



Minutes of the
MEETING OF THE FACULTY SENATE
November 7, 2022

APPROVED

PRESENT: Melissa Bagaglio, Will Dalrymple, Alexandra Doyle Bauer, Erik Duarte (ASG), Kelly Falcone, Molly Faulkner, Jenny Ferrero, Shelbi Hathaway, Erin Hiro (ZOOM), Jason Jarvinen, Lawrence Lawson, Leigh Marshall (ZOOM), 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: Lacey Craft

GUESTS: Cliff Hanks, Billieanne McLellan

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

Senate Secretary Molly Faulkner announced that Susan Merdinger will be performing during the free Concert Hour on Thursday, November 10 in the Howard Brubeck Theatre. The performance begins at 1 pm and everyone is invited to come.

Senate President Wendy Nelson said the public forums take place tomorrow for the three finalists for the Vice President of Instruction position. It is unclear whether the forums will be live on ZOOM. A link with the transcript and recording will be emailed to employees at some point. A survey will also be emailed to employees asking for feedback.

Senate President Nelson said there is one more vision session scheduled for November 18 for the Educational & Facilities Vision Plan. An email from “Palomar College Research” should have gone out already asking for participation in a survey.

AGENDA CHANGES – No agenda changes.

APPROVAL OF MINUTES

Motion 1: MSC Faulkner/Zavodny

Faculty Senate approval of Faculty Senate meeting minutes dated October 31, 2022 as amended (Exhibit 1).

The motion carried.

ACTION

A. Curriculum – Mudgett

Motion 2: MSC Mudgett/Faulkner

Faculty Senate approval of Curriculum Actions approved on November 2, 2022 (Exhibit 2).

The motion carried.

B. Committee on Committees – Zavodny

Motion 3: MSC Zavodny/Fererro

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

The motion carried.

Educators for Equity, Diversity, and Cultural Consciousness Subcommittee (EEDCC) –
Martha A. Cortes-Rodriguez, Faculty- at large (22-23)

C. Academic Integrity Taskforce – W. Nelson

Motion 4: MSC Bagaglio/Maunu

Faculty Senate approval of the Academic Integrity Taskforce Governance Change Form (Exhibit 4).

The motion carried.

President Nelson explained the new edits done since the last meeting. Additional suggestions were made by Senators which were incorporated on the draft during the meeting. Some of the most popular discussions and changes included areas of training and collaboration with other groups. The goal for completing the work will be December 2023. Membership was also discussed at length and those appropriate updates were made.

INFORMATION ITEMS

A. ASG Report – Duarte

ASG Representative Erik Duarte said ASG is currently in the process of updating their website. Comet Hour is Wednesday at noon. ASG is planning a Winterfest Event on December 7 and 8 from 11 to 2 PM. The activities have not been finalized but once decided, they will be announced. If any department wants to set up a table or booth, that would be appreciated. Senators voiced an interest in faculty participation in an “Ugly Sweater Contest” or flash mob.

B. ASCCC Plenary Meeting Report – W. Nelson

President Nelson said she attended ASCCC Fall Plenary virtually this time. The general sessions were good and Interim Chancellor Daisy Gonzalez was there and gave a motivational speech. Her theme was *Build, Pilot and Monitor* and said that community college faculty should all be helping to “build AP1111, pilot AB1705 and monitor AB928. She also said monitoring the Ethnic Studies outcomes was vital for faculty.

Nelson said she attended a great breakout session on the Community College Mission and how so much of the Chancellor’s Office’s money, time and energy has been focused on transfer. Community colleges really have two missions. One is transfer and the other is CTE and readiness and the Chancellor’s Office is focusing on this more. CALGETC did pass by a landslide with a resolution to urge CSU to change the Lifelong Learning and Self Development area to serve as a CSU graduation requirement instead of restricting it to a CSU upper division general education course.

All of the plenary presentations and breakout sessions will become available on the ASCCC website. Nelson also said the Curriculum Conference as well as the Equity Leadership Conference session downloads are on that website too.

Nelson said she would forward the final results of all the resolution voting to Senators once they become available.

C. Strong Workforce Institute 2.0 Report (Exhibit 5 and 6) – W. Nelson

President Nelson began her overview of the Strong Workforce Institute Report saying she participated in the first round and then assisted with recruiting volunteers for the second round.

Nelson reviewed the goals, the incentives for faculty who participated, objectives and program outcomes as well. An interesting exercise was completing a timeline that identified when we were losing students in the classroom. It forces faculty to question what they did or could have done during the first weeks to keep the students to completion. Nelson also shared some faculty comments about the data and how valuable it was to them.

Nelson shared and further explained a slide about Palomar's "mini" institute focusing on Curriculum and DEIA. Nelson said she would like to see Faculty Senate push for one of these institutes so there isn't a need for a Strong Workforce team to make this happen. There was also some interest in TERB about making this data available as part of the peer review process as a self-evaluation exercise.

