



Minutes of the
MEETING OF THE FACULTY SENATE
November 14, 2022

APPROVED

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

ABSENT: Erin Hiro

GUESTS: Gina Hungerford, 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

Senator Will Dalrymple said that over the last several weeks, Faculty Senate has been discussing a revised Faculty Constitution and new Bylaws during its regular meetings. The new Faculty Constitution and Bylaws were recently emailed to faculty. The past Senate President sent out an email urging faculty to vote no. Senator Dalrymple urged faculty to vote yes and asked them to keep in mind the many things that have been addressed during the previous discussions. Faculty Senate shapes the structures and creates an opportunity to make a statement in support of part-time faculty.

Senate Vice President Jenny Fererro said that Rocco brought up some good points for everyone to consider and faculty should vote the way that feels good for them. She said she didn't think he was wrong in explaining what the potential outcomes would be and faculty should know.

Senator Kelly Falcone said because there are 23 full-time and 4 part-time Senators, it is highly unlikely that those scenarios Rocco explained would occur. Ultimately, all Senators are approved and they represent the leadership of faculty. Hopefully, faculty can trust that Senate makes good, educated votes. If other faculty oppose something that is done in Senate, they can come to the meetings to express their views or concerns. Senator Falcone asked how the Senate can stop what happened today with the email from happening again. It says to her that someone who's very involved in the College still didn't see our agendas to come and have this conversation with us. We have to be mindful that faculty are not looking at the agendas all the time but what they will look at is when Senate votes. She asked what can be done in the future to encourage participation in the discussions occurring in Senate before a vote is conducted. One voice went out to all faculty today causing a barrier of voting. Faculty will respond to that email and have a "discussion" via email and that should have occurred here at Faculty Senate over the last several weeks.

Senate President Wendy Nelson said as Senators, we need to share information that's occurring in Senate with our colleagues. It is frustrating to have spent the amount of time Senate has discussing, writing and editing these documents and not to have had these concerns presented earlier in the process because there was ample opportunity to do so.

ANNOUNCEMENTS

Senator Lawrence Lawson announced the Governing Board unofficial election results. The new board members will most likely be Dr. Judy Patacsil, Jacqueline Kaiser and Michelle Rains. Senator Lawson thanked faculty for their time and efforts in the election. The result of the election is good for the College, for students, for faculty and for the employees. Earlier, Palomar faced a threat to the equity work in one of the districts from someone who had a ton of money, a ton of data miners and a ton of consultants from DC and Sacramento and we were able to defeat that person. Just one of three endorsed candidates won their district and that was 80% of the battle. Senator Lawson is looking forward to working with the new Governing Board.

Senator Michael Mufson said that *The Gods of Comedy* is coming December 2 to 9. It is an absolutely frivolous and ridiculous comedy that everyone needs right now. More information can be found here: www.Palomarperform.com

Senator Elena Villa Fernández de Castro made the following announcement:

*Let me give you some information about Palomar's greatest celebration.
A celebration of language, culture, and diversity,
our Café International, the most fun event from here to eternity.
You will find the party on November 15th, from one to three.*

*Don't miss it, there will be things for free.
Games, raffles, food, and good conversation.
Bring your friends, your family, and your students to our location.
We will be by our World Language Resource Center,
between the library and the humanities, don't be afraid to enter.*

*Our work, our students, and our faculty, we will show
We come in every size, language, and flavor; you will know!
Come chat, come meet us, come have some fun,
We'll be there on Tuesday, until three, starting at one.*

Senate President Nelson said the Curriculum Committee will be approving curriculum at their December 14 meeting. This means Senate must approve the curriculum before the break. The Senate's special meeting should only last 10 minutes at most and will likely occur on December 15 or 16. More information will be forthcoming.

Senator Melissa Bagaglio announced that *Tarde de Familia* is scheduled for December 2 from 5:30 to 8 PM in the Student Union. There will be free food and entertainment and everyone is welcomed.

AGENDA CHANGES – No agenda changes.

APPROVAL OF MINUTES

Motion 1: MSC Faulkner/Hathaway

Faculty Senate approval of Faculty Senate meeting minutes dated November 7, 2022 (Exhibit 1).

The motion carried.

