly Faulkner recommended that the voice of students need to be included in the work. Dr. Salas said that students will be involved with the work groups but it is often difficult to recruit students because of their busy work, school and family schedules. She said there is also a good case that it's the responsibility of the institution to develop the actionable items and then get feedback from the students.

Senator Edwina Williams said she understands the intersectionality component in terms of students of color and then economically disadvantage as shown on Table VI, but asked what are the plans for groups where there are no intersectional components? Dr. Salas said the workgroup chose to focus on the two identified subpopulations in Table VI with the understanding that the institutional structural systematic change is going to have a positive impact on other student groups as well. Senator Williams also pointed out that the "empty boxes" on Table VI are also impacted merely because there is not information which means students of those groups are not enrolling, completing and then transferring. Dr. Michael Large explained that there was direction to focus on either one or two populations per metric with an expectation that big structural changes will serve other populations as well. There was an expectation to focus on the most disproportionate impact and the populations as smaller groups won't allow a good measurement of that impact.

Senator Anastasia Zavodny asked whether some existing workgroups on campus could be utilized to do some of the work outlined in the plan rather than creating all new groups. Dr. Bongolan said the work will be done by ad hoc committees and recruitment will come from areas that are directly related to the metric, and this falls under EESSC. Senate President Wendy Nelson suggested that this team ask for input from Senator Zavodny since she is chair for Committee on Committees and has valuable insight to add.

C. Constitution and Bylaws Discussion (Exhibit 5) – Dalrymple, W. Nelson

Senator Will Dalrymple and President Nelson shared the exhibits explaining this item will come back to Senate for Action next week. Senator Dalrymple explained a few minor edits that are needed before Senate can vote on moving forward. Once approved by Senate the electronic vote can go out to faculty. Dalrymple will make the edits and bring back to Senate for Action on October 17. Senator Faulkner advised that a heads up go to department chairs to explain what Senate is trying to accomplish to reduce any confusion within their faculty.

D. 2022-2023 Faculty Senate Goals (Exhibit 6) – W. Nelson

Senate President Wendy Nelson reviewed the status of past goals carrying over and newly identified goals for this year. She asked Senators for suggestions for additional goals. President Nelson will tidy up the document and present to Senate for Action next meeting.

E. Guided Pathways Update – Tabled.

F. Student Integrity Taskforce – Tabled.

G. Educational & Facilities Vision Plan – Tabled.

REPORTS

President (Nelson)

During the last two weeks, I attended the following meetings: Budget Committee (report below), EESSC Planning meeting, one-one with the VPI Studinka and the Governing Board meeting. I also attended the Leading from the Middle convening Sept. 29-Oct. 1 where our college team continued to work on plans for Student Success Teams. I also presented at the California Community College Association for Occupational Education on Palomar's experience at the Strong Workforce Faculty Institute. Some highlights:

Governing Board

- Our Fall enrollment has had some help from Fast-track 2 courses and may end up flat at for Fall 22.
- Director of HR Christine Winterle shared some history about retirements and why we have so many vacancies.
- Report from ASG President Garcia Mendez. Mendez shared that the ASG has been very busy this semester and recently held their retreat where they hosted several speakers.

Attending the CCCAOE conference and attending workshops on:

- DEI 5C Toolkit: Culturally Responsive Higher Education Curriculum Assessment Tool
- In Their Shoes: How Understanding the Student Journey Can Improve Education Design, Student Success, and Employer Engagement
- A Design Framework for Connecting Careers and the Workforce to Guided Pathways Maps

Accreditation (Versaci)

The Accreditation Steering Committee met on Friday, September 30, to review progress and timelines. Michelle Barton and I will be meeting in the next couple of weeks to discuss the College's written report on progress to the ACCJC's recommendations.

Budget (Ferrerro)

Discussed the 85% Taskforce. The Taskforce was created last spring but never met. The taskforce will meet for one meeting this fall and 2-3 meetings in the spring. The committee members updated the membership of the group, followed by a short discussion of the taskforce's tasks/goals.

