



Minutes of the
MEETING OF THE FACULTY SENATE
February 6, 2023

APPROVED

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

ABSENT: Lacey Craft

GUESTS: Leah Brown, Jeff Epstein, Barbara Hammons, Patriceann Mead, Julie Van Houten, Rebecca Wilson

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

VP Ferrero announced that proposals for Women’s History Month are being accepting through Friday, February 10. Proposals for this year are significantly lower than 2022. Departments or specific classes who have activities during the month of March and can tie the event into Women’s History Month are welcomed to apply as well. A celebration event at the end of the month is planned and will feature speakers, performers and an auction. The schedule will come out later in February.

Faculty Senate Secretary Molly Faulkner announced that a LIVE Concert Hour takes place every Thursday at the Howard Brubeck Theatre. The Thursday concerts are free and everyone is welcomed to attend. More information can be found here at www.Palomarperform.com

Senate President Wendy Nelson welcomed Kimberly De La Cruz, the new ASG representative who will be attending Faculty Senate meetings.

AGENDA CHANGES – No agenda changes.

APPROVAL OF MINUTES

Motion 1: MSC Pearson/Mufson

Faculty Senate approval of Faculty Senate meeting minutes dated January 30, 2023 as amended (Exhibit 1).

The motion carried.

ACTION

A. Curriculum

Motion 2: MSC Mudgett/Faulkner

Faculty Senate approval of curriculum actions dated February 1, 2023 (Exhibit 2).

The motion carried.

Senator and Co-Chair of Curriculum Ben Mudgett said Curriculum is discussing the new program process and has formed a workgroup to deal with this work. Curriculum is also discussing some type of curriculum moratorium so the committee can place more focus on AB 1111 and AB 928. These two bills are creating a lot of work for Curriculum.

B. Committee on Committees

Motion 3: Zavodny/Falcone

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

The motion carried.

AB 705 Support Subcommittee – **Vickie Mellos**, Faculty, ESL (22-24)
Access and Inclusion Subcommittee – **Amy Thompson**, Faculty, Instructional
Curriculum Committee – **Sean Peck**, Faculty, CTE (22-25)
Curriculum Committee – **Kimberly Velazquez**, Faculty, MSE (22-25)
Curriculum Committee – **John McMurria**, Faculty, AMBA (21-24)
Curriculum Committee – **Adriana Guillén**, Faculty, L&L (22-25)
Curriculum Committee – **Wing Cheung**, Faculty, MSE (20-24)
Curriculum Committee – **James Eighmey**, Faculty, SBS (20-23)
Safety and Security Committee – **Rachel Thompson**, Faculty, different divisions (22-24)

Motion 4: Zavodny/Faulkner

Faculty Senate approval of the results of the ballot (Exhibit 3).

The motion carried.

Comets Affordable Learning Materials Committee (CALM)– **Charles Alexander**, Faculty, Counseling (21-23)

Senator and Chair of Committee on Committees, Anastasia Zavodny said there are still multiple seats available on committees including vacancies on the VP Hiring Committees that close this Friday. She encouraged Senators to volunteer and to encourage other faculty to do so as well. Zavodny also said the openings are opened to both fulltime and part time faculty unless the designated position requires a tenured faculty.

INFORMATION

A. Academic Integrity Taskforce - W. Nelson

Senate President Wendy Nelson said Council discussed the current availability (not allocated) of 20% reassigned time designated to Faculty Senate for Spring 2023. Council recommends this reassigned time be assigned to the chair of the Academic Integrity Task force. This may be enough incentive to get a Senator to volunteer for this position and get the important work started right away. She added that if a Senator does not volunteer to serve as chair, the call will be opened to all faculty. It was suggested that this taskforce could also be responsible for updating AP 5500 and AP 5520.

President Nelson said the committee currently has two volunteers including Jeff Epstein. Nelson asked Epstein if he is willing to serve as chair. Epstein said if someone doesn't step up, he would consider it.

Nelson said he will bring this back to Senate next Monday.