Several Senators supported having access to real time data when assessing the courses, which would also help significantly improve equity. An obstacle for that is Palomar's technology and this also doesn't fall under Faculty purview but it would be great if Palomar pursued these improvements. Other colleges in the area have "data dashboards" with faculty access that can be explored down to the course level and can be more granular. Palomar also has this data but it is not as accessible to faculty. Colleges that are using "data dashboards" are finding it helpful in their DEIA efforts because they're able to have real conversations about what changes need to be made to support their equity work. Another suggestion is to evaluate the mapping of the SLO process so evaluations occur throughout the entire semester and not just at the end.

Faculty participants shared their experiences. Senator Edwina Williams said it was extremely valuable hearing from other faculty outside of Palomar who were willing to share resources that she wasn't aware of or didn't have access to. Senator Molly Faulkner said the data was really helpful for reflecting on when she lost students during the semester and it forced her to think of what she can do differently to discourage this from happening in the future. Senator Erin Hiro provided an exhibit summarizing her comments.

D. Administrator Evaluations and Faculty Feedback – Falcone

Senator Kelly Falcone said this is all about having a faculty voice in the evaluation of administrators including the President. Some time ago, Senate did this in an informal way. But in 2008 or 2009 during accreditation, accreditation dinged Senate saying that Senate should not be doing their own administrator evaluation and then discussing the administrative evaluation in open Senate meetings. Accreditation said there was no policy for that so it shouldn't be done. However, ED Code says faculty should have a voice.

Senator Falcone said TERB addressed this issue by presenting a letter to the Governing Board during the September 10, 2019 governing board meeting. In the letter, she explained that ED Code states that the Governing Board shall establish and disseminate written evaluation procedures for administrators, and that it is the intent of the Legislature that evaluation of administrators include faculty evaluations. Palomar has not been doing this. Also in that letter, she said TERB asked the Governing Board to respond to two questions. The first question was where do the written evaluation procedures for administrators reside and how have they been disseminated. The second question asked them to explain how the faculty voice was included in administrator evaluations. There was no response.

Again, in November 2019, Senator Lawrence Lawson public commented about this process with no response. Senator Falcone public commented again in April of 2021. Eventually the language was updated in the BP in November of 2021. BP 2435 outlines evaluations of the Superintendent/President and says the formal evaluation shall include to the extent possible faculty and all applicable employee groups will be invited to provide input.

Falcone said BP 7150 which is employee evaluations was also updated stating that evaluation of administrators shall include to the extent possible faculty per Ed Code...and that other groups can participate. The current President's contract reads that Superintendent/President will bring to the Governing Board his/her suggested evaluation format. This then goes to the governing board in December. By the following February, the Governing Board and the President mutually agree upon the format. In August of this year, Falcone said she again public commented during the Governing Board meeting asking where "this process" was. They then went into a closed session and came out and announced that they agreed to a 360 evaluation which would include faculty but it wouldn't happen this year but would happen next year because "the use of such a tool" was not provided for in the Superintendent/President's employment agreement.

Falcone said last Tuesday, November 1, 2022, the employment agreement for the Superintendent/President was on the agenda and again, this language was not included in her four year contract renewal. Falcone public commented saying that the new employment agreement did not include the proper language that the Governing Board said would be included this time around.

Falcone said the Palomar College Governing Board and the President failed Palomar because they still mutually agreed upon a process that didn't include a faculty voice, even with the Board policy approved. Falcone said this should be applied when hiring the VPs as well as the recent Dean and Director hires. She encouraged faculty to figure out a way to have a stronger voice and to advocate for this official policy passed a year ago.

President Nelson said she would hope that administrators would want this feedback because it doesn't have to be something that is going to penalize the administrator, even the President. It's bothersome that here is a valuable tool that can be used to improve Palomar but isn't used.

Senate Vice President Jenny Fererro said this isn't about anyone person but about a good practice and Palomar needs to follow its own BPs and APs. Fererro said there are some administrators who are in dire need of evaluation with feedback from outside of their own group. She also said there are some administrators that are doing great things, but who could still benefit from faculty feedback. Fererro encouraged Senators to focus on the process and not one person.

Senator Lawson said that he thinks it's likely that faculty is going to find out in the near future that their advocacy was successful. However, it's not just the President. It's other administrators too and doesn't think faculty's advocacy has been successful on that level but this certainly needs to focus on that.

Senator Falcone said faculty should say that we don't want this to happen again and should hold the College accountable to implement it.

E. Educational & Facilities Vision Plan – Tabled.

F. AP 7120A - Fererro

Senate Vice President Jenny Fererro said this item will come back to Senate next week for discussion. Because of the upcoming 20+ fulltime faculty hires coming up, reviewing the updated policy is timely and she encouraged departments who are hiring to become familiar with the updates.

