



Minutes of the
MEETING OF THE FACULTY SENATE
October 17, 2022

APPROVED

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

ABSENT:

GUESTS: Jeff Epstein, Gina Hungerford, Kendyl Magnuson, Billianne McLellan, Star Rivera-Lacey

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

Senator Anastasia Zavodny announced that Political Economy Days starts Tuesday, October 18. Sessions will be in person and virtual as well on both October 18 and October 19.

Senator Lawrence Lawson announced that candidate yard signs are available to pick up in MD-330.

Senator 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

AGENDA CHANGES – No agenda changes.

APPROVAL OF MINUTES

Motion 1: MSC Mudgett/Marshall

Faculty Senate approval of Faculty Senate meeting minutes dated October 10, 2022 (Exhibit 1).

Abstention: Jason Jarvinen

The motion carried.

ACTION

A. Curriculum – Mudgett

Senator and Curriculum Co-Chair Ben Mudgett said no action was needed and the committee meets next on Wednesday, October 19.

B. Committee on Committees – Zavodny

Senator and Chair of Committee on Committees Anastasia Zavodny reported no action needed.

C. 2022-2023 Faculty Senate Goals – W. Nelson

Motion 2: MSC Ferrero/Mudgett

Faculty Senate approval of Faculty Senate Goals 2022-2023 (Exhibit 2).

The motion carried.

Some Senators agreed that the goals are lengthy but also understood that some of the goals are not meant to be completed in 2022-2023. VP Jenny Ferrero said having those on the list, however, helps Senate stay focused and provides better results for completing.

INFORMATION ITEMS

A. ASG Report – Erik Duarte

ASG Senator Erik Duarte reported ASG has a weekly meeting every Friday at 11:15 am. On Friday, October 14, SSSCC made a presentation for Region 10 and Palomar participated. The presentation covered the Brown Act which helps ASG keep their meetings efficient. ASG hosts “Comet Hours” twice a month and anyone is welcomed to attend. ASG has been participating in many trainings over the last three weeks. Senator Duarte was proud to announce that all ASG executive positions are filled. He also said that the Vice President of the Inter Club Council asked Duarte to reach out to Faculty Senate and ask for assistance in recruiting faculty to fill advisor positions for clubs who would like to move forward but aren’t able to because of the lack of a faculty advisor. President Nelson said she would work with Duarte to produce a method to recruit faculty volunteers for these positions.

B. VP Resignation Update – President Rivera-Lacey

Palomar College President Dr. Star Rivera-Lacey thanked Senators for the invitation to attend the meeting to provide updates on Palomar’s current priorities. Dr. Rivera-Lacey said its extremely important for her to communicate, make herself accessible and to be as transparent as possible with her decision making.

One of her current priorities is the enrollment process. Adrienne Lee will help with the “nuts and bolts” of process improvements. Rivera-Lacey said that Kendyl Magnuson is taking a Professional Development Leave so it’s become a suitable time to transition and see what Palomar can do on an institutional level with trying something new.

Dr. Rivera-Lacey said many hirings are taking place right now in all areas and on all levels. She is looking at all the current hiring processes including the changes to AP 7120 and AP 7120a (Faculty Hiring) which will be implemented shortly. FON numbers are being evaluated right now and will hopefully go to the Governing Board in November. One issue with the current AP 7120 is the definitions used for “acting” and “interim” hires and the process that is used. Palomar has previously operationalized some of the processes but policies have never been created which makes it sometimes difficult for Dr. Rivera-Lacey to make hiring decisions. She said we are currently moving forward with VPI interviews and campus forums are scheduled for November 8th. The following week, she will have second-level interviews and the new hire will be going to the Governing Board in December. VPAS campus forums take place on November 9th and also hopefully going to the Board in December. VPSS and VPHR will move forward in Spring 2023 with a July 1 start date for the hires. Dr. Rivera-Lacey hired Brian Ellis as Interim VPSS who has extensive community

college experience and is not interested in the permanent position. She hopes to hire an interim for the VPHR position soon.