B. Faculty Senate Meeting Decorum/Community Agreement Discussion (Exhibit 4) – Wendy Nelson

President Nelson shared the exhibit and explained some items that may be useful for Senate's discussion. Senate's current Community Agreement does address some of the issues but doesn't explain what the consequences would be if the behavior wasn't followed. Nelson asked Senators for feedback regarding whether Senate needs to do more to protect the decorum of Senate meetings; does the current Community Agreement effectively cover areas of concerns; or what can Senate do to protect freedom of speech but remind and hold someone accountable for behaviors that are not acceptable.

Senate Vice President Jenny Fererro said its never a bad idea to remind everyone, Senators as well as guests of Senate's Community Agreements. If a situation occurs during a meeting, Senate could just stop the meeting, take a time out for a short period of time and then reconvene. Fererro doesn't want to include the word "civility" since the term is often used as a weapon, or used in some sort of punitive type of concept. There may also be cultural differences of how people speak or carry themselves and organizations use that term to shut down diverse viewpoints or conversations and she doesn't want to see this occur in Senate.

President Nelson shared her support of the following tips from the exhibit a) treating others how she would like to be treated, b) limiting one's statements in discussions to those that move the conversation forward, c) keeping one's remarks brief, to the point and non-repetitive of comments others have already made and d) avoiding personal attacks.

Senator's feedback included the following:

- A strategy to disrupt an occurrence: the President or Chair to call for a short, five-minute meeting break.
- Other academic senates have someone assigned to being an observer or a ZOOM monitor.
- People came to Senate to share microaggressions that they're experiencing and since that incident, Senate has spent little time talking about their issues and more about how to stop those conversations from happening again.
- Senate needs to make sure it follows its community agreements and if there's something that's broken, Senate should fix it.
- Senate can use interest-based, bargaining type tools where the dialog comes from shared interests.
- Senate needs a plan of how to remind people of the Community Agreements in the moment when things are potentially problematic or heated.
- Governing Board meetings start with a reminder of the Community Agreements in place.
- If there is an egregious break of one of the agreements, there will be a meeting break.
- Adding a cautionary statement on the Senate's Community Agreements webpage may be useful.
- If the speaker is in ZOOM, muting their mic may be considered.
- Senator Lawson reminded Senators of Article 3 of the current contract: *Faculty members shall have the following rights and responsibilities: 3.2.1. To use the normal channels of campus communication free of prior censorship; 3.2.2. To accept responsibility for the substance and manner of their campus communications;*

President Nelson said she would bring this item back to Senate for discussion and/or action.

C. Article 17 – Fererro

Senate Vice President and PFF Lead Negotiator Jenny Fererro said PFF is currently in negotiations with the District dealing with Article 17, Evaluations. PFF has not received the District's counter proposal for Article 17, but they did indicate to PFF that they have some interests that will be reflected in their counter proposal. PFF gets guidance from

TERB but also asks for feedback from Faculty Senate about evaluations. The District has indicated that they have an interest in increasing Dean participation in evaluations, specifically with peer out of cycle evaluations.

Senator and PFF Co-President Lawrence Lawson said in regard to part-time evaluations, there was a time when there was not the optional Dean form. The Dean form was added with the goal of the Dean providing feedback on some aspects of the part-time faculty's job performance in respect to contractual obligations only. Faculty found this to be useful because the Dean saw things faculty did not see or the Dean had more to say about it. Lawson said that currently, Deans don't have any input on "regular" peer evaluations. The District's position is that if there needs to be an improvement plan, it's important for the Deans to weigh in on all contractual obligations. Deans are faculty's supervisors. When there are concerns that could potentially lead to dismissal, a supervisor should be a part of that process.

Senator and TERB Coordinator Kelly Falcone said TERB has discussed this. If a Peer out-of-cycle evaluation has been requested by a department chair, then something challenging is happening. If it leads to a two-year improvement plan, peer colleagues are responsible for leading the entire program of improvement by themselves without Dean involvement. Colleagues who have been responsible for leading peer out-of-cycle evaluations for their peers have expressed challenges taking on that role. In addition, a request was made to TERB by a Peer faculty to have the Dean be involved in the initial decision to request an out-of-cycle evaluation so that the Department Chair is not the sole person responsible for the request.

