

1 December 2014

OFFICERS AND MEMBERS

SENATE PRESIDENT	EDUARDO A. CAIRO	Present
VICE PRESIDENT	KRIS PILON	Present
SECRETARY	PAT ROSE	Present
TREASURER	MANNY PEREA	Present
		Present
ADJUNCT FACULTY	MARK DODGE	Present
ADJUNCT FACULTY	RUDY AGUILAR	Present
ADJUNCT FACULTY	ALEXIS MOORE	Present
CTE: BUSINESS	AHNI DODGE	Present
CTE: ENGINEERING	DAVE CUATT	Present
CTE: ENGINEERING	JASON NORRIS	Absent
COUNSELING	SARA MIRANDA	Present
COUNSELING	JAMES ARAGON	Present
ENGLISH	GLORIA HORTON	Present
ENGLISH	TIM MELNARIK	Present
ENGLISH	MARJORIE SMITH	Present
HEALTH SCIENCES	KRISTIN K. HYATT	Present
HEALTH SCIENCES	BLANCA RODRIGUEZ	Absent
LANGUAGES	LOKNATH PERSAUD	Present
LANGUAGES	MELISSA MICHELSON	Present
LIBRARY	DOROTHY POTTER	Present
LIBRARY	DAN HALEY	Present
MATHEMATICS	ANN DAVIS	Present
MATHEMATICS	KATHLEEN UYEKAWA	Present
MATHEMATICS	DAN GALLUP	Absent
NATURAL SCIENCES	RUSSELL DI FIORI	Present
NATURAL SCIENCES/KINESIOLOGY	TERRY STODDARD	Present
NATURAL SCIENCES	MARTHA HOUSE	Present
VISION & PERFORMING ARTS	MARK WHITWORTH	Present
VISION & PERFORMING ARTS	ROD FOSTER	Present
VISION & PERFORMING ARTS	YOLANDA MCKAY	Present
VISION & PERFORMING ARTS	SARAH BARKER	Present
SOCIAL SCIENCES	SHAROK BASTANI	Absent
SOCIAL SCIENCES	LYNORA ROGACS	Present
SOCIAL SCIENCES	FRANCIS NYONG	Present
SOCIAL SCIENCES	KAITZER PUGLIA	Present

GUESTS

INTERIM SUPERINTENDENT/PRESIDENT	BOB MILLER	Present
VICE PRESIDENT, ACADEMIC AFFAIRS	KATHY SCOTT	Present
ASSOCIATE VICE PRESIDENT, STRATEGIC PLANNING AND INNOVATION	RYAN CORNNER	Present
INTERIM DEAN, INSTRUCTIONAL SUPPORT	MATT JORDAN	
DEAN ACADEMIC AFFAIRS	OFELIA ARELLANO	
ASSOCIATE VP, STUDENT SERVICES	CYNTHIA OLIVO	
IEC	KRISTA GOGUEN STEPHANIE FLEMING	Present Present
PCC FACULTY ASSOCIATION	JULIE KIOTAS	Present
COURIER		
COURIER		

I. CALL TO ORDER:

II. PLEDGE OF ALLEGIANCE:

 Led by Terry Stoddard

Introductions: Welcome to Adjunct Faculty Senator, Rudy Aguilar.

Immediate Action Request: K. Rodriguez: Requested Immediate Action to place on the agenda as an action item the Accreditation Self-Study Report .

III. APPROVAL OF 10 and NOV 17 2014 MINUTES:

MOTION made and seconded by T. Stoddard and J. Aragon to approve the minutes as presented.

VOTE: Motion passed unanimously.

IV: PUBLIC COMMENT:

M. Michelson commented on the buzz words and claims for collegiality, civility, and amicability associated with what she describes as a pattern of run-around and denial tactics exhibited by PCC administrators when faculty request data.

Examples: By M. Rocha to M. Michelson at the February Humanities Meeting; B. Miller to Professor Dellman a few months ago when requesting data from HR; and more recently to the Academic Senate VP who was reprimanded and belittled when requesting data. For administrators to claim they are being harassed and/or intimidated by a faculty member is inappropriate.

Purposeful communication should allow exploration of where dissent lies so a bridge can be built and should allow for a healthy and collegial academic environment which should be open to and tolerant to investigation, questioning, and discussion. Brochures on workplace bullying were provided.

J. Aragon added that public requests of a public institution should be handled as quickly as possible.

MOTION made and seconded by: K. Rodriguez and T. Stoddard for immediate for the Senate Board to add to the agenda (as an action item) and vote on the Accreditation Self-Study. This is the last meeting for the Senate Board of the year and there would be no other opportunity to consider it.

President Cairó: In trying to follow Robert's Rules of Order the Senate cannot vote on this matter at this time.

