

November 2, 2015

PRESIDENT	VALERIE S. FOSTER	Present
VICE PRESIDENT	SHELAGH E. ROSE	Present
SECRETARY	STEPHANIE L. FLEMING	Present
TREASURER	JAY CHO	Present
ADJUNCT FACULTY: Mathematics	DWANE CHRISTENSEN	Present
ADJUNCT FACULTY: Social Sciences	MARK DODGE	Present
ADJUNCT FACULTY: English/P&CA	JANE HALLINGER	Present
ADJUNCT FACULTY: VAMS	ALEXIS MOORE	Present
ADJUNCT FACULTY: Eng and Tech	ERIKA RUVEL	Present
BUSINESS	AHNI DODGE	Present
CEC	DANNY HAMMAN	Present
COUNSELING	JAMES ARAGON	Absent
COUNSELING	SARA MIRANDA	Present
COUNSELNG (Alt)	MYRIAM ALTOUNJI	Absent
COUNSELNG (Alt)	CECELIA MEDINA	Absent
DSPS	BIANCA RICHARDS	Present
ENGINEERING and TECHNOLOGY	DAVE CUATT	Present
ENGINEERING and TECHNOLOGY (Alt)	JASON NORRIS	Absent
ENGLISH	GLORIA HORTON	Absent
ENGLISH	TIM MELNARIK	Absent
ENGLISH (Alt)	MARJORIE SMITH	Absent
HEALTH SERVICES	JO BUCZKO	Present
HEALTH SCIENCES	KRISTIN K. HYATT	Absent
HEALTH SCIENCES	BLANCA RODRIGUEZ	Absent
KINESIOLOGY	TERRY STODDARD	Present
KINESIOLOGY (Alt)	TAMARA KNOTT-SILVA	Absent
LANGUAGES	LOKNATH PERSAUD	Present
LANGUAGES	MELISSA MICHELSON	Present
LANGUAGES (Alt)	MARY ERIN CROOK	Absent
LANGUAGES (Alt)	CHARLENE POTTER	Absent
LIBRARY	DOROTHY POTTER	Present
MATHEMATICS	DAN GALLUP	Present
MATHEMATICS	KATHLEEN HOGUE	Absent
MATHEMATICS	CHARLES HOGUE	Absent
MATHEMATICS (Alt)	GRAYR ANDREASYAN	Present
MATHEMATIACS (Alt)	DONNA NORDSTROM	Present
NATURAL SCIENCES	RUSSELL DI FIORI	Present
NATURAL SCIENCES	MARTHA HOUSE	Absent
NATURAL SCIENCES	PETER CASTRO	Absent
NATURAL SCIENCES (Alt)	VERONICA JARAMILLO	Absent
NATURAL SCIENCES (Alt)	KATIE RODRIGUEZ	Present
PERFORMING/COMMUNICATION ARTS	RITA GONZALES	Absent
PERFORMING/COMMUNICATION ARTS	RIKKI MAGEE	Present

SOCIAL SCIENCES	LAUREN ARENSON	Absent
SOCIAL SCIENCES	EDUARDO A. CAIRÓ	Absent
SOCIAL SCIENCES	KAITZER PUGLIA	Present
SOCIAL SCIENCES (Alt)	CHERYL BEARD	Absent
SOCIAL SCIENCES (Alt)	LYNORA ROGACS	Present
VISUAL, MEDIA & PERFORMING ARTS	YOLANDA MCKAY	Absent
VISUAL, MEDIA & PERFORMING ARTS	ROD FOSTER	Present

GUESTS

Associate VP, Student Affairs (right title?)	CYNTHIA OLIVO	Present
RALPH STORY UNSUNG HERO AWARDS COMMITTEE	MICHELLE IRELAND GALLMAN	Present

A. CALL TO ORDER: 3:05 pm

B. PLEDGE OF ALLEGIANCE led by Russ Di Fiori

MOTION made and seconded by R. Foster & K. Puglia to move to the front of the Agenda Item 5 at the request of Michelle Ireland Galman due to a family emergency.

VOTE: Motion passed unanimously.

5. Proposal for “Ralph Story Award for Adjuncts” Michelle Ireland Galman

M. Ireland Galman ask for Senate consideration and approval of a new Senate award process entitled the MVA award (Most Valuable Adjunct Award) that would be part of the Ralph Story/Unsung Hero Award process. This award would recognize the contributions of adjunct faculty who have worked at PCC for more than five years and have given the time, passion and interest in their support of the college. This would be an internal and not monetary honor. Former Ralph Story awardees would participate in the nomination committee process.