VP Fererro added this should be of benefit to small departments with limited number of faculty who are relied upon for all of these evaluations. Having a Dean involved would be useful.

Senators made the following comments relating to the subject matter:

- Consider involving the Dean only if the improvement plan extends beyond a semester.
- Consider a Dean present only to answer questions regarding the process and procedure.
- Dean's perspective and involvement with all improvement plans may be helpful.
- Evaluations are not punitive and are not considered discipline. Sometimes faculty weaponize them against other faculty, and that is not the intent. The intent is to support faculty, and this should be the intent for whoever is involved.
- Deans can't weaponize it. It can't be used punitively, even though it feels like it when you get an improvement plan. It is professional development process.
- There are faculty who would appreciate having a Dean involved with out of cycle evaluations.

D. Educational Vison Plan Goals/Objectives (Exhibit 5) – W. Nelson

President Nelson shared the exhibit and her hopes that once it is complete, the College will use it to make change and improve for the students. Nelson isn't satisfied with some of the language used and is making notes to bring back to the committee. This exhibit represents an encapsulation of all the feedback they received and conversations that took place in the listening sessions. The consultants wrote the document and used language at times that didn't seem accurate to the roles faculty and administrators fill in education.

Senator Falcone said she wasn't pleased that the deadline for submitting feedback was the first week of the semester, a busy time for faculty and she hopes the feedback gets added.

Several Senators recommended an entire new goal based on Instruction with separate objectives for both teaching and learning. That objective needs to be supported by the District.

Several Senators voiced their concern that nowhere does the document recognize, acknowledge or plan for students who come to a community college for reasons other than transferring, pathways or jobs.

Senators asked for clarification on some items and provided feedback that Nelson noted down and will bring back to the committee.

E. Student Code of Conduct AP 5500 & AP 5520 Review Update – Tabled.

REPORTS

President (W. Nelson)

Prior to the beginning of the semester, I stayed busy attending meetings and plenary sessions:

1. I attended a meeting for the EESSC workgroup to discuss and eventually update AP 5500 and AP 5520.
2. Along with VP Jenny Ferrero, I attended our one-on-one with President Rivera-Lacey where we discussed enrollment, enrollment issues, the phone system and potential new leadership positions.
3. I participated in the Educational & Facilities Vision Plan 2-day retreat where we reviewed data and feedback from the college community to develop goals/objectives for the educational vision plan. We also toured the Escondido Center and RB Center so that we could begin focusing on the facilities vision plan.
4. I also worked with Pauline Moroz, Diane Studinka, Ben Mudgett, Luis Guerrero, Carmelino Cruz, Matt Grills and Kelly Falcone to develop the CCCC Culturally Responsive Pedagogy & Practices grant.
5. I attended the Jan. 10 Governing Board meeting and welcomed the new board members.

Accreditation (Versaci)

I met in January with Michelle Barton and then with the Accreditation Writing Leadership Team (AWLT) to review and approve the post-Accreditation recommendation and report follow-up timeline. There are three groups working on different components of the main recommendation, the largest of these involving the integration of software that will align positions approved by HR and budget encumbrances in Fiscal. The District recently hired Shayla Sivert as the Project Manager to oversee completion of this component, and Nancy Lane in Fiscal is the writing lead on this group and the others working on the other two components. The AWLT is expecting draft summaries from all three groups by mid-February, at which time we will create a comprehensive working draft of the follow-up report with evidence in March. The timeline over the rest of the year, which will involve the Accreditation Steering Committee (ASC), the Institutional Effectiveness Council (IEC), College Council (CC), and the Governing Board (GB) is as follows:

Complete draft of follow-up report	April 1
Review draft with ASC & IEC	April 28
Update draft with additional data/evidence as needed	July 1
Send final edits to Creative Services	August 25
Approval of report by ASC & IEC	September 1
Approval of report by CC	September 8
GB workshop	September 19
Final report to GB	October 3 or 17
Final edits/clean-up	November 9
Send report to ACCJC	November 10

ADJOURNMENT The meeting was adjourned at 3:58 PM.

Respectfully submitted,

Molly Faulkner

Molly Faulkner, Secretary