G. Focusing on our 2022-2023 Goals – Tabled.

REPORTS

President (W. Nelson)

Over the last week, I attended the College Council (report below), the Governing Board meeting, Budget Subcommittee and Faculty Senate Council meeting. I also attended the ASCCC Faculty Senate Plenary.

Highlights from those meetings:

Governing Board:

- Several faculty members presented the struggles PT faculty face without adequate health insurance.
- Presentation on the Portrait of a Graduate for San Marcos Unified School District and a presentation of the proposed fencing at the Escondido Center.
- President Rivera-Lacey received a four-year contract.
- Presentation on course deactivations and course rotations.

Budget (W. Nelson)

We discussed the 85% law (compensation) and reviewed Palomar's placement on the Gooder College list.

College Council (W. Nelson)

- We reviewed the plans for the new buildings at the Fallbrook Education Center.
- We discussed the need for accessibility for Palomar College Governance. A new workgroup was created to begin discussing a plan.
- We discussed the need and ideas for training for shared governance chairs and co-chairs.
- Michelle Barton provided an update on accreditation and the Education and Facilities Vision Plan.

Distance Education (Hiro)

The Distance Education Committee met Nov. 2 and discussed the following:

1. The DRC representative Alyssa Vafaei shared about a KPED conference she attended and shared about what she learned. Appreciates our DE committee and want to work to get funding for the DE committee to attend conferences like this.
2. The DE Coordinator shared data from the ATRC that in the Spring 2023 courses in Canvas are now present. There are 2,314 courses with 1,976 with instructors attached.
3. The Committee worked on goals in breakout room and updated semester and year-long goals with the entire Committee.
4. DE Coordinator Erin Hiro shared two areas where the group needs to work beyond goals.
 - a. There is an [Equity](#) rubric that Palomar should consider using through DE. The Curriculum committee asked for recommendations on how to use it in curriculum approval. Members will work on that next time.
 - b. Class [formats](#). The DE Committee will consider recommending updates and graphics and video to promote them.

Faculty Service Areas (Jarvinen)

November 1

Christine Winterle, Director, Human Resources, joined the FSA Committee to clarify the role of personal FSAs in reduction-in-force situations. She explained that reductions-in-force are for either lack of work or lack of funds. In the event of a reduction-in-force, Human Resources will work with affected faculty to identify potential personal FSAs for which they qualify. The district will also work to identify potential alternative assignments. There is no guarantee that an alternate FSA or assignment will be found, but these are options.

The committee discussed these clarifications and expressed a desire to include them on the FSA webpage. The committee also plans to incorporate this information into short PD trainings for faculty members.

The committee considered one personal FSA application in closed session.

PFF (Lawson)

PFF is working with the District on our new three year contract. We appreciate the speed and collegiality of the current negotiations process. PFF recognizes the collaborative approach being taken in Negotiations meetings now. Our working conditions, and student learning conditions, improve when we work together to resolve issues and solve old problems in new ways. We appreciate, too, faculty input during our listening sessions as it helps guide our approach.

Speaking of negotiations, several faculty members have recently spoken on the needs of our part time faculty concerning healthcare. The state has answered that need in a big way--setting aside \$200 million of ongoing funds to reimburse Districts that agree to provide high quality and full coverage to Part-Time faculty as well as save the participating District's money. It's a win-win for the District budget and faculty health.

In addition, we've highlighted pay equity during Equity Week. This is an annual, nationwide event held the final week of October to bring attention and awareness to the inequities faced by our contingent (Part-Time/Adjunct) faculty.

PFF has spoken up about the fact that Part-Time Faculty do not receive pay for prep and all the office hours they hold. PFF has also highlighted the pay parity language in the contract that holds the District to making progress toward PT pay parity vis-à-vis prep hours and office hours. The disparity harms students who, upon signing up for a class, may not know their learning may be impacted by limited access to office hours.

PFF has further reminded the campus that pay parity for Full-Time faculty overload is linked to the pay parity language in the contract because Full-Time faculty, as well, do not receive prep and office hours pay for overload classes they may take.

So, while Full-Time faculty members are invested in the campaign for Part-Time pay equity from a perspective of solidarity, empathy, and justice, there is also another direct benefit for Full-Time faculty when Part-Time pay parity is addressed. PFF continues to make progress on issues that benefit all of our faculty members.

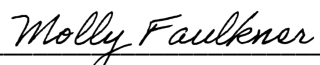
Other high priorities of the Union are providing for our members and union community as the holiday season is upon us. We had hoped to provide a turkey distribution, but, as there is a turkey shortage, that is unfortunately not possible. However, we will shortly be hosting a toy drive for local Union families and a toy and gift card program for our PFF members. More on this soon. Along with our emergency and scholarships, these are some of the many ways the Union supports its members.

Last, PFF would like to remind folks that Election Day is upon us. Please vote on or by November 8th.

We thank all faculty for their support, thoughts, and guidance

ADJOURNMENT The meeting was adjourned at 3:55 PM.

Respectfully submitted,



Molly Faulkner, Secretary