- A two-thirds vote would be required to have it placed on the agenda.
- A separate vote would be required for a vote on the issue.

Discussion: Placing the Accreditation Self-Study on the Agenda

FRIENDLY AMENDMENT: Made P. Rose: to add to the agenda as an action item for discussion with possible action the Accreditation Self-Study and to include Information Item XI, 10.

R. Foster requested and received support from the floor for the Senate to call a special meeting on December 8 for discussion on this Accreditation Self-Study followed by discussion on requesting approval/signature by the Senate President. This item is probably the single most important document to come through the Senate this semester.

Discussion received from the floor in support of endorsing the process and/or the actual document today or December 8th.

Scheduling another meeting on this item would allow the Senators to further inform their constituents about this matter.

Senate Parliamentarian, M. Dodge, said scheduling an emergency meeting would best address parliamentary matters.

MOTION made and seconded by R. Di Fiori and T. Stoddard to extend discussion by five minutes.

VOTE: Motion passes by a majority vote Nos: 3

CALL FOR THE QUESTION: Moved and seconded by J. Aragon and K. Uyekawa.

VOTE: No by a majority vote.

Discussion

M. Perea requested a review of the wording of the draft signature page of this document.

T. Stoddard concurs with the Parliamentarian's recommendations and agrees with adding this item onto the agenda.

For clarification more time is needed for review and consideration of this document.

It's the Senate's job to help "lead the college".

The bulk of the document is reflective of campus concerns, review, and feedback.

President Cairó: expressed concern with having a special meeting given that once this document is approved, no changes will be accepted.

M. House: This is no official record of a call for Senate representatives to review and provide feedback on this matter.

President Cairó said the Senate's intentions were to provide input into creating a very good document. It is not a good document and the Senate will not get anywhere with nit-picking of every Executive Committee action. The Exec Committee needs to be trusted. Once this document is approved, no changes can be made. Recommendation received for President Cairó to sign the document and provide additional amendments if necessary. Not known if submitting this document with addendums would be a legal document.

R. Di Fiori: The Senate president represents the Senate Board, and this allows faculty voices to be heard.

The chairs of the P & P committee have said, once approved, no changes will be accepted.

M. House: there is no official record of creation of the Senate accreditation review group within Senate agenda/minutes.

Due date for presentation to the Trustees is December 10th.

PARLIAMENTARIAN: A vote on this item can be received today if this matter is promoted to an action item.

MOTION made and seconded by M. House and K. Rodriguez to extend discussion by five minutes: MOTION carries.

M. Jordan:

- The Self Accreditation may be submitted to the ACCJC unsigned by the Senate President. The review process would still continue.
- The ramification would be that it gives a signal to the visiting accreditation team that the college is having shared governance problems.

ORIGINAL MOTION RESTATED: to add the issue of the decision to put this item on the agenda with possible action in conjunction to adding Item 10 (VI. Information Item) Accreditation Revisions Report

This item will be listed as item 1, 2, 3 or 4 under X. Information Item (with possible action taken) instead of under Information Item XI./10 with possible action.

ROLLCALL VOTE: Ayes: 16 No. 16 A 2/3 vote is needed. Motion Fails.

MOTION made and seconded by R. Foster and M. Dodge to schedule a special meeting for Dec. 8, 3pm-5pm, to discuss only the Accreditation Self-Study report .

FRIENDLY AMENDMENT made by F. Nyong: to reschedule a new meeting on Dec. 9. Amendment not accepted.

VOTE on MOTION: Motion passes by a majority vote: Aye: 20 No: 10 Abstain: 1.

Parliamentarian, M. Dodge: in circumstances such as this, the Vice Chancellor said it would be legal to discuss this information through division email.

V. AGENDA ITEM FROM NOVEMBER 17 SENATE BOARD MEETING:

Senate Housecleaning

E. Cairo: An error to be taken care of: The vocational Educational Committee title is outdated (should be CTE), it has not met in 15 years and does not have a mission statement. The committee needs a chair and faculty to serve on it. Suggestion received to dissolve the committee and create a new committee or to have a retreat to address this item. Recommendation was received that the bylaws need to be revised.

This item will be placed on a future Senate Board agenda.

MOTION made and seconded by M. Whitworth and R. DiFiori to create a Committee of Committees to take on the task of cleaning up the Senate Committees. Once a DROP DOWN Volunteer Tab is created, and advertised to FT Faculty, M. Whitworth, S. Barker, and R. Di Fiori said they will volunteer to serve on this committee. Suggestion received for a future Senate recommendation to approve the volunteer names along with the recommendation that committee membership be limited to 3-5 members.

VOTE: MOTION passed unanimously.