ACTION

A. Curriculum – Mudgett

Senator and Curriculum Co-Chair Ben Mudgett said there were just two curriculum meetings left this semester. He reminded faculty to make sure they are monitoring their email for any communications Noreply@curriqunet.com where faculty can see the status of their curriculum within the process. Course Reviews will come in February.

B. Committee on Committees – Zavodny

Senator and Committee on Committees Chair Anastasia Zavodny asked Senators to encourage their colleagues to volunteer to serve on committees including Curriculum. She added that part-time faculty are compensated for their participation on the Curriculum Committee. The Academic Integrity Taskforce is also in need of faculty volunteers. The hiring committee for the Military Leadership faculty position is in need of faculty to serve on this first fulltime faculty hire for that program.

C. AB 705 Support Subcommittee Governance Structure – Feld

Erin Feld wasn't able to attend the meeting so President Nelson and Senator Zavodny presented the document and explained the edits that were previously requested.

Motion 2: MSC Faulkner/Mufson

Faculty Senate approval of the Governance Structure Group Request form for the Equitable Placement and Completion Committee (formerly known as AB 705 Support Subcommittee) (Exhibit 2).

The motion carried.

INFORMATION ITEMS

A. ASG Report – No report.

B. President Feedback on 360 Evaluation – W. Nelson

Senate President Nelson said that she along with VP Fererro met with Dr. Rivera-Lacey last week and Dr. Rivera-Lacey discussed the 360 Evaluation for administrators. She said her own 360 Evaluation will take place in Spring 2023. This new evaluation process will be rolled out for future evaluations for administrators that take place beginning in Fall 2023. Palomar will use a consulting firm to assist with this first 360 Evaluation since Palomar does not currently have an internal process for this type of evaluation. Nelson said she would confirm with Dr. Rivera-Lacey that Palomar is planning to develop its own internal process for all future 360 Evaluations without the assistance and expense of outside consulting firms.

C. New Grants Management/Oversight – Tabled.

D. AP 7120A (Exhibit 3) – Fererro

VP Fererro said Senate should be making sure that Senators are talking with colleagues who will be hiring this Spring about AP 7120A. President Nelson is working with Dr. Rivera-Lacey's office to have a 7120A link on that same Governing Board website that lists all the BPs and APs. Senate has met several times with HR to ensure this new AP will

be followed. Unfortunately, not all recruiters or all of the people that are communicating with faculty hiring chairs have this new knowledge. Most of AP 71020A is not new but rather strengthens and improves an attempt to increase more diverse pools and the opportunity to hire good, qualified, diverse faculty.

VP Fererro summarized some key changes in 7120A. A key change is that first level interviewees can be reimbursed for travel funded by the District with the contingency that funding is available. This updated information should be changed in job postings so department chairs should not automatically approve a job posting that HR provided from a previous search because that language won't be there. Senator Falcone added that the District needs to identify or create a permanent and designated fund for this purpose. Allowing the District to ever disprove their commitment to funding this expense can really create barriers in equity work.

Another big change is that departments can ask for advertising outside of the normal channels used by HR and the expense is covered by the District, if the cost is reasonable. President Nelson said she would connect with HR to find out what the normal advertising channels are right now. Hiring committees need to know this to push back if the District won't cooperate. If departments are considering in person first level interviews for this upcoming Spring, they should begin talking now with their Deans about this possibility.

Another significant update is in regard to recognizing an applicant's "in progress" qualifying degree that would be conferred before their start date should they be hired. That applicant would be considered eligible to apply.

VP Fererro also reminded faculty of the option to add a student or a CAST/Classified/AA member to the first level interview. This is encouraged because it may result in hearing diverse perspectives within the hiring committee which could bring a more diverse applicant pool.

VP Fererro pointed out the new language related to first level interview modality. Search committees can choose to conduct interviews in person or remotely but all first level candidates must be interviewed in the same modality.

Lastly, Fererro pointed out regarding a joint selection committee. In the past, applicants would have the first interview with maybe the VPI, the Dean and faculty and then a separate second interview with the President/Superintendent. What happens now is a combined second level, the Joint Committee, made up of the Dean, the President/Superintendent, the chair of the selection committee, the VPI or VPSS and then at least two additional voting members from the first level group. A compliance officer is also present. Fererro said this format was used last Spring for Child Development hires and it worked well.