Discussion

D. Gallup expressed his support.

President V. Foster asked M.I. Galman to forward her the nomination details so this matter can be presented for approval at the next Senate meeting.

E.....NEW BUSINESS (with possible actions to follow each item)

1. Draft of Equity Plan (First Read): Cynthia Olivo

The draft Plan is accessible at www.pasadena.edu/studentequity

Dr. Olivo displayed portions of the plan highlighting several written summaries and data charts. The Plan is a report that must be submitted to the Chancellor’s office.

Five areas that have been reviewed for “existing gaps” are access to PCC; course completion; Basic Skills completion; completion of certificates, completion of degrees; and transfer. Research provided in the report is from six-year cohort data going back to 2008 to identify achievement gaps between different student groups based on ethnicity, gender, income, veterans status, foster youth status, and disabled youth status. This year the Chancellor’s office has provided a new method of gap identification called the Percentage Point Gap Calculation which allows the identification of the number of actual students from each group and the numbers of how many could be helped that would help close the gap.

Overall Conclusions cite that African American and Latino student completion numbers are below the overall completion rates.

MOTION to extend discussion by 5 minutes made and seconded by D. Gallup and B. Richards.

VOTE: Unanimous

Dr. Olivo:

The data provided shows where the school needs to do better with different categories of students.

This is a big opportunity to use funding for student resources.

Math Faculty will soon participate in a retreat to be hosted by a national student equity expert from USC.

Dr. Olivo will bring a proposal to ESL for equipment replacement and ESL center needs.

Senator recommendations may be emailed to Dr. Olivo.

The Plan will identify and address gaps in each of the five areas. There are currently nine projects underway

A student equity summit will be held in November so the campus can hear about the nine projects – what has been done and what is being planned to do by June 30. Each intervention must be measured to see how many points they close a gap.

Senate President V. Foster said Dr. Olivo also presented this information before College Council. Administration has approved funding for a Senate retreat to address and develop strategies for the areas of concern. Scheduling of a Friday retreat date is pending.

J. Hallinger asked for a thorough review and editing of the plan before submission.

MOTION to extend discussion by five minutes made and seconded by J. Buczko and B. Richards.

VOTE: Unanimously approved.

Dr. Olivo:

Funding is provided by the State legislature for the 113 community colleges. The budget timeline is from July to July. The million dollars currently provided is for funding in 2015-2016. Some projects will be funded from last year. It was noted that RFPs are not an ideal way to address achievement gaps. The Chancellor's office wants us to be "very surgical in our approach" of communicating and identifying target gaps. Ideas and concerns may be emailed to Dr. Olivo. She encouraged the Senators to present ideas and dialogue on this matter at the upcoming retreat. Increased dialog could possibly bring about benefits for larger proposals. In response to M. Michelson's request, she can post comparison data for funding amounts and distribution for last year and this year on the website but will need a few weeks to do this.

2. Draft of Resolution on College Organizational Structure (1st read) Valerie Foster

MOTION made and seconded by M. Michelson and R. DiFiori approving discussion on Item 2.

VOTE: Motion passed.

Discussion:

- David Cuatt: Business and Engineering desire to be listed as separate areas, each with their own dean.
- President V. Foster: Dr. Vurdien has requested Senate feedback before moving forward on this matter.
- R. Foster stated that VAMS and Performing Arts would like to once again be separate divisions. President Foster said this is indicated in the structure.
- L. Rogacs stated that Social Sciences had a majority vote in support of it returning to a Social Sciences division.
- K. Rodriguez expressed that Kinesiology, Nutrition and Health wish to stay with Natural Sciences. President V. Foster asked if Dean Douglass had been consulted about Kinesiology. Dr. K. Scott has expressed concern that Natural Sciences has more faculty than any other division on campus and D. Douglass' workload would be increased. Rodriguez said Kinesiology became a part of Natural Sciences before the campus reorganization and Dr. Douglas did not express any disagreement.
- D. Gallup stated that while not speaking for the whole division, he had received a few ad hoc comments in support of the former division system.
- Dorothy Potter expressed concern that so many responsibilities were placed under the dean of the Library including the library, learning resources, professional development and distance education. There is currently no assistant/associate dean of the Library.
- Several senators inquired about where Instructional Support should be listed on the chart. President V. Foster said she didn't think this area had any instructional faculty. S. Fleming said this concern was asked at CAPM. R. Foster: suggested placing this box to the side of Dr. Scott with a line between the two boxes.

- President V. Foster said she will incorporate the following changes to the resolution: Kinesiology will be under Natural Sciences and Business, Engineering & Technology will be listed separately.
- K. Puglia requested that Humanities be included with Social Sciences. She will have her dean send President V. Foster a note on this request.