VI. REPORTS FROM EXECUTIVE COMMITTEE:

R-1 President's Report:

A request was received by President Cairó to submit a faculty name to serve on the Commencement Committee. James Aragon is the current faculty member.

The Executive Committee attended the ASCCC fall Plenary. ASCCC Resolution Professional Development and Part-Time Faculty was read which resolved that the "ASCCC urge local senates to extend and promote professional development opportunities to all faculty at their colleges, regardless of full or part-time status. The Senate Executive Committee has recommended that the T-Th Hour be extended to M-Tu-Thurs, allowing more faculty to participate in committee work.

R-2 Vice President's Report: The Senate Plenary held an EEO training and issues seminar in regards to the community college hiring process. Faculty are required to take rigorous EEO training programs to participate on hiring committees. There are various resources that can be used to address EEO questions that can probe more deeply into a candidate's experience.

R-3 Secretary: Two other ASCCC Resolutions were passed concerning professional development: One concerning the importance of "assert[ing]" to statewide leaders the importance of respecting the purview of the Academic Senate and local senates regarding faculty professional development," and the other, concerning the allocation of professional development funds made available through AB 2558. With the establishment of the Professional Development Committee, a standing committee of the College Coordinating Council and comprised of faculty, staff, and managers and the ratification of Policy 6030, PCC will be in compliance with AB 2558 and can apply for this funding once it is made available. Plenary resolutions will be made available in the Senate office and are also accessible on the ASCCC website.

R-4 Treasurer's Report: The State is addressing student support services (common assessment and common educational planning) and there appears to be a movement towards standardization of how things are handled at state level.

VII. STANDING INFORMATION ITEMS

SI-1 PCCFA Report: J. Kiotas.

Closing class numbers reflect serious workload equitability issues. PCCFA is continuing to negotiate the contract. J. Kiotas was voted to do this job. She's done research and is in the trenches. She will not negotiate in the public because this is a bad strategy. Negotiating in the room is PCCFA's strongest position. PCC faculty have not had a raise since 2007. Ninety-five percent of the community college districts have received a raise. Current negotiations do not show how faculty are paid in relation to rest of the state fiscals.

S1-3 ADJUNCT FACULTY: M. Dodge inquired about why the "Flag Salute" is required before the start of Senate meetings. No response was received.

S1-4 CLASSIFIED SENATE: No Report.

VIII. STANDING /AD HOC/CAMPUS-WIDE COMMITTEE REPORTS

1. Academic Rank Committee – Pattie Lynn: Fall 2014 Rank Advancement Recommendations were presented for review. The following recommendations were presented for review for future Senate approval.

Professor	Associate Professor	Assistant Professor	Adjunct Assistant Professor
Harry Bloodgood	Hollie Luttrell	Daniel Cole	Evelyn Chau
Elisabeth Choate-Ciletti	Bill J. Moore	Seung N. Yang	Nabeela Hanna
Krista Goguen	Denise Romero		Matthew Alan Thomas
	Christina Salazar-Romo		Mark Joshua Gordon
	Shelagh Rose		
Professor Emeritus			
Phil M. Salomon			

2. Faculty Hiring and Priorities Committee – Eduardo A. Cairó:
The Committee met with administration last week. Some of the committee members met today. Of the 35 positions presented, the committee is in agreement with 25. Tomorrow the FHPC will meet to discuss the last 10 positions.

3. Ad Hoc Hiring Issues Committee Report: M. Michelson, D. Cuatt, J. Kiotas and Zac Matthews.
Initial committee charge was to address hiring issues.

200 responses were received in response to the Committee's Survey Monkey request.

Handout / Data Overview was provided for content analysis: <https://www.surveymonkey.com/results/SM-L96PLV2V>

- Q. #6 – Process to Change (108 Comments)
- Q. #7 Gen. Concerns (67 Comments)
- Graph Responses
 - Are there hiring procedures or policies at PCC that you think ought to change?
 - Do you have any concerns that questionable practices occurred?

Overview of Hiring Procedure Survey – Fall 2014 – DATA Presented

The information provided is an overall response percentage. It is a qualitative point of time process and not forensic statistical data.

The Comments will move forward in figuring out how to get current policies adhered to by all involved in the process, identifying and possibly changing policies that are not working well or need tuning up, and working on a factual process guide in regards to signing up for Hiring Committees.

MOTION made and seconded by J. Aragon and L. Rogacs to extend discussion by three minutes.

VOTE: Motion approved by a majority vote.

Mission: Revised 12/1/14: Ensure fair, equitable, clear and transparent procedures for hiring committees as they relate to faculty participation; communicate and inform faculty about hiring committee participation; recommend to the Academic Senate charges / additions to current PCC Policies/Procedures, as needed.

Comments:

Faculty need the best possible vetting for new faculty to get the best possible candidates.