VP Fererro said there is a need for compliance officers and "outside" faculty members to join those committees. If your department is not hiring, this would be a great opportunity to get trained and act as compliance officer or be the designated "outside" department member of the selection committee. Senator Mudgett suggested getting a call out for faculty to volunteer to serve or to get their name on a list in these two capacities so the hiring process won't get stalled this Spring.

An email with all the important updates will go out to all hiring committees for Spring 2023.

E. Focusing on our 2022-2023 Goals (Exhibit 4) – W. Nelson

President Nelson said Council discussed the goals and identified items that are most important. She provided quick updates for each goal and said some of the goals may be merged. Discussions around each goal occurred during the meeting to further define and explain the actions that are needed particularly by Senate.

F. Educational & Facilities Vision Plan (Exhibit 5) – W. Nelson

President Nelson said there are three more listening sessions available. The survey needs to be submitted by November 17 and the results will be discussed at the December 15 EFVP meeting. She said the taskforce is meeting this Thursday where they will get the external scan and enrollment from the consultants.

REPORTS

President (Nelson)

Last week I attended the 3-day ASCCC Faculty Plenary, the EEESCC Meeting (report below), the budget committee meeting (report below) and attended our one-on-one with the President. I attended several sessions at the Plenary including academic freedom and the importance of diverse and inclusive discourse, transforming institutional use of data, aligning general education pathways, 2024 ACCJC accreditation standards, supporting inclusion, diversity and equity in faculty leadership, collaboration between administration and faculty leaders, the CCC mission and CTE. I also listened to the Interim Chancellor, Daisy Gonzales provide an update and participated in resolution voting. Our meeting with President Rivera-Lacey included discussions on subcommittees and the Brown Act, changes/clarification to acting/interim in AP 7120 and discussion regarding implementation of 7120a.

Budget (Nelson)

The committee discussed and approved changes to BP 6250. PFF Co-President Barbara Baer shared a presentation on increasing health benefits for PT faculty. And finally, guest Jim Buysse discussed the history and issues around compensation % of total expenditures (85%). He also offered some advice on how Palomar College may approach it in the future.

Credit for Prior Learning (Rose)

The Credit for Prior Learning (CPL) deadline to petition for Exam or Portfolio Review has now passed. However, students can still petition with Industry Certification and Military Transcripts until November 21st.

Our new CPL petition form is in effect allowing students to accept or decline their CPL grade, as per title 5 requirements, right within the form.

If you are interested in learning more about CPL and how this opportunity can benefit your students and your program, reach out to Candace Rose, CPL Coordinator, at cpl@palomar.edu

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

ECC Council met on Friday 11/4. The council discussed proposed changes to AP 7120 and past Senate president Rocco Versaci attended to help ensure that AP 7120A was being considered appropriately within the context of these edits. Wendy Nelson and Jenny Ferro continue to meet with HRS to ensure that faculty hiring as outlined in AP 7120A is being implemented effectively.

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

EESSC welcomed our new VPSS, Brian Ellison as the new tri-chair. We approved changes to AP 4235 CPL. Acting Chief Diversity Officer, Carmelino Cruz discussed creating a college-wide DEIAA statement and the council agreed. We discussed changes to the Access and Inclusion Committee's governance structure. We also discussed how the committee will review the instructional PRPs. And finally, we discussed the creation of an ad hoc workgroup to develop the Guided Pathways 2.0 workplan.

Sabbatical Leave (Epstein)

Material/Action items from November 3 meeting:

1. Applications for Salary Credits were approved
2. The committee began the review of the sabbatical leave applications for the 22'-23' academic year.

3. The Committee will continue to meet per our regular schedule to complete review of sabbatical leave applications.


Student Learning Outcomes (Bealo/Tavakkoly)

The SLO Coordinators have been

1. working with LOSC to improve the teamwork GEILO in preparation for assessment next semester.
2. Working with ATRC to get the current GEILO assessment rubric input into canvas
3. Cleaning up programs in Nuventive and correcting glitches
4. Approving and working with faculty on writing course and program SLOs.

ADJOURNMENT The meeting was adjourned at 3:55 PM.

Respectfully submitted,



Molly Faulkner, Secretary