MOTION made and seconded by M. Dodge and A. Dodge to extend discussion by five minutes.

VOTE: Motion passed

Discussion

- In response to A. Dodge, President V. Foster stated the Reorganization Chart does show the areas needed to be filled by interims or deans.
- S. Fleming requested that Senators check with the faculty in their areas and forward the specific names of each division desired to President Foster to assist with preparing a revised resolution before a vote is taken at the next Senate meeting.
- B. Richards stated that it is helpful to think of students when presented a clearer visual presentation.
- G. Andreasyan inquired about Computer Science remaining under Math and President V. Foster said it would.
- President V. Foster stated that the resolution will be submitted for a vote at the next Senate meeting.
- To help senators that did not print their copy, S. Fleming read the Resolution.
- J. Hallinger's suggested adding the word "academic" in the third WHEREAS: It would read: **WHEREAS, there is no documented financial benefit or compelling academic reason to adhere to the school structure;**

3. Draft of Revision to Bylaws Article 3.1 (First Read) Valerie Foster:

President V. Foster: This Bylaws article describes the Senate's adjunct representation. She recently requested in CAPM that the current adjunct representatives continue to receive compensation for attending Senate Board meetings and the administration has agreed to do this for another year. V Foster stated that a request was made for additional pay for "meeting prep" and communicating with the adjunct faculty. Administration was not willing to discuss additional pay without this item being codified in the Senate's bylaws. She is bringing Article 3.1 with the revisions suggested by the bylaws committee to the Senate for approval. Once the Senate votes in agreement, it will be presented to all faculty for a vote so the adjunct positions and their compensation can be codified on the Senate.

Discussion:

- J. Hallinger suggested revised wording to say that faculty members are not tenured or have retired and are teaching part time so there could always be one retired faculty member on the Board.
- L. Rogacs: Inquired about rationale by changing wording from one to five adjunct representatives and asked if the Senate would consider having an adjunct from every division or instructional area. President V. Foster said there was a Bylaws Committee discussion followed by a vote on the changes before bringing to the Senate for approval. The referenced bylaw was discussed several times a long time ago. V. Foster stated that she did have a discussion with Y. McKay about the committee increasing the number of adjunct representatives but was told that 5 was number recommended by the committee.
- In response to J. Hallinger, D. Gallup explained that a person can be hired temporarily for a year then apply and be hired on. This year counts towards their tenure.
- Jay Cho suggested the first sentence be reworded because the revision references faculty members who are tenured track and not tenured yet and this was probably an unintentionally phrasing. It should say who are neither tenured nor who have begun the tenure process.
- President V. Foster interprets this as "being a retired, full-time adjunct." If we want to exclude them then it needs different language. She is not advocating this. If the senate doesn't want to exclude them then J. Hallinger's revision should be taken into consideration if they retired a teaching part-time. Yolanda McKay said this item was brought to the Senate but there were a lot of issues with the wording. Asked for T. Stoddard to let her know if he could provide information on its approval.
- M. Dodge suggested this matter should go back to the committee for stronger clarification for this area of discussion.

MOTION made and seconded by L. Rogacs and T. Stoddard to extend discussion by five minutes.

VOTE: Motion passed.

- L. Rogacs: Inquired about the elected term of one academic year. Recommended the changes of adding a senator from every division and the term of one year be removed from the revision
- D. Hamman: There is a clause in the contract allowing FT faculty to work 50% of their term. Could have tenured faculty working at 50%.
- S. Miranda expressed concerned with statements that adjunct faculty must have a *teaching* assignment for one semester during the year they are elected. President V. Foster stated that adjuncts don't necessarily teach every semester. They would have to be teaching during the term they would be serving as Academic Senators. Concerned with non-instructional faculty assignment clarification.
- S. Fleming stated that the bylaws committee will need guidance about the Senate's recommendation in regards to retirees; increasing the number of adjunct representatives per division; increase the length of serviced time; clarify the definition of adjunct and address the teaching assignment to use for non-instructional adjunct faculty.

MOTION made by L. Rogacs and T. Stoddard to extend discussion by five minutes

Vote: Approved unanimously.