Managers who run the hiring committees need better training.

Communication process with the Board of Trustees needs to be addressed.

Need to address communication process with Board of Trustees.

President Cairó could forward recommendations to the Trustees.

Data should reference BOT policy changes and those passed in 2012.

Recommendation made for there to be a more fully involved survey.

The Committee will be in communication with Human Resources and Classified Senate.

Input into this process may be forwarded to the Committee.

IX. EXECUTIVE COMMITTEE RECOMMENDATIONS: With possible actions to follow on each item.

1. Approval to Coordinator, Teaching and Learning Center Hiring Committee Alternates Pat Rose (English); and Dave Cuatt (CTE)

2. Approval to Electronic & Digital Fabrication Technician Hiring Committee: Deborah Bird (CTE)

MOTION made and seconded by J. Aragon and M. Whitworth to approve items 1 and 2.

VOTE Unanimous approved.

X. INFORMATION ITEMS: (with possible action taken)

1. Proposed Non-Credit Courses – Dr. Arellano

MOTION made and seconded by M. Whitworth and K. Pilon approving the proposed course discontinuance. **VOTE:** Motion passed unanimously.

2....Educational Policies Committee Office Hours Policy: L. Arenson

MOTION made and seconded by L. Arenson and J. Aragon in support of approval of recommendation 2.

VOTE; Motion passed by a majority vote. No: 1 Abstain: 1

Discussion:

Office hours are up to the discretion of the faculty.

Students were not polled.

This item would need to be clarified in the contract.

There should be no difference in office hour rules for in class and on line classes.

3.....Senate Reports on Board of Trustees Board Policies Revisions/Administrative Policies

To save time, President Cairó may receive policy changes/recommendations on both the AP/BP policies by mail [Deadline: Saturday, December 6, 5PM]. They will be presented or read to the Board of Trustees during the Senate Report.

MOTION made and seconded by D. Cuatt and M. Michelson to extend meeting discussion by 10 minutes.

VOTE: Motion passed by a majority vote.

XI. INFORMATION ITEMS: The following items will be discussed (no action taken): 10 minute limit for each item

1	<p>DE Committee Policies: L. Arenson Office Hours Policy for DE Instructors and Course-Load for Full-Time DE faculty</p> <p>Hybrids and online courses were reviewed. Online office hours are directly connected or correlated with online classes. Being requested is that 100% of faculty course load and overload be passed so this can be done online. Adjunct faculty can teach their entire course load on line.</p>
2	<p>Speaker Rendon discussion. Observation by Trustee Mann At last BOT meeting speaker L. Rendon was on campus. During discussion a question was asked of students to whom they attribute their academic success on campus. The responses included: my parents, family, friends, Ujima, Puente. Trustee Mann said publicly she thought it odd that no student attributed their success to faculty. After the meeting she mentioned this to President Cairó and to what this comment about academic success could be attributed to. President Cairó said he would bring this observation to the Senate.</p> <p><u>Discussion/Comment</u> In regards to student success, was the Board of Trustees mentioned? Suggestion received for a written apology from Trustee Mann in reference to her comment. Her comment offended the Senate. Many students attribute their student success to those who help to pay expenses. The school's programs are academically enriched and faculty driven. Trustee Mann should be reminded that these are faculty driven programs that contribute to student success. Trustee Mann and other Trustees could be invited to be more present on campus, to visit classrooms and talk to students. President Cairó will ask the Board about its policy of visiting campus.</p>
3	<p>Board of Trustees' discussion on terminology of participatory versus shared governance terminology. E. Cairó: Dr. Mann requested the Senate be asked which term it preferred. Comment: The College Council prefers shared governance. Reference to 10+1 support of shared governance. Informal Vote: The Senate unanimously voted in favor of the term shared governance. This information will be relayed to the Trustees.</p> <p>The Senate Board will meet on December 8, 3p-5pm to discuss Recommendations 10 and 11.</p>

	<p>RECAP: The next Senate meeting will be December 8, 3pm-5pm to discuss whether or not the Senate Board will ask President Cairó to sign the Accreditation Self-Study Report.</p>
	<p>MOTION made and seconded by T. Stoddard and J. Aragon to extend the meeting by 5 minutes. VOTE: Motion approved.</p> <p>MOTION made and seconded by T. Stoddard and M. Dodge to approve discussion of item XI, Recommendation 10 [Accreditation Report Revisions].</p> <p>This item will be placed on the December 8th agenda in conjunction with having the Senate advise the President to sign the report.</p> <p>VOTE: Motion approved unanimously.</p> <p style="text-align: center;"> MEETING ADJOURNED NEXT MEETING: DECEMBER 8, 2014 ROOM GM104 </p>