Regarding new hires for all areas, Dr. Rivera-Lacey said a list has been created to help figure out what Palomar can afford to do because she recognizes that Palomar employees are struggling to keep up. She said hiring issues are occurring all over the State after COVID. There are also other layers to examine like salary analysis but getting hires here right now is her focus for the moment. Senator Edwina Williams said the Senate recently reviewed Palomar's Student Equity Plan 2.0 and asked Dr. Rivera-Lacey if any of that equity work will impact new hires. Rivera-Lacey said all available metrics, not just those used in the Student Equity Plan will be used for all equity work at Palomar. She expects that the revised AP 7120 will have equity embedded in it just as AP 7120a does. She plans to look at equity in all the hiring processes and equity will be kept in the forefront of everything that is done at Palomar. Representation matters. Rivera-Lacey said regarding the last round of faculty hires, even though AP 7120a is not implemented yet, she was impressed with the hiring committee who communicated that equity was important to Palomar as an institution and she commented that the hiring pools showed diversity in action.

Senator Alyssa Vafaei, DRC Counselor said she was recently involved on a hiring committee that had working conditions listed that could influence someone with a disability not to apply. Senator Vafaei referenced the requirement to "ambulate around campus for an extended period of time or distance" or "lifting a certain amount of weight" or even having a driver's license may be enough to dissuade someone with a disability not to apply because Palomar is an institution where "I am not welcomed." Senator Vafaei asked how DRC can assist HR to review this type of working condition or job duty requirement. Palomar may need to reconsider some of its own disability civil rights. Dr. Rivera-Lacey acknowledged Senator Vafaei's concerns and said microaggression bias is real and Palomar may need to challenge itself and not just do business as usual in so many ways and this is a good example of where to start.

Senator Anastasia Zavodny asked that Palomar treats the FON as a floor instead of a ceiling and could there be a commitment to having more full-time faculty hires. In relation to the timing for hiring committee calls, Senator Zavodny said that more notice is needed by Faculty Senate (Committee on Committees) to adequately identify and confirm faculty to serve on hiring committees

Dr. Rivera-Lacey said Palomar no longer has a fiscal monitor but this hasn't been officially announced yet because there is politics attached to it. Even though Palomar shows \$40 million in the black, there is still a narrative out there.

C. Middle Early College Update (Exhibit 3) –Jennifer Finn, Kendyl Magnuson

Jennifer Finn, supervisor in Enrollment Services reviewed the presentation.

D. Guided Pathways Update (Exhibit 4) – W. Nelson

Senate President Wendy Nelson said Guided Pathways Phase I is finishing after four years and all funds have been allocated. In June of this year, there was no funding allocated for a second phase of Guided Pathways funds. However, in August, the Chancellor's Office announced as an additional four years of funding. A taskforce will be developed to create the required action plan.

Regarding current stipends for the four Pillar Leads, VP Jenny Fererro asked if the current Pillar Leads are receiving stipends and would they continue receiving the stipends until the end of this current school year (June 2023). President Nelson said that the VPI and VPSS decided that as long as the current Pillar Leads are completing the outcomes, they will be paid for their work.

Senator Kelly Falcone shared that many of the bullets on the exhibit under *Implementing System Equity Priorities with Fidelity* are similar to the action plan for the Student Equity Plan 2.0 Taskforce. Senator Falcone recommended that all these various task forces work together to figure out which pot of money can be used for certain tasks to keep it all less confusing. In addition, the DEI work from EEDCC that is also being done should be considered when planning.

President Nelson said she would bring this item back to Senate as the ad hoc/taskforce group is formed.

E. Student Integrity Taskforce (Exhibit 5) – W. Nelson

President Nelson shared the *Governance Structure Group Request* form she started that came out of earlier discussions in Senate meetings. Decisions were reached that this group would not be a Senate committee but rather a committee comprised of faculty, administrators and student participation. Regarding the name, Jeff Epstein suggested staying away from the words “student integrity” because it has implied moral condemnation or valuation and suggested marrying the two concepts of academic integrity and student success. The deficit model for the name wasn’t supported by many Senators. It was noted that other colleges usually call this the academic integrity committee or group or the academic conduct committee or group.

Senator Falcone asked if this group would also support faculty best practices for teaching and avoiding some of the academic integrity issues like test security...avoiding test questions being posted on Chegg for example. Working with these websites to have information removed was also considered. Placement of this information on the Senate’s website is not student-centered and a better understanding of the student experience is needed first in this process at Palomar to better serve them.

Senator Ben Mudgett said a focus of this group should also include placing some responsibility on faculty to do what is needed to support students and help them be successful.