- J. Hallinger stated that a retiree teaching part-time is also looking at the change that occurred between full and part-time support, etc., etc. A retired faculty member brings history from both working full- and part-time and can help with issues before the Senate. S. Fleming: There are multiple advantages to having retiree representatives and suggests agreement to asking the Committee to fix this language.
- L. Rogacs stated that representation should be up to the divisions.
- D. Nordstrom expressed concern with having an increase in adjunct representation to 11 because of the ratio to full time senators. In response, M. Dodge asked which division should not be represented.
- R. Foster stated that adjunct faculty size factors could be: FT equivalence and the headcount. One faculty is continuity with teaching assignments. There has been committee discussion on increasing adjunct numbers not tied to divisions to get a broader representation for a more significant voice at the Senate table.
- Support for increasing part-time representation received from both M. Michelson and L. Rogacs.

MOTION made and seconded by M. Dodge and A. Dodge to extend discussion by five minutes.

VOTE: Motion approved.

- J. Buczko: Asked if administration pay for 11 representatives? President V. Foster said she could ask this question.
- L. Rogacs stated that if administration is unwilling to pay for additional representatives, she recommends posing the question that administration hose the divisions that would not have representation.
- The Board agreed to return Article 3.1 to the Bylaws Committee so that that group could address the Board's suggestions and concerns.

4. Review of BP 3000: Shared Governance and AP 3001: Faculty Role in Shared Governance. Lynora Rogacs: L. Rogacs is on the accreditation work group for shared governance. It was discussed in committee to have shared governance bodies quickly review their policy and procedures and for Academic Senate/faculty role in shared governance. This presentation is to start Senate dialogue. These policies and procedures were last reviewed in 2008.

- D. Gallup inquired if the proposed presentation could have prevented removal of the winter intersession. L. Rogacs replied that the update was prepared in 2008, so probably not. The College of the Canyons has a more strongly worded provision that if the Board wished to make a change not based on the Senate's recommendation that the Board would have to provide a written response sending the recommendations back to the Academic Senate for further discussion. S. Fleming stated that this is typical at most colleges and that she believes that, based in the interactions this year, the Board will be open to this conversation.
- R. DiFiori stated that there is debate about the +1 portion of the 10+1 and it leads to confusion or disagreement about a lot of things that the Senate should be doing. President V. Foster reported that she asked this specific question at the spring plenary because there was conversation of having to agree with the board what the +1 is. +1 is not everything else. Language from the Shared Governance handbook is different. It says the only +1 we have is faculty hiring process. Clarification is needed. S. Fleming stated that the +1 should be a local decision for every college and that the +1 have to be mutually agreed upon. President V. Foster will contact the statewide senate regarding +1 definition.

- President V. Foster reported that, in her conversations with B. Brown, she is open to change and is open to talk to the Board. L. Rogacs concurred.
 - R. Foster reported that the newly elected board members will be sworn in at the first meeting in December.
 - S. Rose stated that many schools have adopted equity as part of their +1s.
 - In response to a question regarding if the Board is taking responsibility for its role in the accreditation standing, S. Fleming reported that the Board's self-evaluation was recently completed and that the Senate might look at this document for assistance with answering this question.
5. Proposal for "Ralph Story Award for Adjuncts" Michelle Ireland Galman
See above.
6. Proposal for "10+1 Award": Valerie Foster
There has been an Accreditation workgroup discussion about recognizing faculty more on campus to help foster a more positive climate. She proposed a "10+1 Award" to be given to anyone on campus showing an exemplary service through to the 10+1. This proposal is based on an established award at Mt. SAC.
- J. Hallinger: inquired about the criteria. President V. Foster said up to 11 awards could be presented.
 - S. Fleming stated that Award Nominations could be accepted throughout the academic year.
 - President V. Foster stated that there are other statewide senate awards that she will bring forward to be discussed at future senate meetings.

L. ANNOUNCEMENTS

D Hamman	<p>CEC Concerns: Management did not understand that 2 reads are requirements by Senate for the Noncredit SSSP Plan.</p> <p>The Noncredit SSSP Plan needs to be read twice before being voted on by the Senate and the state needs exact report by 11/20/15. He just learned of this matter today.</p> <ul style="list-style-type: none"> • President V. Foster: A. Mecom had previously been contacted by her about three weeks ago for document submission. There are no deadline extensions. • S. Fleming: There is nothing codified to mandate a first and second read. This item can be forwarded to the Board for review/feedback to be sent back to A. Mecom with the understanding that revisions are to be incorporated for Senate review at its next meeting. • Dodge said the document could be read into the record.
R. Foster:	R. Foster: An abbreviated hiring process has been negotiated for retired faculty. This action was taken based on former HR process.
S. Rose	S. Rose: Reminded the Senate about the November 4, 2015 with Rob Johnstone to address the needs of financially needy students.

M. ADJOURN: MOTON to adjourn made and seconded by R. DiFiori and D. Nordstrom. Motion passes.