The committee discussed goals for the Budget Committee for the year. The goals focused on communication both incoming and outgoing, budget 101 presentations, improved communication of ending balance information to the college. The draft of the 311 Report was also presented.

Dean Salas presented some questions regarding the Student Equity Plan and budgets.

Distance Education (Hiro)

The Distance Education Committee met on Oct. 5 and reviewed its goals. Currently, we are considering several goals. These have not been approved. We welcome all feedback at ehiro@palomar.edu.

Possible Goals:

1. Peer Online Course Review: Setting up and institutionalizing this system of evaluating online courses.
2. HyFlex: Refining and improving our current offerings and trainings of the course format.
3. Universal Design: Narrowing down a subgoal within that area and offering training to faculty to improve their courses.
4. CVC Teaching College: Support the administration as they finish the process of Palomar becoming a Teaching College. This will allow students outside of Palomar to easily enroll in our class, which can bring increased enrollment.
5. New Canvas Tools: The DE Committee has been hearing from companies that offer Canvas tools that will improve our online teaching. So far, we have learned about [Nectir](#) and Simple [Syllabus](#). We have more demonstrations scheduled throughout the semester. If you have a tool you would like us to consider, email ehiro@palomar.edu.
6. TERB: What can the DE committee do to assist the Tenure and Review Committee in evaluating faculty in online courses?

7. Recertification: Should we look at what other colleges are doing to recertify faculty members for teaching online? Should we recommend the Senate and PFF consider a recertification policy? Or should we put together a playlist of suggested trainings for faculty to update their skills?
8. Data-driving planning: The DE members have considered whether it would help faculty if we worked with Records to amass and report on enrollment trends in DE classes.

Faculty Service Areas (Jarvinen)

The Faculty Service Area Committee met on October 4th, 2022. The committee made updates to the personal FSA application form. HR felt that it would be best to use the general HR email on the form. The committee also reviewed minor changes to the FSA webpages – there had been a duplicate page showing up with some out-of-date information. It has been removed from the website and search results with the help of the ATRC. The committee discussed the progress of discipline FSA updates due in 2023. The updates are almost complete.

PFF (Lawson)

The PFF eBoard met on Sept 22nd, in-person in MO-111. On the agenda was a clarification of the seat appointment process throughout shared governance. This policy was discussed and adopted: *When PFF seats representatives throughout shared governance, preference for those appointments will be given to PFF members as, in those roles, these individuals represent the perspective and priorities of PFF. This policy does not apply to TERB appointments.*

PFF is supporting CCE and co-hosting a screening of a film on the life and work of Cesar Chavez. The event is on Wednesday, October 5th, at 4pm at the Brubeck Theater. Food will be provided.

PFF head reports on COPE activities related to an October 6th Candidate Meet and Greet at 4pm at Cocina del Charro and precinct walk and phone bank activities. The importance of the upcoming governing board election in continuing the positive momentum Palomar College has seen recently was discussed.

PFF co-presidents are hard at work fielding faculty questions, resolving concerns, supporting faculty, and investigating issues. The PFF Negotiations Team has recently met with the District Negotiations Team to begin the process of sunshining articles for the new 3-year contract. Listening sessions have occurred, and we are taking faculty feedback into account as we move forward on this important work. Thanks to everyone for their feedback.

Sabbatical Leave (Epstein)

1. Approval of Spring 2022 final sabbatical reports was completed. Applicants who required revisions were contacted and provided with instructions/information to complete their reports for approval.
2. A working group was formed to explore options for digital storing of projects.
3. The committee ran a workshop for the applicants applying for sabbatical leave in 2023-2024.

Student Learning Outcomes (Bealo/Tavakkoly)

The SLO coordinators are approving curriculum in META and setting up meetings with facilitators for this semesters SLO and GEILO assessments. We are also discussing the discontinuance of Nuventive's basic platform with Diane Studinka and its replacement with the expanded version of Nuventive (more expensive) or other software.

ADJOURNMENT The meeting was adjourned at 3:50 PM.

Respectfully submitted,

Molly Faulkner

Molly Faulkner, Secretary