Senator Michael Mufson said this taskforce or work group was also supposed to specifically investigate the technology students are currently using so faculty can become more initiative-taking in preventing the incidences and to pose solutions that may be outside the box.

Epstein said these recommendations to support faculty on this issue are really important but there are also students who are clearly violating the stated policies of the institution. There must be a way to make sure Palomar is following up with them, and what can Palomar do to support them and help restore that academic wrong. Epstein said his vision for this was much more aligned with trying to establish an ethos or statement of values that is a campus-wide commitment that involves a communication campaign and strategy around the expectations of students and faculty. Students could be provided information of what academic integrity looks like and what are the expectations around it. There needs to be a robust response and an active dimension of campus life that is committed to this.

President Nelson said she will bring this back to Senate for further discussion.

F. Area D Meeting Report – Tabled.

G. Curriculum Update – Tabled.

H. Educational & Facilities Vision Plan – Tabled.

REPORTS

President (Nelson)

During the last week, I attended the following meetings: Budget Committee (report below), EESSC (report below) and the Educational & Facilities Vision Plan Coordinators Committee. During the Educational & Facilities Vision Plan Coordinators Committee we discussed the agenda for the taskforce meeting on 10/20. I also shared some of the faculty senate feedback about the listening sessions. We also discussed the “big picture” and what that really means for Palomar College. We discussed some of the changes that the College will be facing in the future and how we might address them in our vision plan (funding, delivery of instruction, equity concerns, changes in occupation/employment needs and curriculum requirements from the Chancellor’s Office). I will attend the Area D Plenary meeting on Oct 15.

Accreditation (Versaci)

The Accreditation Writing Leadership Team (AWLT) will meet on Tuesday, October 25th. Following that, I will meet with Michelle Barton to do prep work for the Follow-Up Report to the ACCJC.

Budget (Nelson)

1. Barbara Baird was nominated as the co-chair
2. A calendar of topics for upcoming meetings was presented.
3. Clarification of budgeting process was discussed.
4. Finalized the Budget Committee Goals:
 - Budget 101
 - Budget Development
 - How do programs receive funding
 - State Budget
 - Communication in and Communicate Out:
 - Develop content to disseminate to groups
 - Forum for other councils
 - Communication for ending fund balance
 - Reporting - Quarterly and Annual 311 report (FAQ)
 - Establish 85% Compensation vs. Total Expense Goal (arrive at consensus for Palomar College)
 - Understand HEERF Expenditures and Budgets
 - Emergency Conditions Allowance requirements

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

ECCC met on Friday 10/7, after the second scheduled meeting in September was cancelled. At the 10/7 meeting, we reviewed the anticipated timeline for reviews to AP 7120 (Recruitment & Hiring) and AP 7127 (Restrictions/Employment/Criminal Records). Both are high priority, so will be moving through shared governance this semester. We also reviewed disaggregated data on applicant demographics, broken down by employee group. This information is highly illuminating, and the hope is that it is used to identify gaps in advertising or outreach to further diversify our hiring practices. The Council also reviewed goals for the year. ECC Council next meets on Friday 10/21.

Equity, Education, & Student Success (EESSC) Council (Nelson)

We discussed the 2023 DEIAA calendar. The calendar includes monthly events like Martin Luther King Jr. Day, Juneteenth and also includes all awareness month celebrations (e.g. Black History Month, Women's History Month, LGBTQ+ History Month). Events and dates will be added to the calendar when requested. The calendar will be available to the College community. We also discussed the "new program process." Four programs are being proposed for fall of 2024 – Coaching, Teacher Credentialing Prerequisites, Medium/Heavy Duty Zero Emissions Technology, Advanced Manufacturing: Composites Technology. The committee was asked to review the proposals for a discussion at the next EESSC meeting. The Student Equity Plan was also presented.

Equivalency (Klinger)

The equivalency committee is actively reviewing applications.

Sabbatical Leave (Epstein)

10/12/22 Material/Action Items:

1. This was not a meeting of the full committee. Instead, it was a voluntary subcommittee working on the project of digitizing sabbatical leave reports.
2. In addition to exploring digitization through the library, the committee will also reach out to ARTC to decide on the best storage options of digital reports.
3. More meetings will be held as the project moves forward.

ADJOURNMENT The meeting was adjourned at 3:50 PM.

Respectfully submitted,

Molly Faulkner

Molly Faulkner, Secretary