



APPROVED 6/14/2016
GOVERNING BOARD MINUTES
SPECIAL MEETING OF THE GOVERNING BOARD
TUESDAY, APRIL 5, 2016 4:00 P.M.
PALOMAR COMMUNITY COLLEGE DISTRICT
1140 WEST MISSION ROAD, ROOM SSC-1
SAN MARCOS, CALIFORNIA

1. CALL MEETING TO ORDER:

Board President Mark Evilsizer called the meeting of the Palomar Community College District Governing Board to order at 4:00 p.m.

2. ROLL CALL

PRESENT

MARK R. EVILSIZER, M.A., PRESIDENT
NANCY ANN HENSCH, B.A., VICE PRESIDENT
NANCY C. CHADWICK, M.S.W., M.P.A., SECRETARY
PAUL P. MC NAMARA, B.A., TRUSTEE
JOHN HALCÓN, Ph.D., TRUSTEE

ABSENT

MALIK SPENCE, STUDENT TRUSTEE

3. PUBLIC COMMENTS There were no public comments.

4. CALL FOR REMOVAL OF ITEMS FROM, OR CHANGES TO, THE AGENDA There were no changes.

5. APPROVAL OF CONSENT CALENDAR ITEMS

a. **ADOPT RESOLUTION IN SUPPORT OF THE CALIFORNIA PROMISE**

MSC Chadwick/Hensch

The Governing Board adopted Resolution No. 16-21203 in support of the California Promise, a series of initiatives intended to increase access and affordability for community college students.

EXHIBIT 5a

RESOLUTION No. 16-21203

The vote was unanimous. Student Trustee absent.

6. NEW BUSINESS

a. REVIEW AND APPROVE SUPERINTENDENT/PRESIDENT SEARCH COMMITTEE MEMBERSHIP

MSC Chadwick/Hensch

The Governing Board approved the Superintendent/President search committee membership.

EXHIBIT N-6a

The vote was unanimous. Student Trustee absent.

b. DISCUSSION: SUPERINTENDENT/PRESIDENT SEARCH MATTERS

Board President Evilsizer stated that he had spoken with ACCT consultant, Dr. Judy Walters. The Board discussed with Dr. Walters via conference call the following:

- Search Committee announcements
- Search Committee Chair assignment (Nancy Chadwick)
- Recruitment efforts
- Target date for applications
- Search Committee meeting dates and tasks

7. BOARD WORKSHOP

Michelle Barton, Sr. Director Research, Planning, Institutional Effectiveness and Grants facilitated the workshop.

a. **Confirm self-evaluation instrument**

Sr. Director Barton and the Board discussed the Board's self-evaluation instrument. Trustee Chadwick asked that the instrument be updated to reflect the Board's current goals. There being no other recommendations the Board agreed to use the instrument with the revisions as discussed.

b. **Faculty and Staff Diversity Presentation**

John Valdez, Faculty Emeritus, addressed the Board on the need for greater diversity on campus.

Sr. Director Barton reviewed the Power Point presentation titled *Governing Board Workshop – Faculty and Staff Diversity dated April 5, 2016* (On file in the Governing Board Office in accordance with AP 3310.) The District's Mission and Values were reviewed and discussion took place on the definitions of diversity, access, and equity. Sr. Director Barton reviewed data from several studies on diversity noting that perspectives vary widely depending on one's affiliations. She reviewed underrepresented student data and postsecondary faculty data noting that the ratios do not match. She engaged the Board in a discussion about the benefits of diversity in faculty.

The workshop continued with a discussion regarding the barriers in educational pathways at all levels and barriers in the faculty hiring process. She prefaced that for the purposes of this workshop the discussion of regional and district diversity would focus on racial and ethnic diversity. She shared that Palomar's student demographic data is based on currently available data. In the area of faculty and staff demographics the Board reviewed data on gender, age, and race/ethnicity including a breakdown of demographics by division.

Faculty and staff EEO demographics through the hiring process were reviewed with flow-through analysis using 2014-15 data. Additionally the following was reviewed: Preliminary data on faculty hiring for the current cycle and regional data for faculty. The challenges associated with increasing diversity were discussed. Board members engaged in conversation regarding the

data and efforts the college is undertaking to increase faculty and staff diversity. Discussion took place between the Board and staff regarding a faculty fellows program option, regional recruitment fairs, SDICCCA, regional hiring tracks, Palomar's hiring practices and hiring cycle and the idea of a "grow your own" faculty development process. Director Barton reminded attendees that the hiring of faculty is considered an Academic and Professional Matter and noted that the Board had in December of 2002 declared faculty hiring as an Academic and Professional Matter. In closing attendees and the Board agreed on the importance of the campus community working together to address diversity issues.

8. ADJOURNMENT The meeting adjourned at 6:06 p.m.



Mark Evilsizer, Board President


Nancy Chadwick, Secretary